

Vendor/Supplier Diversity Policy

At Spok Holdings, Inc. (“Spok”), diversity is a business imperative - one that not only applies to our employees, but also extends to our communities and those with whom we do business. Spok is committed to developing relationships with diverse business enterprises wherever possible. We encourage our team leaders to find opportunities for diverse vendors, suppliers, and other partners.

Our policy is to promote the inclusion of small, disadvantaged, HUBZone businesses, as well as minority, women, veteran, LGBTQA, and service-disabled businesses to contribute to the success of Spok - whether as suppliers, contractors, or other business partners. We also are committed to ensuring strict compliance with all regulatory agency requirements as well as with federal, state, and local procurement regulations, initiatives, and programs related to ensuring diversity with respect to procurement.

As a business committed to diversity and inclusion, we want to be a leader not just in what we say, but in what we do – and that includes actively pursuing relationships with diverse vendors, suppliers, and other partners. We encourage diverse suppliers and vendors to meet with our team leaders to review product/service specifics and supplier qualifications, including licenses, certifications, and insurance requirements as requested. We encourage all team leaders to be inclusive in their daily business decisions when selecting the best supplier to meet our business needs.

The objectives of our Vendor/Supplier Diversity Policy include:

- Identifying, actively seeking and continuing to expand our network of small and diverse vendors and suppliers.
- Training and encouraging our team leaders to include small diverse businesses vendors where possible.



- Ensuring the inclusion of diverse suppliers as a part of our overall procurement strategy.
- Monitoring and measuring the effectiveness of our supplier diversity efforts.
- Communicating the value of supplier diversity to our employees, community and shareholders.