CLASSIC LABELS PACKAGING GROUP

Supplier Diversity Program

Objective

Classic Labels Packaging Group (CLPG) is committed to fostering economic opportunity, promoting supplier diversity, and creating an inclusive supply chain that reflects the communities we serve.

As a certified minority-owned business, CLPG recognizes the value that diverse suppliers bring through innovation, competition, responsiveness, and unique perspectives. We are committed to providing qualified diverse businesses with fair and equitable opportunities to compete for and participate in our sourcing and procurement activities.

Scope

This policy applies to all CLPG sourcing, procurement, supplier selection, and supply chain management activities.

CLPG encourages participation from certified diverse suppliers, including:

- Minority-Owned Business Enterprises (MBE)
- Women-Owned Business Enterprises (WBE)
- Veteran-Owned Business Enterprises (VBE)
- Service-Disabled Veteran-Owned Businesses (SDVOB)
- Disability-Owned Business Enterprises (DOBE)
- LGBTQ+-Owned Business Enterprises (LGBTBE)
- Small Business Enterprises (SBE)

Supplier Diversity Commitment

CLPG is committed to:

- Promoting equal access to sourcing opportunities for qualified diverse suppliers.
- Incorporating supplier diversity considerations into procurement and supplier selection processes.
- Building relationships with diverse suppliers that support customer requirements and business objectives.
- Encouraging supplier diversity throughout our supply chain.
- Supporting economic development and job creation within diverse communities.

As a strategic supply chain partner, CLPG actively seeks opportunities to engage diverse suppliers that can provide quality products, services, innovation, and value while meeting customer, regulatory, and operational requirements.

Program Governance

The Supplier Diversity Program is overseen by the Chief Executive Officer & Founder in collaboration with executive leadership and procurement functions.

Responsibilities include:

- Establishing supplier diversity objectives and initiatives.

- Identifying and engaging qualified diverse suppliers.
- Monitoring supplier diversity participation and spend.
- Supporting customer supplier diversity reporting requirements.
- Promoting continuous improvement of supplier diversity practices.

Progress and program effectiveness will be reviewed annually by executive leadership.

Future Actions

CLPG will continue to strengthen its Supplier Diversity Program through:

- Expanding outreach to certified diverse suppliers.
- Increasing opportunities for diverse supplier participation across the supply chain.
- Supporting customer diversity initiatives and reporting requirements.
- Enhancing supplier diversity tracking and performance measurement.
- Participating in supplier diversity organizations and industry partnerships.

CLPG is currently a member of organizations supporting supplier diversity and remains committed to advancing inclusive sourcing practices throughout its business operations.

Reporting & Accountability

CLPG will periodically evaluate supplier diversity participation and seek opportunities to increase engagement with qualified diverse suppliers.

Employees involved in supplier selection and procurement activities are expected to support the principles outlined in this policy.

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Approval

Steven Ayala, Chief Executive Officer & Founder

Signature: Steven J Ayala Date: 6/11/2026