Supplier Equality Standard

Sample for illustration only
(extract of a full report)
User Experience - Supplier View

1. Welcome screen

2. Privacy policy acceptance
User Experience - Supplier View

3. Survey navigation and questions

4. Opportunity to provide written responses and upload documents

This document is a sample report. Its purpose is to provide a snapshot and does not include the level of detail which would be provided in a client report.
Example reporting
Summary analysis at supply chain level

### 03 CLIENT Competency Score

- **Supplier Scores:**
  - Supplier 1: 92%
  - Supplier 2: 84%
  - Supplier 3: 78%
  - Supplier 4: 66%
  - Supplier 5: 56%
  - Supplier 6: 54%
  - Supplier 7: 28%
  - Supplier 8: 22%
  - Supplier 9: 15%

- **Summary:**
  - 8 out of 15 suppliers are achieving green scores (over 66% compliance).
  - 3 out of 15 supplier score in the amber segment (33-66% compliance).
  - 2 of the 15 suppliers fall into the red segment (0-33% compliance).

### 04 Summary of results

**Competency scores**

Having assessed your suppliers, we identified the following overarching areas for improvement at a global level. Competencies with less than or equal to ten suppliers having scored green were identified as opportunities for further DR focus.

<table>
<thead>
<tr>
<th>Category</th>
<th>Number of suppliers per competency per R&amp;D category</th>
</tr>
</thead>
<tbody>
<tr>
<td>Policies and practices</td>
<td></td>
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<tr>
<td>Recruitment</td>
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<tr>
<td>Career Progression</td>
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<tr>
<td>Strategy</td>
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<td>Mental health and wellbeing</td>
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<td>Adjustments and accessibility</td>
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<td>Flexible working</td>
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<tr>
<td>Inclusive Leadership</td>
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<tr>
<td>Supply chain</td>
<td></td>
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<tr>
<td>Measuring Impact</td>
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</tbody>
</table>

Out of point 60%
Supplier analysis per organisation

SUPPLIER Competency Score

<table>
<thead>
<tr>
<th>Project Fielding Details</th>
<th>Supplier D&amp;M Score</th>
</tr>
</thead>
<tbody>
<tr>
<td>20 - Jan</td>
<td>4 - Feb</td>
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</tbody>
</table>

Core components of EDI

- Policies & practices
- Recruitment
- Strategy
- Mental health & wellbeing
- Inclusive leadership
- Supply chain, human rights & modern slavery
- Measuring impact
- Career progression
- Flexible working
- Adjustments & accessibility

Indicates 0% on that competency
Indicates 5% on that competency
Indicates 10% on that competency

This document is a sample report. Its purpose is to provide a snapshot and does not include the level of detail which would be provided in a client report.
Supplier 1 Recommendations

**Strengths**
- Your organization has a clear gender target of 30% women by 2025, and has increased its representation of women among the leadership team. There are 55% women in C-level positions for leaders, and employees recognize the good work that the organization does to strengthen female representation.
- Your strategy consists of eight actions that are currently running an on-boarding program. This was seen as a good and impactful move to engage and drive strategy forward. Strategy interviews
- The strategy policy outlines the legal compliance for women with gender experience noted regarding return to work. Additional time off is offered to women for care-related reasons.
- Your organization has a campus support program named “Women in Leadership,” which is aimed to reach executive and mid-level women in the program. The program is helped by the students of the University of the capital and is increasing diversity through recruitment.
- Your organization has developed a mature CSR champions network, called “Harmen.” This is a network of volunteers who are trained to be CSR ambassadors to help with CSR priorities and can be used to promote leadership feedback.
- Your organization offers mature mental health and well-being support for employees and their families via LifeSpring. Around four hundred people have used LifeSpring in the last year. 30% of all employees are fully members.

**Areas for development**
- Improve and evaluate impact. Employees noted a lack of visibility in measuring progress towards O2’s ambitions and were unsure how programs align with this strategy. O2 aims every employee.
- Develop and support flexible working. While flexible working has increased our costs of the current 5% employees, employees noted that they still don’t see the benefits of flexible working.
- Full accessibility and adjustments for all employees: There is some limited accessibility for women in some parts of the business. A lack of female teams in remote working locations. There is recognition that the needs to improve accessibility for employees with disabilities and a project named “Space” had been started for this.
- Identifies all considerations into supply chains. Currently, O2 is not considered when partnering in in-house supply solutions. It is crucial for your organization’s current strategy to drive forward O2 across its value change.

**5 Supplier 1 Observations**

**04 Initial recommendations**

- Policies & practices: Ensure that specific programs or organizations for mental health, well-being, or diversity are in place and are managed effectively.
- Mental health & well-being: Develop programs or initiatives that focus on mental health and well-being, such as mental health awareness sessions or mental health training.
- Flexible working: Invest in flexible working practices, such as remote working arrangements, to support employees and attract new talent.
- Inclusive leadership: Emphasize the importance of diversity in leadership and encourage diversity in leadership roles.
- Supplier chain: Ensure that all suppliers support gender equality and diversity, and consider diversity when selecting suppliers.
- Measuring impact: Establish key performance indicators (KPIs) to measure the impact of diversity initiatives on overall performance.
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