

# Supplier Diversity Program Charter

Revised 8/2023

## Mission Statement

The Supplier Diversity Program is intended to increase Allegion's supplier base with additional qualified Minority Business Enterprise, Women-Owned Business Enterprise, and other diversity Business enterprises so to provide fair, equal and additional opportunities. Allegion is committed to fair and equal competition through the GSM Supplier Selection Process for all qualified Suppliers, in a manner that does not provide a potential supplier an unfair competitive advantage over another.

## What is Supplier Diversity

**Diversity is essential to Allegion's overall growth, and we strive to do business with suppliers that are as diverse as our product offerings and customers.**

Diversity within our Global Supply Management organization is fostering inclusion of minority and women-owned businesses in our GSM processes.

It is the business practice of Allegion that opportunity shall be given to diverse businesses to participate as suppliers and contractors to Allegion in their respective area of expertise. Allegion is committed to fostering business growth through outreach efforts and supplier development.

Allegion is committed to doing business with qualified diverse and small business concerns. Our supplier diversity initiatives are not set-asides or quote programs; they are efforts to open the competitive business playing field to qualified suppliers who can help Allegion achieve the goal of providing the highest quality to our customers around the globe.

## Diversity Classification

### Minority Business Enterprise

- African-American
- Hispanic-American
- Asian Pacific-American
- Native-American
- Asian-American

### Women Owned & Other Diversity Enterprises

- Women-Owned Business Enterprise
- Veteran-Owned Business
- Service-Disabled Veteran Owned Small Business
- Businesses Owned by Persons with Disabilities
- Lesbian, Gay, Bisexual and Transgender Owned Business Enterprise

All companies must be at least 51% owned, managed and controlled by one of more persons meeting the diversity classification of our Program and be a US citizen.

## Why Have a Supplier Diversity Program

### Reason for Action – Do the Right Thing & Innovation

- Historically, minority/women-owned and other diversity classified businesses have struggled to overcome advantages enjoyed by large companies.
- Allegion has the opportunity to help minority/women-owned and other diversity classified businesses become trusted suppliers and achieve success while offering innovative product & service solutions.
- Diversity is essential to Allegion's overall growth. We strive to do business with suppliers that are as diverse as our product offerings and customers.

## Supplier Diversity Program Governance Structure

### Supplier Diversity Working Team:

Amanda Gorman (Lead), Melanie Castle, Logan Mullen, Antoine Blanding, Brandon Smith, Jim Harland, Lise Pensyl, and William Bailey

### Supplier Diversity Steering Council:

Richard Zajchowski, Shone Richardson, Doug Mast, Leif Selstad, Doug Pasquale, Molly Krich, Amanda Gorman, and Nang Ku

## Roles & Responsibilities

### Supplier Diversity Working Team:

- Cultivates a supply management environment that encourages and supports a diverse and inclusive supply chain
- Focuses on promoting, building and creating opportunities for a diverse and inclusive supply chain
- Establishes key metrics to be measured for the success of the Supplier Diversity Program
- Develop, Track, and Monitor process for Certificates from Suppliers that adhere to our Diversity classification requirement
- Develops and incorporates inclusion initiatives, such as a diverse supplier development, organization-wide supplier diversity training and supplier diversity events.
- Engages the community to accelerate the growth and invest in diverse entrepreneurs from the community

### Supplier Diversity Steering Council:

- Set the direction in the development of the Supplier Diversity Program
- Develops and oversees the progress of the 3-year roadmap
- Oversees and provides guidance for the success of key metrics within the Supplier Diversity Program
- Champions the Supplier Diversity Program throughout the Allegion footprint

## Goal

The goal of the Supplier Diversity Program is to establish, maintain and to serve as an advocate for the supplier diversity community whereby we provide fair and equal competition for all

qualified suppliers. In support of this, a proactive approach will be pursued to identify additional Minority & Women-owned business enterprises along with other diversity classified businesses in order to provide assistance to new and existing firms to qualify and maintain participation under the Supplier Diversity Program with Allegion. On an annual basis, Sourcing will assess the performance of the program to ensure reasonable spend targets in percentage of overall qualified spend are in place to successfully quantify the program.

### **Summary of Related Activities**

To ensure success of the Allegion Supplier Diversity Program, GSM Sourcing Department will perform the following activities:

- Maintain the Supplier Diversity Program in a manner that actively attempts to locate capable and qualified Minority & Women-owned business enterprises and other diversity classified businesses for participation in Allegion's current and future sourcing events.
- Identify opportunities for the participation of qualified and certified diverse suppliers meeting our diversity classifications based on project needs.
- When required, obtain and maintain official diversity certification documents awarded by governmental and business organizations.
- Maintain a current informational listing of qualified Minority & Women-owned business enterprises and other diversity classified businesses with a description of areas of capability and expertise.
- Provide bidding opportunities, where applicable, for Minority & Women-owned business enterprises and other diversity classified businesses while encouraging suppliers that don't meet the diversity classification to utilize diverse subcontractors and suppliers in their service to Allegion.
- Engage and cooperate with organizations that promote diversity and attend diversity tradeshows, conferences, and events.
- The inclusion of Minority & Women-owned business enterprises and other diversity classified businesses must be a function of normal supply management processes. Therefore, no potential supplier will be precluded for consideration from opportunities or given preference to compete on the basis of race, color, religion, sex, age, national origin, disability or veteran status.

### **Pre-Qualifications**

GSM Sourcing will request, when applicable or required, the following information from potential suppliers:

- A copy of the official diversity certification awarded by the appropriate administering state or federal agency and/or business organization.
- Prequalification information, as applicable, such as business history, business organization/structure, business references, financial information, description of services or goods provided, project history and key individuals and contact information.

### **Reference Links:**

- [www.nmsdc.org](http://www.nmsdc.org)
- [www.midstatesmsdc.org](http://www.midstatesmsdc.org)
- [www.sba.gov](http://www.sba.gov)

- [www.wbenc.org](http://www.wbenc.org)
- [www.nvbdc.org](http://www.nvbdc.org)
- [www.disabilityin.org](http://www.disabilityin.org)
- [www.navoba.org](http://www.navoba.org)
- [www.nglcc.org](http://www.nglcc.org)