



**STAPLES**

**Advantage**

**Commitment to diversity.**

A corporate culture focused on social change.



### **A message from our Executive Director of Diversity Initiatives.**

“We pride ourselves on providing a fair opportunity for suppliers to do business with us, and challenge suppliers to bring forth value-added options that our customers can enjoy at a competitive cost. We promote entrepreneurial leadership within our organization and our suppliers’ organizations every day, knowing that just 24 years ago, Staples itself was founded by an entrepreneur.”

— Tara Spann



### **A message from our EVP of Merchandising.**

“Integrating diverse suppliers into our supply chain is part of the holistic approach to doing business that we call Staples Soul. We believe our suppliers should reflect the face of our customers, as well as sharing Staples’ commitment to our customers and communities.”

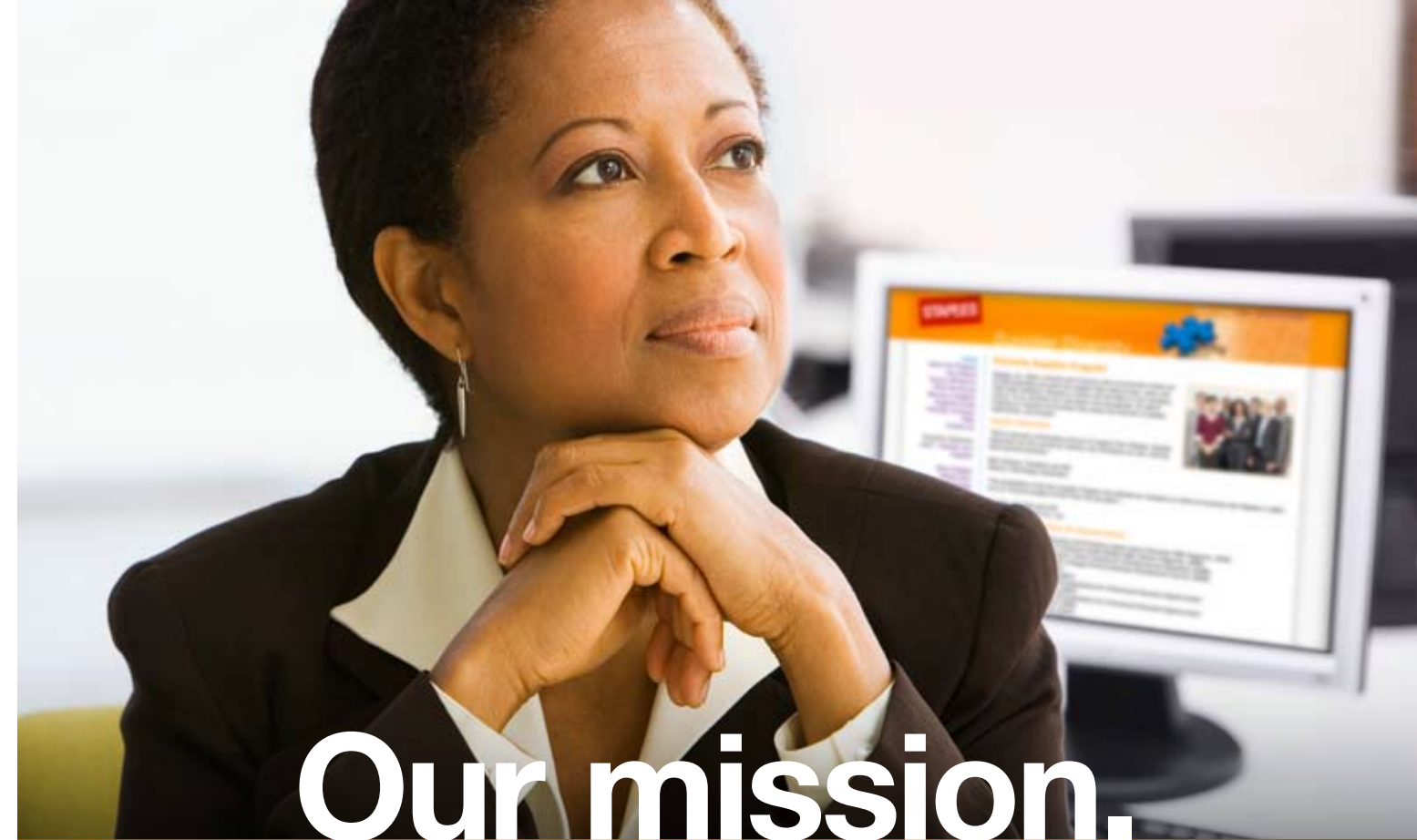
— Jevin Eagle



### **A message from our Chairman and CEO.**

“Staples Soul reflects our commitment to corporate and social responsibility. It’s an approach to business that recognizes the connection between our success and our desire to make a positive impact on our associates, communities and the planet. Developing a thriving supplier diversity program is consistent with our Staples Soul values and will continue to be part of our business strategy for years to come.”

— Ron Sargent



# Our mission.

Staples® Corporate Supplier Diversity Program’s mission is to promote and include Historically Underutilized Businesses (HUBs) in all levels of our supply chain. Supplier diversity strategies are designed to strengthen diverse suppliers within our communities, create job opportunities and acknowledge the vision of HUBs nationwide. Our Corporate Diversity Program is more than an initiative: it’s part of our culture.



# Diversity One.®

Connecting customers with suppliers.

Staples' business-to-business Supplier Diversity Program aims to help our customers achieve their corporate diversity goals while enabling the growth of HUBs in our communities. We strive to create vendor-buyer relationships that allow diverse organizations to continue to develop, while offering our customers a wider selection of quality products at competitive prices.



## Why is Staples® Diversity One® so unique?

Diversity One enables diverse suppliers to provide value-added services to customers through our integrated eDiversity Network® — a marketplace that links customers with suppliers.

### Best-in-class suppliers.

Our Diversity One suppliers are well-respected, qualified, independent businesses with a meaningful local presence and nationwide reach. Our suppliers garner real business opportunities while helping Staples® customers meet their diversity goals.

### eDiversity advantages.

- Vast product assortment
- Advanced search features
- Strategic account management
- Exceptional customer service
- Customized contract pricing
- Order management, invoicing, delivery, tracking and reporting
- Controls to centralize cost and control spending
- Direct catalog access to a variety of third-party eProcurement applications

### Federal Government.

The Staples Federal Government team has a program designed to build relationships with small businesses that sell to Federal Government agencies. These businesses include those meeting classifications such as 8(a), HUBZone, Small Disadvantaged, Women-owned, and Service Disabled Veterans certified by the VA. Our goal is to allow Federal Government customers to obtain small business credit while taking advantage of Staples' distribution capabilities. For more information, visit [www.staples4government.com](http://www.staples4government.com).

### Mentoring.

Diversity One is also Staples' way of providing ongoing mentorship and support. To help our suppliers build a solid foundation for increased capacity, we offer mentorship from industry leaders in various business functions, including sales, customer service, delivery and more.

### Active participation.

Staples is an active corporate board or committee member on various regional, national and international diversity councils. Supporting diversity councils aids in the growth of businesses, which, in turn, results in incredible successes within our communities.

*"Our Staples relationship allows us to meet the procurement needs of large enterprises, resulting in meaningful, long-term customer partnerships that benefit the community and have dramatically impacted our business — more than doubling our operations in the past seven years."*

*Stephen M. Fraga,  
President of Tejas  
Office Products, Inc.*

To learn more, visit [StaplesSupplierDiversity.com](http://StaplesSupplierDiversity.com).



# Diversity Two.®

Quality products from diverse suppliers.

Our Diversity Two program offers our customers products manufactured by diverse vendors through our catalogs and our online ordering platform. The Staples Advantage® Full Line catalog has an assortment of more than 400 products in 49 different categories from more than 120 diverse suppliers. Our Diversity Two program accounts for more than \$150 million in diversity purchases for our business customers.



## Products that really make a difference.

By offering a wide selection of products manufactured by diverse suppliers, Staples demonstrates its commitment to HUBs and allows our customers to make a difference with every order.

## Diversity Product Solutions® by Staples®

A key feature of our Diversity Two program is the assortment of office products available through Diversity Products Solutions (DPS) by Staples. DPS is Staples' own-brand line of products manufactured by diverse suppliers. Products such as remanufactured ink and toner, copy paper, legal pads and other office products offer our customers a unique opportunity to meet their diversity and environmental purchasing goals, while supporting the growth of small, minority- and women-owned businesses.

## Countless opportunities.

- An extensive selection of high-quality products that are easily identifiable by **MBE** and **WBE** symbols
- A cross-category selection: office supplies, furniture casters, facility and breakroom supplies and technology products
- Detailed reporting and tracking of our customers' diversity product spend
- Expert consultation with your Staples Advantage® Account Manager, who will identify opportunities to drive purchasing toward these product categories, and will report your progress

## How to become a supplier.

For consideration to become a Staples diversity supplier, your organization must be unconditionally and directly owned by one or more socially and economically disadvantaged individuals. Organizations will be selected based on merit as well as the needs and demands of Staples customers. It's our goal to not only make things easy for our customers, but also to support the development of HUBs.

To register, apply or learn more, visit [StaplesSupplierDiversity.com](https://www.staples.com/supplierdiversity).

To learn more, visit  
[StaplesSupplierDiversity.com](http://StaplesSupplierDiversity.com).

**STAPLES** Advantage

