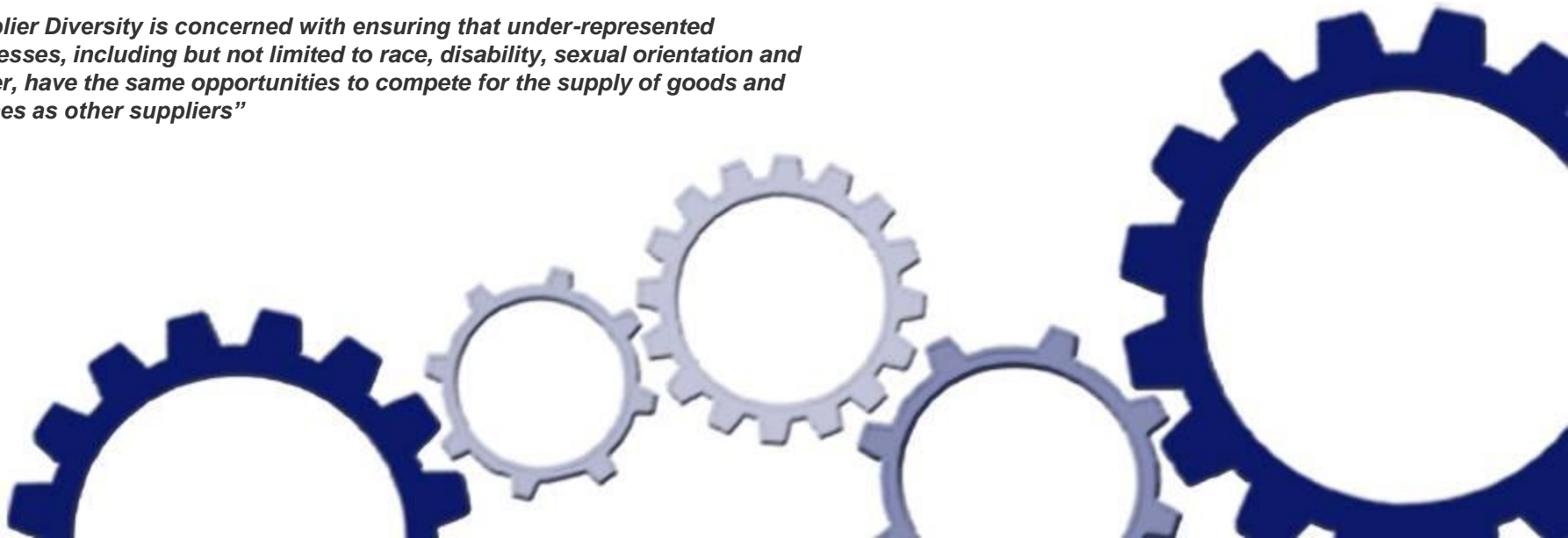




Supply Chain Diversity
The European view from a Multi-National Corporation
24th November 2008

“Supplier Diversity is concerned with ensuring that under-represented businesses, including but not limited to race, disability, sexual orientation and gender, have the same opportunities to compete for the supply of goods and services as other suppliers”



- ⚙️ What does Supply Chain Diversity mean to Citi in EMEA?
- ⚙️ Where we are + how we got here!
- ⚙️ What's does success look like for us?





- **Citi is today's pre-eminent financial services company.**
- **With the most diverse array of products and the greatest distribution capacity of any financial firm in the world**
- **About 98% of our employees are hired locally, possibly making us the most diverse company in the world**
- **We value a workplace where...**
 - ... diversity is embraced, reflecting our global business
 - ... people treat each other with mutual respect and dignity
- **Our business involves being a part of communities, supporting their needs and helping them try to make things better**



Supply Chain Diversity is concerned with ensuring that under-represented businesses have the same opportunities to compete for the supply of goods and services as other suppliers.

Those businesses include, but are not limited to, small and medium-sized enterprises, local suppliers, and, those owned by minority ethnic persons, women, persons with a disability, or members of the Lesbian, Gay, Bi-sexual and Transgender community,

Supply Chain diversity promotes the equality of opportunities to bid for Citi related Supply Contracts either directly or through Citi's tier 1 major suppliers



- Supplier diversity programs improve the way Citi can serve its global markets.
- An impactful Supplier Diversity program brings innovative, cost-effective solutions from highly customer –focussed businesses.
- Supplier Diversity drives competition – Citi have a competitive advantage by being able to do business with SMEs
- SMEs can win lucrative contracts, grow their business and boost the economy
- Employees and consumers will know that Citi are positively impacting small businesses, entrepreneurial activity and the economy



Where we are + how we got here!

- **Defined** the scope, roles and operating framework for an EMEA Supplier Diversity initiative
- **Identified** the existing profile and value of Citi supply contracts
- Created EMEA Supply Chain policies and procedures
- **Educated** Citi Procurement staff, partners and Citi businesses on the value of Supply Chain Diversity
- **Identified** the intermediary organizations who have a Supply Chain Diversity agenda which could complement Citi's programme;
 - **Supplier Diversity Europe, WEConnect and the East London Business Place**
- **Facilitating opportunities** for under represented diverse suppliers to meet with Citi
- Business **mentoring** program
- **Educating Citi tier one suppliers** on the company's values and expectations about working with Diverse Suppliers
- **Engaging directly with UK & EMEA tenders:**



Challenges

- Traditional' Purchasing approach
- Immature concept in Europe
- SME's do not identify themselves as "Diverse"
- SME's can be hesitant to deal with large corporations
- Getting traction takes effort
- 'Meet the buyer' events
- Current economic climate

Successes

- Accountability & Senior Sponsorship
- Objectives
- Awareness & Education
- Business support
- Partnerships
- Tier 1 adoption



What does success look like to Citi?

- Measurable contribution to shareholder value through implementation of Supplier Diversity Program across EMEA
- Access to a wide range of successful diverse SME businesses
- Increased number of opportunities afforded to diverse SMEs
- Existing Citi Tier 1 suppliers adoption of Supplier Diversity programs
- Impactful business mentoring program which will grow number of fit-to-supply SMEs
- Research and measurement of impact on employment, wealth and economic growth
- Citi brand to reach and communicate with the under-represented groups of the community



Supplier Diversity can increase revenue, enhance shareholder value, and deliver Competitive advantage

If you and I are the same

What have we got to offer each other

