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## Supplier Diversity Policy



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## The Cloudera Code

At Cloudera, our culture, our ethos, is centered on our values. We're here not only because we're experts at what we do, but also because we hold these values in common:

- **Equality** - We strive for equality; collaborating to ensure diverse perspectives are represented in each conversation to understanding how representation at all levels matters.
- **Commitment** - We are committed to high performance and commitment to excellence: to our customers, our communities, our teams, and ourselves.
- **Integrity** - We always act with integrity; approaching interactions with good intentions, honesty, transparency, and respect.
- We believe in taking calculated risks; to push past 'what's always been done' in order to find what was never thought possible.

## Objective

At Cloudera, in line with "[The Cloudera Code](#)", we value inclusion, equality, integrity, and safety. We want to work with suppliers that represent our values and the various communities we support. We are committed to our goal of creating a supply chain with inclusive and diverse suppliers.

### Supplier Diversity Mission

To build a diverse supplier base, emphasizing the inclusion of suppliers from minority-owned, women-owned, LGBTQ-owned, veteran-owned, disability-owned, and small enterprise businesses.

### Supplier Diversity Vision

Introduce a data driven approach to supplier spending that encourages supply chain diversification.

Capture and recognize suppliers as a Diverse Supplier (defined below) when they are certified by third party agencies as businesses that are 51% owned, operated, and controlled by a diverse person or group.

### Diversity, Equality + Inclusion Vision

Cloudera reflects the diversity of our communities and fosters an environment where everyone feels they can be their true selves.

### Diversity, Equality + Inclusion Mission

Build a more diverse and inclusive Cloudera through authentic and easy-to-understand enablement and products across all levels and geographies, to encourage and enable

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Clouderans to drive change, and to create an inclusive environment for everyone every day through educational, professional, and social programs.

## Definitions

Cloudera defines a “Diverse Supplier” as a business that provides materials, goods, and/or services and is at least 51% owned, operated, and controlled by a diverse person or group that is part of a traditionally underrepresented or underserved group, provides goods and/or services to Cloudera, and is certified by a nationally- or regionally-recognized third party as one or more of the following classifications:

- **Minority Business Enterprise (MBE)**
  - Black/African American
  - Asian
  - Asian-Pacific
  - Hispanic/Latinx
  - Indigenous
- **Women Business Enterprise (WBE)**
- **LGBTQIA+ Business Enterprise (LGBTBE)**
- **Veteran-Owned Business Enterprise (VBE)**
- **Disability-Owned Business Enterprise (DOBE)**
- **Small Business Enterprise (SBE)**
  - Woman Owned Small Business
  - Economically Disadvantaged Woman Owned Small Business
  - Small Disadvantaged
  - Small Veteran
  - Service-Disabled Veteran Owned Small Business
  - Historically Underutilized Business (HUBZone)

## Goals

We strongly believe that you cannot measure what you do not track. Below are some of the goals we are closely tracking throughout our current Fiscal Year.

- **Clear categorization of suppliers with women, underrepresented minorities, LGBTQ+, veterans or disabled persons majority owners**
- **An increase in the number of business units with at least one diverse supplier**
- **An increase in overall count of suppliers with women, underrepresented minorities, veterans or disabled persons majority owners**
- **Overall increase in dollar spend on suppliers with women, underrepresented minorities, veterans or disabled persons majority owners**

For more information on Cloudera’s Supplier Diversity Program, please email [diversity@cloudera.com](mailto:diversity@cloudera.com).

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## About Cludera

At Cludera, we believe data can make what is impossible today, possible tomorrow. Cludera taught the world the value of data, creating an industry and ecosystem powered by the relentless innovation of the open source community. We empower our customers, leaders in their industries, to quickly and easily transform complex data into clear and actionable insights. Through our hybrid data platform, organizations are able to build their data-driven future by getting data - no matter where it resides - into the hands of those that need it. Learn more at [cludera.com](https://cludera.com).