



Supplier Diversity Policy

Effective September 19, 2024

Purpose

ASGN Incorporated along with its subsidiaries (collectively, “ASGN” or the “Company”) are committed to continually supporting, promoting, and increasing diversity, equity and inclusion (“DEI”), including within our supplier network. This Supplier Diversity Policy applies to our subcontractors who provide materials and services. The policy commits ASGN to create a more inclusive bidding process and to expand its supplier diversity efforts. This policy establishes procedures for promoting subcontracting opportunities for the following types of Disadvantaged Business Enterprises (collectively, “DBE Suppliers”): Minority-Owned Business Enterprises (MBEs); Historically Underutilized Business Zone (HUBZone) Businesses; Small Disadvantaged Businesses (SDBs); Women Business Enterprises (WBEs); LGBT-Owned Business Enterprises (LGBTBEs); Veteran Business Enterprises (VBEs); and Disability-Owned Business Enterprises (DOBEs).

Implementation and Tracking Procedures

ASGN will make a good-faith effort to implement the following:

1. Vendor Management at ASGN and its subsidiaries will maintain databases of prospective subcontractors and identify, and track firms certified as DBE Suppliers;
2. Conduct outreach to and targeted recruitment of prospective DBE Supplier subcontractors; and
3. Identify new prospective DBE Supplier subcontractors through ongoing market research and reviews of state and local HUBZone lists.

Review

This policy, associated procedures and spend tracking will be reviewed with Senior Management annually to track performance and determine if changes are necessary to develop a diverse supplier network. ASGN reserves the right to revise, amend, terminate, and interpret this policy.