

Supplier Diversity & Inclusion Code Of Conduct





Adopting the code

INTRODUCTION

We have developed the Supplier Diversity and Inclusion Code of Conduct (“the Code”) so that it can be easily adopted by any company thinking of increasing the diversity of its supply chain. To aid this process, this document outlines the steps you will need to take to adopt the Code. Since these are based on our experience you may find that there are additional actions specific to your business that you need to take.

Adopting the Code is a statement of intent and demonstrates a commitment to act. It is the first step on the journey towards supplier diversity and should be supported by the development of a robust Supplier Diversity Programme tailored to your company’s needs and ways of working.

STEPS TO ADOPTING THE CODE

-  **IDENTIFY AND ENGAGE A MULTI-DISCIPLINARY STAKEHOLDER GROUP**
Ensure you involve and receive input from all relevant departments including Procurement, Legal, Compliance, Sustainability and Business Services. These are your key stakeholders in the development and implementation of the Code.
-  **GAP ANALYSIS AND ALIGNMENT**
Review the requirements of the Code alongside your current procurement procedures and policies to understand the extent to which the promotion of supplier diversity is already present and tracked in your company procurement and the opportunities that exist to extend these practices. Identify how the code aligns with other company codes and commitments and what formal procedures and approvals will be required to adopt the Code.
-  **SET AIMS AND GOALS**
Use the review of existing activities and procedures to set strategic aims and objectives and outline the actions that will be required to achieve these. Develop a plan to promote the Code internally to ensure all the people who need to understand it are aware of it and able to comply with it.
-  **ACQUIRE INTERNAL SIGN OFF AND LAUNCH**
In order to acquire sign off for the Code you may need to gain approval from your legal team. Again, you need to ensure that the legal team is in support of, and committed to, the vision outlined in the Code.

FOLLOWING ADOPTION OF THE CODE

The Code is a statement of intent, which guides the development of an active Supplier Diversity Programme and below are some initial considerations for the programme, relating to the Code’s four guiding principles.

-  **INCLUSION**
 - Are there currently any barriers suppliers may face and what can you do to address them?
 - Who are your target beneficiaries and how will you create opportunities for inclusion?
 - Can you incorporate clear and unequivocal statements on supplier diversity in all relevant procurement policies processes and procedures?
-  **DEVELOPMENT**
 - In what ways can you work with and assist your existing suppliers to embed the principles of the code in their own supply chains?
 - What learning and training opportunities will you offer to potential and existing suppliers?
-  **COMPLIANCE**
 - How will you monitor and review compliance with the code?
 - Will you set any targets, if so what will these look like?
-  **CONTINUOUS IMPROVEMENT**
 - How will you define track and measure success?
 - How will you ensure your approach to supplier diversity continually evolves and improves?
 - How regularly will you review and report on your progress?

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The Code was created for organisations that want to make their dedication to inclusive sourcing clear to both internal and external stakeholders. Signatories are world leaders in inclusive sourcing from women-owned businesses and other diverse and underutilized suppliers in their global value chains. Support for the Code is an important step towards creating stronger markets and healthy communities //

ELIZABETH A. VAZQUEZ
CEO AND CO-FOUNDER
WECONNECT INTERNATIONAL

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At RBS we believe that large organisations have a responsibility to the communities they serve of supporting enterprise at all levels. The development and growth of diverse firms, throughout our supply chains, increases competition in the markets that we buy from and creates wealth in the communities we serve //

NIGEL CRUTCHLEY
RBS, GLOBAL DIRECTOR OF
PROCUREMENT SERVICES

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At RBS we believe that our supply chain should reflect the diversity of the communities in which we operate. This makes business sense, as well as having clear social advantages. We recognise that we still have much to do and are committed to providing a level playing field for SMEs, women owned and other diverse and under-represented suppliers in our communities, strengthening our marketplaces, promoting competitive advantage and enabling business sustainability in the communities we serve and support //

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