



## Diversity & Inclusion

At Smile Promotions, diversity and inclusion are embedded in the way we do business and how we serve our clients. As a certified Women- and Minority-Owned Business (WMBE), we are proud to represent and promote diversity within our organization and across our partnerships.

We believe that a diverse workforce fosters innovation, strengthens relationships, and enhances the quality of service we provide. Our leadership is committed to cultivating an inclusive environment where every employee, client, and supplier is valued and respected.



## *Supplier Diversity Commitment*

Smile Promotions not only prioritizes internal diversity but also actively contributes to our clients' supplier diversity goals by:

Serving as a certified Tier 1 diverse supplier.

Actively collaborate with diverse suppliers: %12 of our preferred suppliers are certified Minority and Women Owned Businesses.

Over %10 of our business is done through Tier 2 MWBE suppliers.

Partnering with suppliers who share our commitment to fostering equitable and inclusive business practices.

We view diversity as a core strength, helping us deliver creative, meaningful solutions while driving positive change within the industries and communities we serve.