

## Supplier Diversity Policy

### Overview

BlackBerry Limited and its subsidiaries and affiliates (“BlackBerry”) work to create mutually beneficial business relationships with diverse suppliers that strengthen the communities in which we operate. The primary goal of BlackBerry’s Supplier Diversity Program is to provide opportunities to diverse suppliers that satisfy our purchasing and contractual standards. Secondly, it supports our customers in achieving their own corporate diversity goals. BlackBerry’s sourcing departments are encouraged to identify and include diverse suppliers and service providers in the procurement process.

BlackBerry’s Supplier Diversity Program aims to achieve corporate diversity goals while enabling the growth of diverse businesses in our communities. We strive to create vendor–buyer relationships that allow diverse organizations to continue to develop, while offering quality products at competitive prices.

### Supplier Diversity Policy

Diverse suppliers that demonstrate the ability to add value, provide high-quality goods and services that are competitively priced, reliable, and aligned with our strategic business model have the opportunity to be included in our sourcing and procurement process.

### Framework

#### Objectives

Our objectives include:

- Actively seeking out certified\* diverse suppliers that can provide competitive, high-quality goods and services whose business model is aligned with our business strategy.
- Ensuring the inclusion of diverse suppliers as a part of our strategic sourcing and procurement processes.
- Communicating the value of supplier diversity both internally and externally to all stakeholders.
- Leveraging our supplier diversity results to meet our corporate customers’ supplier diversity requirements.

Our Supplier Diversity Program is designed to provide opportunities for qualified diverse suppliers. Included in our program are:

- Certified minority-owned businesses, small and large\*
- Certified woman-owned businesses, small and large\*
- Certified small disadvantaged businesses\*
- Certified veteran-owned and service disabled veteran-owned businesses\*

- Certified Historically Underutilized Business (HUB) Zone businesses\*

We will measure our success based upon our ability to attain and exceed these objectives.

## Transparency and Reporting

BlackBerry is committed to transparency in the implementation of our Supplier Diversity Policy and will make available reports on its progress to relevant stakeholders and the public.

### \*Definitions

#### **BUSINESS TYPE**

*Large Business Enterprise:* A large business is a domestic firm that does not meet the small business size standards per the definition in Small Business Enterprise below. Businesses should contact the U.S. Small Business Administration to determine appropriate North American Industry Classification (NAICS) codes and size standard. The threshold for number of employees and revenue vary depending on the product or service.

*Small Business Enterprise:* Means a concern including its affiliates, that is independently owned and operated, not dominant in the field of operation in which it is bidding on government contracts, and qualified as a small business under the criteria and size standards in 13 CFR Part 121 (reference Federal Acquisition Regulations, part 19.102). Businesses should contact the U.S. Small Business Administration to determine appropriate North American Industry Classification (NAICS) codes and size standard. The threshold for number of employees and revenue vary depending on the product or service.

#### **REPRESENTATION**

*Certified:* A diverse business is one which is certified by a BlackBerry-designated third-party (see Certification Agencies/Councils below) as having met the definition of being at least 51% owned, controlled AND operated by one or more members of a diverse group (e.g., minority, women, etc.).

*Woman-owned Business:* Means a business which is at least 51% owned by one or more woman; or, in the case of any publicly owned business, at least 51% of the stock of which is owned by one or more women; and whose management and daily business operations are controlled by one or more women (reference FAR 2.101). Businesses must be certified by the Women's Business Enterprise National Council (WBENC).

*Minority-owned business:* Means a business which is at least 51% owned and operated by an individual(s) who are U.S. citizens and their ancestry is African-American, Subcontinent Asian-American, Native-American, Asian Pacific-American, or Hispanic-American. Business must be certified by the National Minority Supplier Development Council, or one of its regional councils. Foreign-owned firms operating in the U.S. are not included in this definition.

*Veteran-owned business:* Means a business concern which is not less than 51% owned by one or more veterans or, in the case of any publicly owned business, not less than 51% of the stock of which is owned by one or more veterans; and the management and daily business operations of which are controlled by one or more veterans.

*Service-disabled-veteran-owned Business:* Means a business not less than 51% of which is owned by one or more service-disabled veterans or in the case of any publicly owned business, not less than 51% of the stock of which is owned by one or more service-disabled veterans, or in the case of a veteran with permanent and severe disability, the spouse or permanent caregiver of such veteran. Service-disabled veteran means a veteran with a disability that is service-connected.

*Disadvantaged Business:* Means an offer that represents, as part of its offer, that it is a small business under the size standard applicable to the acquisition; and either: it has received certification by the Small Business Administration as a small disadvantaged business and: no material change in disadvantaged ownership and control has occurred since its certification; where the concern is owned by one or more disadvantaged individuals.

*HUB Zone Small Business:* Means a business located in a historically underutilized business zone, which is an area located within one or more qualified census tracts, qualified non-metropolitan counties, or lands within the external boundaries of an Indian reservation. Status as a qualified HUB Zone small business concern is determined by the Small Business Administration (SBA). If the SBA determines that a concern is a qualified HUB Zone small business concern, it will issue a certification to that effect and will add the concern to the List of Qualified HUB Zone Small Business Concerns on its Internet web site at [www.sba.gov/hubzone](http://www.sba.gov/hubzone).

#### **CERTIFICATION AGENCIES / COUNCILS**

National Minority Supplier Development Council (NMSDC)	<a href="http://www.nmsdc.com">www.nmsdc.com</a>
Women Business Enterprise National Council (WBENC)	<a href="http://www.wbenc.org">www.wbenc.org</a>
Canadian Aboriginal and Minority Supplier Council (CAMSC)	<a href="http://www.camsc.ca">www.camsc.ca</a>
Women-Owned Enterprises Connect (WeConnect - Canada)	<a href="http://www.weconnectcanada.org">www.weconnectcanada.org</a>
Small Business Administration	<a href="http://www.sba.gov">www.sba.gov</a>