



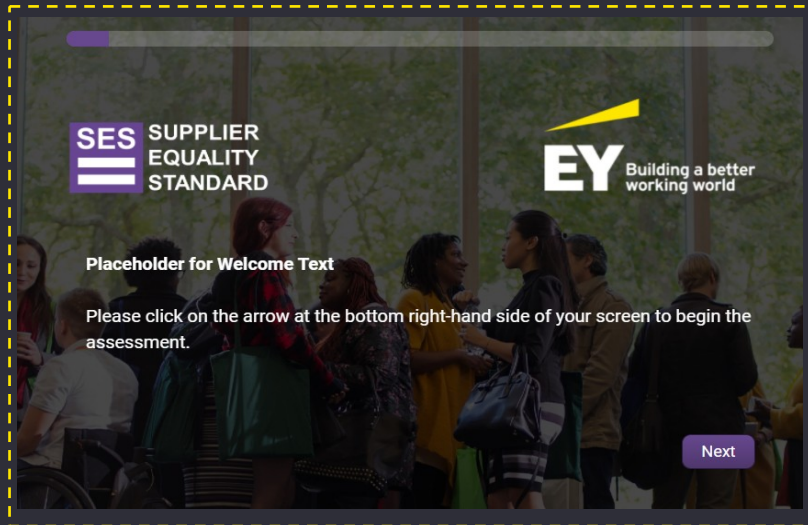
Supplier Equality Standard

Sample for illustration only
(extract of a full report)

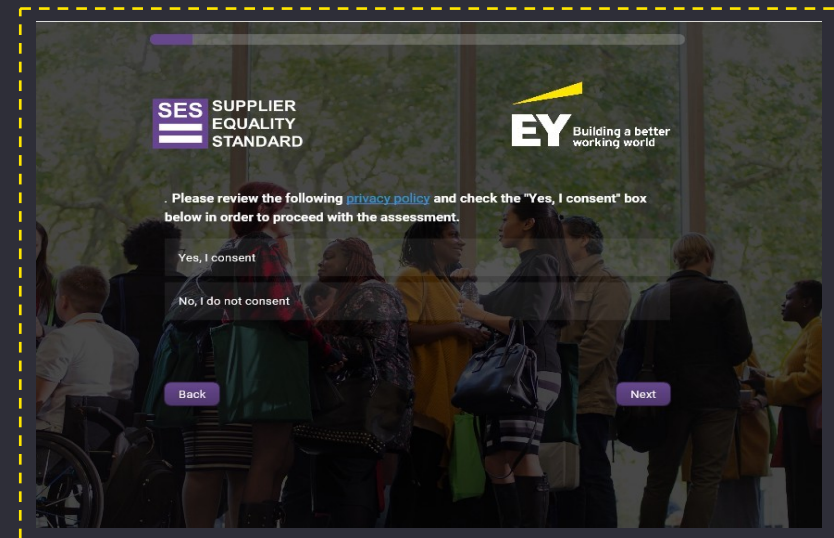


User Experience- Supplier View

1. Welcome screen



2. Privacy policy acceptance



User Experience- Supplier View

3. Survey navigation and questions

The screenshot displays the survey interface with a sidebar menu on the left containing the following items: Survey Contents, Diversity & Inclusion, Opening Questions, Policies and Practices, Recruitment, Career Progression, Strategy, Mental Health & Wellbeing, Adjustments & Accessibility, Flexible Working, Inclusive Leadership, Supply Chain, Measuring Impact, and Closing Remarks. The main content area shows the 'SES SUPPLIER EQUALITY STANDARD' logo and the EY logo with the tagline 'Building a better working world'. A question is displayed: 'Q2.1. Do you monitor the representation of your workforce across the nine protected characteristics as identified in the Equality Act 2010?'. Below the question are two radio button options: 'Yes' and 'No'. A red text prompt 'Please answer this question.' is visible above the options.

4. Opportunity to provide written responses and upload documents

The screenshot displays the survey interface for a question: 'Q6.7. Do you have a diversity and inclusion strategy with clear priorities and defined KPIs?'. Below the question is a text input field with the placeholder text 'Example text'. To the right of the input field, it says 'Characters remaining: 19988'. Below the input field is a section for 'Q6.2. Please upload evidence confirming that you have a diversity and inclusion strategy with clear priorities and defined KPIs?'. A tip is provided: 'Tip: This covers both standalone DEI strategy or HR strategy with explicit aspects or focus on DEI.' At the bottom, a note states: 'When uploading evidence in support of this particular question, please ensure you create one zip formatted file which contains all relevant documents and upload this to the survey question.'

Example reporting

Summary analysis at supply chain level

03 CLIENT Competency Score



Project Fielding
Details:
29 - Jan 4 - Feb

Survey
completion
details:

15
responses
collected

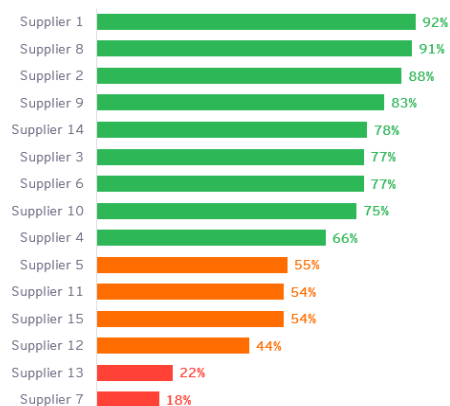


50
suppliers
invited



30%
response
rate

Supplier Scores:



Summary:

- 8 out of 15 suppliers are achieving **green scores** (over 66% compliance)
- 5 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).

Top aspects that drove suppliers achieving **green**:

- ABC, ABC, ABC

Top aspects that drove suppliers achieving **amber**:

- ABC, ABC, ABC

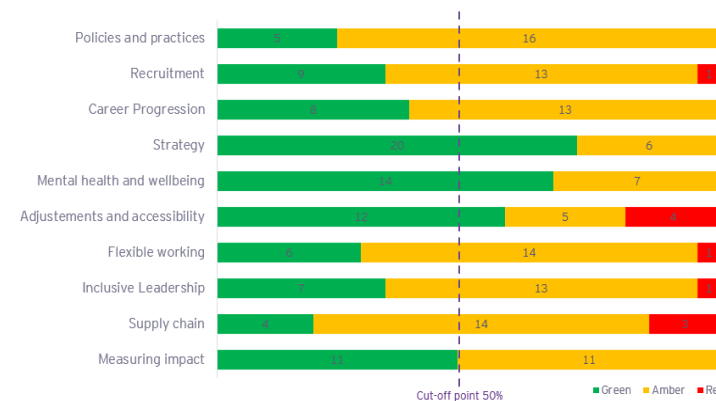
Top aspects that drove suppliers achieving **red**:

- ABC, ABC, ABC

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 or equal to ten suppliers having scored green were identified as opportunities for further D&I focus.

Number of suppliers per competency per RAG category



Supplier analysis per organisation

03

SUPPLIER Competency Score



Project Fielding
Details:

29 - Jan

4 - Feb

Supplier D&I Score

66%



Core
components of
EDI



Your talent



Your business



Your people



Your leadership



Your
relationships



Review &
measurement



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

7

Supplier recommendations

5 Supplier 1 Observations



Strengths

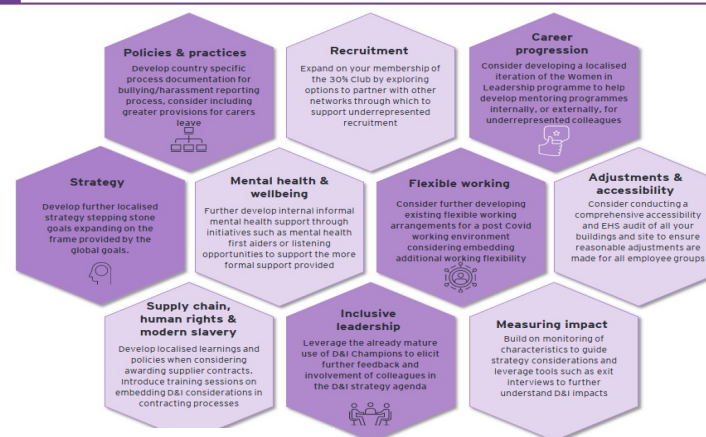
- Your organisation has set a clear gender target of 31% women by 2025 and has increased its representation of women among the leadership team. There are D&I ambitions in scorecards for leaders, and employees recognised the recent work that has taken place to champion female representation.
- Your strategy consists of eight leaders who are currently working on an 'empowered organisation' project. This was seen to be a positive and impactful move to engage and drive strategy forward by interviewees.
- The maternity policy extends beyond the legal compliance for women with positive experiences noted regarding return to work. Additional time off is offered for religious holidays spanning across differing faiths.
- Your organisation has a campus ambassador programme named 'Exceed' which aims to extend reach to underrepresented students in terms of gender or alma mater. The programme has extended reach to students based outside of the capital Dhaka drawing in greater diversity through recruitment.
- Your organisation has developed a mature D&I champions network, called 'Symmetry', who are consulted on a regular basis regarding D&I priorities and metrics and are being used to provide leadership feedback.
- Your organisation offers mature mental health and wellbeing support for employees and their direct families via Life Springs. Around four hundred people have used Life Springs in the last year, 30% of whom are family members.



Areas for development

- Measure and evaluate impacts:** Employees noted a lack of visibility in measuring progress towards D&I ambitions and were unsure how programmes aimed at addressing strategic D&I aims were measured.
- Develop and support flexible working:** While flexible working has increased as a result of the Covid-19 pandemic, employees noted that there are limited communications from leadership on the future approach and the benefits of flexible working.
- Full accessibility and adjustments for all employees:** There is some limited accessibility for women in some part of the business e.g. lack of female toilets in remote working locations. There is recognition of the need to improve accessibility for employees with disabilities and a project named 'Quest' has been started for this.
- Integrate D&I considerations into supply chain:** Currently D&I is not considered when appointing or onboarding new suppliers, this is a gap in Your organisation's current strategy to drive forward D&I across its value change.

04 Initial recommendations



5 Supplier 1 Recommendations



Adjustments & accessibility:

- Ensure that a policy and suitable procedures are in place for requesting and implementing employee adjustments. A proactive approach to implement adjustments for all employees.
- Targeted support for those with long term leave and conditions (e.g. sickness, chronic illness, rehabilitation, OH and manager support)
- Review and introduce there needed facilities to support diverse sets of needs for employees e.g. breastfeeding, or gender neutral toilet facilities.
- Consideration should also be given to website accessibility and building use for mental, visual and physical access.



Supply chain:

- Efforts should be made to include all suppliers and ensure opportunities are opportunities open to all. For example, this could be through a statement of intent relating to smaller suppliers or women owned businesses, signing up to a framework for diverse suppliers, or attending events for diverse suppliers.
- Your organisation should consider D&I when awarding appropriate contracts. D&I policies and practices should be requested from suppliers and discussed/ tested.
- Your organisation should consider ongoing engagement with and management of suppliers to ensure continual improvement of D&I.



Measuring impact:

- Your organisation should clearly share its global and local D&I ambitions and initiatives/ actions corresponding to these. Impact measurement and evaluation should be considered for all programmes that Your organisation deploy, such as the SuperNova programme, to better understand the impact across key D&I KPIs.
- KPIs for D&I programmes should be clearly defined when they are being designed and initiatives should be reviewed/ adjusted at regularly, considering employee feedback.



Flexible working:

- Your organisation should consider conducting a review of its flexible working policy and practices.
- Formalised guidance and scenario-based examples could be provided to line managers to ensure a consistent application of flexible working practices across the organisation.
- The benefits of flexible working should be clearly communicated from leadership through regular communications, townhalls, personal stories and employee conversations.

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ED None

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