

Our Corporate Commitment to Supplier Diversity

At Southwest Airlines, we are a Company of People. People are, and always have been, the Heartbeat of Southwest Airlines, and we work to advance and protect the things that are important in their lives. We are committed to fostering an environment that moves us forward and recognizes and values the collaboration of diverse thoughts, backgrounds, and experiences. All of which strengthens our relationships with our Customers, Communities, and Suppliers to help us achieve our goals to be the most loved, most efficient and most profitable airline in the world.

Working with small and diverse Suppliers is an important part of being a good corporate citizen and crucial to the success of our business. Our inclusive procurement process values equality of opportunities, innovative business solutions, and flexibility while supporting our sustainability efforts and working with our community partners to accelerate social and economic advancement.

Our Supplier Diversity Program is essential to the continued growth, development, and success of our company and it is comprised of two programs: **Small Business Program** and **Diverse Business Program**. We strive to partner with suppliers in all our procurement efforts that are:

- Minority Business Enterprises (MBE)
- Women Business Enterprises (WBE)
- Veteran Business Enterprises (VBE)
- Service Disabled Veteran Business Enterprises (SDVBE)
- Small Business Enterprises (SBE)
- Small Disadvantaged Business Enterprises (SDBE)
- Disabled Business Enterprises (DoBE)
- HUBZone
- Lesbian, Gay, Bisexual and/ or Transgender Business Enterprises (LGBT)

We value our small and diverse suppliers that help fulfill our operational needs, stimulate economic growth in the Communities we serve, and satisfy the expectations of our Stakeholders. By building sustainable processes and practices to make meaningful change, we will effectively continue to cultivate a diverse and inclusive experience for our Suppliers to thrive. As history has shown, no matter the role at Southwest Airlines, when we join together, there is nothing we can't accomplish.

For more information about our DEI efforts, be sure to check out the [Southwest Airlines Diversity, Equity, & Inclusion \(DEI\) Report](#), a companion piece to the One Report.



Robert E. Jordan
Chief Executive Officer
Southwest Airlines Company

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DATE