

2022

DIVERSITY IN THE SUPPLY CHAIN WORKPLACE



MODERN
MATERIALS HANDLING

PRG
PEERLESS RESEARCH GROUP



Introduction & Methodology

Purpose of Study:

- ❖ This study was conducted by Peerless Research Group on behalf of **Modern Materials Handling** to better understand diversity in the supply chain workplace and current diversity initiatives in the workplace.

Methodology:

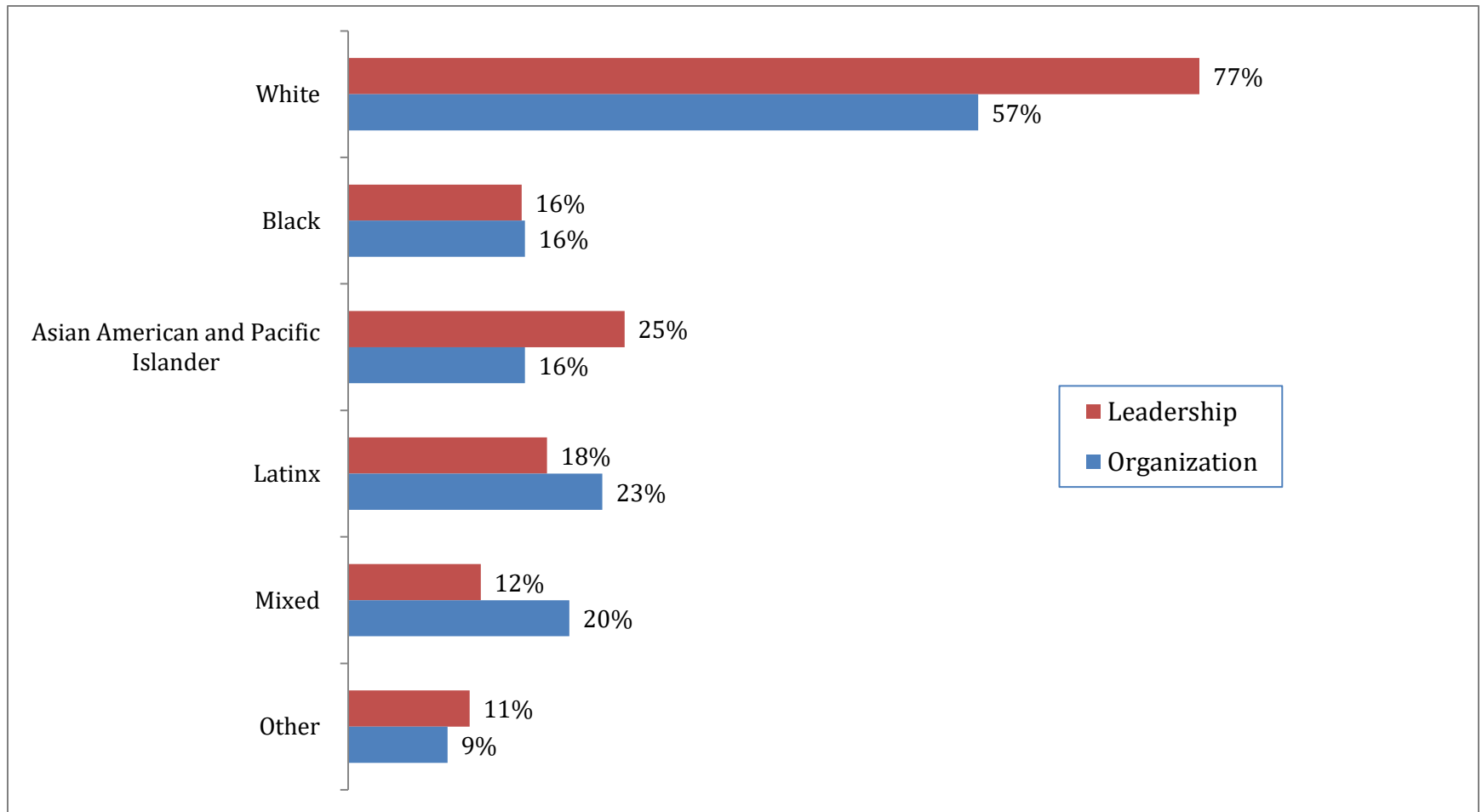
- ❖ **Method:** All sample members were sent an e-mail asking for their participation in this study
 - ❖ This study was administered as an online study
- ❖ **Incentive:** Opportunity to enter a raffle for a \$100 amazon.com gift card

Field and Response:

- ❖ **Field:** October/November 2022
- ❖ **Response:** Results are based on 95 responses

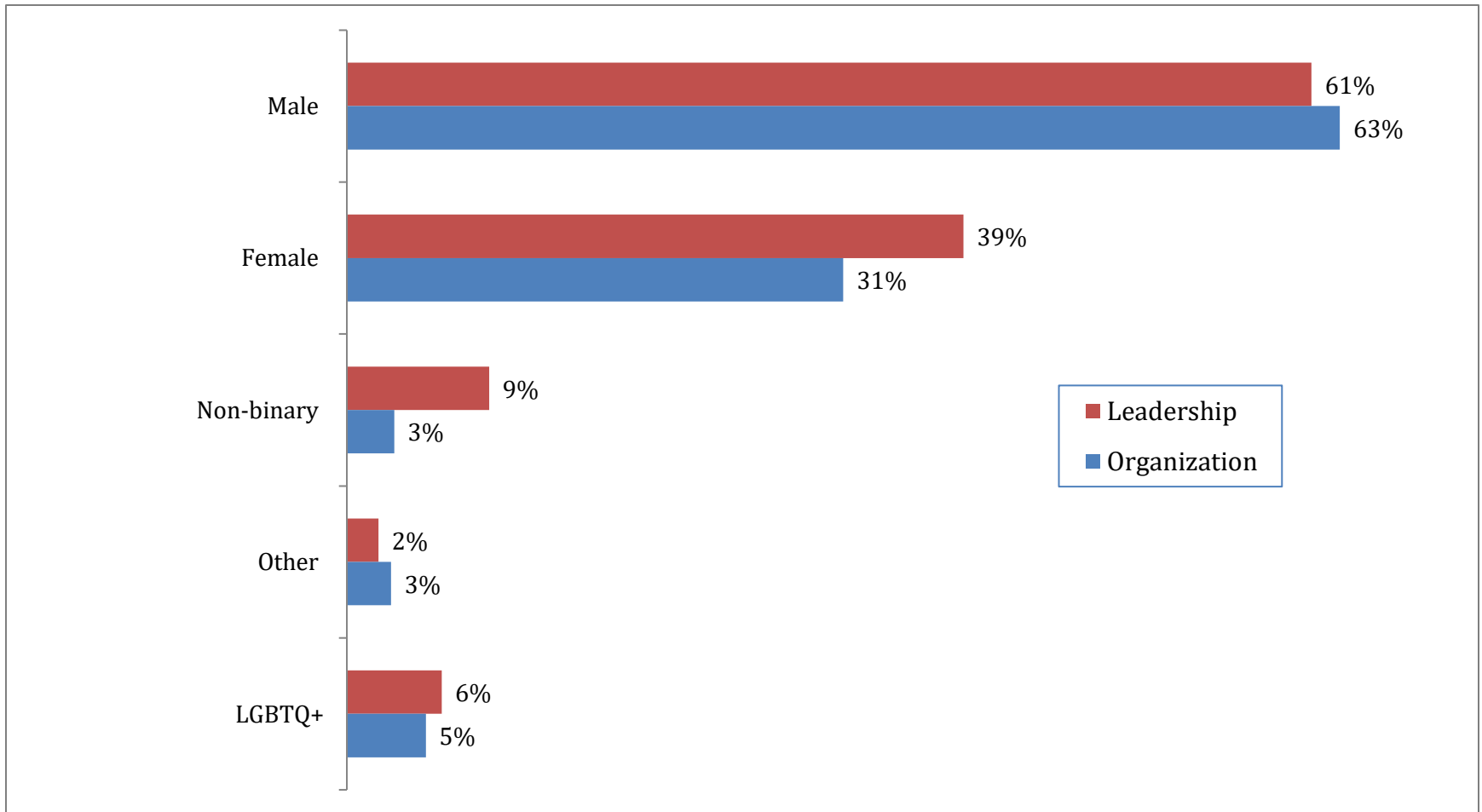


To the extent that you know, what percentage of your: Leadership/ Organization:



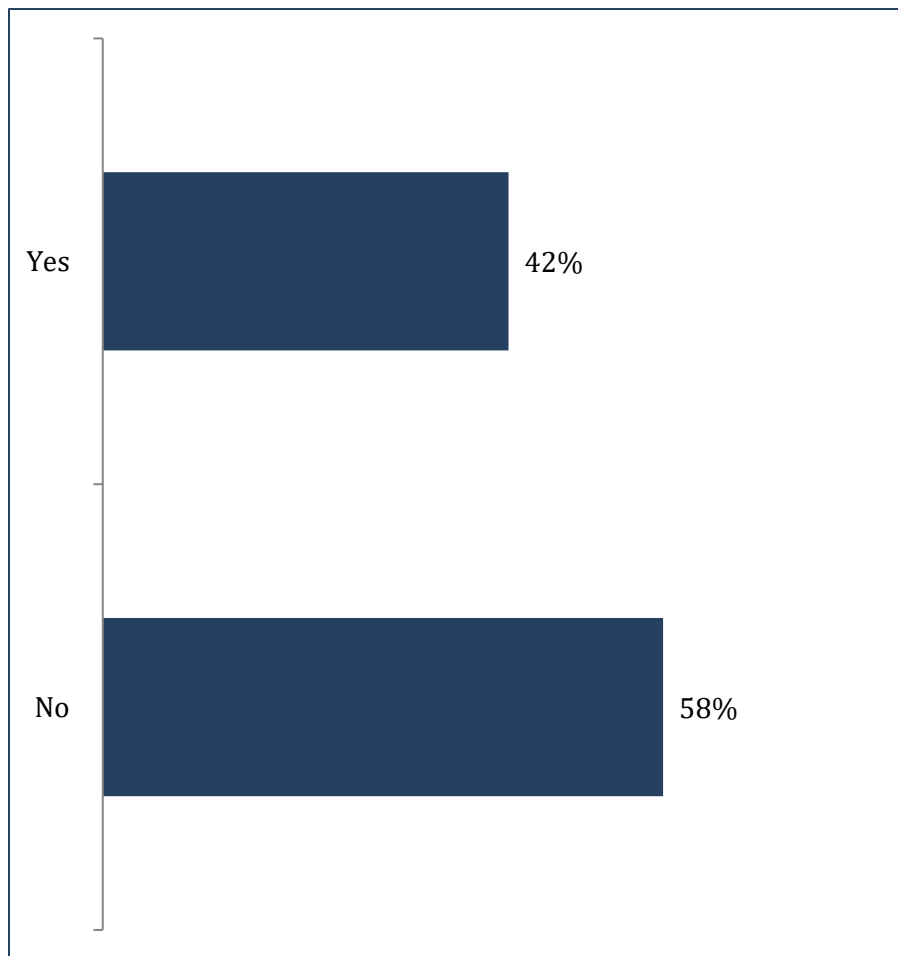


To the extent that you know, what percentage of your Leadership/ Organization identifies with: Gender & LGBTQ+:

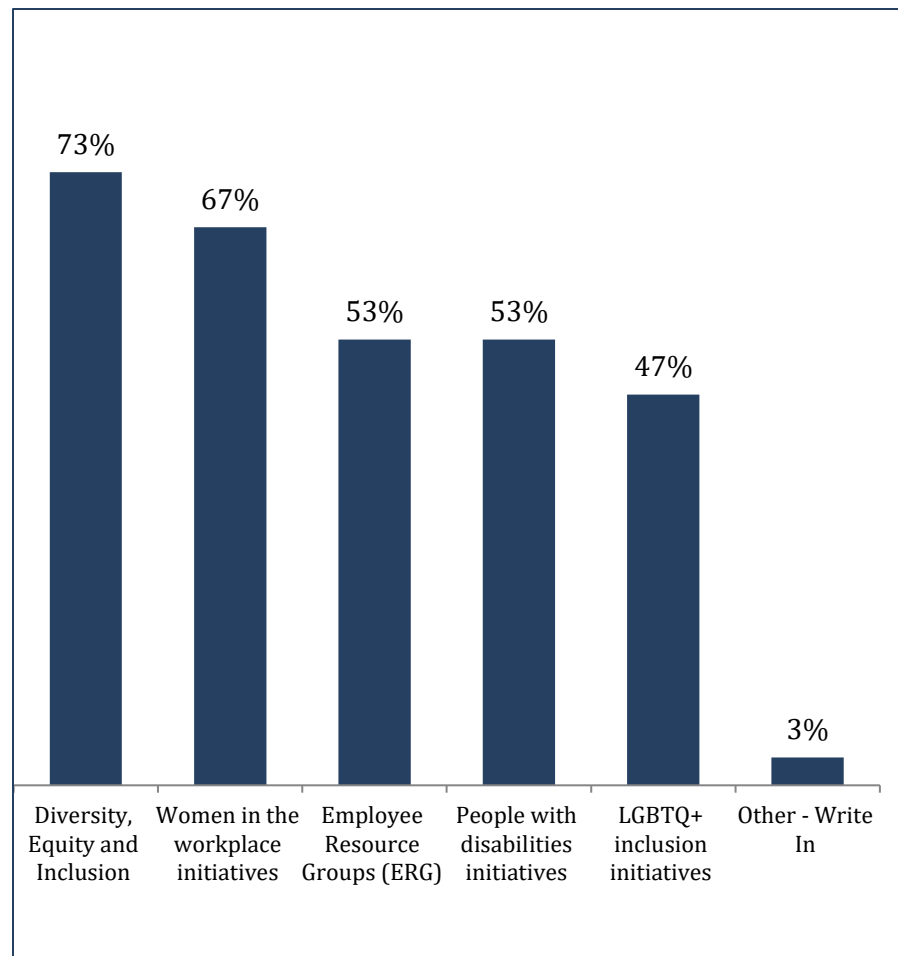




Does your company/organization have any diversity initiatives that you are aware of?



Which of the following diversity initiatives does your company/organization currently have in place?

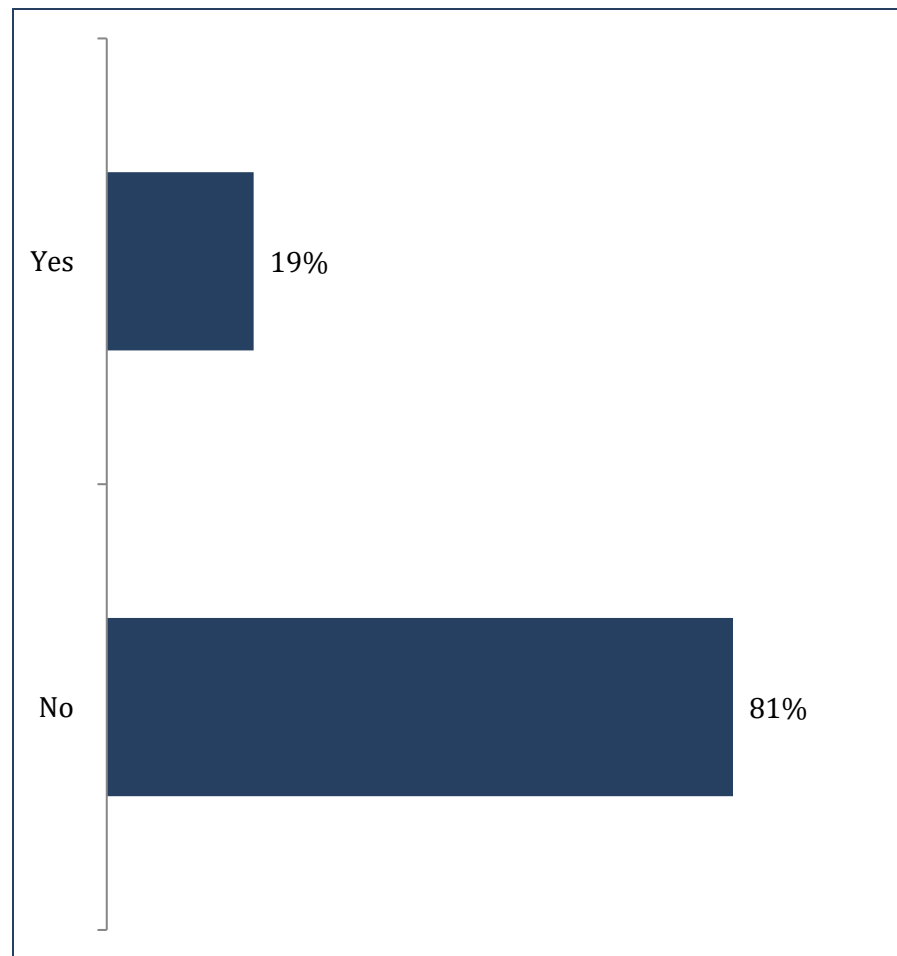
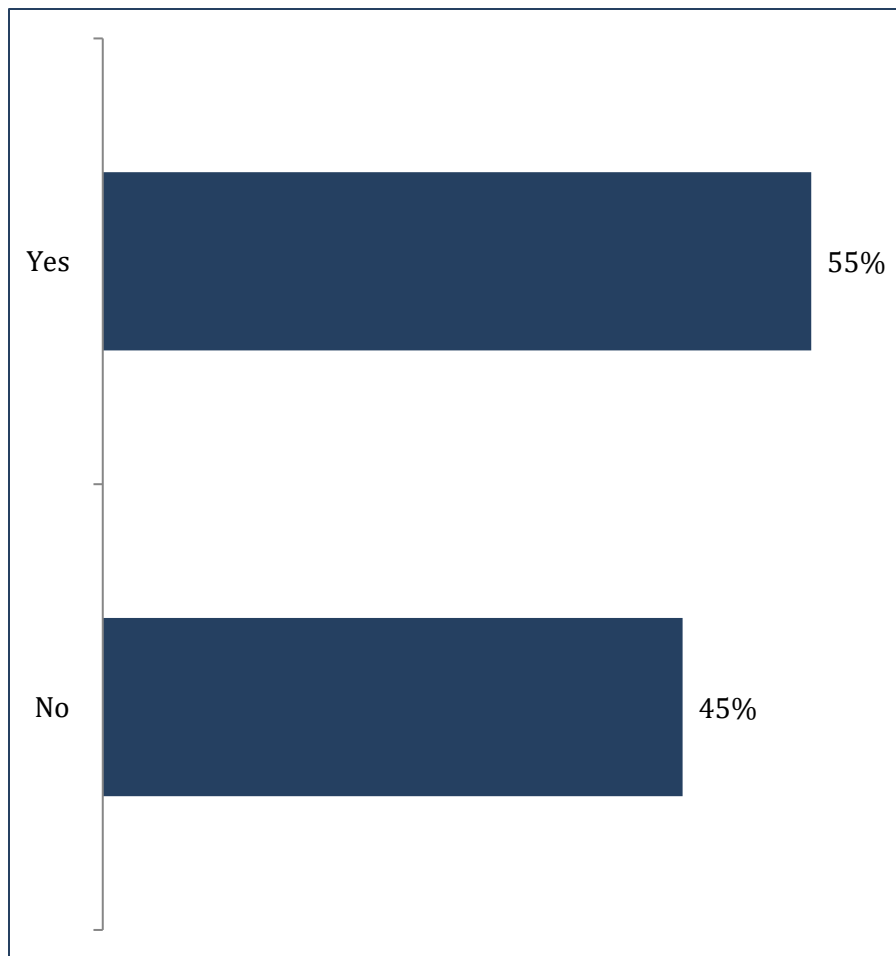


Note: Multiple answers accepted



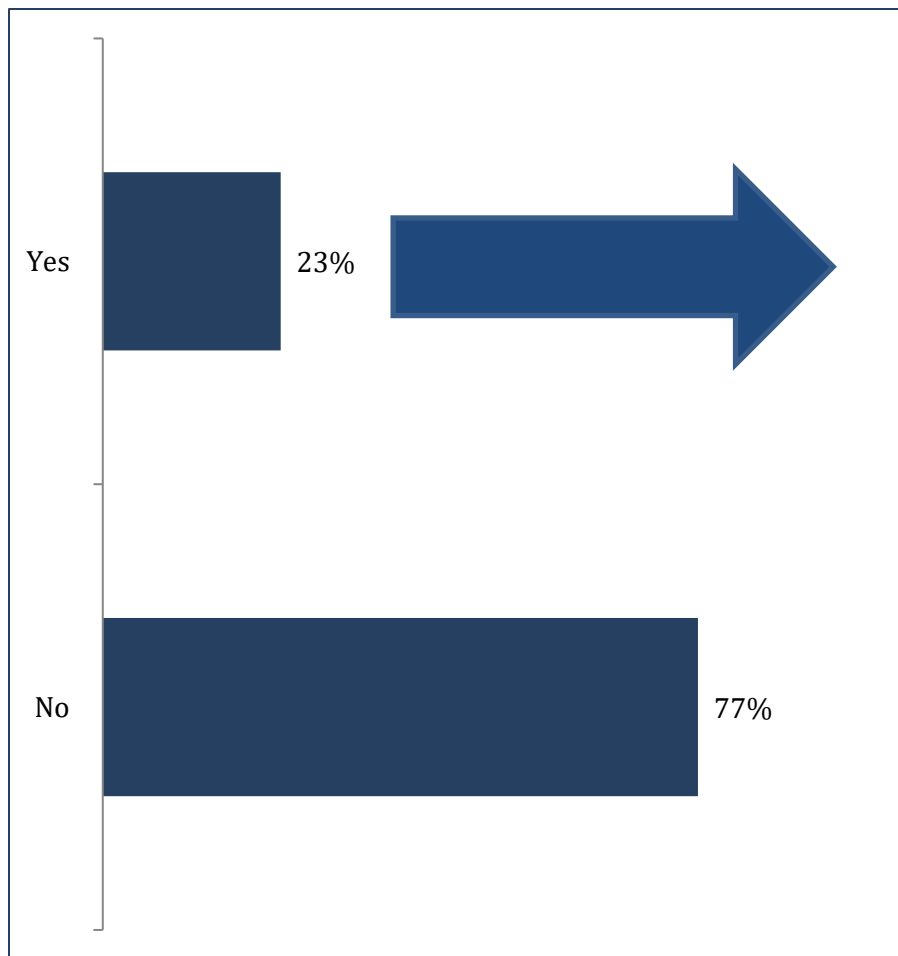
Does your company have any type of written Diversity, Equity and Inclusion Policy?

Do your customers ask if your company has a Diversity, Equity and Inclusion Policy?

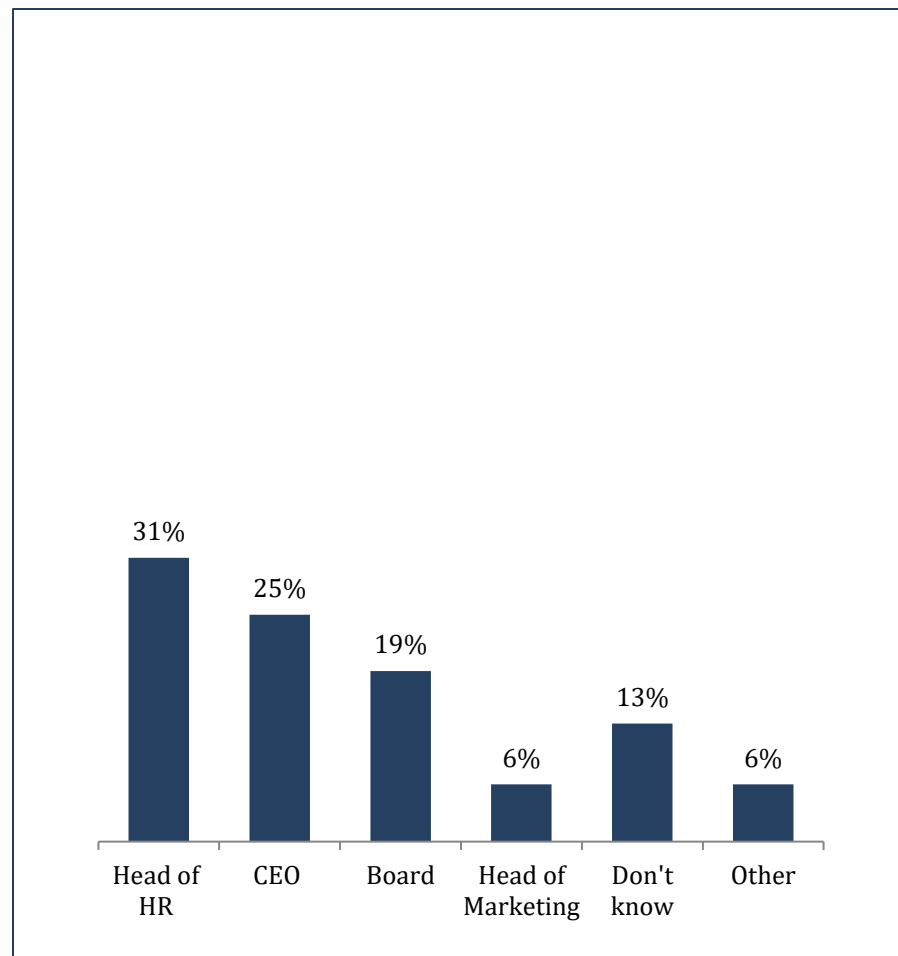




Does your company have a Diversity, Equity and Inclusion Officer?



Who does the Diversity, Equity and Inclusion Officer report to?





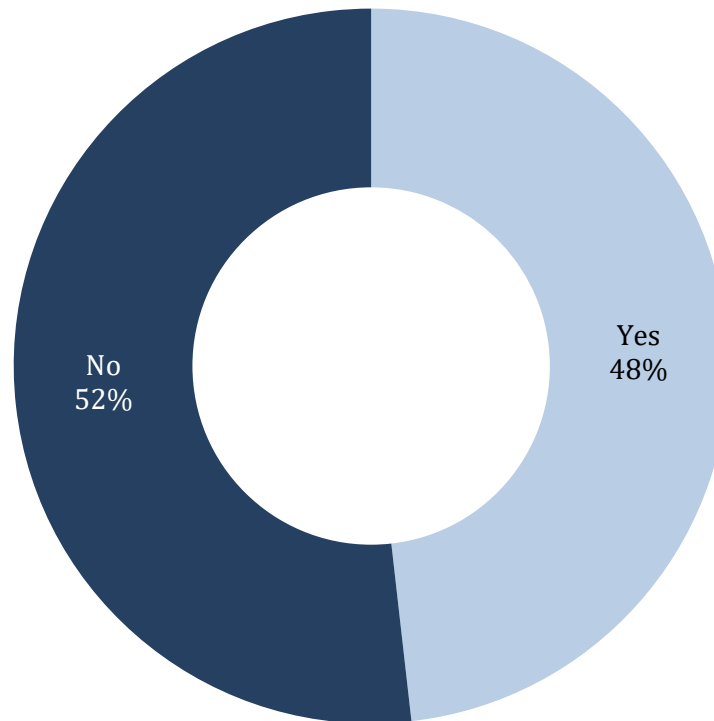
2022

DIVERSITY IN THE SUPPLY CHAIN WORKPLACE

PRG[®]
PEERLESS RESEARCH GROUP

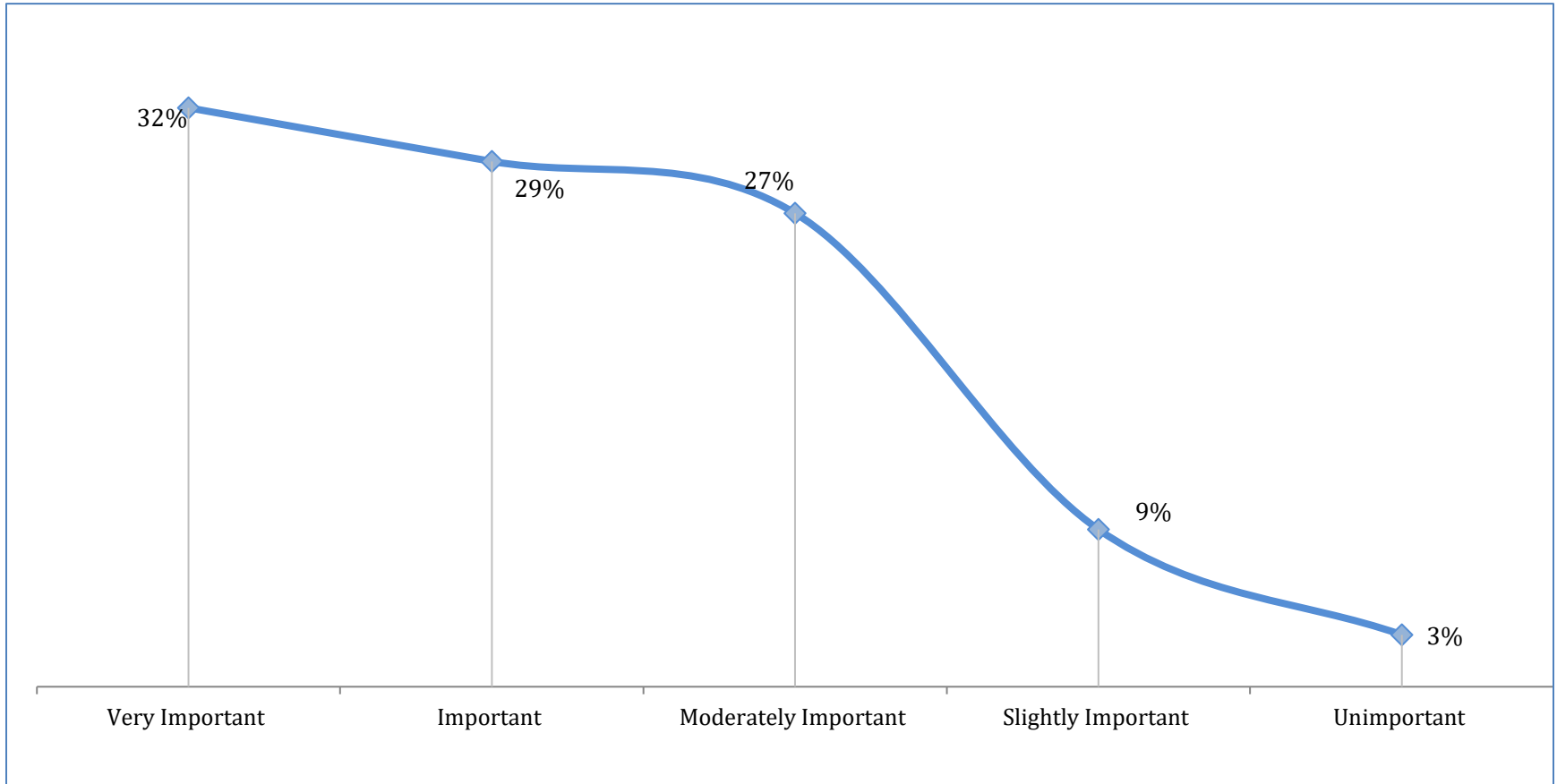
MODERN
MATERIALS HANDLING

Is diversity, equity and inclusion an important component of recruiting at your company?





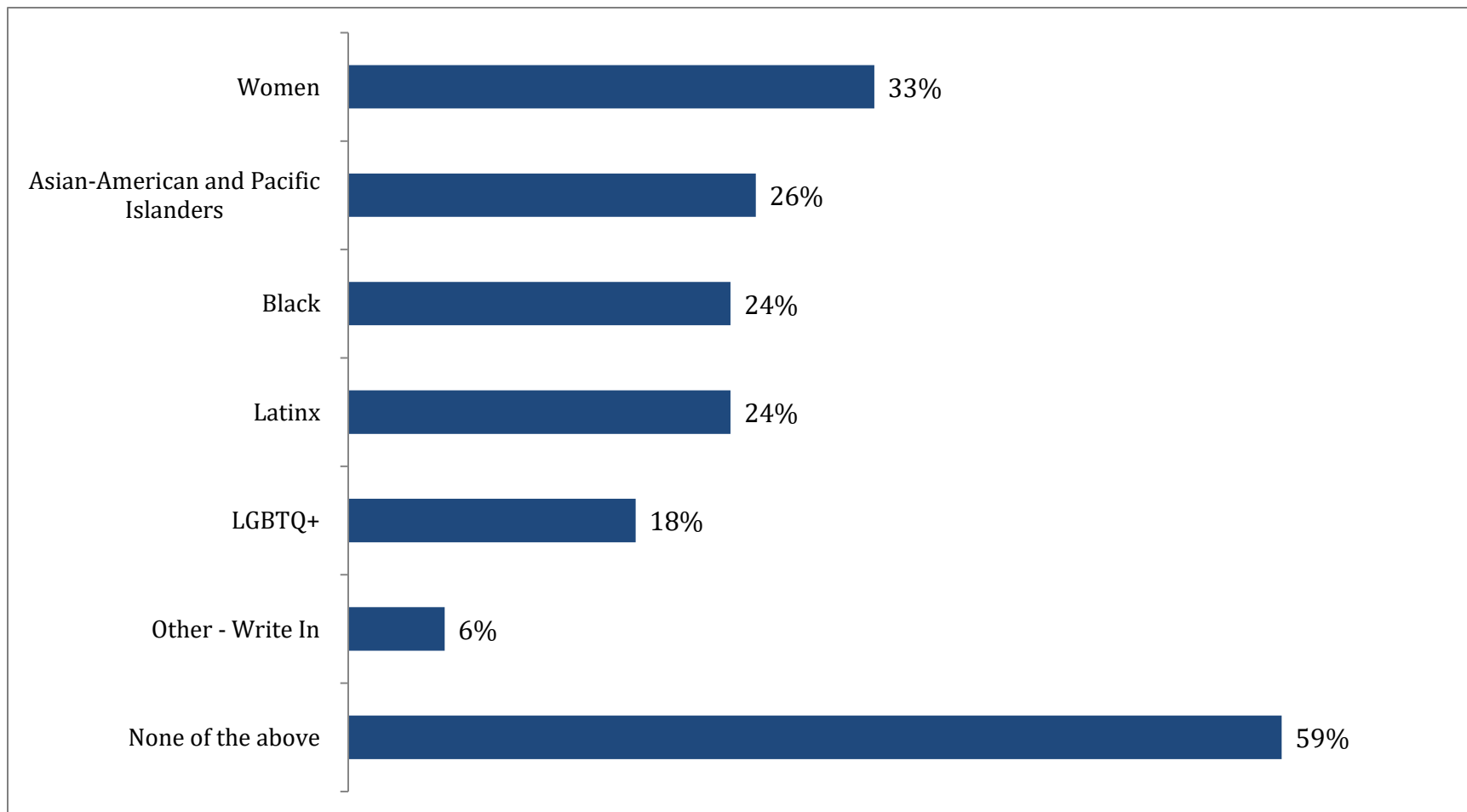
How important is diversity when it comes to recruiting?



**Among those that answered Yes, that diversity, equity and inclusion an important component of recruiting at your company*

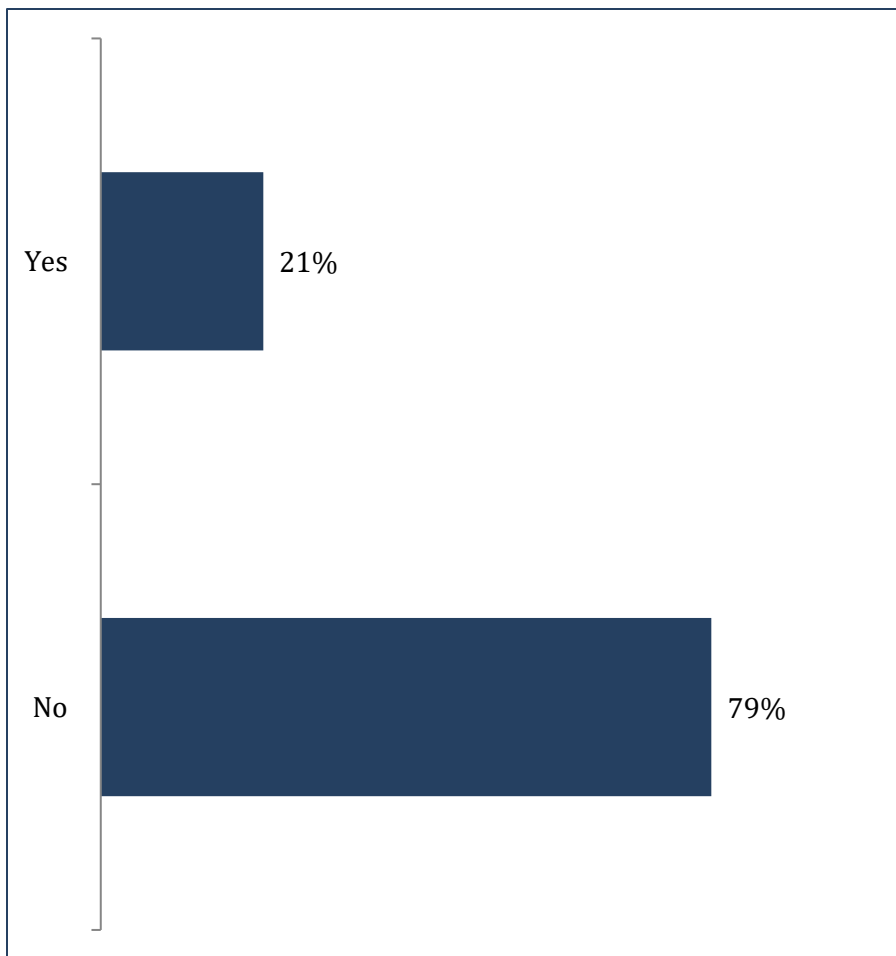


Does your company have recruiting initiatives to increase the representation of

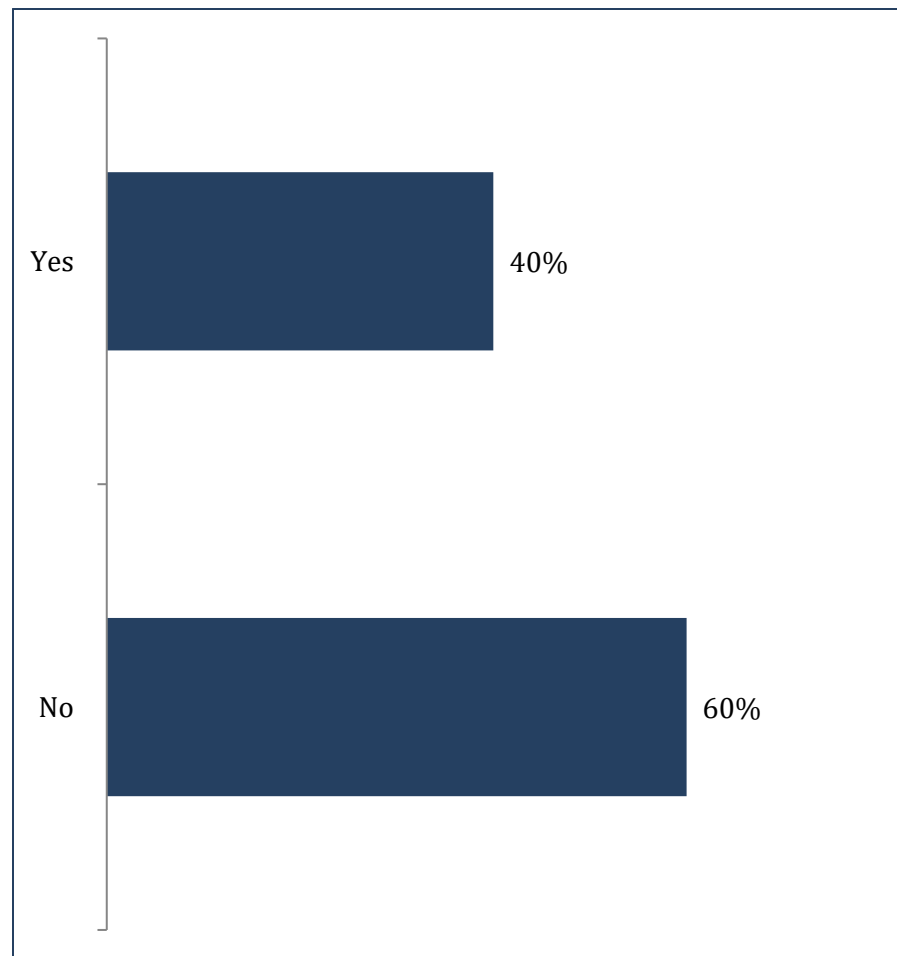




Does your HR department work with third party organizations, such as Historically Black Colleges and Universities (HBCUs), to recruit from underrepresented communities?



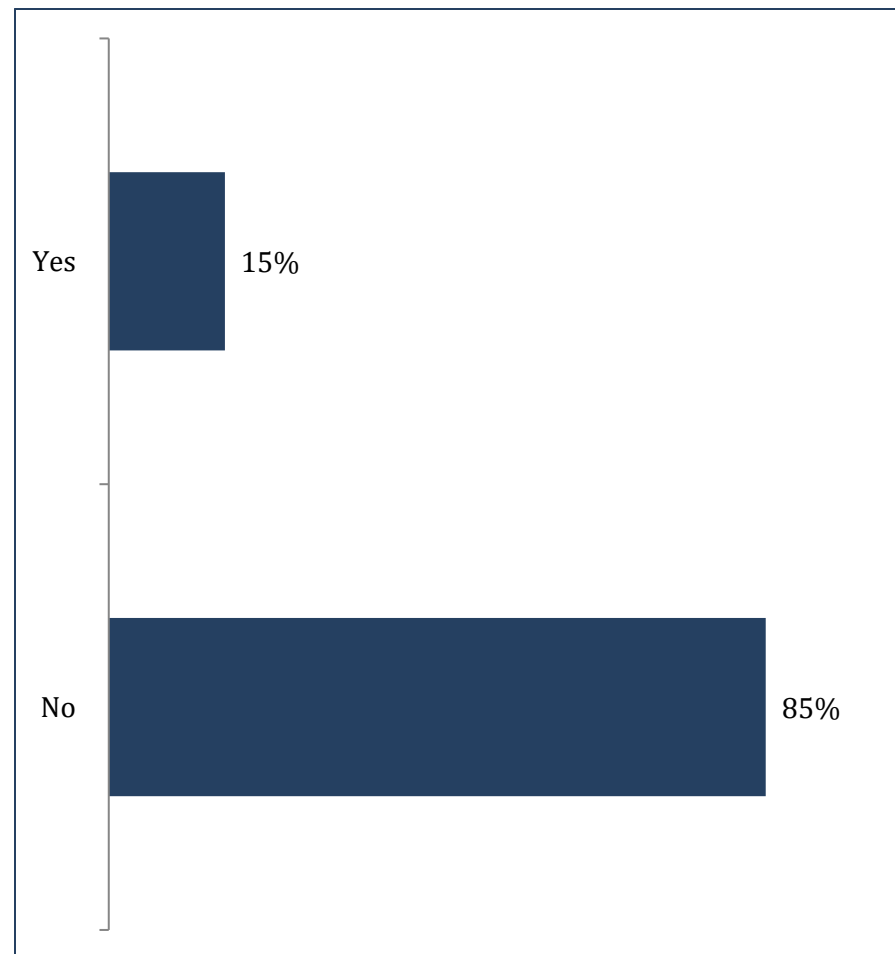
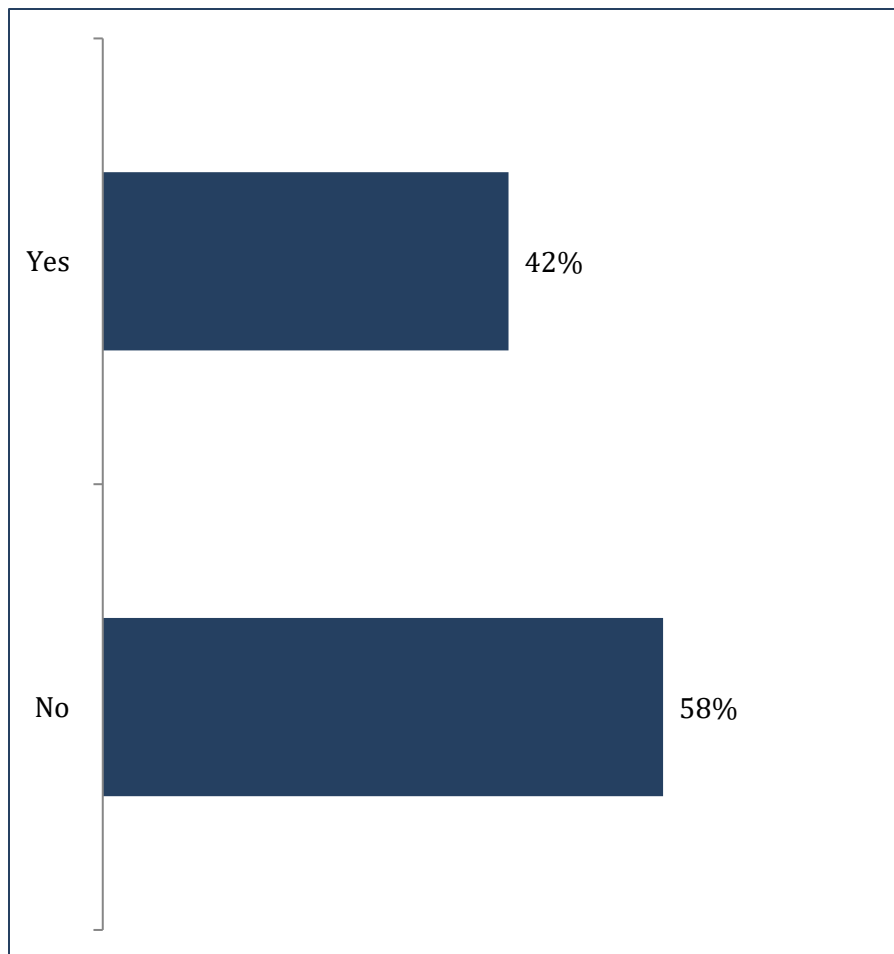
Does your organization support Employee Resource Groups (ERGs) representing underserved communities within your workforce?





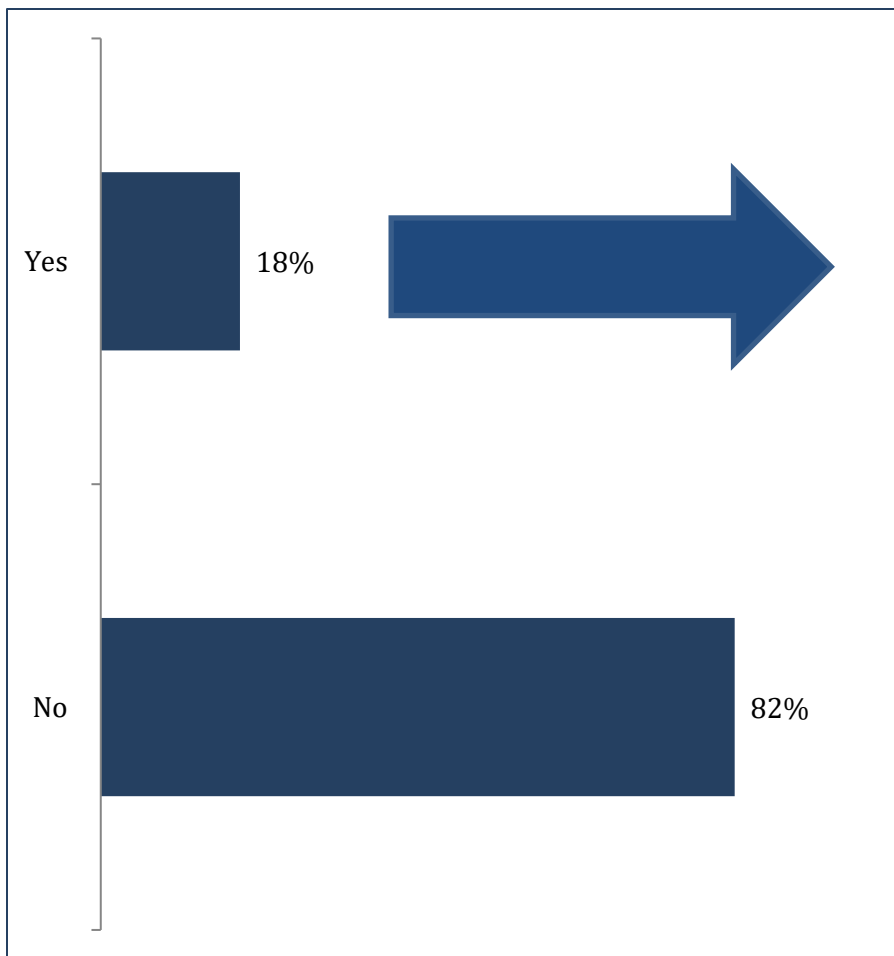
Does your organization offer executive or continuing education opportunities to improve the business skills of individuals from underserved communities, including but not limited to women, Blacks and Latinx?

Are your customers asking your company to report on your diversity-related initiatives?

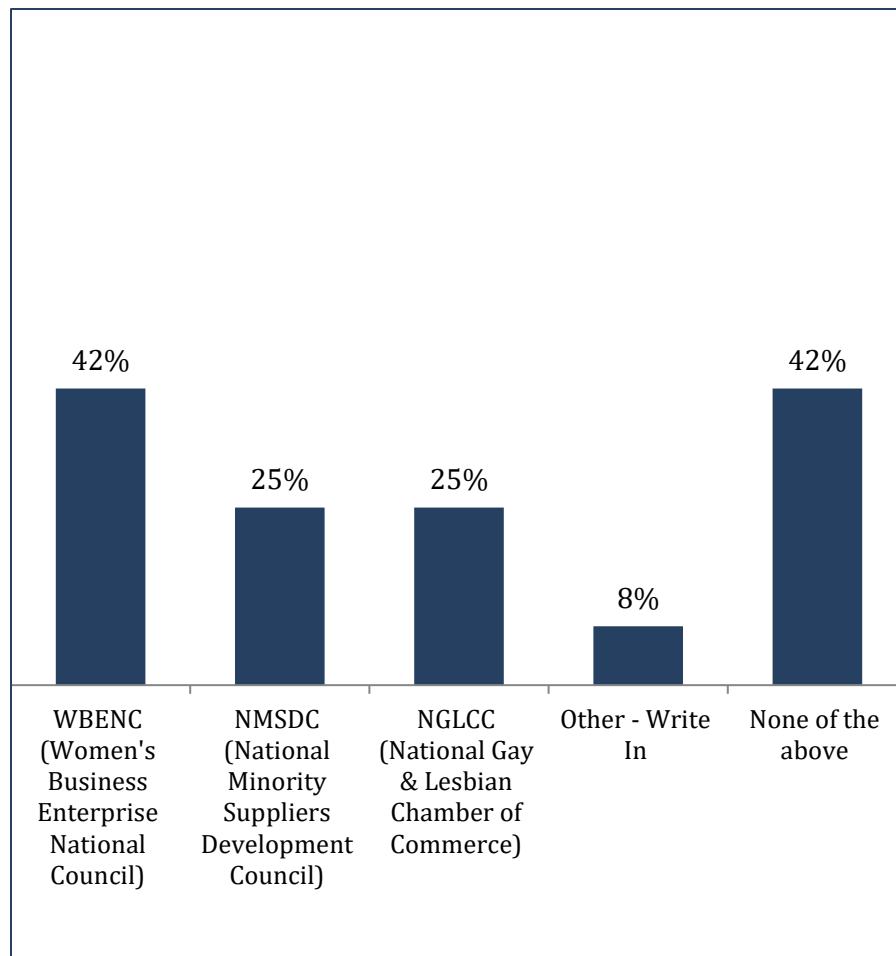




Do you have a supplier diversity program?

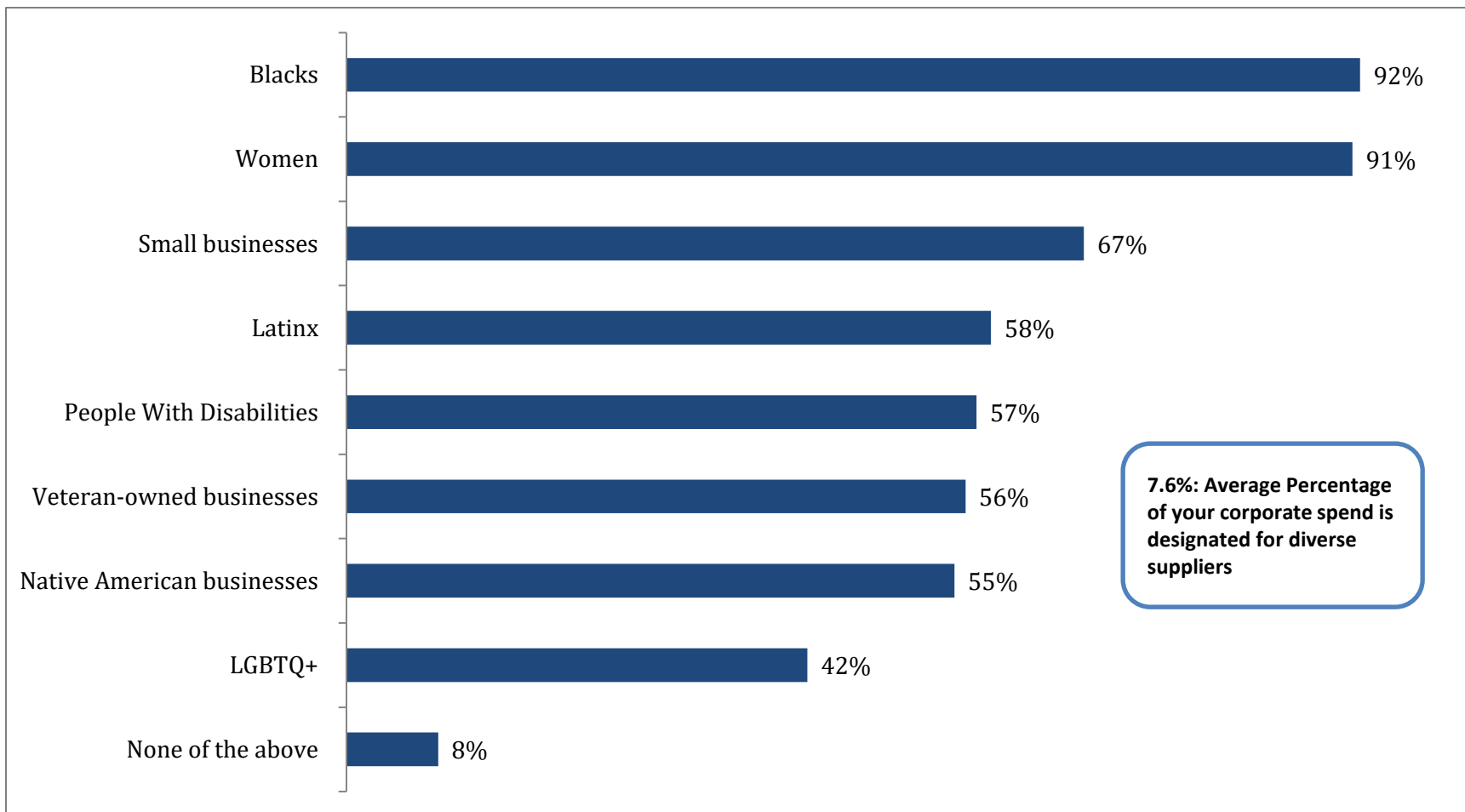


Does your company require that suppliers are certified by a recognized minority supplier organization listed below?





What groups are included in your supplier diversity program?



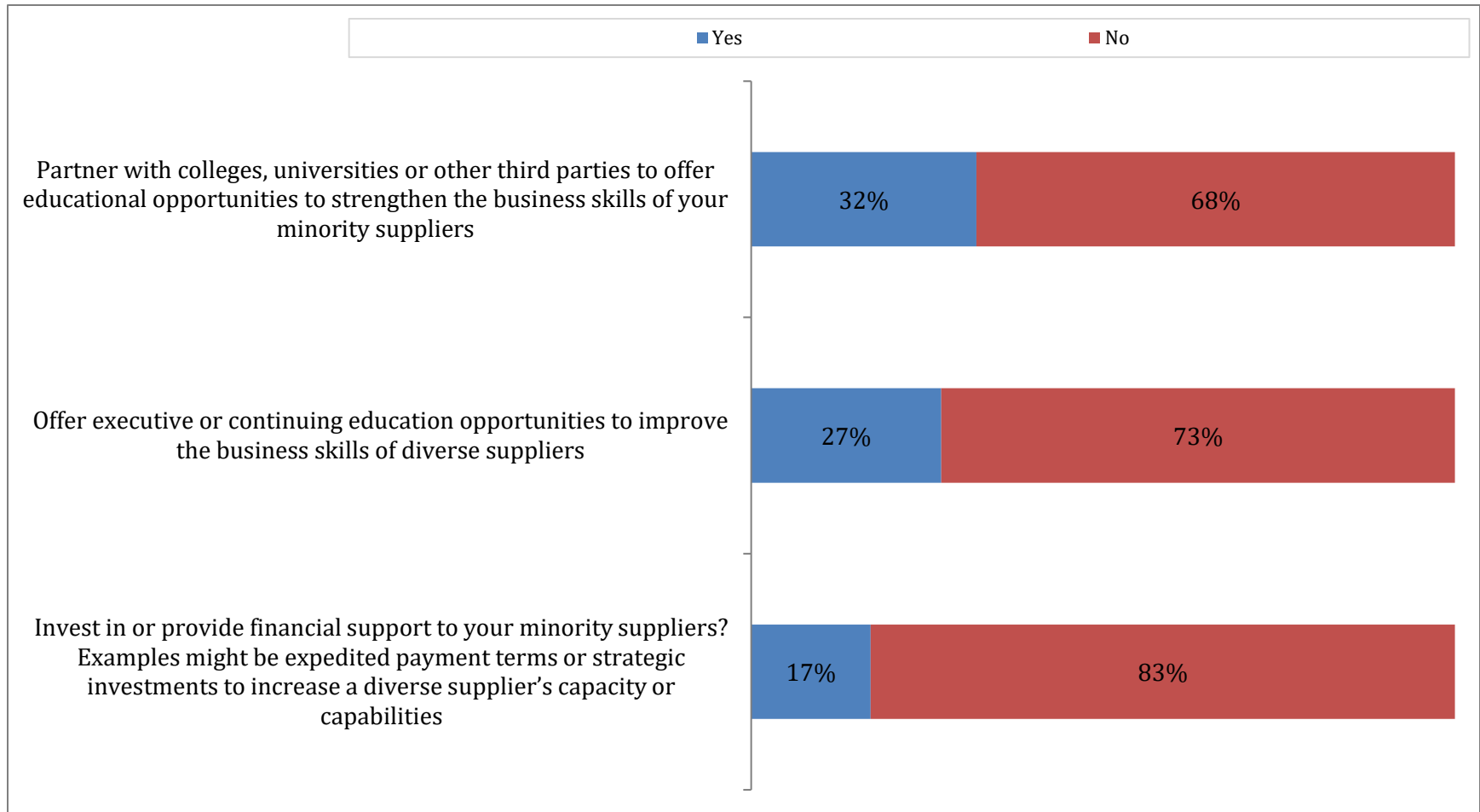
Note: Multiple answers accepted

*Among those that answered Yes, they have a diversity supplier program

November 2022

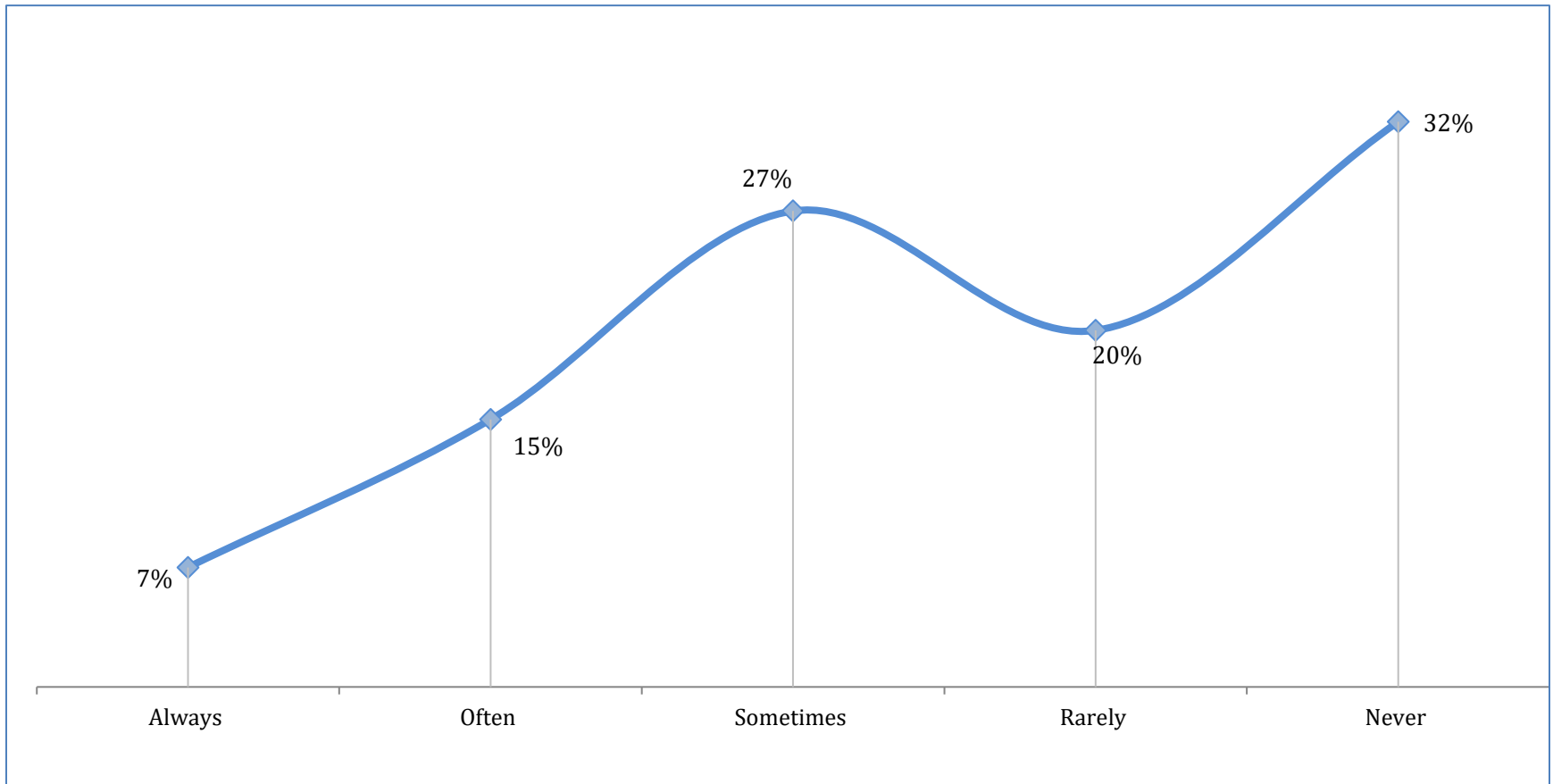


Does your company/organization...



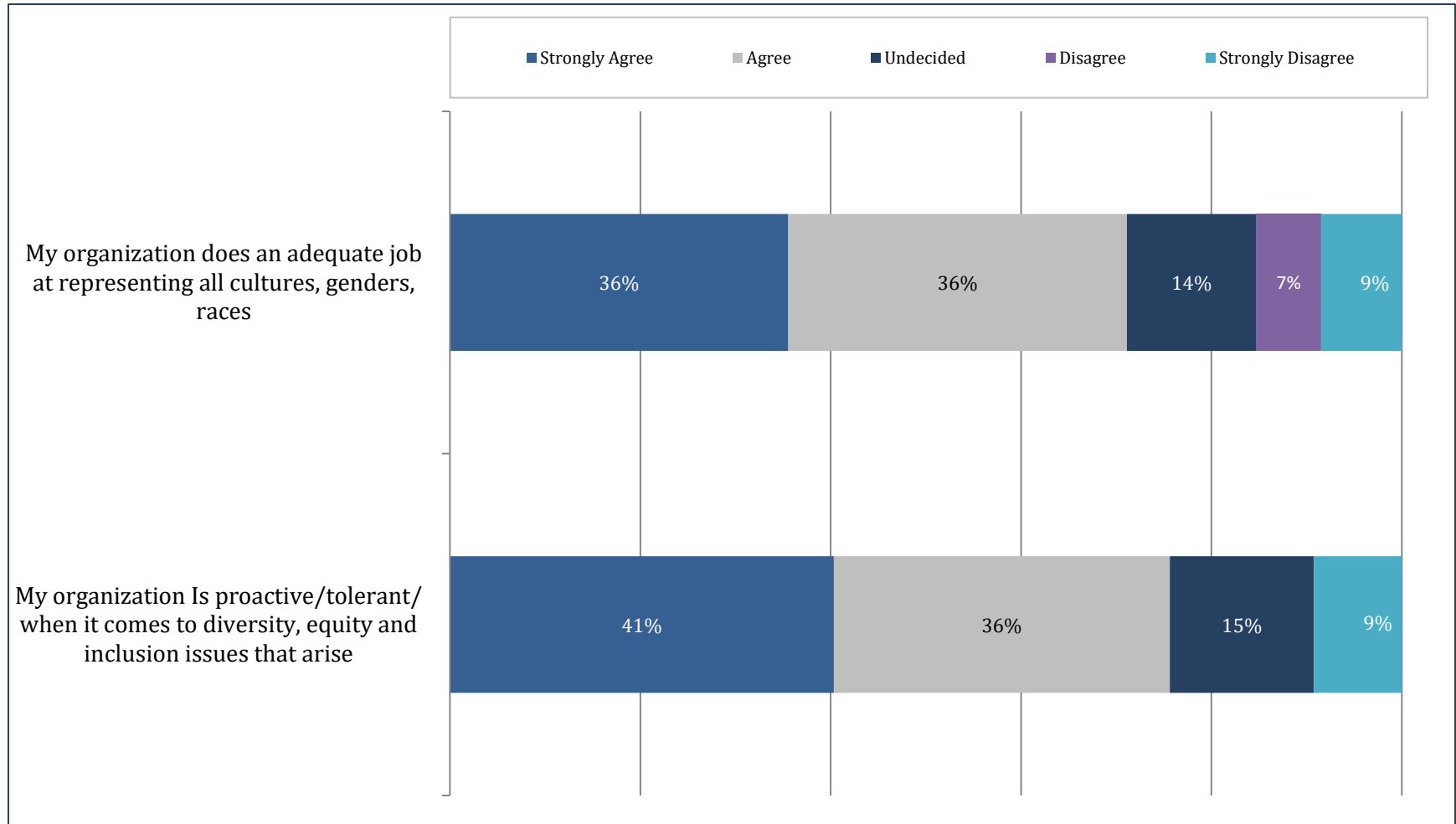


How often does your leadership speak about or inform the organization about their commitment to diversity initiative?





Please rate your level of agreement or disagreement with the following statements:





Respondent Demographics

Nature of Business	
Manufacturer	46%
Retailer	3%
E-tailer/E-commerce	8%
Wholesaler	8%
Distributor/Integrator	8%
Consulting	5%
3PL	8%
Transportation/Warehousing services	3%
Other - Write In	10%

Nature of Business - Other Business Breakout:

- Finance
- Forklift Dealer
- Healthcare
- Housing Rental Company
- Local Government
- Service, design and equipment supplier

Industry Classification	
Aerospace	4%
Automotive	7%
Energy & Process Industries	4%
Food & Beverage	4%
General Industrial	21%
Machine Tools	7%
Maintenance, Repair & Operations	11%
Material Handling Equipment	4%
Medical Equipment	4%
Off Highway / Heavy Equipment	4%
Packaging Equipment	32%
Refrigeration (HVAC & Appliances)	4%
Supplier to OEM	7%
Other	4%

Note: Multiple answers accepted



Respondent Demographics [Continued]

Role in Organization – Other Role Breakout:

- Business Development Manager
- Customer Service
- Director Materials / Supply Chain
- Inventory & Purchasing
- IT
- Logistics and Purchasing Manager
- Marketing
- Sales

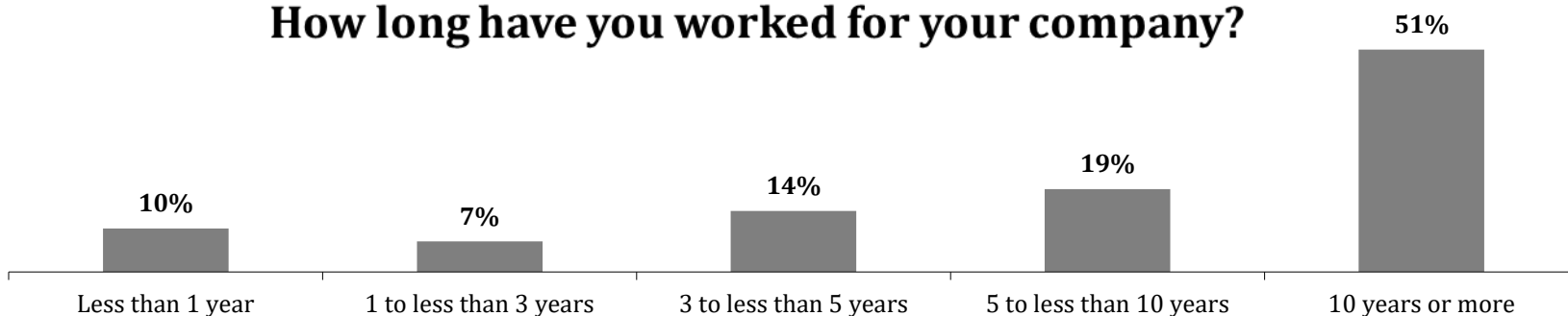
Role in Organization	
<u>Company Management</u> (President, VPs, GMs, Owner, CEO, other Corporate management)	38%
<u>Plant management</u> (Operations, Plant, Materials, Production, Maintenance Directors, Managers, Supervisors, etc.)	13%
<u>Engineering</u> (Plant, Material Handling, Industrial, Manufacturing, Project Engineers and other Engineering titles, etc.)	12%
<u>Warehouse, Distribution, Logistics</u> (Warehouse, Distribution, Logistics, Traffic, Transportation and Supply Chain Director, Manager, Supervisor)	12%
<u>Purchasing</u> (Purchasing Director, Manager, Agent, Buyer)	8%
<u>Other</u>	17%

Estimated 2022 Company Revenues	
Less than \$50 million	48%
\$50 million - \$99.9 million	12%
\$100 million –\$499.9 million	10%
\$500 million - \$999.9 million	2%
\$1 billion - \$2.49 billion	3%
\$2.5 billion - \$4.9 billion	5%
\$5 billion or more	20%
Cannot disclose	48%



Respondent Demographics [Continued]

How long have you worked for your company?



Age:	
21 to 34	5%
35 to 44	10%
45 to 54	22%
55 or older	55%
Prefer not to answer	8%

Gender:	
Male	73%
Female	19%
Non-binary	3%
Other: Transgender Woman	5%
Prefer not to answer	73%

Race:	
Black	8%
Latinx	5%
Native American	10%
Asian American and Pacific Islander	62%
White	7%
Other	8%
Prefer not to answer	8%