

Supplier Diversity Reporting

As a global company, we believe that having a diverse supplier base helps us to better understand and anticipate the needs of our current and future customers and is essential to our success in the marketplace. A progressive, diverse, and inclusive strategy is not only a business imperative at Experian®, but a social and ethical responsibility embedded in our core company values.

Our commitment to supplier diversity helps us identify and deliver high-quality products and services across all business channels, while driving value and economic development in the communities we serve.

Suppliers that are fifty-one percent (51%) owned and controlled by one or more diverse individuals including women, minority (African-American, Hispanic-American, Asian-Pacific American, Hispanic American, Native American, or Asian-Indian American), Disabled, Veteran, Disabled Veteran, LGBT, or HUBZone or other disadvantaged or small business classifications identified by the Small Business Administration (each a “Diverse Supplier”) are classified as a diverse supplier.

Any Supplier to Experian that meets the above definition agrees to obtain and maintain all appropriate diversity certifications and provide such certifications to Experian’s supplier portal at https://exaappsext.unify.uk.experian.com/OA_HTML/AppsLocalLogin.jsp (the “**iSupplier Portal**”). If Supplier’s status changes or Supplier no longer meets the definition of a Diverse Supplier, Supplier will update its ownership classification in the iSupplier Portal.

Any Supplier which is not itself a Diverse Supplier, however does purchase directly or indirectly from Diverse Suppliers, the following terms apply: If requested by Experian, Supplier shall, on a calendar quarterly basis, report the total dollar amount of Direct and/or Indirect Second Tier Purchases (as defined below). This information shall be provided to Experian not later than thirty (30) days after the end of each calendar quarter and shall be submitted via email to GlobalProcurementOperationalHub@experian.com, and include “Tier 2 Diversity Spend Report” in the subject line of the message. For purposes hereof, “Direct Second Tier Purchases” refers to Supplier’s purchases of products and services, as applicable, from Diverse Suppliers that are later directly resold to Experian, or its affiliates, or used in support of the Services for Experian or its affiliates. “Indirect Second Tier Purchases” refers to the amount that Experian’s prime suppliers spend with Diverse Suppliers in support of the prime supplier’s overall operations and business. This spend is not related to a specific Experian business need, but indirectly contributes to the business that the prime supplier has with Experian. A company can have both a direct and indirect diversity spend. If Supplier does not currently track Direct and/or Indirect Second Tier Purchases, Supplier agrees that it shall negotiate in good faith with Experian to develop a mutually acceptable timeline for implementation of a program to comply with this Section.