

# GMA Supplier Diversity Policy

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## 1. Purpose

The purpose of this Supplier Diversity Policy is to demonstrate GMA's commitment to building an inclusive, ethical, and socially responsible supply chain. As a UK-based MSP supporting SMB clients, GMA recognises the importance of engaging with a diverse range of suppliers to promote innovation, resilience, and community value.

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## 2. Scope

This policy applies to:

- All GMA employees involved in supplier selection and procurement
  - All suppliers, subcontractors, and service providers working with GMA
  - All purchasing activities regardless of spend level
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## 3. GMA Policy Statement

GMA is committed to ensuring that diverse suppliers have full and fair opportunity to compete for our business. We value suppliers that reflect the diversity of the communities in which we operate.

"Diverse suppliers" include, but are not limited to:

- SME businesses
- Social enterprises and VCSEs
- Ethnic minority-owned businesses
- Women-owned businesses
- Disability-led enterprises
- LGBTQ+ owned businesses
- Veteran-owned suppliers
- Local suppliers within the UK

We do **not** require formal certification for suppliers to be recognised as diverse.

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## 4. Objectives

GMA aims to:

1. Provide equal opportunity to diverse suppliers throughout the procurement process.
  2. Encourage internal consideration of diverse suppliers when selecting vendors.
  3. Build a resilient supply chain by avoiding dependency on a small number of large suppliers.
  4. Support local and underrepresented communities through purchasing actions.
  5. Maintain the highest standards of quality, cost-effectiveness, and service reliability.
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## 5. Supplier Selection Criteria

Supplier selection will consider:

- Technical capability and performance
- Value for money
- Compliance with GMA's Data Protection, Anti-Bribery, and Environmental policies
- Cybersecurity readiness appropriate to MSP service delivery
- Contribution to supplier diversity where appropriate

GMA will aim to include **at least one diverse supplier** in competitive quoting where practical.

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## 6. Supplier Expectations

All suppliers must:

- Comply with UK legislation and regulations
  - Operate transparently and ethically
  - Support equality, diversity, and inclusion
  - Demonstrate responsible sourcing
  - Maintain appropriate data protection and cybersecurity standards
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## 7. Responsibilities

- The **Managing Director** oversees implementation and compliance.
  - Staff involved in purchasing must adhere to this policy.
  - The Operations/Admin team will maintain the supplier register, including identification of diverse suppliers.
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## 8. Monitoring & Reporting

Given GMA's size, we utilise a practical, lightweight monitoring model:

- Annual review of spend with diverse suppliers
  - Tracking the onboarding of new diverse suppliers
  - Reporting to clients or audits when required
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## 9. Continuous Improvement

GMA will periodically review this policy to ensure alignment with:

- UK procurement and diversity standards
  - Client expectations
  - Organisational growth
  - Industry best practices
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## 10. Approval & Review

- **Approved by:** Managing Director, Gregory Micallef Associates (GMA)
  - **Effective from:** 10/1/2025
  - **Review cycle:** Annual
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## 18. Revision History

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Version	Date	Author/Editor	Description of Change	Approved By
0.1	21/10/2024	Andrew Micallef	Initial Draft	
1.0	10/1/2025	Andrew Micallef	Updates	Greg Micallef
2.0	11/11/2025	Andrew Micallef	Updates	Greg Micallef