



**We're committed to
supplier diversity:**
A social imperative that
benefits business and
communities alike



The ODP Corporation has a longstanding commitment to supplier diversity

At The ODP Corporation, we are committed to supporting and developing diverse companies. Through our Supplier Diversity programs, we continue to identify and develop diverse companies that complement our business and help us strengthen our supply chain.

Our diverse program is inclusive of, but not limited to, suppliers that are 51% owned and operated and identify as Minority-Owned (MBE), Woman-Owned (WBE), Veteran-Owned (VBE), LGBTQ-owned, Disabled-owned, and Small Business Enterprises.

They are certified through organizations such as NMSDC, WBENC, NGLCC, NAVOBA, Disability IN, Small Business Administration, and other city or state agencies.

Why is Supplier Diversity Important to The ODP Corporation and its affiliates?

Supplier Diversity is an important business strategy in today's economic environment. It helps us identify and deliver innovative quality products and services across all business channels while supporting economic development in the communities we serve.

What makes supplier diversity valuable to The ODP Corporation and its affiliates?

Supplier diversity is valuable to The ODP Corporation by providing the advantage of choice, collaboration, and innovation, benefiting the company by gaining access to innovative, fresh ideas and extraordinary capabilities. This translates into an additional competitive advantage and increased value to supply chains and stakeholders.

What does the future hold for The ODP Corporation Diversity Programs?

- We will continue to diversify our supply chain by partnering with promising diverse businesses
- We will continue to expand our Tier 1 Program and find new ways to help our suppliers grow their businesses while allowing us to continue to have a competitive edge in the marketplace and provide our customers with best-in-class products and solutions
- We've built a strong pipeline of current and future diverse suppliers to drive performance in this area with leaders across the company, including sourcing and merchandising
- Additionally, we've increased involvement in our supplier diversity council, set spend-target goals, increased education and awareness by sharing best practices to onboard diverse suppliers, and provided training and mentorship to our current and potential suppliers

Economic Impact of Supplier Diversity

Over 15,000 diverse businesses, connected to more than 1,500 corporations, account for \$396 billion in economic output annually, generate \$130 billion in tax revenue, and sustain 1.75 million jobs.

Source: [NMSDC](#)

Innovative supplier diversity practices and resources at ODP Business Solutions

At ODP Business Solutions, a division of The ODP Corporation, supplier diversity is an integral part of our sourcing strategies and procurement processes and an important investment in the economic development of communities.

Our commitment to supplier diversity includes 3 guiding principles:

CHOICE: Our extensive network of Tier II diverse suppliers gives our customers access to hundreds of products that can help them meet their goals for purchasing from diverse suppliers.

COLLABORATION: We partner with customers to develop tailored solutions to help them meet their individual sourcing goals.

INNOVATION: Our team uses their extensive experience to offer creative solutions to our customers' unique needs.

ODP Business Solutions' Supplier Diversity Program

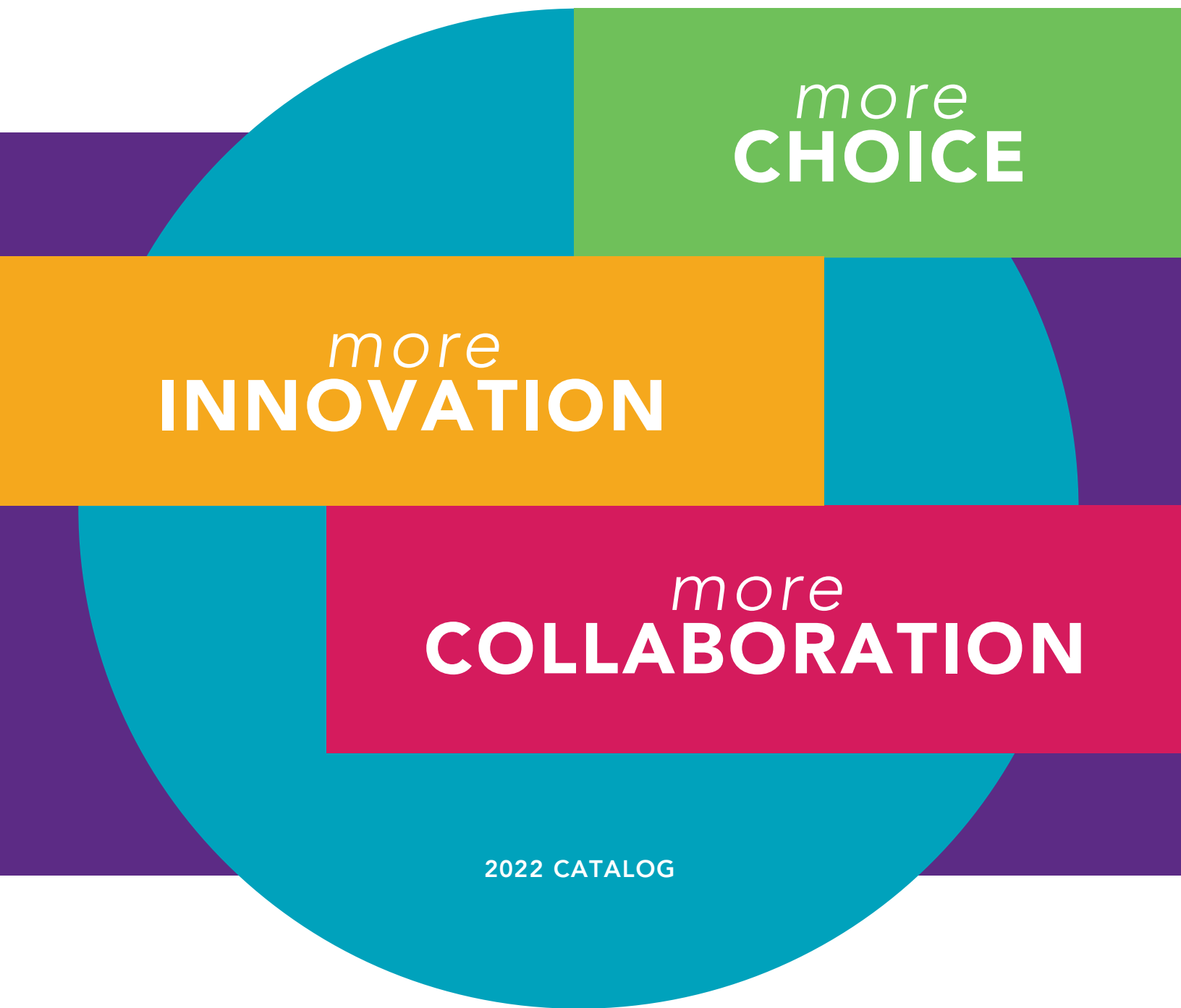
We are proud to offer small and diverse-owned enterprises more opportunities to grow and prosper through one of the industry's most comprehensive supplier diversity programs. Our program comprises 3 pillars: Tier I, Procurement, and Tier II.

TIER I: ODP Business Solutions provides partner vetting, executive support, mentoring, and field sales support to our extensive network of suppliers. These suppliers sell directly to customers, thereby offering maximum diversity credit.

PROCUREMENT: We commit to including diverse suppliers at every opportunity.

TIER II: ODP Business Solutions includes Tier II suppliers as part of our normal distribution channels. By including Tier II-supplied solutions, we help our customers increase the percentage of their total spending allocated to solutions offered by diverse suppliers. These products are part of our normal distribution channels.





Diverse supplier catalog

The ODP Business Solutions Diverse Supplier Catalog features more than 1,400 items in categories from office essentials and school supplies to furniture and desk accessories to technology and more, with over 600 products that also contain eco-attributes or eco-labels, all sourced from diverse suppliers. The catalog also offers simplified, easy-to-use reporting.



We're proud to launch our 2022 Diverse Supplier Catalog, featuring an exceptional assortment of innovative products at affordable prices from our vast network of diverse vendors. Through our supplier diversity program and a dedicated team of business advisors, we look forward to continue helping businesses and organizations of all sizes achieve their supplier diversity goals, while also encouraging growth for small and diverse businesses.

—David Centrella, President of ODP Business Solutions



Our Diverse Supplier Catalog features convenient icons to identify a product's diverse attributes at a glance. Icons include:



Small business



Minority-owned business



Woman-owned business



Greener option



Forest Stewardship Council (FSC)



Veteran-owned business



Disability-owned business



LGBTQ-owned business



- GREENGUARD certified
- Product certified for low chemical emissions
- ECOLOGO® Certification

ODP Business Solutions can help you meet your diverse spending goals. For products and services from a wide array of diverse suppliers, see our [Diverse Supplier Catalog](#)



Here are just a few highlights of what ODP Business Solutions achieved in 2022

After establishing a supplier benchmark in 2020, in 2021 we set an internal diverse spending target and long-term goals for our supplier diversity program. As a result, ODP Business Solutions realized:

20%

increased spending with diverse and small businesses

50%

growth in our diverse and small-business supplier base

Our efforts to promote diverse suppliers have been recognized by several prominent publications and organizations, including the Women's Business Enterprise National Council (WBENC), LATINA Style Magazine, Black EOE Journal, Hispanic Network Magazine, Professional Woman's Magazine, Human Rights Campaign Foundation, Georgia Hispanic Chamber of Commerce, Florida State Minority Supplier Development Council (FSMSDC), South Florida Hispanic Chamber of Commerce, Business Equality Network, Sustainable Purchasing Leadership Council, the Urban League of Broward County, and WE USA (Women's Enterprise).

People and prosperity: Building relationships that inspire growth

ODP Business Solutions is proudly affiliated with 2 national organizations that share our goal of improving the economy through supplier diversity: Women Business Enterprises Canada Council and the Canadian Aboriginal and Minority Supplier Council. These organizations actively create a more diverse and inclusive supply chain by advocating for minority-owned businesses, building connections, and eliminating barriers to success.

Source: [ODP 2022 Sustainability Report](#)

Creating opportunities through Elevate Together®

In January 2021, The ODP Corporation founded Elevate Together®, powered by Round It Up America®—a nonprofit initiative designed to address systemic discrimination and historic racial disparities in business growth and profitability in Black and Hispanic communities. Through a partnership with the National Urban League's Entrepreneurship Centers and the US Hispanic Chamber of Commerce, the initiative helps support Black and Hispanic small businesses with 5 or fewer employees.

As Gerry Smith, CEO, explained, "We strongly believe that in a society where the playing field is level, Black and Hispanic businesses will play a vital role in restoring the health of our economy and in driving long-term wealth creation across North America."

Elevate Together® has 3 main charges:

- Identify a consortium of like-minded corporate partners to invest time, talent, and financial resources to support Black and Hispanic businesses
- Partner with established nonprofit organizations to deliver measurable business outcomes for Black and Hispanic businesses
- Deliver measurable and sustainable outcomes for Elevate Together® participants across the initiative's key goals of education, access, mentoring, and sustainability

As of December 2022, the initiative has raised over \$2 million from corporate gifts and customer and employee donations. Over 250 small businesses have received Elevate Together® cash grants of \$5,000–\$10,000, and these grants have supported the technical assistance programs and mentoring offered by community partners of Elevate Together®.



Diverse suppliers in the spotlight



South Coast Paper

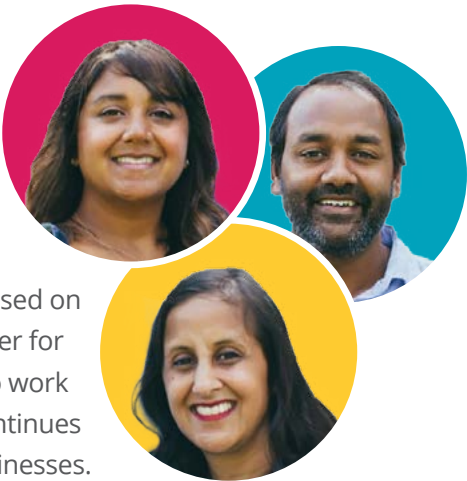
The South Coast Paper team offers over 70 years of paper industry expertise, while their experienced customer service team has core competencies in commercial printing and corporate procurement. South Coast solutions offers coated, uncoated, paperboard, and a broad range of digital papers that are OEM approved. The company is PEFC, SFI, and FSC certified.

The company is affiliated with a 200,000-square-foot state-of-the-art converting operation that can cut, wrap, box, seal, and label nearly 60,000 tons of copy, folio, and digital papers annually.



LePage's 2000, Inc.

When siblings Shernee, Sunir, and Sheena Chandaria first acquired LePage's, it was primarily a stationery, mailing tape, and glue company. Over the years, the categories have expanded to include mail and ship products, hardware tapes, packaging tapes, stationery and hardware glues, and self-stick notes, among other products. The company has always focused on innovation and creating solutions to make things easier for the consumer. LePage's counts itself very fortunate to work with ODP Business Solutions, an organization that continues to be an exemplary supporter of minority-owned businesses.



OutSmart Office Solutions

Named NGLCC LGBT Supplier of the Year, Outsmart provides office design, space, planning, move management, office furniture, and office supplies nationwide. The company also offers EcoSmart Toner Cartridges to ODP Business Solutions customers. EcoSmart Toner Cartridges are manufactured in North America and have won multiple awards for their quality engineering.



Flagship Carpets®

Flagship Carpets® is a family-owned and operated certified Woman-Owned small business with the most flexible and innovative carpet printing technology in the country. They design, manufacture, and distribute soft flooring solutions across the United States and Canada. Flagship Carpets® helps organize, enhance, and complement any modern environment including childcare centers, public/private schools, colleges/universities, healthcare, and home/office settings.



DME

Derrah Morrison enterprises believes that in today's economic climate it's necessary to establish firm relationships and partners to improve on supply-chain efficiencies, while providing a diversity solution. DME's largest corporate partner, Domtar, manufactures DME paper products, which are then supplied to all Veyer distribution centers nationwide.



GOJO Industries

GOJO Industries, a purpose-driven family enterprise, invented PURELL® Hand Sanitizer more than 30 years ago. Today GOJO is a leading global producer of skin health and hygiene solutions. Recognizing the history of women in leadership positions, GOJO recently achieved certification as a Women's Business Enterprise by the Women's Business Enterprise National Council (WBENC), the largest certifier of women-owned businesses in the U.S.





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