



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

Report Type: **Group**

Group / NAIC Code:

**65**

Group / Company Name: **FM Global Group**

**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:

**FM Global Supplier Diversity Statement**  
**I. Policy Statement** Factory Mutual Insurance Company (FM Global) is committed to improving the economic opportunities of the citizens in the markets in which we serve. It is the policy of FM Global to ensure that qualified minority, women, and disabled veteran owned businesses are provided opportunities to participate as suppliers or contractors of products and services to FM Global. By engaging in this initiative we hope to be a catalyst for spurring economic development and providing opportunities for the constituents of the diverse communities that compose the marketplace.  
**II. Goals** A) Ensure fair and impartial consideration is given to contracting with minority, women, and disabled veteran owned businesses. B) Spur local economic growth by achieving a representative supplier pool.  
**III. Certification Requirements** FM Global recognizes minority, women, and disabled veteran businesses as those that are at least 51 percent owned and controlled by minorities, women, or disabled veterans. Under this initiative, a company (potential supplier) must provide FM Global certification as a minority-, woman-, or disabled veteran owned business by one of the following: A) The National Minority Supplier Development Council (NMSDC) B) The Women's Business Enterprise National Council (WBENC) C) The U.S. Pan Asian American Chamber of Commerce (USPAACC) D) The Department of Veterans Affairs (VA) Center for Veterans Enterprise, or equivalent state agency.  
**IV. FM Global Suppliers** Companies may furnish FM Global basic information about the supplier, type of work involved, and any required certification. The company's profile will be entered into FM Global's database of interested suppliers. FM Global will reference this database when considering potential suppliers.

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

**Globalport (company intranet); FM Global Purchasing Policies & Procedures**

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

**Globalport is an internal website - not public facing**

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:

FM Global has a centralized approach to procurement via its headquarters based in Johnston, Rhode Island. As a result, the information sought regarding diverse spend is not necessarily complete, but has been provided to the extent that it is available. FM Global furnishes its Supplier Diversity Statement to affected employees (i.e., those with authority to engage suppliers of goods and services) and encourages them to consider qualified businesses. FM Global's supplier diversity program is set up to implement its supplier diversity statement. In an effort to improve the economic opportunities of the citizens in the markets in which FM Global serves, FM Global maintains a database of interested suppliers which is referenced when considering potential suppliers or contractors of products and services. FM Global accepts the information provided by diverse companies including the required certification as set forth in the policy statement. Upon receipt of such information FM Global adds the diverse business to its database for future reference. For the present reporting period, FM Global is able to partially provide its diverse spend due to reporting constraints, and national reporting is also not included. Expanding upon internal company outreach and communications about supplier diversity to its employees may lead to an increase in supplier diversity.

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?

NO

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:

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

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:

**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:

**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:

**FM Global procurement supports and encourages working with suppliers such as Office Max that have supply chain diversity programs. Tracking is specific to primary suppliers. As an example of FM Global's policy and program in action, approximately \$17,00**

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:

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 comparison to the last survey, for the current reporting period FM Global is able to identify that it engages with suppliers in two of the four diverse categories. Furthermore, as noted in question #4 above, there is greater emphasis on FM Global's Tier 2 diverse supplier spend.**

7. Additional Comments:

**The information provided in the excel spreadsheet may understate FM Global's spend on diverse suppliers, however it demonstrates FM Global's ongoing commitment to supplier diversity.**

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

**PRIMARY CONTACT**

Contact Name:	Frank Cirillo
Title:	Assistant Vice President, Manager Administration Services
Phone Number:	401-415-1403
Email Address:	frank.cirillo@fmglobal.com
Mailing Address	FM Global, 270 Central Avenue, P.O. Box 7500, Johnston, RI 02919

**SECONDARY CONTACT**

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

**GENERAL CONTACT**

Contact Name:	Tatiana Coulombe Wildeman
Title:	Corporate Affairs Counsel
Phone Number:	401-415-1954
Email Address:	tatiana.wildeman@fmglobal.com
Mailing Address	FM Global, 270 Central Avenue, P.O. Box 7500, Johnston, RI 02919

LIST OF COMPANIES INCLUDED IN THIS REPORT

Company Name	Company NAIC Number
Factory Mutual Insurance Company	21482
Affiliated FM Insurance Company	10014