

supplier diversity statement and guidelines





At Jack Henry, we recognize the value diversity brings to our employees, clients, and the communities we serve and are committed to the development of a diverse U.S. supplier base.

Our commitment to supplier diversity is not philanthropic, nor does it contradict the application of existing purchasing goals, policies, and procedures. Our commitment to supplier diversity ties directly back to our purpose statement: “Unlocking potential for everyone, everywhere. Cultivating a more sustainable, equitable, and inclusive economic future.” Our leadership and employees are committed to adopting procurement processes and practices that will enhance opportunities for Diverse Businesses. We encourage all employees to be inclusive in their daily business decisions when selecting the best supplier to meet our business needs.

The goal of our Supplier Diversity Program is to promote the inclusion of certified small businesses owned by minorities, women, veterans, members of the LGBTQIA+ community, and people with disabilities in our purchasing process. In our mission to grow diversity and inclusion in the supply chain, Jack Henry encourages its Tier 1 Suppliers to promote, and exercise good-faith efforts to create equal opportunities for Diverse Businesses to participate as Tier 2 Suppliers. We expect that each Supplier will extend to known, certified Diverse Businesses, an equitable opportunity to compete for any subcontracted items applicable to Supplier’s performance or delivery of services to Jack Henry, and when awarding of such items to subcontractors, to use qualified, certified, and competitive Diverse Businesses to the fullest extent consistent with our business needs.

To participate in our Supplier Diversity Program, suppliers must register in the [Supplier Diversity Portal](#). Program participants must be U.S.-based and maintain certifications from a third-party certification agency.

Though, Jack Henry strives to support and develop Diverse Businesses, it is equally important to note that participation in the Jack Henry Supplier Diversity Program does not guarantee a contract. The award of opportunities to Diverse Businesses will be based on criteria established as part of the sourcing request or other criteria that may arise from time to time, including, but not limited to, their relative competitiveness, the value of their offerings, and their demonstrated performance.

As it relates to our expectations, we ask that:

(a) While providing products and services for Jack Henry and at no additional charge to Jack Henry, Suppliers will make good faith efforts to utilize Diverse Businesses and to support Jack Henry's commitment and efforts to its Supplier Diversity program.

(b) Suppliers provide a quarterly report within 30 days of quarter end, which specifies the total amounts invoiced by and paid by Supplier to Certified Diverse Business enterprises and Small Business Enterprises in support of its delivery of Services to Jack Henry, as well as other diversity effort contributions, such as scholarships or sponsorships. The report will address the prior quarter's activity in a format approved by Jack Henry.

(c) Suppliers agree (i) to notify Jack Henry if Supplier is Certified or qualified to be Certified; (ii) to notify Jack Henry if Supplier is qualified, but not yet Certified, and will take necessary steps to obtain appropriate Certification (e.g., as from the National Minority Supplier Development Council, the Women's Business Enterprise National Council, or equivalent).

(d) All Diverse Businesses must be Certified by a third-party agency.

[For more information about Jack Henry's supplier diversity program, please contact \[supplierdiversity@jackhenry.com\]\(mailto:supplierdiversity@jackhenry.com\)](#). In the event a Supplier is Certified as a Diverse Business or a Small Business Enterprise, the Supplier will supply Jack Henry a copy of the applicable Certification(s) annually and make updates in Jack Henry's [Supplier Diversity Portal](#).

definitions

The following definitions apply to our Supplier Diversity Program:

(a) **"Diverse Business(es)"** means 51% owned, managed, and controlled by minority-owned, women-owned, veteran-owned, disabled veteran-owned, disabled-owned, LGBTQIA+-owned business enterprises. To be considered a Diverse Business, Jack Henry requires the enterprise to certify their business and diversity status with an approved Third-Party Certification entity acceptable to Jack Henry.

(b) **"Certification"** or **"Certified"** means the procedure by which a Jack Henry approved third party validates that the business enterprise in question is at least fifty-one percent (51%) owned, managed, and controlled by one of the recognized diverse groups: minority-owned, women-owned, veteran-owned, disabled veteran-owned, disabled-owned, LGBTQIA+-owned business enterprise. Such Certification shall be provided by an organization including, but not limited to, one of the following: the National Minority Supplier Development Council, Women's Business Enterprise National Council, National Gay and Lesbian Chamber of Commerce, Disability:IN, United States Pan-Asian

American Chamber of Commerce, or U.S. Small Business Administration.

(c) “**Minority-Owned Business Enterprise**” means a “for profit” enterprise, regardless of size, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) of a recognized Minority Group who maintain United States citizenship consistent with the standards of the National Minority Supplier Development Council or acceptable third-party agency.

(d) “**Women-Owned Business Enterprise**” means a “for profit” enterprise, regardless of size, located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by a female(s) of United States citizenship consistent with the standards of the Women’s Business Enterprise National Council (WBENC) or acceptable third-party agency.

(e) “**Veteran-Owned Business Enterprise**” means a recognized “for profit” veteran owned business enterprise, regardless of size, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) of a recognized veteran of United States citizenship and Certified by an acceptable third-party agency.

(f) “**Disabled Veteran-Owned Business**” means a recognized “for profit” disabled veteran owned business enterprise, regardless of size, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) of a recognized disabled veteran of United States

citizenship and Certified consistent with the standards of Disability:IN or acceptable third-party agency.

(g) “**Disabled-Owned Business**” means a recognized “for profit” disabled owned business enterprise, regardless of size, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) of a recognized disability of United States citizenship and Certified consistent with the standards of Disability:IN or acceptable third-party agency.

(h) “**LGBTQIA+-Owned Business Enterprise**” means a recognized “for profit” LGBTQIA+ business enterprise, regardless of size, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) of a recognized LGBTQIA+ person or persons of United States citizenship and Certified consistent with the standards of the National Gay and Lesbian Chamber of Commerce or acceptable third-party agency.

(i) “**Small Business Enterprise**” means a recognized “for profit” small business enterprise, physically located in the United States or its trust territories, which is at least fifty-one percent (51%) owned, operated, and controlled by one or more member(s) recognized by the U.S. Small Business Administration or acceptable third-party federal, state, or local agency.

(j) “**Tier 1 Supplier**” means suppliers that Jack Henry contracts with directly for goods and/or services

(k) “**Tier 2 Supplier**” means diverse suppliers that Tier 1 Suppliers contract with, to fulfill order for goods and/or services to Jack Henry.



Examples of Third Party Agencies

- [U.S. Small Business Administration \(SBA\)](#)
- [National Minority Supplier Development Council \(NMSDC\)](#)
- [Women's Business Enterprise National Council \(WBENC\)](#)
- [Disability:IN](#)
- [National Veteran-Owned Business Association \(NaVOBA\)](#)
- [U.S. Pan Asian American Chamber of Commerce \(USPAACC\)](#)
- [National LGBT Chamber of Commerce \(NGLCC\)](#)
- Or a Federal, Regional and State certifying agencies

