

Diversity and Inclusion in Supplier Base Policy for DataCo Global

Introduction

DataCo Global, as one of the largest independent Data and Information Management service companies to the global upstream Oil & Gas industry since 2001, is committed to fostering diversity, equity, and inclusion within our supplier base[2]. This policy establishes our framework for promoting supplier diversity and creating an inclusive procurement process that reflects our company values and enhances our competitive advantage in the marketplace.

Purpose and Scope

This policy applies to all procurement activities conducted by DataCo Global across all our global technical centers and operations worldwide[2][5]. It encompasses all tiers of our supply chain and is binding for all employees involved in supplier selection, procurement, and vendor management.

Policy Objectives

DataCo Global aims to:

1. Increase the percentage of diverse suppliers in our procurement base annually
2. Ensure fair and equal opportunities for all qualified suppliers
3. Create measurable economic impact through our supplier diversity initiatives
4. Strengthen our business through innovative partnerships with diverse suppliers
5. Comply with all applicable regulations related to supplier diversity

Definition of Diverse Suppliers

For the purpose of this policy, diverse suppliers are defined as businesses that are at least 51% owned, operated, and controlled by individuals from the following groups:

- Women-owned business enterprises
- Minority-owned business enterprises
- Veteran-owned businesses, including service-disabled veterans
- LGBTQ+-owned businesses
- Disability-owned businesses
- Small businesses as defined by relevant local standards

Quantifiable Targets

DataCo Global commits to the following measurable objectives:

1. Achieve 25% diverse supplier representation in our total supplier base by 2027
2. Increase annual spending with diverse suppliers by 15% year-over-year
3. Ensure that 35% of all new supplier relationships are with diverse businesses
4. Maintain a diverse supplier database with at least 500 pre-qualified diverse vendors
5. Complete supplier diversity training for 100% of procurement staff annually

Implementation Strategies

Supplier Identification and Outreach

- Establish a dedicated diverse supplier portal on our website
- Host at least 4 supplier diversity outreach events annually
- Participate in a minimum of 6 industry-specific supplier diversity conferences each year
- Partner with at least 3 supplier diversity advocacy organizations

Qualification and Certification

- Accept certifications from recognized third-party certification agencies
- Provide technical assistance to at least 20 diverse suppliers annually to help them meet qualification standards
- Conduct quarterly reviews of our supplier qualification process to identify and remove potential barriers

Procurement Processes

- Include at least 2 diverse suppliers in every competitive bidding process for contracts exceeding \$100,000
- Implement a 5% bid price consideration for diverse suppliers on contracts under \$500,000
- Review and modify standard contract terms to ensure they do not disproportionately disadvantage smaller, diverse businesses
- Establish a fast-track payment system for diverse suppliers with net-15 payment terms

Measurement and Reporting

DataCo Global will track and report on:

1. Total spend with diverse suppliers (target: 20% of total procurement spend)

2. Number and percentage of diverse suppliers in our supplier base
3. Economic impact of our supplier diversity program
4. Success rate of diverse suppliers in competitive bidding processes
5. Tier 2 spend (spend by our prime contractors with diverse suppliers)

Reports will be generated quarterly and reviewed by the executive leadership team. An annual diversity report will be published internally and shared with key stakeholders.

Roles and Responsibilities

Executive Leadership

- Allocate sufficient resources to support the supplier diversity program
- Review program metrics quarterly
- Include supplier diversity goals in company strategic planning

Procurement Department

- Establish and maintain diverse supplier database
- Incorporate supplier diversity requirements into procurement processes
- Provide quarterly reports on supplier diversity metrics
- Conduct supplier diversity training for relevant staff

All Employees Involved in Procurement

- Complete required supplier diversity training annually
- Actively seek opportunities to engage diverse suppliers
- Report any barriers to supplier diversity to the procurement department

Compliance and Consequences

Adherence to this policy will be included in performance evaluations for all procurement staff. Non-compliance may result in:

1. Additional training requirements
2. Adjustment of performance evaluations
3. Revision of procurement authority
4. Disciplinary action in accordance with company policies

Policy Review

This policy will be reviewed annually by the Diversity and Inclusion Council and updated as necessary to reflect changes in business needs, market conditions, and best practices.

Note: This policy has been generated specially for hackathon. It has no relation with Syngenta or any other company.