



**CALIFORNIA DEPARTMENT OF INSURANCE
2015 INSURER SUPPLIER DIVERSITY SURVEY**

Report Type: **Individual**

Group / NAIC Code:

22667

Group / Company Name: **ACE American Insurance Company**

Our company / group enters into contracts to procure goods or services in California.

1. Does your company / group have a supplier diversity policy statement?

YES

A supplier diversity policy statement is any language that refers to the company's / group's policies in regards to supplier diversity, with the goal of procuring goods and services from diverse businesses

If yes, provide the supplier diversity policy statement below:

ACE Group's U.S. Supplier Diversity Program seeks to provide opportunities for diverse suppliers to participate in open and fair competitive sourcing processes for goods and services procured by ACE Group. ACE Group Procurement will make reasonable efforts to include diverse suppliers in all U.S. based sourcing activity when applicable. Diverse suppliers are defined as businesses that are at least 51 percent owned and operated by minorities, women or veterans. Minorities include: • African American • Asian and Pacific Islander American • Gay, lesbian, bisexual and transgender • Hispanic American • Native American

- Provide a list of all documents in which the statement can be found (i.e. website, co. / group report, board charter, etc.):

Our supplier diversity statement is posted on our internal company website

- If the state is available online, provide link here:

<https://village.acegroup.com/docs/DOC-153805>

If no, but will be creating one within the next 12 months, provide a timeline for when your co. / group expects the policy statement to be completed and any other details available at this time (i.e. policy language, policy creation team, etc.):

If no, please explain why:

2. Does your company / group have a supplier diversity program?

YES

A supplier diversity program is any formal plan and / or structure that has been setup specifically for the company / group to implement its supplier diversity policy statements.

If yes, provide an overview of the program:

ACE Group initiated efforts to develop a more formal supplier diversity program in 2014. The program currently consists of three core activities: 1. ACE Group Procurement will make reasonable efforts to include diverse suppliers in all U.S. based sourcing activity when applicable; 2. As a part of all U.S. based sourcing activity (e.g. Request for Proposal, Request for Information), ACE Group Procurement will request participating suppliers to self-identify any

diversity certifications; 3. ACE Group Procurement will instruct suppliers with contractual relationships directly with ACE Group to report second tier diverse supplier spend when applicable. Second tier diverse supplier spend is defined as spend with a diverse supplier that is utilized by an ACE Group first tier supplier for goods and services on behalf of ACE Group.

If no, but will be creating one within the next 12 months, provide a timeline for when your company / group expects the program to begin and any other details available at this time (i.e. program plan, program director, etc.):

If no, please explain why:

3. Does your company / group conduct outreach specifically to diverse businesses?

YES

If yes, respond to parts a, b, c, d, and e below.

a. Share all company / group outreach and communication strategies and practices that are conducted specifically to diverse businesses. Specify what outreach is conducted specifically to California diverse businesses:

Procurement activity for ACE American Insurance Company is performed by ACE Group Procurement which is located in ACE Group's North America headquarters in Philadelphia, PA. (Note that procurement contracts are typically entered into at a national level and not specific to California.) ACE Group Procurement participated in the 3rd Annual Insurance Diversity Summit and the matchmaking session which followed last December in Los Angeles. Additionally, we have sought to take a more active role in participating in supplier diversity activities sponsored by ISM in the Philadelphia area.

b. Share any outreach and communication strategies and practices about supplier diversity conducted internally to company / group employees:

Our current outreach efforts have focused on participating in matchmaking sessions. We are looking for additional ways to increase outreach in the future.

c. Check below all outreach and communication practices in which your company / group engages:

EVENT – seminars, meet-and-greets, summits, etc.

- Host matchmaking
- Host supplier diversity events
- Internal Awards Program
- Participate in matchmaking
- Participate in supplier diversity events
- Sponsor matchmaking
- Sponsor supplier diversity events

Share the name of an event you attended / hosted that has best guided and / or influenced growth of your Supplier Diversity efforts:

3rd Annual Insurance Diversity Summit in Los Angeles

MEDIA – advertising, announcements, interviews, webinars, etc.

- Traditional media (newspaper, television commercial, etc.)
- Ethnic media outlets
- Social media; please specify:

Trade publications

Share the name of a media group or outlet that has best guided and / or influenced growth of your Supplier Diversity efforts:

ORGANIZATIONS – membership, affiliation, sponsorship, etc.

Member of a certification agency

Member of ethnic chamber of commerce

Member/affiliate of other organization, please specify:

Share the name of an organization that has best guided and / or influenced growth of your Supplier Diversity efforts:

Institute of Supply Management (ISM)

PROGRAMS – mentorship, training, locator, etc.

Diverse supplier registration portal

Manage and run a supplier diversity mentorship program (in-house)

Participate in a supplier diversity mentorship program

Subscriber to a supplier locator program (or 3rd party service that identifies diverse suppliers)

Operate a website dedicated to a Supplier Diversity Program

Technical assistance / training program for diverse suppliers

Share the name of a program that has best guided and / or influenced growth of your Supplier Diversity efforts:

d. Explain how, and to what extent, these strategies and practices have been successful in establishing relationships with diverse businesses:

4. Does your co. / group require and/or encourage its primary suppliers to subcontract with diverse businesses? **YES**

If yes:

a. Do you track procurement spend with Tier 2 diverse suppliers? **YES**

b. Please explain:

ACE Group Procurement encourages its primary suppliers to subcontract with diverse businesses when appropriate. Select primary suppliers are asked to provide periodic reporting detailing Tier 2 diverse suppliers.

5. Does your co. / group set internal targets or goals in regards to its supplier diversity statement and / or program? **NO**

If yes, please explain:

Although ACE Group does not have set targets or goals currently, we are working to develop a more robust supplier diversity program. Specific spend targets have not been established to date, however, we have a goal to increase total diverse supplier spend

6. Describe in detail any updates, progress, and / or best practices established by your company / group in the two years since the 2013 Insurer Supplier Diversity Survey was administered; include any awards or recognition received for Supplier Diversity work:

In the past two years, we have developed a supplier diversity policy statement, implemented a more formal program and increased participation in diverse supplier outreach.

7. Additional Comments:

ACE Group Procurement is focused on continuing to develop a more robust supplier diversity program and participating more actively in supplier diversity outreach programs. Currently, our accounts payable system does not track the diversity certification of our suppliers. Therefore, detailed reporting of our spend with diversity suppliers is unavailable. We have conducted a manual review of our 2014 spend and identified ~\$1.5 MM in spend with diversity certified suppliers. We are pursuing efforts to improve or diversity spend tracking and reporting capabilities.

8. Points of contact for the company's / group's supplier diversity operations for diverse business enterprises:

PRIMARY CONTACT

Contact Name: **John Peyton**
Title: **VP of Procurement**
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SECONDARY CONTACT

Contact Name: **Robert Cooper**
Title: **AVP of Procurement**
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GENERAL CONTACT

Contact Name:
Title:
Phone Number:
Email Address:
Mailing Address