



## Supplier Diversity and Small Business Statement

Across HDR, we make seamless integration possible. With our responsive nature and relentless focus to every project and providing our clients with innovative solutions, we are invested in building trusted, collaborative, and inclusive relationships with small and diverse business partners on our teams. Our approach goes beyond just meeting minimum contract requirements, we value our small and diverse partners for the expertise they bring to the projects and contributions to our teams. We are all in this together with a commitment to sustainable business practices and the betterment of our communities, economy, and environment.

HDR strives to afford every practicable opportunity to small and diverse businesses to participate on our contracts. We continually seek to identify potential partners including:

- Small Business (SB)
- Small Disadvantaged Business (SDB)
- Disadvantaged Business Enterprise (DBE)
- Women-Owned Small Business (WOSB)
- Women Business Enterprise (WBE)
- Minority Business Enterprise (MBE)
- Veteran-Owned Small Business (VOSB)
- Veteran Business Enterprise (VBE)
- Service-Disabled Veteran-Owned Small Business (SDVOSB)
- Lesbian, Gay, Bisexual, and Transgender Business Enterprise (LGBTBE)
- HUBZone (HUBZ) (SBA and State)

With a culture that embraces supplier inclusion, diversity and equity, we create an unshakable foundation for progress. At HDR, we do things right to make great things possible.

A handwritten signature in black ink, appearing to read 'John W. Henderson'.

John W. Henderson  
Chief Executive Officer

March 10, 2025