

## Radisson Hotel Group Americas Supplier Diversity Program

At Radisson Hotel Group Americas, we believe creating a great guest experience means doing the right thing in every aspect of our business. We place great value in the spectrum of skills, experiences and perspectives characterizing the team members, suppliers, and guests.

Increasing diversity among suppliers is equally important. A diverse supplier base fosters increased competition and innovation while promoting the outstanding contributions these businesses make to the economic health and diversity of communities throughout the world.

Radisson Hotel Group Americas strives to ensure qualified, diverse businesses are included in opportunities to provide hotels with goods and services not only because it's the right thing to do, but it also makes the guest experience even more extraordinary. Diverse suppliers include certified disadvantaged, and historically underutilized suppliers, as well as minority-, women-, veteran- and disability-owned businesses.

To accomplish our goal of including diverse partners in our supply chain, we have instituted a proactive Supplier Diversity Program to:

- Identify qualified diverse suppliers for opportunities to provide goods and services
- Counsel potential diverse suppliers to the Radisson Hotel Group Americas procurement procedures and expectations
- Maintain active membership in organizations in support diverse suppliers
- Participate in outreach activities supporting diverse suppliers

### Supplier Qualifications

Radisson Hotel Group Americas works with the organizations listed below for diverse supplier categorization and certification. Diverse suppliers are encouraged to work with these organizations directly to learn about the eligibility requirements and become properly certified:

- Minority-owned business (MBE) - [www.nmsdc.org](http://www.nmsdc.org)
- Woman-owned business (WBE) - [www.wbenc.org](http://www.wbenc.org)
- Veteran-owned business (VOBE) - [www.navoba.org](http://www.navoba.org)
- LGBT-owned business (LGBTBE) - [www.nqlcc.org](http://www.nqlcc.org)
- Disability-owned business enterprise (DOBE) - [www.disabilityin.org](http://www.disabilityin.org)

Please note certification is not a guarantee for conducting business with Radisson Hotel Group Americas. All suppliers must meet the following to be considered:

- Qualify as a diverse supplier from one of the listed entities above
- Been in operation in the same field for at least three years
- Offer competitive pricing and meet or exceed quality and service requirements
- Meet RHG's insurance requirements

**Sourcing Process**

When there is a product or service need, and a sourcing project is initiated, the Radisson Hotel Group Americas Sourcing team will review their internal Diverse Supplier Database to determine if there are certified diverse suppliers that meet that need.

**Supplier Registration**

Radisson Hotel Group Americas works with a variety of national organizations to help identify and find diverse suppliers. Potential diverse suppliers interested in working with RHG should contact us at [shop@radissonhotelsamericas.com](mailto:shop@radissonhotelsamericas.com) learn how to register.

Radisson Hotel Group Americas will review this policy annually - Updated 03/03/2021