



# ***POST HOLDINGS, INC.***

## **SUPPLIER DIVERSITY INITIATIVE**

**Post is dedicated to partnering with the best suppliers and to be an advocate of Supplier Diversity.**

The world is remarkably diverse and our brands appeal to a vast array of customers. To build a diverse and strategic supplier base, Post is committed to developing a comprehensive supplier diversity initiative. We believe diversity brings strength and flexibility to our supply base and increases competition in the sourcing process. At Post, we value cultivating strategic procurement relationships with each of the minority classifications that provide high quality and cost-effective products. Above all, we want to support the businesses of the people who buy our products.

To support this belief, it is Post's company-wide initiative to seek, build and offer opportunities to qualified suppliers of each of the minority classifications to compete on an equal basis with all other bidders. To become a diverse supplier to Post, a company must meet the diverse supplier qualifications outlined herein and/or be recognized by a certifying agency. These agencies include:

- National Minority Supplier Development Council
- Women's Business Enterprise National Council
- Other federal, state, and/or local government agencies
- Other certifications may be recognized on a case-by-case basis

Questions pertaining to Post's Supplier Diversity Initiative can be sent to:

[PostProcurement@postholdings.com](mailto:PostProcurement@postholdings.com)



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## **Supplier Eligibility**

Post defines certified businesses as follows:

### **Small Business**

The Small Business Administration (SBA) defines a “small business” as a business that must be organized for profit in the United States. It must operate primarily within the U.S. or make significant contributions to the U.S. economy through payment of taxes or use of American products, materials or labor. It must be independently owned and operated and not dominant in its field on a national basis. The business must meet the size standards for its industry. To determine the size standard for your business, visit the Small Business Administration (SBA) website at [www.sba.gov](http://www.sba.gov)

### **Small Disadvantaged Business**

To be considered a Small Disadvantaged Business, as defined by the SBA, the firm must be 51% or more owned and controlled by one or more disadvantaged persons. The disadvantaged person or persons must be socially and economically disadvantaged. The firm must be small according to SBA’s size standards for small businesses in their industry.

### **Woman-Owned Small Business (WOSB)**

To be eligible, as defined by the SBA, a firm must be at least 51% owned and controlled by one or more women, and primarily managed by one or more women. The women must be U.S. citizens. The firm must be “small” in its primary industry in accordance with SBA’s size standards for that industry. In order for a WOSB to be deemed “economically disadvantaged,” its owners must demonstrate economic disadvantage in accordance with the requirements set forth in the final rule.



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## **HUBZone Small Business**

To be considered a HUBZone Small Business, as defined by the SBA, the business must be 51% owned and controlled by a U.S. citizen, Community Development Corporation, agricultural cooperative or an Indian tribe. The principal office must be located in a Historically Underutilized Business Zone. At least 35% of all of its employees must reside in a HUBZone. Reside means to live in a primary residence at a place for at least 180 days, or as a currently registered voter, and with intent to live there indefinitely.

## **Service-Disabled Veteran Small Business (SDVOSBC)**

To be considered, as defined by the SBA, a Service-Disabled Veteran must have a service-connected disability that has been determined by the Department of Veterans Affairs or Department of Defense. The SDVOSBC must be small under the North American Industry Classification System (NAICS) code assigned to the procurement. The SDV must unconditionally own 51% of the SDVOSBC. The SDVO must control the management and daily operations of the SDVOSBC. The SDV must hold the highest officer position in the SDVOSBC.

## **Veteran-Owned Small Business (SDVOSBC)**

To be eligible, as defined by the SBA, a firm must be at least 51% owned and controlled by one or more veterans who are directly involved in the daily business operations. The firm must be "small" in its primary industry in accordance with SBA's size standards for that industry.