

SUPPLIER DIVERSITY PROGRAM

USilluminations



About

Supplier diversity is a business strategy that drives the inclusion of diverse-owned businesses in the procurement of goods and services within an organization. Creating a more inclusive supply chain that values diverse-owned businesses brings new perspectives, capabilities, and competition. It is USI's policy to promote and increase participation of minority, women, LGBTQ, veteran, disabled-owned and small businesses in its purchasing and contractual business. It is USI's goal that 20% of the annual costs of all Products and Services provided will be acquired by Diverse Suppliers.

Diverse Suppliers

Supplier diversity classifications are at USI's discretion and should be in accordance with local laws. It is common practice to recognize diverse suppliers as businesses with at least 51% owned and operated by any of the following categories:

- Women
- Persons with disabilities
- Minorities
 - Asian American
 - African American
 - Hispanic American
 - Native American
- Veterans and military service-disabled veterans
- Persons who are lesbian, gay, bisexual, or transgender
- Small or disadvantaged businesses

Tiers

A Tier 1 supplier is identified as a company (diverse or not) awarded a contract of work directly from another company. A Tier 2 supplier is identified as a company (diverse or not) who is awarded a contract by a Tier 1 / prime supplier. Asking a Tier 1 supplier to source inclusively via a Tier 2 diverse supplier offers non-diverse companies' opportunities to participate and amplify the impact of the diversity program creating greater inclusion.

Self-Assessment

Prior to enacting change within our Supplier Diversity Program, the below self-assessment will be conducted to identify areas of strength and opportunity within USI. The score will be used as a benchmark to guide necessary focus areas.

Rate the following statements on a scale of 1 to 5. 1 = Strongly Disagree, 5 = Strongly Agree

Total Points Possible: 70; Great: 47-70; Good: 26-46; Needs Improvement: 26 or Lower

Our customer base is fairly diverse	1 2 3 4 5
Our organization is extremely accepting of personal diversity in the workplace	1 2 3 4 5
There is C-Level support for Supplier Diversity in both action and words	1 2 3 4 5
We have a formally written Supplier Diversity policy	1 2 3 4 5
We have set meaningful and measurable Supplier Diversity goals for our organization	1 2 3 4 5
Our Supplier Diversity initiatives have been organizationally communicated in company	1 2 3 4 5
We are actively involved with Women and/or Minority Business trade organizations	1 2 3 4 5
We report regularly to C-Level on Supplier Diversity metrics and progress	1 2 3 4 5
There is accountability for all managers in helping met Supplier Diversity goals	1 2 3 4 5
We have a program in place to share our Supplier Diversity policies and goals	1 2 3 4 5
We have developed a process for sharing diverse supplier candidate information	1 2 3 4 5
We have a reporting and review method for feedback and improvements	1 2 3 4 5