

INCLUSION IS A MINDSET

At Motorola Solutions, inclusion is a mindset, and diversity is an outcome. Inclusion is a core company value and we know it is an innovation-driver that helps us deliver the technology our customers depend on and embrace the belief that our differences make us a stronger team. We have 18,000 employees in over 60 countries and 100,000 customers in over 100 countries. We pride ourselves on a diverse culture that allows our employees to bring their authentic selves to work and enables us to drive results.

SUPPLIER DIVERSITY INTRODUCES CREATIVITY AND INNOVATION

Beyond compliance, we recognize that a diverse supplier base introduces agility, creativity and innovation into the technology and solutions we deliver to our customers around the world. Our Global Supplier Diversity Statement establishes the commitment behind our actions to proactively identify diverse businesses whose contribution will create value to our business and drive economic impact within the communities we serve.

"As a global company, we not only embrace and value diverse individuals, opinions, cultures and abilities, but we also actively seek them. It is the unique perspectives and experiences of our employees that enable Motorola to pioneer so many innovative products and technologies." – Greg Brown, Chairman and CEO

"The value of having a diverse supply chain has become increasingly important for Motorola Solutions as we continue to expand our global diversity and inclusion footprint. As advocates for small and diverse businesses, our Supplier Diversity organization is laser-focused on our commitment to ethical best practices that maximize inclusive opportunities for suppliers." - Tiffany Blocker, Global Head of Supplier Diversity

MOTOROLA SOLUTIONS' COMMITMENT TO AN INCLUSIVE SUPPLY CHAIN

Global Supplier Diversity Policy

Motorola Solutions is committed to providing economic opportunities to diverse-owned and small businesses through our business and products. Supplier diversity is an extension of our business strategy to drive diversity, equity, and inclusion, economic impact in the communities we serve and alignment with our mission of corporate responsibility.

Seeking Diverse Suppliers

Our commitment is to maximize the participation of diverse suppliers through a transparent and inclusive selection process. We have key strategies in play, such as supplier outreach and diverse-centric corporate memberships, to demonstrate our best-faith effort for intentionally utilizing qualified suppliers that are not only certified as small but owned by Minorities, Indigenous People, Veterans, Women, LGBTQ+, and/or People with Disabilities.

We aim to reach our goal by:

- **Establishing clear and measurable objectives** – establishing and meeting company and departmental goals that support our overall diversity strategy.
- **Active participation** - intentionally and continually expanding our network of diverse and small suppliers through aggressive outreach activities
- **Tracking and Reporting** – monitoring and reporting our progress toward achieving our supplier diversity goals and objectives with a strong emphasis on continuous improvement.
- **Training and Education** – helping to ensure that associates in decision-making positions throughout our organization understand Motorola Solutions supplier diversity principles and commitment.
- **Second Tier Program** – working with MSI prime suppliers to achieve supplier diversity at multi-tiered levels within our value chain.

RESPONSIBILITIES

Motorola's Supplier Diversity organization is responsible for leading and providing assistance for activities related to the identification and utilization of small and diverse suppliers, disseminating information on available business opportunities, and ensuring that such businesses are provided an equal opportunity to bid on goods or services purchased or contracted. We will exercise good faith efforts on our goals and our commitments to our customers.

QUALIFYING DIVERSE AND SMALL SUPPLIERS

To be categorized as a Diverse Supplier, a business must be at least 51% owned, controlled, and operated by member(s) from one of the following groups (subject to local requirements):

- Disabled-Owned Business Enterprise (DOBE)
- LGBT-Owned Business Enterprise (LGBTBE)
- Minority-Owned Business enterprise (MBE): African American/Black, Hispanic/Latinx, Native American, Asian descent, and/or Aboriginal
- Veteran-Owned Business Enterprise (VOBE)
- Women-Owned Business Enterprise (WBE)
- Indigenous People

Small Suppliers must meet business size criteria established by their country standards. In the US, these are established by the [Small Business Administration](#)

PARTNERSHIPS

Motorola Solutions is a proud partner of the following organizations in support of our supplier diversity efforts:

- tech:SCALE formerly Technology Industry Group (TIG)
- Women's Business Enterprise National Council (WBENC)
- National Minority Supplier Development Council (NMSDC)
- United Hispanic Chamber of Commerce (USHCC)
- National Gay and Lesbian Chamber of Commerce – Founding Corporate Partner (NGLCC)
- National Veteran Business Development Council (NVBDC)
- Disability:In
- WeConnect International
- Minority Supplier Development Council United Kingdom (MSDUK)

CONTACT INFORMATION

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