

Alcan Cable Supplier Diversity Program



1. Purpose / Mission Statement

To enhance successful business relationships that allow Minority Business Entrepreneurs (MBE), Women Business Enterprises (WBE) and Small (Disadvantaged) Businesses Enterprises (SBE & DBE), to grow and increase their core competencies, while providing Alcan Cable with a broader base from which to select competitive and competent suppliers.

2. Corporate Commitment

Alcan Cable recognizes that its corporate and ethical business responsibilities include investing in the communities it serves to enhance their economic, environmental and social well-being. Just as Alcan's operations contribute to the quality of life in its host communities, the Company's long-term success depends on community support for its operations, products and services. We also believe that by embracing diversity, we will establish a sustainable competitive advantage in the marketplace.

Alcan Cable is committed to our customers' supplier diversity efforts and we understand that supporting local and diverse businesses is critical to the success of the communities we and our customers serve.

3. Classification / Definitions

3.1. MBE

A minority-owned business is a for profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated and controlled by minority group members. "Minority group members" are United States citizens who are Asian, Black, Hispanic, and Native American. Ownership by minority individuals means the business is at least 51% owned by such individuals or, in the case of a publicly owned business, at least 51% of the stock is owned by one or more such individuals. Further, the management and daily operations are controlled by those minority members.

For purposes of National Minority Supplier Development Council (NMSDC) programs, a minority group member is an individual who is a U.S. citizen with at least 25% minimum lineage (documentation to support claim of 25% required from applicant) of the following:

Asian-Indian	A U.S. citizen whose origins are from India, Pakistan, and Bangladesh
Asian-Pacific	A U.S. citizen whose origins are from Japan, China, Indonesia, Malaysia, Taiwan, Korea, Vietnam, Laos,

Cambodia, the Philippines, Thailand Samoa, Guam, the U.S. Trust Territories of the Pacific or the Northern Marianas

Black	A U.S. citizen having origins in any of the Black racial groups of Africa
Hispanic	A U.S. citizen of true-born Hispanic heritage, from any of the Spanish-speaking areas of the following regions: Mexico, Central America, South America and the Caribbean Basin only. Brazilians shall be listed under Hispanic designation for review and certification purposes.
Native American	A person who is an American Indian, Eskimo, Aleut or Native Hawaiian, and regarded as such by the community of which the person claims to be a part. Native Americans must be documented members of a Northern Tribe, band or otherwise group of native people who are indigenous to the continental United States and proof can be provided through Native American Blood Degree Certificate (i.e., tribal registry letter, tribal roll register number).

3.2. WBE

A Woman Business Enterprise (WBE) is a for-profit enterprise that is at least 51% owned by a woman or women of U.S. citizenship or U.S. Resident Alien Status. Proof of effective management of the business (operating position, by-laws, hire-fire and other decision-making role) as well as control of the business as evidenced by signature role on loans, leases and contracts is required for certification with the Women's Business Enterprise National Council (WBENC).

3.3. SBE

A Small Business Enterprise (SBE) is a for-profit enterprise that meet an employee size standard depending on the NAICS classification, and of which the average (last 3 fiscal years) gross income does not exceed \$17.4 million. The owners(s) / stockholder (s) of the business may not have a personal net worth in excess of \$750,000 – not counting their investment in their primary residence or their investment in the business in question.

3.4. DBE

In addition, to qualify as a Disadvantaged Business Enterprise (DBE), the business must be at least 51% owned by one or more socially and economically disadvantaged individuals or a subsidiary that is wholly owned by a parent corporation with at least 51% of the parent corporation voting stock owned by one or more socially and economically disadvantaged individuals or a joint venture in which at least 51% of the management, control and earnings are held by one or more socially and economically disadvantaged individuals.

Definition of socially and economically disadvantaged individuals:

Socially Disadvantaged Individuals - Individuals that have been subjected to racial or ethnic prejudice or cultural bias.

Economically Disadvantaged Individuals - Individuals whose ability to compete in the free enterprise system has been impaired due to diminished capital and credit opportunities.

African Americans, Hispanic Americans, Asian Pacific Americans, Subcontinent Asian Americans, and Native Americans are presumed to qualify

Other individuals can be admitted into the program if they show through a preponderance of the evidence that they are disadvantaged because of race, ethnicity, gender, physical handicap or residence in an environment isolated from the mainstream of American society

Individuals must have a net worth of less than \$250,000, excluding the equity of the business and primary residence

4. Certification Requirements

Validation of a supplier's diversity status is encouraged for being considered in the Alcan Cable Diversity Program. Certification documents of following qualified agencies are acceptable:

- National Minority Supplier Development Council (NMSDC)
- National Association of Women Business Owners (NAWBO)
- Women's Business Enterprise Council (WBENC)
- US Small Business Administration (SBA)
- City, State, or Federal Certification Agencies

Alcan Cable's diversity database is continually updated and suppliers' diversity status and categorization is identified.

5. Policy

5.1. The objective of Alcan Cable's purchasing policy is to procure required services, products and materials through a competitive bidding process (wherever possible), consistent with corporate commitments and on the basis of four essential elements:

- Price
- Quality
- Delivery
- Service

5.2. The Company's policy is to not discriminate in its selection of suppliers on the basis of any social or economic distinction such as age, race, color, sex, national origin, etc. While the Company will not give the diversity suppliers a preference, whereby they would have an unfair competitive advantage over other suppliers, we recognize the value of expanding our base of qualified suppliers in a competitive market place

5.3. The Diversity Program is set up to identify MBEs, WBEs, SBEs and DBEs, as viable and structural sources for purchasing services, products and materials. Alcan commits to maximize participation of these diversity supplier groups through the development of mutually beneficial business relationships

5.4. It is the responsibility of the employees involved in the selection of vendors, contractors and consultants to take the necessary steps to ensure that the diversity businesses receive a fair share in the economic opportunities available

5.5. This program is developed, not as a response to outside regulatory agencies or mandatory requirements, but as an effort to recognize and support programs which can enhance the diversity suppliers and minority communities.

6. Coordination

The overall oversight and coordination responsibility of the Diversity Program resides with our Diversity Administrator – Ms Ping He. However, the commitment to this program is a Company goal and all functional units contribute to its success. Interested Companies can contact Ms Ping He at 1- 818-991-6418 for further information.

7. Program Initiatives

- 7.1.** Attend Supplier Diversity seminars and events in order to continuously build, structure and strengthen the Alcan Cable Supplier Diversity Program
- 7.2.** Educate the Alcan Cable community (all corporate and plant functions in which suppliers are selected and procurement commitments are made) so that all employees will become fully aware of this policy and participate in increasing purchases from diversity businesses
- 7.3.** Provide purchasing employees with access to NMSDC's national computerized database (MBISYS) of nearly 15,000 certified minority suppliers in order to facilitate including diversity suppliers in procurement related business opportunities
- 7.4.** Alcan Cable is committed to maintaining a quality Supplier Diversity Program and will steadily increase efforts to accelerate program growth.

8. Customer Reporting

Reports are furnished per customer requirements.