

## SUPPLIER INCLUSION REQUIREMENTS

### Supplier Inclusion.

**(A) Supplier Inclusion Program.** Supplier acknowledges and supports Visa's Supplier Inclusion Program (the current copy of which is available at <https://usa.visa.com/partner-with-us/info-for-partners/info-for-suppliers.html> under the tab "Supplier Diversity").

**(B) Equal Opportunity Employer.** Supplier represents, warrants and covenants that it is an equal opportunity employer that does not discriminate in employment of persons or award of subcontracts because of a person's race, sex, age, religion, national origin, sexual orientation, gender identity, veteran status, handicap status or any other factor that is irrelevant to the ability to perform under this Agreement and that provides a workplace free of discrimination of harassment.

**(C) Supplier Inclusion Goals.** Supplier will use commercially reasonable efforts to engage small and medium-sized businesses (SMBs) as suppliers for any supply or subcontract work necessary to support Visa's agreements.