

NSG Group

DIVERSE SUPPLIER Policy

At NSG Group, we envision a transparent and inclusive supply chain that reflects the strength and diversity of the communities we serve. This supports the NSG Mission "Changing our Surroundings, Improving our World".

As a leader in glass manufacturing, we are committed to integrating supplier diversity into the foundation of our operations, partnering with businesses owned by underrepresented groups, including minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities. We also aim to increase opportunities for small companies. By fostering meaningful relationships with diverse and small suppliers, we drive innovation, enhance sustainability, and reinforce our commitment to equity and economic opportunity throughout the value chain.

We believe that supplier diversity strengthens resilience and contributes to meaningful economic empowerment. Through purposeful collaboration, we aim to set a standard of excellence in supplier inclusion that advances opportunity, equity, and shared success for all.

Our goal is to shape a more inclusive industry, one partnership at a time.

The purpose of this Diverse Suppliers Program Policy is to promote an inclusive and equitable supply chain by identifying, developing, and partnering with diverse suppliers. We believe that fostering supplier diversity drives innovation, supports economic development, and reflects our commitment to corporate social responsibility.

Our Mission

Our Procurement Mission, "Leveraging our Supply Chains, Improving our World" supports our overall Company mission. Our goal is to actively promote and support a diverse and inclusive supply base that mirrors the strength and vibrancy of our workforce and the broader communities in which we operate. Through our Diverse Supplier Program, we are committed to identifying, developing, and engaging with qualified businesses owned by underrepresented groups, fostering long-term partnerships that drive innovation, improve competitiveness, and contribute to economic equity. As a glass manufacturer, we recognize the power of transparency and sustainability, and we strive to reflect those same principles in building a resilient, inclusive, and ethical supply chain.

Our Diverse Supplier Policy affirms our dedication to identifying, developing, and conducting business with suppliers that are majority-owned, operated, and controlled by individuals from historically underrepresented groups, including, but not limited to, minorities, women, veterans, LGBTQ+ individuals, and persons with disabilities.

We recognize that diverse suppliers bring unique perspectives, innovative solutions, and increased agility that enhance the strength and

resilience of our operations in the glass manufacturing industry. This policy guides our procurement practices and reinforces our belief that inclusivity drives better business outcomes and fosters sustainable growth.

Through this policy, NSG Group commits to:

- Actively seeking and considering diverse and small suppliers for all procurement opportunities.
- Embedding diversity and inclusion principles into our supplier evaluation and selection criteria.
- Creating pathways for diverse and small suppliers to compete on a fair and equitable basis.
- Promoting continuous improvement and accountability through performance tracking and reporting.

Our Diverse Supplier Policy is not only a reflection of our corporate values, it is a strategic business imperative. By cultivating a more inclusive supply base, we aim to strengthen our competitive advantage, deliver value to our customers, and contribute to a more equitable economic landscape.

Supplier Selection

Whilst NSG's Diverse Supplier Programme exists to promote opportunities for diverse and small suppliers, the selection of suppliers for business award will be based solely on other objective criteria such as cost, payment terms, innovation, quality, delivery capability, service and other relevant factors according to the spend category.

Continuous Improvement

We will continuously evaluate and refine our supplier diversity practices to ensure alignment with best practices and stakeholder expectations. Feedback from suppliers, employees, and customers will be encouraged to support ongoing improvement.

The Group CEO is responsible for approving this policy.

The Chief Procurement Officer (CPO) is responsible for reviewing this policy on a regular basis in line with the associated procurement procedures and Group Policies and Strategies.



Munehiro Hosonuma
President & CEO
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