



## SUPPLIER DIVERSITY PROGRAM

### Vision

Fluor's Supplier Diversity Program is a proactive business initiative that seeks to expand the opportunities offered to Diverse Suppliers, building upon our combined strengths to drive mutual success.

### Beliefs

- As a global company, Fluor operates across highly diverse markets that are best served by teams of correspondingly diverse resources, including employees, partners, subcontractors, and suppliers. An effective center-led program for Supplier Diversity is critical to our success.
- Fluor achieves innovative solutions for its clients through excellence in strategic sourcing, material management, and contract management, creating additional value for all stakeholders through Supplier Diversity efforts.
- Just as in Employee Diversity, Diverse Suppliers (defined as Minority-owned Business, Women-owned Business, Small Business, Small Disadvantaged Business, HUBZone Business, Veteran-owned Business, and Service Disabled Veteran-owned Business firms) contribute significantly to the company's overarching goal of providing clients with the highest quality services at competitive costs.
- Fluor's Diverse Suppliers make us stronger, healthier, and better able to handle the challenges of the future, enhancing the achievements of all of our employees, clients, shareholders, and communities.

### Actions

- We are corporate members of organizations such as the National Minority Supplier Development Council (NMSDC) and the Women's Business Enterprise National Council, and support the Small Business Administration (SBA). We actively participate in many of their regional business councils by providing sponsorships for events and serving on boards and committees.
- Our focus includes an identification and tracking process that promotes the development and growth of Diverse Suppliers. Our work practice encourages inclusion of Diverse Suppliers in a fair and competitive manner.
- Fluor's Supplier Diversity Program is in accordance with Fluor's Corporate Procurement Policy.

### Commitment

Clearly, Fluor is committed to achieving excellence in Supplier Diversity throughout business groups serving both public and private clients, on a global basis. All Fluor employees who are involved in supplier selection decisions will demonstrate this commitment by continually seeking to identify and provide competitive opportunities to Diverse Suppliers.

**James A. Scotti**  
Senior Vice President and  
Chief Procurement Officer

**Alan L. Boeckman**  
Chairman of the Board  
Chief Executive Officer