

Turner Construction is committed to developing, promoting, and sustaining business relationships with diverse suppliers on our projects and within our offices that include Business Enterprises which are: Minority-Owned, Women-Owned; Lesbian, Gay, Bisexual or Transgender Owned, Veteran Owned and Disabled Owned.

To facilitate Turner's ability to meet or exceed the goals associated with that commitment, and meet applicable federal, state, and local laws and regulations pertaining to diversity utilization, Turner will intentionally identify and ensure fair and equitable opportunities for qualified diverse suppliers through our procurement process.

Turner's Supplier Diversity Objectives are as follows:

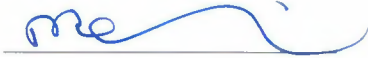
1. Leverage outreach events, industry networking events and diverse supplier agencies (e.g. NMSDC, NAMC) to intentionally identify and work with qualified, diverse companies that can provide competitive, high-quality services to our projects and clients and offices.
2. Provide equitable opportunities for diverse suppliers in securing work, growing economic capacity and raising visibility in each market where we work through our subcontractors and their vendors to promote the value of a diverse vendor network to our non-diverse subcontractors and vendors, and actively encourage their own development of a supplier diversity program.
3. Establish benchmark targets for each business unit to monitor progress, track outcomes and reach or exceed supplier diversity goals.
4. Partner with clients, agencies, consultants, and construction firms to promote supplier diversity in the construction industry.

Turner Construction's Supplier Diversity Program will be championed by its Chief Procurement Officer in collaboration with its Chief Diversity Officer.

### Supplier Diversity Guidelines

- Provide intentional opportunities for diverse suppliers, especially in market segments with historical barriers for entry. Focus on providing opportunities for diverse suppliers for indirect cost such as General Conditions including consultants where markets have few Tier 1 or Tier 2 suppliers.
- Establish growth partnership plans with diverse suppliers to understand their current state, identify opportunities, and provide equitable opportunities.
- Leverage local market data to understand capacity and availability of diverse firms.
- Engage with Community organizers, chambers of commerce, to communicate Turner's efforts and opportunities for diverse suppliers.
- When soliciting companies to team and subcontract with, Turner will request information regarding that company's initiatives to promote supplier diversity and compliance within their organization.
- Establish metrics and be accountable to ensure supplier diversity goals are being achieved or exceeded.

- Turner Construction will, as appropriate, request third-party certification from one or more of the following organizations and councils and require that bidders incorporate the requirements of 41 CFR §§ 60-1.4(a)(7), 60-250.5(d) and 60-741.5(d), if applicable:
  - City, state, or federal agencies.
  - Affiliates of the National Minority Supplier Development Council (NMSDC).
  - Affiliates of the Women’s Business Enterprise National Council (WBENC).
  - Affiliates of the NGLCC Supplier Diversity Initiative.



Michael Bruskin

VP, Chief Procurement Officer



Fuquan Collins

VP, Chief Diversity Officer



Peter J. Davoren

President and CEO