

# Ten Reasons Why Supplier Diversity is Important

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- 1 Drives Innovation:** Diverse suppliers provide innovation and differentiation of thoughts and ideas in the same way diverse associates add value to Alcon. Suppliers are an extension of our Alcon teams.
- 2 Increases Economic Opportunities:** Supporting diverse suppliers creates economic opportunities in diverse communities, so our products are affordable.
- 3 Provides Services that are More Flexible:** Many diverse suppliers can provide more flexible and nimble services because they are smaller and can change quickly.
- 4 Drives Savings:** In certain situations, smaller suppliers may be able to provide quality services with less overhead and lower hourly rates.
- 5 Improves the Alcon image as a company that cares about Diversity & Inclusion:** People want to buy from companies that are ethical.
- 6 Demographics Are Changing:** Alcon supplier base should mirror our population and customers we serve.
- 7 Attracts Top Talent:** Whether it is attracting associates who want to work for a company that “gets it” or casting a wider net and including the “best of the best” qualified small and diverse suppliers to be included in RFPs.
- 8 Corporate Social Responsibility:** Alcon strives to work with suppliers who reflect the diversity of the communities we serve and deliver the best products possible.
- 9 Provides a Competitive Advantage:** Companies that have strong diversity and inclusion and supplier diversity efforts outperform those that do not. Simply put: It’s smart business.
- 10 Supports Government Contracts and Compliance:** The federal government requires their prime suppliers (i.e., Alcon) to report and meet spend targets for small businesses and women, veteran, disabled veteran, small disadvantaged, and HUBZone-owned businesses. Failure to meet spend targets could put our contracts, worth hundreds of millions of dollars, at risk. In addition, the Small Business Administration audits Alcon approximately every two years to confirm compliance.