

Supplier Inclusion Definitions

1. Small Business

- a) Small Business as defined by the US Government: The U.S. Small Business Administration (“SBA”), for most industries, defines a “small business” either in terms of its average number of employees over the past 12 months, or average annual receipts over time. In addition, the SBA defines a U.S. small business as a company that:
- is organized for profit;
 - has a place of business in the US;
 - operates primarily within the US or makes a significant contribution to the U.S. economy through payment of taxes or use of American products, materials, or labor; and
 - is independently owned and operated and is not dominant in its field on a national basis.

US size standard tool calculation: [Size Standards Tool | U.S. Small Business Administration](#).

- b) Small and Medium Enterprises (SMEs) outside the US : a business that falls into one of the categories listed in the chart below, based on location of company headquarters.

Country	Employee Business Size		
	Micro	Small	Medium
Canada	1-4	5-99	100-499
India	1-10	11-100	101-500
Mexico	1-10	11-50	51-250
UK	1-9	10-49	50-249
Spain			
Germany			
France			
All Other Countries	1-10	11-100	101-299

2. **Inclusive Business Enterprise (IBE):** A supplier that is currently engaged in commerce or currently doing business and at least 51% owned, controlled, managed and operated by the affinity they proclaim to be. Accepted affinities must be citizens of the country/region their company has been incorporated and include minorities (African American, Asian American (Pacific & Sub-Saharan), LatinX American, Native & Indigenous American), woman, veteran/service-disabled veteran, persons with disabilities and LGBT+).
3. **Supplier Tier II Reporting:** The amount of spend, or procurement dollars, that an organization spends with their Small/Diverse Business Enterprises including both Direct Spend (spend with Small/Diverse Business Enterprises as related to any contract between Vendor and BD) and Indirect Spend (spend with Small/Diverse Business Enterprises across Vendor’s entire organization). BD may ask suppliers to allocate spend in this manner and report on a quarterly basis.