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To our employees, suppliers, and contractors:

voestalpine Railway Systems Nortrak is committed to the principles of diversity within our workforce and in partnership with our suppliers and contractors. To help support this commitment, we are launching a formal **Supplier Diversity Program**.

Developing and utilizing disadvantaged businesses contributes to the overall economic growth and expansion of our markets. Therefore, it is our company policy to actively search for, identify, and offer these businesses an equal opportunity to compete for our business. For the purposes of our company policy, a disadvantaged business is defined as a company that is at least 51 percent owned, managed or controlled by women, veterans, persons from ethnic minorities (e.g. Asian, Black, Hispanic or Native American) or persons identifying as LGBT.

Some of the benefits of a well-established Supplier Diversity Program may include:

- » increased opportunities to buy locally, regionally or nationally to ensure a good source of supply;
- » better quality products, services, and solutions resulting from competition for our business;
- » a competitive edge when seeking opportunities that require firms to make every effort to use disadvantaged/minority suppliers;
- » more personalized service from companies because they are typically smaller and more eager for our business;
- » enhanced community relations / positive publicity based on the perception of our company as a good corporate citizen;
- » greater flexibility of small businesses, which allows them to adjust more quickly to our business needs

Over the next few weeks, our Director of Strategic Sourcing will be rolling out this program to all of our plants.

Sincerely,



Dave Millard

CEO, On behalf of the Executive Board