



COMFORT SYSTEMS USA[®]

SUPPLIER DIVERSITY POLICY

SEPTEMBER 9TH, 2021

Introduction

Comfort Systems USA, Inc. is committed to finding the best suppliers, promoting sustainability, dedicating ourselves to social responsibility, and supporting local community needs while delivering superior customer service. To meet the requirements laid out in our Supplier Code of Conduct and the Vision and Values highlighted in our Annual Sustainability Report, we have established the following Supplier Diversity Policy. The guidelines in this policy are recommended to all operating companies to build a stronger supply chain and promote diversity, equity, and inclusion.

Policy

1. The goal of our Supplier Diversity Program is to promote and increase the inclusion of diverse businesses in our purchasing process, including disability-owned, women-owned, LGBTQ-owned, minority-owned, or veteran-owned businesses, or businesses located in a HUBZone.
2. Locally owned businesses will also be considered where feasible, and trade-offs between locally owned and diverse suppliers will be analyzed before deciding on a supplier to contract.
3. Operating Companies are encouraged to explore opportunities to partner with certified diverse suppliers that provide competitive quality, pricing, and other business requirements.

4. To count towards our annual diverse spend, we recommend that suppliers or prospective suppliers obtain third-party certification from one of the certifying organizations listed below. Any other certifications will be evaluated on a case-by-case basis.

- Women's Business Enterprise National Council (WBENC)
- National Gay & Lesbian Chamber of Commerce (NGLCC)
- U.S. Small Business Administration (SBA)
- National Minority Supplier Development Council (NMSDC)
- U.S. Business Leadership Network (USBLN)
- National Veteran Business Development Council (NVBDC)

5. All suppliers must acknowledge the Supplier Code of Conduct.

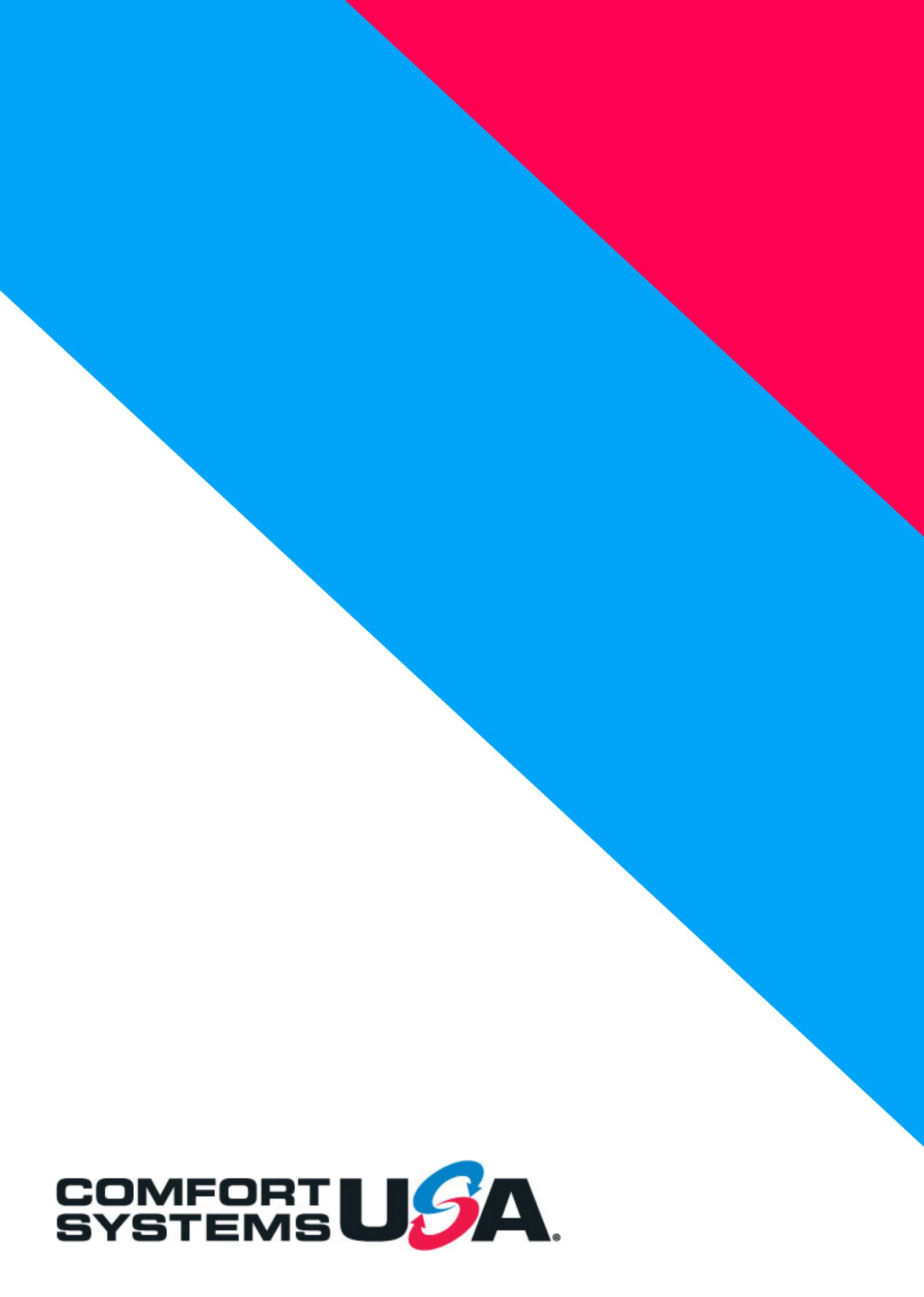
Implementation

We aim to reach our program goals by:

- Identifying, actively seeking and continuously working to expand our network of diverse suppliers.
- Training and encouraging our purchasing teams to include diverse suppliers in the purchasing process where there is alignment with our business needs
- Tracking and reporting the number of diverse suppliers with whom we partner
- Monitoring and measuring the effectiveness of our supplier diversity efforts

Questions or concerns regarding the Supplier Diversity Policy can be directed to:

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