

SUPPLIER DIVERSITY PROGRAM

Frequently Asked Questions (FAQs)

1. What is Supplier Diversity?
 - Supplier Diversity is a proactive business program that encourages the use of a diverse and historically underutilized supplier base in the procurement of goods and services.

2. Why do we have a Supplier Diversity Program?
 - Noven recognizes that a diverse supplier base would not only support the needs of our customers but would also provide innovation and customization to our products, services and solutions, allow more flexibility and efficiency in meeting our business requirements, and drive a competitive advantage.

3. Who can participate in Noven's Supplier Diversity Program?
 - Supplier Diversity includes all types of businesses subject to and within the scope of the Federal Acquisition Regulations (FAR), whether certified as a Minority Business Enterprise, a Women-Owned Business Enterprise, as a lesbian/gay/bisexual/or transgender (LGBT) owned business, or as a Small Business by the United States Small Business Administration (SBA). Diverse suppliers must be at least 51% owned, operated and controlled by individuals with U.S. citizenship and include but are not limited to one or more of the following classifications:
 - i. Small Businesses
 - ii. Small Disadvantaged Businesses (African-American, Asian, Hispanic, Native American)
 - iii. Women owned small businesses
 - iv. Veteran owned small businesses
 - v. Service Disabled Veteran owned small businesses
 - vi. Gay, Lesbian, Bisexual and/or Transgender (GLBT)
 - vii. Historically Underutilized Business Zone small businesses (HUBZone)
 - viii. Indian tribe or Alaskan Native corporations and
 - ix. Historically black colleges or universities or minority institutions

4. How can a supplier do business with Noven?
 - The first step is to complete the 'Supplier Diversity Profile' form (to download the form, please visit www.noven.com/SupplierDiversity.php and email it to us at smallbusiness@noven.com along with a brochure that provides a brief overview of your

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company, including but not limited to, company background, list of products and/or services you provide, key capabilities and a list of your top clients.

We will review your submission and if your capabilities and offerings align with our business needs, your company will be added to our diverse supplier list. You will be contacted directly when opportunities at Noven arise that match the products and/or services you provide.

Please note that submitting a Supplier Diversity Profile form does not qualify you as an approved Noven supplier or guarantee an offer of business.

5. What is Supplier Certification?
 - Supplier Certification is a process through which businesses are verified as legitimately owned, operated and controlled by one of the groups listed under #3 above.

6. Is Supplier Certification a requirement for participating in Noven's Supplier Diversity Program?
 - Certification is not a requirement but is highly recommended for participating in our Supplier Diversity Program.

7. What are the benefits of obtaining Supplier Certification?
 - The federal government has programs supporting small and diverse business enterprises that are open only to certified suppliers.
 - Many major corporations mandate Supplier Certification in order to participate in their Supplier Diversity Programs.
 - Certifying organizations not only assist with the certification process but also promote supplier diversity and provide other valuable information on networking and business opportunities.

8. How can a supplier become certified?
 - Suppliers can contact the following certifying agencies or other appropriate state or local government entities for Supplier Certification:
 - National Minority Supplier Development Council (NMSDC)
 - Women's Business Enterprise National Council (WBENC)
 - National Gay & Lesbian Chamber of Commerce (NGLCC)
 - The Department of Veterans Affairs (VA)