



Qualifying as a Diverse Supplier

Diverse Suppliers: certified companies in any of the following categories: Minority-Owned Business Enterprise; Woman-Owned Business Enterprise; Veteran-Owned or Service-Disabled Veteran-Owned Business; Lesbian, Gay, Bi-Sexual and Transgender Owned Business; Historically Underutilized Zone Business; Small Disadvantaged Business; SBA 8(a) Business; Aboriginal and Torres Strait Islander Business; Aboriginal People/Visible Minority Business; Ethnic Minority Business

Certification Requirements: Minority-Owned and Women-Owned Businesses (MWBs) must qualify as diverse to gain contracts under the Equifax Supplier Diversity Program. This requires official certification, by a recognized organization, for one of the diversity classifications.

Minority-Owned Business Enterprise (MBE): any for-profit enterprise which is at least 51% owned, operated, and controlled by a member of a minority group and targets other businesses as customers. The minority ownership and control shall be real and continuing, and not solely to take advantage of special set-aside programs aimed at minority business development. Ethnic minority origin groups include: African American; Asian American; Hispanic American; Native American; Indigenous Australians; Ethnic Australians; Canada Aboriginal People/Visible Minorities; United Kingdom Ethnic Minorities

Woman-Owned Business Enterprise (WBE): any for-profit enterprise which is at least 51% owned, operated, and controlled by a woman or women and targets other businesses as customers. The woman ownership and control shall be real and continuing, and not solely to take advantage of special set-aside programs aimed at women business development.

Veteran-Owned Business (VOB); Service-Disabled Veteran-Owned Business (SDVOB): - any for-profit enterprise which is at least 51% owned by individual(s) who performed active service in one of the armed services, and were honorably discharged. Service-disabled: disability incurred or aggravated in line of duty in the active military, naval or air-service

Lesbian, Gay, Bi-Sexual and Transgender (LGBT): any for-profit company that is at least 51% owned, operated and controlled by a LGBT business owner

Historically Underutilized Zone (HUBZone): - any company certified as HUBZone (includes areas with high unemployment, low median household incomes, or both) by the Small Business Administration (SBA). Small Disadvantaged Business Program (SDB) – company certified as disadvantaged by the SBA

8(a) Program: company that received 8(a) certification from the Small Business Administration

Indigenous-Owned Business: any business at least 51% Indigenous owned and operated by Aboriginal and/or Torres Strait Islanders. Registered suppliers must be 50%+ Indigenous ownership. Certified suppliers must be 51%+ Indigenous owned, managed and controlled

Indigenous Procurement Policy (IPP): the IPP sets mandated targets for all Australian government agencies (and businesses contracting with them) to achieve with Indigenous-owned businesses

Visible Minority Business defined in Canada as people non-white in color and non-Caucasian in race (includes Chinese; Black; Latin; Japanese; Korean; Filipino). Aboriginal peoples include First Nations, Metis and Inuit.

Ethnic Minority-Owned Business (EMB): a company owned and operated in the United Kingdom by a defined ethnic minority group and includes Indian, Pakistani, Bangladeshi, Chinese, Black African, Black Caribbean, Arab, Gypsy, or Irish Traveler, Irish and the Mixed Race/Multi Ethnic Groups

National Minority Supplier Development Council, Inc. (NMSDC): USA based - advances business opportunities for certified minority business enterprises and connects them to corporate members

Minority Supplier Development UK (MSDUK): advances opportunities for Ethnic Minority Businesses in the United Kingdom

Canadian Aboriginal & Minority Supplier Council (CAMSC): promotes supply diversity as a tool to increase employment and wealth in Aboriginal and minority communities through inclusive procurement requirements for companies wishing to do business with the government

Women Business Enterprise Canada : provide certification, training, networking, support and advocacy for Canadian Women Business Enterprises

Canada Gay and Lesbian Chamber of Commerce : promote, support and certify Canada's growing LGBT businesses and connect them to the Business community

Supply Nation: Australia based - works with Aboriginal and Torres Strait Islander businesses to help grow the Indigenous business sector

Tier I Suppliers: vendors that directly render goods/services to Company and submit invoices directly

Tier II Suppliers: subcontractors of Tier I / Prime Supplier. They provide goods and services to the Company (which may or may not be identifiable to the Company) but submit invoices to a Tier I Supplier