



DIVERSITY, EQUITY & INCLUSION

I alone cannot change the world, but I can cast a stone across the waters to create many ripples.

-Mother Teresa



“As a minority and veteran owned company, I take pride that diversity is an inherent part of our foundation. However, I acknowledge that we must do more to strengthen our commitment to diversity, equity and inclusion. Walker SCM is in the process of formalizing a diversity, equity and inclusion program where our focus will be on recruitment, training, professional development, supplier diversity, and facilitating open and continuous discussions throughout our organization. Our goal is to continually improve to be a company where all persons are welcomed in an equitable environment and where people of different backgrounds are respected and heard. We value diverse voices, thoughts and backgrounds and look forward to hearing from our workforce to create positive change within the company.”

Emmett Walker, President and CEO

“Supporting diverse suppliers that are reflective of our customers and communities allows Walker SCM to provide better service through diverse ideas and solutions. The company strives to provide high quality products and services while committing to our overall corporate social responsibility. Our efforts strongly lie in supporting our diverse suppliers and creating value for our customers and communities.”

Roger Moll, Vice President



Walker SCM LLC (“Walker” or “the Company”) values all persons within our company including but not limited to different races, ethnicity, gender, age, national origin, disability, religion, sexual orientation, gender identity, education, language, veteran status, and more. Walker strongly believes that differences amongst our people means different ideas and perspectives within the team which foster an environment to stimulate growth and innovation. It is essential today and a continuous goal that our people feel that Walker SCM is a workplace that respects and honors their individuality, supports their personal development and advancement, and is a place of fair and equitable opportunities.

We want our people to be proud of working at Walker SCM. By embracing DE&I as part of our organization’s foundation, processes, systems and mission, we hope to continuously evolve as a company that supports its people, improves leadership diversity and fosters inclusivity at all levels of the company. Our goal is to be a workplace that acknowledges, values and includes diverse perspectives which is key to propelling innovation and success within the organization that will better service our customers and communities.

Supplier Diversity

Walker SCM’s operating entities are Minority Business Enterprise’s (“MBE”) certified by the National Minority Supplier Development Council (“NMSDC”). On June 11, 2020, Walker International Transportation LLC, a Walker SCM LLC affiliate company, was designated as a Corporate Plus[®] member by NMSDC. The NMSDC Corporate Plus program “is an unprecedented membership program for NMSDC-certified minority business of the highest caliber. This program was created to address corporate member requests for assistance in locating minority suppliers with the capacity to fulfill national contracts. The Corporate Plus member have demonstrated their capacity to execute national contracts for major corporations.”¹ WIT Logistics LLC and Walker International Transportation LLC are Veteran Business Enterprise’s (“VBE”) certified by the National Veteran Business Development Council (“NVBDC”).

Walker SCM is committed to supporting and providing diverse suppliers equal opportunity in sourcing and procurement business. Potential suppliers must demonstrate the ability to add value, provide high-quality goods and/or services at competitive pricing. It is imperative to Walker SCM that our suppliers align with our superior level of service. Our company’s goal is to increase aggregated annual diverse spend year over year with minority, women, veteran, LGBTQ+ and other owned enterprises.

Walker supports the diversity goals of our customers by:

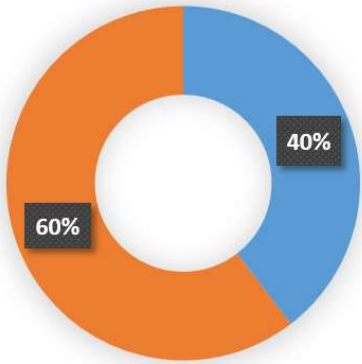
- Taking a leadership role on supplier diversity committees formed by our customers
- Being active in the local and regional Minority Supplier Development Council
- Attending and exhibiting at customer-sponsored diversity events
- Supporting solidarity sourcing and social inclusion in our day-to-day business interactions

¹ Corporate Plus Program definition can be found at the following website: <https://nmsdc.org/programs/corporate-plus-2/>

WALKER SCM BY THE NUMBERS

U.S. Workforce by Gender

■ Female ■ Male



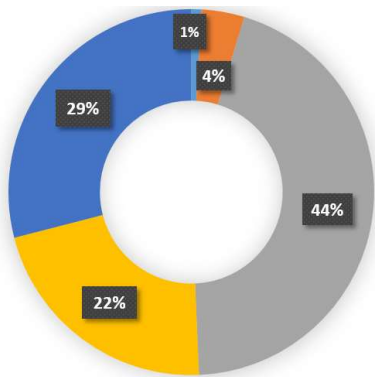
Women and Minorities represent

58%

of managers and above positions.

U.S. Workforce by Ethnicity

■ American Indian or Alaska Native ■ Asian
 ■ Black or African American ■ Hispanic or Latino
 ■ White



Diverse Supplier Spend (\$)

