



**ERICSSON**

# 2017 Supplier Diversity Plan

For calendar year 2017  
January 01, 2017– December 31, 2017



## Table of Contents

<b>Commercial Goals</b> .....	
<b>1</b>	<b>Scope of Supplier Diversity Plan:</b> .....
<b>2</b>	<b>About us:</b> .....
<b>3</b>	<b>VAR Program:</b> .....
<b>4</b>	<b>Supplier Diversity Plan Administration:</b> .....
<b>5</b>	<b>Equitable Opportunity:</b> .....
<b>6</b>	<b>Activities, Events and Procedures:</b> .....
6.1	Activities: .....
6.2	Events: .....
6.3	Procedures/Policies: .....
<b>7</b>	<b>Reporting:</b> .....
<b>8</b>	<b>Record Keeping:</b> .....
<b>9</b>	<b>Pledge of Commitment:</b> .....



# Commercial Goals



Ericsson is committed to the utilization of Minority Business Enterprises (MBE), Women Business Enterprises (WBE) and Disabled Veteran Enterprises (DVBE).

Each customer of Ericsson is entitled to utilize their own goals and objectives for the percentage of business allocated towards MWDVBE's, provided they are practical, reasonable, and in-line with industry standards. Ericsson will make a best effort to achieve these goals and provide reports to its customer's supplier diversity representatives. In cases where goals are not specifically set, Ericsson's internal goals are as follows:

- › MBE – 10%
- › WBE - 10%
- › DVBE – 2%

## 1 Scope of Supplier Diversity Plan:

Ericsson's plan applies to all products and services procured within the United States by Ericsson Inc. for either commercial or government related business. Only US owned MBE's, WBE's and DVBE's may be considered within the scope for this program.



## 2 About us:

Over the past 140 years, Ericsson has been at the forefront of communications technology. Today, we are committed to maximizing customer value by continuously evolving our business portfolio and leading the ICT industry.

We are a global leader in delivering ICT solutions. In fact, 40% of the world's mobile traffic is carried over Ericsson networks. We have customers in over 180 countries and comprehensive industry solutions ranging from Cloud services and Mobile Broadband to Network Design and Optimization.

Our services, software and infrastructure - especially in mobility, broadband and the cloud - are enabling the communications industry and other sectors to do better business, increase efficiency, improve user experience and capture new opportunities.

Ericsson has one of the industry's strongest patent portfolios with a total count of over 42,000 granted patents. R&D is at the heart of our business and approximately 23,700 employees are dedicated to our R&D activities. This commitment to R&D allows us to drive forward our vision for a Networked Society - one where everyone and everything is connected in real time - enabling new ways to collaborate, share and get informed.

## 3 VAR Program:

As Ericsson is committed to MWDVBE growth in the community, it has implemented a VAR program during the calendar year of 2010. The services and/or products offered by the VAR will be evaluated annually on a customer by customer basis to insure its VAR(s) are able to sell the products and/or services Ericsson's customers need to help meet its supplier diversity commitments. Customers interested in utilizing Ericsson's VAR approach should contact the Strategic Sourcing Diversity Manager for more information on products and services currently available through a VAR or to request new products or services they wish to be included in the VAR program.



## 4 Supplier Diversity Plan Administration:

Anisha L. Jackson

Supplier Diversity Manager

6100 Sprint Parkway, Overland Park, Kansas, USA

Phone +1-913-253-5575 | SMS/MMS +1-913-744-1309

Email: [anisha.jackson@ericsson.com](mailto:anisha.jackson@ericsson.com)

### **Duties:**

**Duties include, but are not limited to, the following activities:**

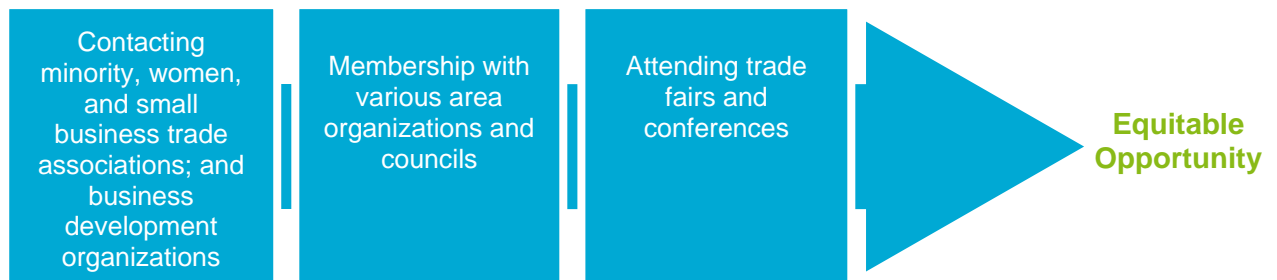
- A.** Developing and promoting company initiatives that demonstrate the company's support for awarding contracts and subcontracts to MBE's, WBE's, DVBE's, small and veteran-owned small businesses and to assure that these businesses are included on the source lists for solicitations for products and services.
- B.** Developing and maintaining a corporate database of MBE's, WBE's, DVBE's, small and veteran-owned small businesses from various sources;
- C.** Ensuring periodic rotation of potential subcontractors on bidders lists;
- D.** Ensuring that procurement scopes of work are designed to permit the maximum possible participation of MBE's, WBE's, DVBE's, small and veteran-owned small businesses.
- E.** Utilize various sources, as required, for the identification of MBE's, WBE's, DVBE's, small and veteran-owned small businesses such as the SBA's CCR Dynamic Search, the National Minority Purchasing Council Vendor Information Service, the Office of Minority Business Data Center in the Department of Commerce, National organizations focused on the promotion of Women and Minority companies (WBENC, NMSDC), etc.
- F.** Attending or arranging for the attendance of company counselors at Business Opportunity Workshops, Minority Business Enterprise Seminars, Trade Fairs, Procurement Conferences, etc.;
- G.** Monitoring the company's performance and making any necessary suggestions to achieve the subcontract plan goals;
- H.** Preparing, and submitting timely, required MWDVBE spending reports;
- I.** Coordinating the company's activities during the conduct of compliance reviews by federal agencies;
- J.** Provide mentoring opportunities and managerial assistance to MBE's, WBE's, DVBE's, small and veteran-owned small businesses



## 5 Equitable Opportunity:

Ericsson will continue to take proactive steps to ensure that MBE's, WBE's, DVBE's, small and veteran-owned small businesses will have an equitable opportunity to compete for contracts with Ericsson. Following are some examples of Ericsson's outreach efforts.

- › Pro-actively contacting minority, women, and small business trade associations; and business development organizations;
- › Attending numerous trade fairs and conferences, such as veteran, disadvantaged, and women business procurement conferences and trade fairs;
- › Continued membership with various area organizations and to support its program, such as Dallas, TX area Dallas Hispanic Chamber of Commerce, Women's Business Council Southwest (WBCS), Women's Business Enterprise National Council (WBENC), membership and sponsorship with the Dallas/Fort Worth Minority Supplier Development Council (D/FWMSDC), membership with National Minority Supplier Development Council (NMSDC), membership and participation in the NMSDC Telecom Industry Group (TIG), and participation in the NMSDC, WBCS and minority Chamber of Commerce tradeshow, and events;
- › Maintaining an active and current internal diverse supplier list.



**Active steps Ericsson takes to ensure an equitable opportunity to compete for subcontracts.**



## 6 Activities, Events and Procedures:

Ericsson has identified a number of activities required in order to align itself to support its supplier diversity and small business plan. Ericsson has processes to help ensure proactive support of its program efforts and ensure proper support from all affected parties. The following is intended as an overview of activities that occur. It is not meant to be an all-inclusive list but rather reflects a level of commitment on Ericsson's part to support its Supplier Diversity Plan.

### 6.1 Activities:

- › Periodically review the current supplier database to identify all suppliers that fit into a diversity category. This data is analyzed to determine the representation of company diversity in the current supply chain. Areas of strength and weaknesses are identified for future outreach and recruitment efforts.
- › Supplier diversity and small business spend is monitored and reported monthly to ensure Ericsson is tracking towards its supplier diversity goals.
- › Periodically engage outside firms to verify its existing database to ensure all diverse and Small Business suppliers by category are identified. Ericsson's original database will be returned with additional fields to indicate classifications and proof of certification.
- › Tool improvement plans are created and implemented to allow users of the business systems to have easier access to diverse companies and facilitate better reporting capabilities.
- › Management scorecards include key performance measurements (KPI's) for all services delivery units. These KPI's are reviewed and followed up by Ericsson's top management to ensure continued focus.



## 6.2 Events:

Ericsson plans to participate, attend, sponsor and or host the following Diversity events for the upcoming year:

- › D/FWMSDC's Business Expo & E-Awards Gala
- › Ericsson Supplier Diversity Event & Lunch and Learn Sessions
- › NMSDC Conference
- › SW Women's Minority Council Parade of Stars Awards Gala & Business Works Expo
- › WBENC Summit and Salute, & Conference
- › Various Match Maker and diversity events

## 6.3 Procedures/Policies:

- › Ericsson uses an internal Supplier Request Form which requires the requestor to confirm diverse business classifications before a new supplier is set up in its system. This helps to ensure proper supplier records are maintained properly.
- › RFQ, "Request for quote" procedures includes a requirement that diverse businesses be included in opportunities.

## 7 Reporting:

Ericsson acknowledges and accepts that most of its customers require reporting of supplier diversity spend. Ericsson will report this data per its agreed contract with customers, provided there is on-going business with the customer. Ericsson uses customer provided forms for reports, or will provide this data on-line via a web based reporting mechanism as is requested by the customer. These reports are due 30 days after the reporting period closes. For annual reports, Ericsson fiscal year is January 1st through December 31st.





## 8 Record Keeping:

Ericsson will maintain sufficient records to demonstrate the procedures adopted and comply with the requirements and goals outlined in this supplier diversity plan. Records include the following:

- A. Organizations contacted in an attempt to locate MBE, WBE and DVBE concerns.
- B. Outreach efforts, such as contacts with minority and diversity trade associations, attendance to supplier diversity conferences, women business procurement conferences and trade fairs, etc.
- C. Records to support internal guidance and encouragement for all Ericsson Sourcing personnel to contact minority business associations and other business development organizations.
- D. Utilized tools, guides and other data identifying such suppliers.
- E. Records to help monitor performance of Ericsson's supplier diversity spending.
- F. Records showing the inclusion of diverse businesses in RFX opportunities.

## 9 Pledge of Commitment:

Ericsson will strive to take the aforementioned steps outlined to demonstrate compliance and will make a good faith effort to maintain, increase and achieve utilization goals as reasonably practical. Ericsson hereby assures to all persons of concern that diverse and small businesses do have an equitable opportunity, as deemed practical within the business scope of Ericsson Inc. Ericsson's efforts are supported by the Head of Market Area North America, Rima Qureshi, as outlined in its "Supplier Diversity Commitment". For additional information visit Ericsson's website at:

[www.ericsson.com/supplierdiversity](http://www.ericsson.com/supplierdiversity).