

# SOCIAL AND ETHICAL PROCUREMENT LEADERSHIP

## Summit Property Group Canada's Social Procurement Policy



### Policy Statement

At Summit Property Group, we have a goal to “improve quality of life”. We provide respectable jobs and offer a living wage with training and career paths for people who may otherwise feel left behind in their community. We implement accessible recruitment practices, provide diverse employment opportunities, and ensure our team feels supported and well trained. We educate our employees and franchisees on our contracting goals and evidence our belief that diversity benefits us in numerous ways – we want to ensure that anyone that joins our broader team have these values embedded into the team culture.

We believe that our supply chain is a means to evidence our commitment to equity, diversity, and inclusion. We also actively seek to bring diverse and small, local business into our community networks of suppliers, with special focus on businesses owned by equity-seeking groups, indigenous, women, people with disabilities, the LGBTQ2S+ community and veterans.

Leading our team members to empower people and manage customized procurement programs make a difference in each business partner's ability to meet their organizations objectives and exceed customer expectations.

### Policy Purpose

This policy confirms Summit Property Group's commitment to building an inclusive supply chain throughout Canada.

At Summit Property Group, we actively create entry-level and marginalized employment practices providing employment opportunities and recruit diverse and small owner operator businesses. We educate employees on our contracting goals, and believe that diversity benefits us in numerous ways, from ensuring greater equity and better ideas, to opening new markets and contacts.

### Policy Scope

This policy applies to the procurement of goods and services by all members of the Summit Property Group team and any organization's Summit Property Group contracts to purchase on our behalf.

### Policy Application



At Summit Property Group, we implement social procurement through purchasing our goods and services from social enterprises and other organizations with a social value. This includes looking at the organization's employment practices and their own supply chains.

Summit Property Group is committed to track the metric defined by our steering committee in each region. To support our local communities, we have committed to invest 25% of our purchases with SME businesses with focus on the inclusion of gender balanced teams at all levels of our organization. By creating workspaces that are barrier-free for people with disabilities, people of all faiths, sexual orientations, gender identities and backgrounds.

