

## Social Procurement Policy

At ON IT Projects, we recognize that our purchasing decisions can strengthen local economies and create meaningful opportunities for equity-deserving groups. We are committed to incorporating social procurement into our project delivery while ensuring the success of each project remains our top priority.

### Our Commitment

- **Support Local:** Wherever feasible, we will source goods and services from businesses based near project locations and surrounding project areas.
- **Equity-Deserving Groups:** We will seek opportunities to engage businesses owned or led by Indigenous peoples, women, newcomers, persons with disabilities, racialized individuals, LGBTQ2S+ communities, and others who face systemic barriers.
- **Project Comes First:** While we value social impact, the success of the project for our clients always comes first. ON IT Projects will act in the best interest of project owners when making procurement decisions.

### How We Apply This Policy

1. **Early Planning** – Identify local and equity-deserving suppliers at project initiation.
2. **Fair Evaluation** – Consider social impact alongside cost, quality, safety, and schedule.
3. **Balanced Decisions** – When suppliers offer comparable value, preference is given to local and equity-deserving businesses.
4. **Transparency** – Document procurement decisions to ensure accountability and consistency.

### Accountability

Project managers and procurement leads are responsible for applying this policy across all phases of a project. The ON IT Projects leadership team will review outcomes and refine our approach annually, ensuring that our procurement practices continue to align with both client priorities and our commitment to building stronger, more inclusive communities.