



Russell Reynolds Associates Procurement for Community Impact Policy

April 2024



Procurement for Community Impact Policy

Introduction

Russell Reynolds Associates (RRA) exists to improve the way the world is led. One way we can do that is by connecting great people to great opportunities. Another is to ensure that we are advancing inclusive and sustainable economic development in all of the communities where we operate. Our Procurement for Community Impact program is an approach for our firm to address these goals and fulfill our corporate purpose.

Many of RRA's buying decisions are made at the local office level. Therefore, we encourage local leadership and purchasers to identify suppliers and service providers holding widely recognized third-party certifications that represent commitments to inclusive and sustainable economic development. Purchasers can seek opportunities to work with certified businesses in ways that are relevant to their geographic context. When selecting vendors, we encourage RRA purchasers to consider certified suppliers that can also support our other purchasing goals such as quality, reliability, and value at a competitive price.

This policy document describes the goals and processes that comprise RRA's Procurement for Community Impact program. We will update this document to reflect any new practices that we adopt as we advance in our journey.

Sharing Certification Status With Us

Many businesses choose to carry one or more certifications from a recognized global or regional certification body. RRA welcomes suppliers to disclose their certifications to us. Such certifications include, but are not limited to:

- ownership categorizations (such as small-business, women-owned, minority-owned, LGBTQA-owned, disadvantaged/disability owned, veteran-owned, or others);
- registration as a public benefit corporation, such as B Corp; or
- achievement of professional standards that show a commitment to social or environmental stewardship. Examples of standards for environmental stewardship include ISO 14001 or validation of science-based targets by a third party.

RRA does not require our suppliers to attain these or other certifications or to share certification details with us. However, we do invite new suppliers to share that information as they respond to requests for proposals or complete vendor onboarding processes.

Additionally, if a recurring or existing supplier has recently achieved a certification, we invite them to share that information with us.





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Our Goals

- Support sustainable and equitable development in the cities and regions where we operate our business in alignment with the following UN Sustainable Development Goals: (5) Gender Equality; (8) Decent Work and Economic Growth; (10) Reduced Inequalities; and (11) Sustainable Cities and Communities
- Collect supplier-enabled data that helps us educate our colleagues and stakeholders about the value of procurement for community impact, enable decisions that account for community impact objectives, and set targets for community impact.
- Identify and execute opportunities to advance the inclusion of certified suppliers in our purchasing decisions.
- Take meaningful action and share meaningful data that supports our clients' supplier diversity, climate action, and community impact objectives.

Responsibilities

Working as partners, RRA's Sustainability and People Teams provide strategic direction on the Procurement for Community Impact Program. RRA's Finance Department is responsible for collecting and maintaining data from our suppliers about any community impact certifications actively maintained by their business that they wish to disclose. All policies and processes are developed in alignment with worldwide privacy laws and related regulations under the guidance of our Legal Department.

Information

For more information about our Procurement for Community Impact program, write to SustainabilityRRA@russellreynolds.com

