

Supplier Diversity Policy

Design Works (Cumbria) Ltd is committed to promoting diversity, equity and inclusion within its supply chain. This policy sets out how we identify, support and prioritise suppliers with diverse ownership, helping to reduce barriers to opportunity and strengthen inclusive economic participation.

This policy applies to all purchasing and supplier engagement decisions, including professional services, print, technology, subcontracting and operational suppliers.

1. Tracking Supplier Ownership Diversity

Designworks tracks diversity of ownership among suppliers where information is available and voluntarily disclosed. This may include, but is not limited to, suppliers that are woman-owned, minority-owned, LGBTQ+-owned, disability-owned or social enterprise-led.

Supplier ownership information is recorded through internal procurement records and reviewed annually to inform purchasing decisions and improvement planning.

2. Preference for Suppliers with Diverse Ownership

Where quality, security, cost and service requirements can be met, Designworks commits to giving preference to suppliers with ownership from underrepresented populations.

Supplier selection decisions consider diversity of ownership alongside other factors such as capability, reliability, environmental standards and local economic contribution. This approach ensures fairness while actively supporting inclusive supplier participation.

3. Supporting Suppliers with Diverse Ownership

Designworks maintains a formal approach to purchasing from and supporting suppliers with diverse ownership. Support may include prioritised consideration for projects, long-term supplier relationships, flexible engagement where appropriate, and clear communication of requirements to reduce access barriers.

This approach is proportionate to the size of the organisation and is designed to increase opportunities for diverse suppliers without creating unnecessary administrative burden.

4. Monitoring and Review

Supplier diversity data and purchasing outcomes are reviewed annually by the Managing Directors as part of governance and procurement oversight. Findings are used to inform future supplier engagement and continual improvement.

5. Responsibility

The Managing Directors are responsible for implementing this policy, ensuring alignment with the company's wider diversity, equity and inclusion commitments, and maintaining appropriate records for audit and verification.