



Purchasing  
Supplier Guidelines  
Supplier Diversity Guidelines

Dear Supplier:

*...the success of our culture will be largely defined by how well we continue to foster **diversity and inclusion**. We grow when we encourage different viewpoints and ways of thinking – differences that come from **diversity**. We gain new ideas and new ways to meet the challenges of today's world – ultimately creating a better future for employees, our business and the communities where we operate... **William Hickey, President & CEO***

### **What is the Supplier Diversity Program for Sealed Air Corporation?**

1) Sealed Air will voluntarily report only on 2 Diverse Categories\*:

**MBE** – Minority Business Enterprise – a US Company that must be at least 51% owned and daily operated by an individual who is a minority Native, African, Hispanic and Asian American.

**WBE** – Women Business Enterprise - a US Company that must be at least 51% owned and daily operated by an individual who is a woman.

2) Certifications allow Sealed Air to pre-qualify suppliers and minimize risk (financial and operational), therefore we will only accept\* Certifications from two Organizations:

**NMSDC** – National Minority Supplier Development Council

**WBENC** – Women Business Enterprise Council

3) Sealed Air will only\*\* report Tier 1 Spend and existing available Tier 2 Spend

**Direct Spend** – Materials we buy that will be part of the finish good sold to a specific customer

**Indirect Spend** – Materials that will be used to manufacture/assemble the finish good for a given customer

4) SAC will award business to those suppliers that have completed the evaluation and pre-qualification processes regardless if they belong or not to a Minority Diversity Category

Our Evaluation Criteria - Quality, On time & Complete Deliveries, Price and Customer Service Level - apply to all suppliers and categories of spend.

*\* Until 2013 when Program Maturity will be evaluated and expanded to other categories and organizations for Veterans, Disadvantage and GLBT Business Enterprises*

*\*\* Until 2013 when the Maturity of the program will be evaluated to work with Tier 1 suppliers and modify Contracts to include Suppliers of our Suppliers*