

## ONE PERCENT PLUS HIGHLIGHTS

### Together As One – We Can Be The Difference.

July 16, 2024

In this edition of **Highlights**, we are pleased to feature Celanese, a global leader in chemistry, producing specialty material solutions used across most major industries and consumer applications. CEO Lori J. Ryerkerk joined the One Percent Plus Initiative as one of three inaugural Champions where she made a public commitment during the Council's ACCESS 2023 event to increase the company's procurement spend with minority business enterprises.



“When I joined Celanese four years ago, we were really in the infancy on our supplier journey, and it was something that I came in with a lot of passion about based on my past experience and my own experience working in an industry that didn't have a lot of diversity. We've been trying to figure out how to grow more and we've more recently become involved with this group, which is great for us because we get to meet more people and learn from others about how you've managed to grow your supplier diversity programs. What really matters for me, how I measure it in the way people's objectives and things are set up, is we're looking at to grow the number of diverse suppliers that we use. And ultimately, the bottom line is we need to grow the amount of spend we have with diverse suppliers, and I hope that number isn't just 1% per year.”

#### **How do you communicate the business case for supplier diversity to stakeholder within your organization?**

Under Lori's leadership, we launched new program activities that help open pathways for diverse suppliers across the entire procurement organization. These include formal supplier diversity training for 100% of our targeted strategic buying workforce and quarterly learning forums aimed at bringing diverse suppliers and the buying organization together to raise awareness and create potential new partnerships.

We demonstrated our commitment to include MBEs as part of our annual performance objectives. Examples include develop a more robust and diverse supply chain by increasing opportunities for diverse suppliers to participate in RFPs, increase minority supplier spend in the U.S. year over year.

We also maintain active sponsorship and corporate membership in national and local supplier diversity councils, fully participate as a contributing Board Member of Dallas/Fort Worth Minority Supplier Development Council and are committed to further expanding our Supplier Diversity Program globally and with the inclusion of Tier II spending.

#### **Could you share a success story or milestone achieved through your commitment to the initiative?**

We had a need to augment our staffing requirements post-acquisition of a major business line and partnered with a women and minority business-owned firm called AgileOne to serve our needs in this capacity. We are continuing to expand the use of AgileOne across many of our sites nation-wide and plan to leverage them globally where possible in the future.



AgileOne is our Managed Service Provider (MSP) for Contingent Workers. Utilization of an MSP allows for the standardization & control of competitive bill rates, the overtime calculation factor, and favorable pay terms resulting in cost savings.



A&B Environmental Services lab has been very responsive and able to keep up with our analytical needs. Since COVID most labs have struggled, and were not able to meet plant demands, so seeing this lab able to keep up with demand is a blessing. We are happy with their turn around time and willingness to work with us around holiday schedules.

**"We at Celanese are very proud of our culture. Diversity, equity and inclusion are not only business imperatives but also are embedded into who we are, from our people around the globe, to the communities we serve to our supply chain operations. "** To learn more about Supplier Diversity at Celanese, visit <https://www.celanese.com/supplier-center>

The One Percent Plus Initiative encourages opportunities to drive economic impact and deliver business results through cost savings, innovation, market penetration and profitability. We believe sharing industry best practices and highlighting measurable results will drive increased utilization. Cultivating deeper relationships creates more utilization and innovation which is always a game changer. Tell us your success story. For more information on how to participate in the One Percent Plus Initiative or to learn more, visit <https://dfwmsdc.com/onepercentplus>.