

# Voya Financial Supplier Diversity Policy

## Introduction

At Voya, diversity, equity and inclusion (DEI) are core to our environmental, social and governance (ESG) practice, and we are committed to purposefully bringing our differences together to positively influence our culture, serve our clients and enrich our communities.

Our commitment to diversity extends beyond our workforce to our business partners (suppliers, vendors and consultants) with whom we work to meet our clients' and business's needs. This includes engaging organizations and businesses owned by and/or serving historically marginalized and underrepresented communities.

We believe this commitment will complement our already strong relationships and help increase the opportunity for more positive results and solutions.

## Our commitment to supply-chain equity

At Voya, our purpose is to fight for everyone's opportunity for a better financial future. That includes promoting and increasing business opportunities for small business enterprises<sup>1</sup> and diverse-owned business enterprises<sup>2</sup> and ensuring they have an equal opportunity to compete for business as a supplier to Voya. By doing so, Voya benefits by gaining access to increased supplier pools, which can stimulate competition, drive cost savings and generate innovation by bringing diverse perspectives to our supply chain, as well as offer broader vendor options and solutions to Voya's business teams.

In addition, creating an inclusive supply chain can also create a competitive advantage and differentiator in the marketplace that can help increase market share and help drive revenue growth for Voya.

Our goal is to increase spend with these firms and maximize diverse-owned business participation through the development of mutually beneficial relationships.

Purchases of goods and services will be inclusive of such businesses and in alignment with our corporate strategy, procurement needs and our clients' expectations.

Voya will assist in developing and strengthening diverse-owned business enterprises through supplier development, mentoring and other capacity-building efforts. In addition, Voya will actively participate in supplier-diversity-advocacy organizations and other programs that promote such enterprises and that align with Voya's strategic goals — as well as to make strides toward achieving Voya's aspirational vision — Clearing your path to financial confidence and a more fulfilling life — by standing up for and championing opportunities for these firms. This effort is companywide.



## Driving accountability for supplier diversity

In carrying out this policy, Voya will:

1. Ensure its employees who are delegated the responsibility to commit the expenditure of corporate funds directly or indirectly to purchase goods and services within their department will have access to supplier diversity training and resources to support supplier-inclusion efforts.
2. Support diverse-owned business enterprises' capacity-building and development efforts by providing mentoring and technical assistance, where appropriate, to help diverse businesses in becoming more robust and competitive.
3. Advocate for its top suppliers to establish and report upon similar initiatives for their supply base.

Supplier diversity is a shared responsibility. Every employee plays a role in promoting and effectuating Voya's supplier diversity goals.

Overall company supplier-diversity coordination is the responsibility of Shelley Bettencourt, program lead, Supplier Diversity.

More information on [voya.com](http://voya.com):

- [Supplier Diversity program](#)
- [Responsible supply chain](#)

**To contact our supplier diversity team, please email [supplierdiversity@voya.com](mailto:supplierdiversity@voya.com).**

Footnotes:

1. A *small business enterprise* is a business, including its affiliates, that is independently owned and operated, not dominant in its field of operation, and meets U.S. Small Business Administration size standards by revenues and industry.
2. *Diverse-owned business enterprises* include minority-owned, women-owned, veteran-owned, LGBTQ+-owned and disability-owned business enterprises. A diverse-owned business enterprise is defined as a company certified to be at least 51% owned, operated and controlled by one or more members of a historically underutilized population group, based on local country definitions.<sup>3</sup>
3. The term "minority" as well as the definitions of minority businesses and groups are set by leading supplier diversity organizations and commonly used within the supplier diversity space. The use of these terms herein does not constitute an endorsement of the terms by Voya Financial.

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