

SONY PICTURES ENTERTAINMENT

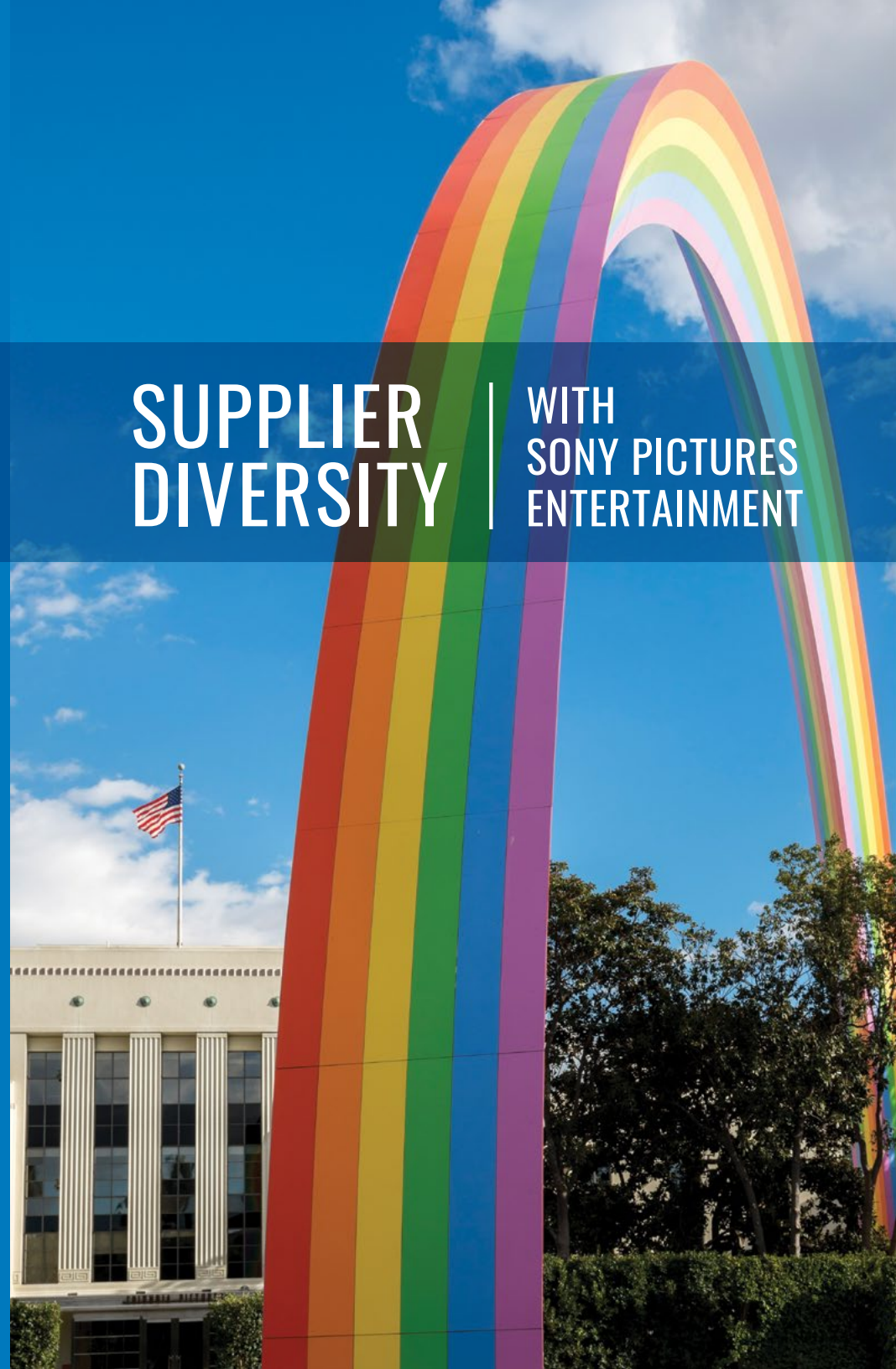
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sonypictures.com

**SUPPLIER
DIVERSITY**

**WITH
SONY PICTURES
ENTERTAINMENT**





GANDHI

WHO WE ARE

At Sony Pictures Entertainment, supplier diversity is not about “checking the box.” It’s about identifying and working with businesses that have superior skills and talent from every corner of our remarkable world. Simply put, we value different perspectives because it makes us a better company. This brochure helps you understand how we look forward to hearing – and learning – from you.

Sincerely,

Tony Vinciguerra

Chairman & CEO
Sony Pictures Entertainment Inc.

TAXI
DRIVER

MIB
MEN IN BLACK

JEOPARDY!

GHOSTBUSTERS

Sony Pictures Entertainment (Sony Pictures) is a subsidiary of Sony Entertainment Inc., a subsidiary of Tokyo-based Sony Corporation. Sony Pictures’ global operations encompass motion picture production, acquisition and distribution; television production, acquisition and distribution; television networks; digital content creation and distribution; operation of studio facilities; and development of new entertainment products, services and technologies.

As we work to build the future of entertainment, we are committed to business practices that sustain the growth and renewability of our industry; the health and well-being of consumers, employees and suppliers; and the vibrancy of the world around us.

Supplier Diversity at Sony Pictures

Our Supplier Diversity Program seeks to increase representation of diverse businesses and talent. We value contributions from a robust, inclusive and well-rounded supplier network. We’re eager to hear how your company can partner with us to make our business – and yours – more rewarding.

To learn more about our company, visit sonypictures.com.



COLUMBIA PICTURES
a Sony Company

SONY PICTURES
ANIMATION



TRISTAR PICTURES
a Sony Company



SONY
PICTURES
TELEVISION

SONY PICTURES CLASSICS



SCREEN GEMS
a Sony Company



SONY PICTURES

imageworks

SUPPLIER DIVERSITY: IT'S NOT JUST THE RIGHT THING, IT'S THE SMART THING.

Sony Pictures produces a vast array of content across all genres and platforms, enjoyed by millions of people around the world. The very nature of our business calls for diversity and inclusion.

We need suppliers who embody a full spectrum of viewpoints, work styles and cultures. How else can we make relevant entertainment for an ever-more diverse world?

SONY PICTURES SUPPLIER DIVERSITY STANDARDS AND PRACTICES

Sony Pictures has long partnered with diverse, highly-qualified businesses and individuals. We know that there are many more underutilized businesses that qualify, and should be heard. To that end, we reach out to minority-, woman-, LGBT, veteran-, and disabled-owned businesses via conferences and networking events, vendor receptions and social media. We are active members of the National Minority Supplier Development Council (NMSDC), Women's Business Enterprise National Council (WBENC), National LGBT Chamber of Commerce (NGLCC), WEConnect International, MSDUK and Disability:IN among others. We seek to foster these relationships in all communities where we do business.

Expect this from us

Diverse businesses that are registered can expect equal consideration on business projects with Sony Pictures. All suppliers will receive the same information about Sony Pictures purchasing processes. Upon request, bidders will receive timely feedback on proposal content and subsequent performance.

What it takes to perform for Sony Pictures

Sony Pictures has achieved great success by consistently providing quality entertainment products for a fair price. To continue meeting customer and stakeholder expectations, the following is expected from our suppliers and vendors:

- Financial stability and viability
- Innovative products and business solutions at fair prices
- Excellent customer service
- Demonstrated track record of superior performance
- On-time delivery
- Demonstrated technical leadership
- Adherence to industry best practices
- Valid diversity certification

Businesses of all sizes that are owned, operated and controlled by diverse groups' members can benefit substantially by becoming certified. Not just with Sony Pictures, but with other major buyers that rely on these official certifications, carried out by third-party groups, to help them locate and validate diverse suppliers.

THE IMPORTANCE OF BEING CERTIFIED

Diversity certification opens doors. It places your business on supplier directories that major purchasers consult regularly. In addition to access, most certifying groups offer valuable business resources, mentoring and networking opportunities.

We recognize the following diversity certifications

- Minority Business Enterprise (MBE)
- Women-owned Business Enterprise (WBE)
- LGBT-owned Business Enterprise (LGBTBE)
- Disabled-owned Business Enterprise (DOBE)
- Veteran Business Enterprises (VBE)
- Disabled Veteran Business Enterprises (DVBE)

We consult these certifying/classifying agencies listed below (among others)

- Women's Business Enterprise National Council (WBENC)
- National Minority Supplier Development Council (NMSDC)
- National LGBT Chamber of Commerce (NGLCC)
- Department of Veterans Affairs (VA)
- Disability:IN





WE ACTIVELY SEEK SUPPLIERS FOR THE FOLLOWING:

Products & Services

- Production and Post Production Services
- Human Resource and Benefit Related Services
- Office Furniture and Supplies
- Building Maintenance Service
- Marketing & Communications
- Information Technology
- Digital and Web Design
- Transportation and Warehousing
- Waste Management and Remediation
- Printing
- Taxi and Limo
- Event Planning
- Real Estate, Rentals and Leasing
- Business Services
- Construction
- Security
- Professional Services
- Janitorial Services
- Elevator Maintenance
- Reprographics
- Landscaping
- Food Service
- Temporary and Permanent Staffing
- Legal Services
- Promotional Items



Our procurement team uses a Diverse Supplier Research Tool to search for qualified suppliers. Potential suppliers are invited to register in this tool at <https://sony.starssmp.com>.

Please note: Registration does not guarantee a contract or engagement with Sony Pictures.

WHO TO CALL

You'll find informed professionals in our purchasing group who are happy to answer your questions.

Please contact:

supplier_diversity@spe.sony.com

