

Supplier Diversity Policy

Introduction

Our marketplace is committed to fostering a diverse and inclusive network of suppliers in the pharmaceutical industry. We recognize the importance of promoting diverse-owned businesses, as well as tracking and reporting diverse spend to help our clients meet their own diversity goals. We aim to create a more equitable and sustainable economy by providing businesses owned by underrepresented groups with opportunities to grow.

Objectives

1. Identify and onboard diverse suppliers within the pharmaceutical marketplace, based on their location and relevant certifications.
2. Engage and cultivate relationships with diverse suppliers through promotional initiatives, including our sustainability website section and quarterly newsletters.
3. Provide resources and tools, such as diverse supplier search filters and profile annotations, to help clients easily find and work with diverse suppliers.
4. Enable diverse suppliers to showcase their certifications and evidence of diversity status on their profiles.
5. Collaborate with clients to understand their individual diversity goals and assist them in tracking their spend with diverse suppliers.

Supplier Classification

We classify our suppliers based on their diverse status. Suppliers with relevant certifications or meeting specific criteria from their applicable region, such as the USA, the EU, or any other country, will be considered diverse suppliers. Both independent certification and self-certification are accepted, so long as appropriate evidence or declarations are provided.

Evaluation and Certification

Diverse suppliers will be asked to provide appropriate evidence of their certifications, which will be reviewed internally by our team. We may also accept self-certification declarations using forms provided on our marketplace.

Engagement and Support

Our marketplace engages with diverse suppliers through our sustainability website section and quarterly newsletters that promote their services. We will continue to explore additional avenues for promoting and supporting diverse suppliers, such as webinars, workshops, and partnerships with industry organizations focused on diversity and inclusion.

Integration and Metrics

The diverse procurement spending target will depend on each client's goals. We will work closely with our clients to understand their objectives and support them in achieving these targets. Our platform features reporting and tracking tools, allowing clients to monitor their spending with diverse suppliers easily. We will also seek to establish key performance indicators (KPIs) and accountability mechanisms for tracking the success of our Supplier Diversity Policy.

Communications and Metrics

We promote our Supplier Diversity Policy through a dedicated sustainability section on our website, quarterly newsletters, and supplier profile annotations. These tools enable clients to quickly identify and engage with diverse suppliers when searching for scientific services.

Our marketplace is dedicated to continuously improving our Supplier Diversity Policy and exploring ways to further support and promote diverse suppliers in the pharmaceutical industry.

Further Information

If you have any questions regarding this policy, please contact compliance@scientist.com