



ESG BUSINESS DIVERSITY SUSTAINABILITY Social Impact

The Winning Formula



CONTENTS



**Business and
Supplier Diversity**

01



**ESG
at CDW**

02



Sustainability

03



**Social
Impact**

04



BUSINESS DIVERSITY

Since its formal launch in 2007, our CDW BD program has grown to become a cornerstone of CDW's commitment to promoting diversity, equity and inclusion.

01

We want to express our gratitude to the partners who have collaborated closely with us, making the positive impact we're striving for a reality.

When our partners fully embrace the ethos of our business diversity program and work with us to implement it effectively, we witness tangible results. By strategically partnering with diverse and small businesses, we can consistently offer our customers the finest industry experience while also contributing to economic growth in diverse communities across the country. Our primary responsibility is to assist you as you work with customers to meet their supplier diversity requirements and equip them with the necessary tools to achieve their supplier diversity objectives.

Take our survey so we can better engage in a conversation about how we can collectively enhance this process.

Take the survey!



CDW Business Diversity status

2022 saw

**\$190
million**

in additional capital investment in CDW's diverse suppliers, later to be at least in part realized as wealth gains by diverse owners.



Our program
Supported nearly

**32,000
jobs**

while creating 114 new jobs within those suppliers, providing jobs with greater digital skills within companies that are more likely to hire people with a diverse background.



In 2022, CDW's Business
Diversity program
supported a projected

**\$100
million**

in well-being derived from tech access



Accessing revenues for
diverse suppliers who are
financially constrained led
to an additional

**\$830
million**

in revenue in 2022 for
these suppliers.

This value is from diverse suppliers making new hires who are projected to receive an increase in earnings that allows them to access in-home internet and computers.



The combination of
accessing these two
technologies is estimated to
improve well-being by over

**\$10,000
per person**

based on the average
individual's perceived
importance of the
technologies.



Concrete strategic achievements within the framework of BD+ESG collaboration encompass

\$3.6 billion

in diverse spend in 2022, working with approximately **1,400** minority-owned, woman-owned, veteran-owned, and small, disadvantaged businesses.

Won approximately

20 prestigious third-party awards

for our commitment to ESG, co-worker engagement and workplace culture, diversity, equity and inclusion, and business diversity.



WE'RE ALSO PROUD TO HAVE BEEN RECOGNIZED FOR DIVERSITY EXCELLENCE IN 2022



U.S. Veterans Magazine
Best of the Best Supplier
Diversity Program



Professional Woman's
Magazine Best of the Best
Supplier Diversity Program



Black EOE Journal Best
of the Best Supplier
Diversity Program



Best of the Best Top
Disability-Friendly
Companies by
DIVERSEability Magazine



2022 Platinum Top Global
Top level of commitment to global supplier
diversity and inclusion and are the best of the
best among global champions in regard to
inclusive spend, policies and procedures.

Disability:IN ngicc WEconnect



MBNUSA and WEUSA -
Best of the decade 100
Recognizing Outstanding
SUPPLIER DIVERSITY PROGRAMS



2022 Best Corporations
for Veteran's Business
Enterprises®, NaVOBA



2022 RepTrak
Nasdaq 100 ESG,
Ranked*
2022 RepTrak Nasdaq
100 ESG rankings



The WBENC America's Top
Corporations honor for sustained
commitment to the inclusion of
women-owned businesses in
their supply chains



Excellence in
Supplier Diversity
Recognized by Billion
Dollar Roundtable



Business Diversity Program

2023 Q2 WINS



Vmware



Cisco



MS Surface Pro



Dell



HPE



Chrome book



Mpulse



Cisco

For more Success Stories contact
our Business Diversity Team

✉ BusinessDiversity@CDW.com



CDW BUSINESS DIVERSITY TEAM



Kristin Malek
Director Business Diversity
krimale@cdw.com



Mohammed Hussain
Senior Manager
mohus@cdw.com



Aleah Menefee
Program Manager



Neal Poland
Market Leader **West**



Germaine Reece
Market Leader **Central**



Tonya Jamison
Data Analyst

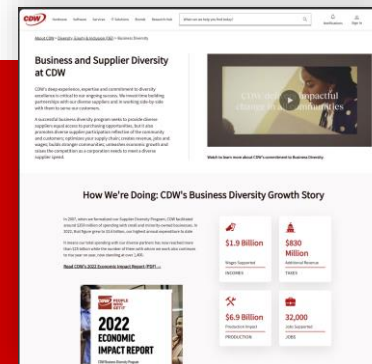


Adam Akmal-Gonzalez
Market Leader **East**



Daniel Segarra
Market Leader **South**

✉ BUSINESSDIVERSITY@CDW.COM



Learn more about
our **Business
Diversity Program**





ESG AT CDW

Our purpose is to empower our business and stakeholders to do great things and amplify our sustainable impact.

02



FOCUS AREAS

01 PEOPLE

We foster opportunities by leveraging our scale, reach, and capabilities to create connections and provide resources. Our commitment lies in training, education, development, and promoting diversity, equity, and inclusion. We ensure benefits and pay equity, drive coworker engagement, and invest in our coworkers' health, safety, and well-being.



02 PARTNERSHIPS

We collaborate to amplify the collective impact within the tech sector. Our ESG strategy is seamlessly integrated into our overall partnership strategy.



03 PLANET

Our operations prioritize sustainability, efficiency, and responsible practices throughout the value chain. We strive to continuously improve our own environmental performance, and we continue to make significant progress on our environmental priorities, including sustainable and socially responsible technology, climate action, energy efficiency and waste reduction.



04 PRACTICES

Trust and confidence are inspired in our stakeholders through our unwavering commitment to ethics, compliance, cybersecurity, and corporate governance. This framework ensures regulatory compliance, robust disclosures, internal controls, and data integrity.



05 PORTFOLIO

Our wide range of sustainable products and solutions makes it easy for our customers to advance their own ESG efforts. Our value-add sustainable portfolio offers energy-efficient tech, remote deployment, e-waste management through our IT Asset Disposition (ITAD) program, and supply chain resiliency through our Business Diversity program.



STRATEGIC MILESTONES TO DATE



ENVIRONMENTAL

- Created a cross-functional, geographically diverse Climate Task Force to drive **climate awareness** within CDW and lead the development of the company's global climate strategy.
- **Derived 98% of our overall electricity usage** from renewable sources and **100% renewable energy sourcing** for single-tenant buildings in the UK.
- Enhanced customer access to an expanded portfolio of **environmentally certified products** (Energy Star, EPEAT and TCO Certified).
- Expanded our IT Asset Disposition (ITAD) program, which facilitates the **recovery and recycling** of devices that are no longer being used.
- Set a **climate goal** for operations and supply chain to reduce our climate impact.



SOCIAL

- Welcomed our first group of **Legacy Excellence Program** fellows – 16 students from 4 premier HBCUs .
- **880+ volunteer hours** completed by co-workers in the US and Canada during Empower Month in October, benefiting over **540 nonprofit organizations**.
- Extended our Coworker Experience to engage **~2,600 new co-workers** who joined CDW from the Sirius Computer Solutions, Inc. (Sirius) acquisition.
- **\$3.6 billion in diverse spend** in 2022, working with approximately **1,400** minority-owned, woman-owned, veteran-owned and small, disadvantaged businesses.



GOVERNANCE

- **Made strategic decision** to align our ESG efforts with 8 United Nations Sustainability Development Goals.
- Received unconditional **ISO 28000/20243 recertification** of our overall secure supply chain management program.
- **Reintroduced and enhanced our information security** function under one robust, enterprise-wide organization known as CDW Global Information Security.

HOW WE'RE CREATING A SUSTAINABLE ADVANTAGE

Recognitions and awards

ecovadis

CDW's sustainability management systems have earned recognition from EcoVadis, ranking us among the top 25% of eco-conscious companies.

Newsweek

Newsweek ranked us among America's Greenest Companies for 2024.

Overall ESG Recognition



Ranked 11th among Nasdaq 100 companies for our ESG reputation.



Recognized by JUST Capital for doing right by all key CDW stakeholders.

Workplace Awards



Named to Forbes list of World's Best Employers.



Ranked No. 9 among large organizations in 2023.



Won Glassdoor Employees' Choice Awards, a list of the Best Places to Work in 2022.



Named a best place to work in Chicago based on competitive compensation and benefits as well as remote and flexible work opportunities, programs for DEI and other people-first cultural offerings.

CDW ESG

PARTNER VALUE PROPOSITION

Discover CDW's commitment to being your ideal partner in ESG.

CDW is uniquely positioned at the intersection of our vast product and solution portfolio, our global customer base, and our best-in-class partner relationships. Every day, we have the opportunity to help our 250,000+ customers leverage our portfolio and partner relationships to use technology to do great things – not just for their bottom line, but for their stakeholders.

Amplifying Impact, Driving Success.

The Winning Formula

How can we engage with you?

Sustainability
Solutions

Business and
Supplier Diversity

Social
Impact

Diversity, Equity
and Inclusion
(DEI)

Supply
Chain

Data and partner
ESG information
(PDX) / Rubi

IT Asset
Disposition

CDW ESG TEAM



Suzette Carty

Head of Global ESG – CDW

suzette.carty@cdw.com



Shannon Toolis

Vice President, Asst. General Counsel
& Asst. Corporate Secretary at CDW

stoolis@cdw.com



Maria Benitez

Sr. Manager, ESG - CDW

maria.benitez@cdw.com



CDWESG@CDW.COM



Learn more about
CDW's **ESG Programs**
and **Metrics**





SUSTAINABILITY

Our operations prioritize sustainability, efficiency, and responsible practices throughout the value chain. We offer our customers sustainable technology to reduce their impact.

03



SUSTAINABILITY OVERVIEW

Procurement & Supply Chain

- Ship with responsible, 100% recyclable packaging.
- Reduce your carbon footprint from travel with local and remote tech services available for assistance.

Device Recycling

- Avoid contributing to landfills with our device recycling programs.
- Meet your sustainability goals and regulatory requirements with a full-service partner.



Energy-Efficient Solutions and Services

- Lower energy consumption with eco-friendly devices.
- Reduce power and water use with CDW data center cooling solutions.

CDW's Sustainability Offerings

We offer a range of programs to support every phase of your device's lifecycle, so that making the sustainable choice is also the easiest choice.

Reuse, Resell and Recycle

Recover value and responsibly dispose of devices you're no longer using. Our IT Asset Disposition program enables proper device wiping, removal and recycling services. Since 2022, ITAD's impact has only grown, with 38,524 devices processed from CDW customers, and 214,265 pounds of e-waste diverted from landfills and illegal export.

[Explore CDW ITAD Services](#) >

Extend Asset Life

Third-party maintenance can increase the lifetime of your tech. And with local assistance available, you can improve the efficiency of your investments from reduced travel emissions.

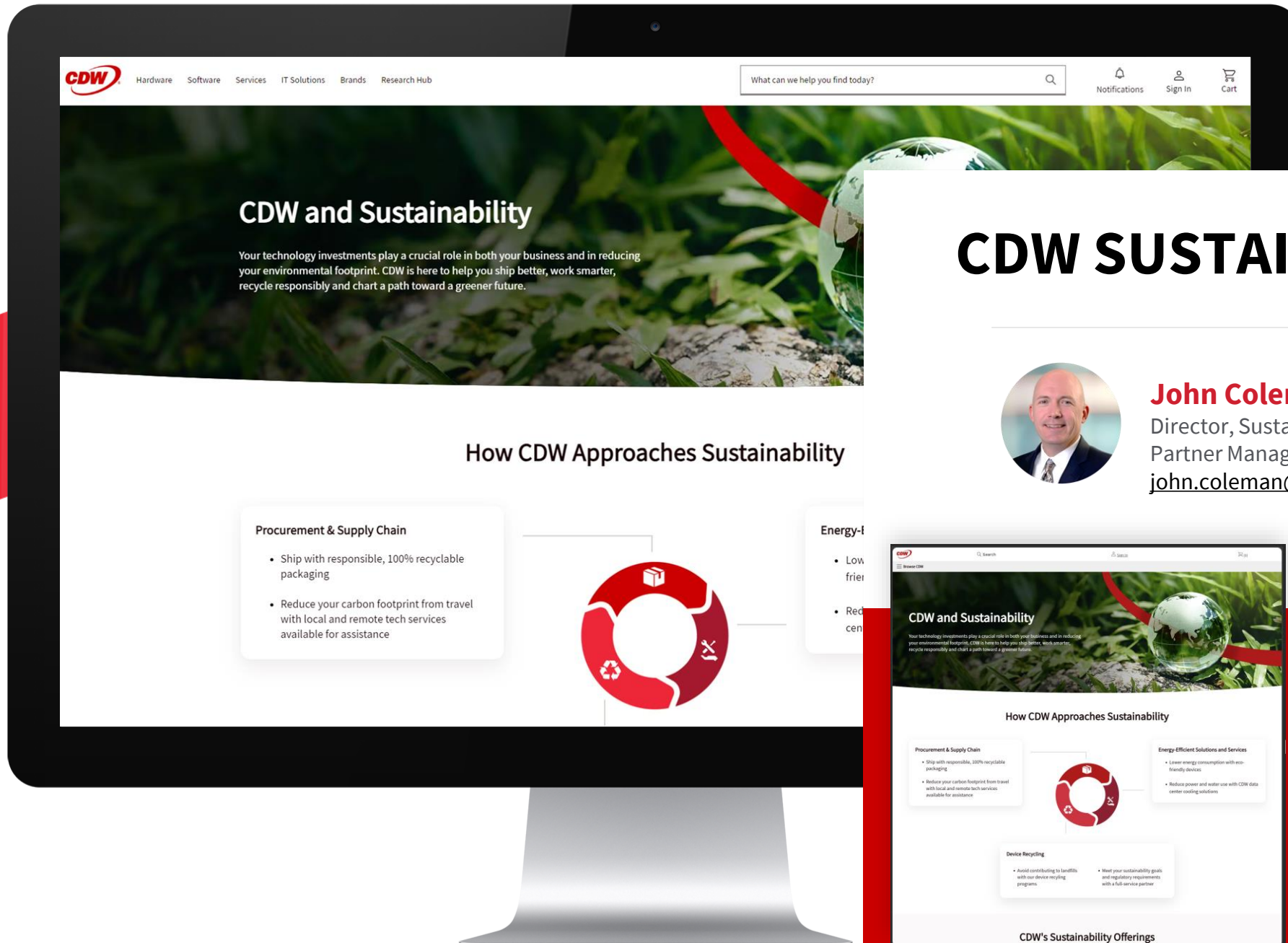
[Explore Service Express Solutions](#) >

[Explore Park Place Solutions](#) >

Manage Printer Use

Our Printer Supplies Program includes complementary enrollment in PrintReleaf, a third-party certification program to help sustain and grow global forest systems. CDW customers have collectively offset the equivalent of more than 1.2 billion standard pages of paper consumption and supported the reforestation of over 140,000 trees.

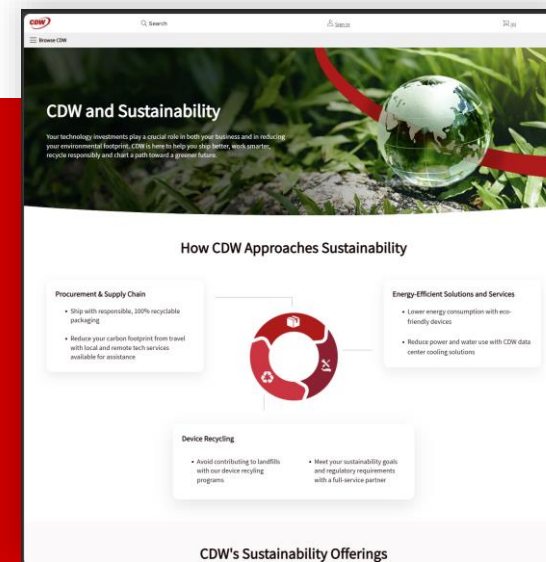
[Explore CDW Managed Print Services](#) >



CDW SUSTAINABILITY

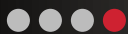


John Coleman
 Director, Sustainability – Product & Partner Management
john.coleman@cdw.com



Visit our CDW Sustainability page to learn more about how we implement sustainability at CDW and our solutions **Sustainability page**





SOCIAL IMPACT

When it comes to the impact we have on our communities, we know amazing happens when everyone has equitable opportunities.

04



Social Impact



Click to play videos

First Tee and CDW Unveil New Youth Learning Center

This video explores how technology can help impact, scale and create opportunities to reach kids, families and communities in new and innovative ways.



SOCIAL IMPACT



Global Social Impact at CDW

At CDW, we are empowering our communities. Our Global Social Responsibility efforts focus on addressing digital equity and empowering our coworkers to get involved in their local communities.

Social Impact

Global Social Impact

CDW makes technology work so people can do great things.
When it comes to the impact we have on our communities, we know greatness happens when everyone has equitable opportunities.

We lead with our values in everything we do.



TRUST



CONNECTION



COMMITMENT

We seek to create sustainable and equitable change in the world by:



ENGAGING
our coworkers



EMPOWERING
our communities



ELEVATING
our impact

We will continue to advance digital equity by:



Providing
ACCESS
to technology



Supporting
EDUCATION
initiatives



Building a
WORKFORCE
reflective of our world

Engaging Our Coworkers

We strive to build coworker pride through community involvement, reducing barriers to participate and offering equitable Social Impact benefits.



8 HOURS OF PAID TIME OFF TO VOLUNTEER

Coworkers supported **1,400+** diverse nonprofit organizations worldwide



MATCHING GIFTS PROGRAM UP TO \$2,000

CDW contributed **\$1 million+** in matching contributions through our donor-advised fund

Launched the coworker-led Legacy Excellence Program, in partnership with the Thurgood Marshall College Fund and four HBCUs, to advance DE&I in tech

Over **3,700 coworkers** participated in a **Business Resource Group** in the U.S. and Canada to strengthen connection and serve our communities

Empowering our Communities

We foster partnerships with 87 nonprofits globally focused on addressing digital equity. To ensure we lead with our values, we surveyed our Social Impact partners in 2022 to assess our efforts.

95%

Partners agree they can rely on CDW to follow through on commitments

INTEGRITY

93%

Partners agree the way we work together supports the best outcomes for our communities

EQUITY

88%

Partners agree that we transparently share information

TRANSPARENCY

91%

Partners agree there is mutual trust and respect with CDW

HUMILITY

Plus,

75%

said

“CDW is our corporate partner of choice.”

”



COMPUDOPT

CDW launched a donation program in the Texas, Oklahoma, Louisiana and Arkansas markets to refurbish donated technology and provide it to children and families to increase their digital self-sufficiency and participation.



STEP PROGRAM

CDW India coworkers have impacted more than 1,100 college students to share the latest trends in the IT industry through programs like multi-day workshops, internships, hackathons and meetups.

Empowering our Communities

**EMPOWER
MONTH**
Empowering our communities together

Empower Month enabled coworkers to engage with their local communities on a deeper level through coordinated volunteer opportunities and a 2-to-1 donation match in October.



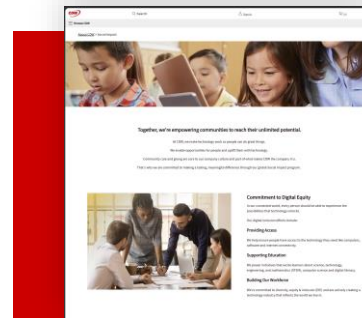
\$689,000

Total amount of coworker donations and CDW match



540+

Recipient nonprofits



Visit our **Social Impact** page to see how we empower communities.



880+

Volunteer hours



1,100+

Coworker donations



400+

Coworkers registered for Be the Change 5K



FOR A BETTER DIGITAL EXPERIENCE,
READ OUR INTERACTIVE BROCHURE ONLINE



CDW THE WINNING FORMULA

