

<b>SANOFI – SUPPLIER DIVERSITY CATEGORIES</b>	
<b>Small Business Enterprise (SBE)</b>	A business concern eligible for assistance from SBA as a small business is one that is organized for profit, with a place of business located in the United States. It must operate primarily within the United States or make a significant contribution to the U.S. economy through payment of taxes or use of American products, materials or labor. Together with its affiliates, it must meet the numerical size standards as defined in the Small Business Size Regulations. The business must also qualify as small as defined by SBA size standards for the company’s primary NAICS.
<b>Small Disadvantaged Business (SDB)</b>	A small business that is at least 51% owned and controlled by socially and economically disadvantaged individuals who are U.S. citizens. (Effective 2008, the SBA ceased its SDB certification program and now allows a business to self-represent its SDB status in good faith.)
<b>Woman Business Enterprise (Large WBE)</b>	A business that is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated, managed, and controlled by one or more women who are United States citizens. Ownership means the business is at least 51% owned by one or more women or, in the case of a publicly-owned business, at least 51% of the stock is owned by one or more women.
<b>Woman-Owned Small Business (WOSB)</b>	A business that is at least 51% owned and controlled by one or more women, and primarily managed by one or more women. The women must be U.S. citizens. The firm must be “small” in its primary industry in accordance with SBA’s size standards for that industry.
<b>Veteran Owned Business (VOB)</b>	A business that is at least 51 percent owned by one or more veterans, who control and operate the business. Control in this context means exercising the power to make policy decisions and operate means to be actively involved in the day-to-day management of the business. The term "veteran" means a person who served in the active military, naval, or air service, and who was discharged or released there from under conditions other than dishonorable.
<b>Service Disabled Veteran (DVBE)</b>	A business that is a least 51 percent owned by a veteran (see VBE) with a disability that is service connected. The term "service connected" means that such disability was incurred or aggravated in the line of duty in the active military, naval or air service.
<b>Minority Business Enterprise (Large MBE)</b>	A business that is a for-profit enterprise, regardless of size, physically located in the United States or its trust territories, which is owned, operated, managed, and controlled by minority group members. "Minority group members" are United States citizens who are Asian, Black, Hispanic and Native American. Ownership by minority individuals means the business is at least 51% owned by such individuals or, in the case of a publicly-owned business, at least 51% of the stock is owned by one or more such individuals.
<b>HUB Zone (HUBZone)</b>	A small business certified by the SBA as having its principle office in a certified historically under-utilized business zone, and at least 51% owned and controlled by U.S. citizens, or a Community Development Corporation, or an agricultural cooperative or an Indian tribe. Additionally, at least 35% of the business’s employees must reside in a HUBZone.
<b>Disabled</b>	A disabled-owned business is a business that is at least 51 percent owned, controlled and operated by an individual or individuals who are disabled.
<b>Gay, Lesbian, Bisexual, Transgender (GLBT)</b>	A business that is at least 51 percent owned, operated, managed, and controlled by one or more individuals who are gay, lesbian, bisexual, or transgender, and who are either U.S citizens or lawful permanent residents.

**ETHNICITY DEFINITIONS:**

- **African American/Black:** A U.S. citizen having origins in any of the Black racial groups of Africa.
- **Hispanic American:** A U.S. citizen of true-born Hispanic heritage, from any of the Spanish-speaking areas of the following regions: Mexico, Central America, South America and the Caribbean Basin only.
- **Native American:** American Indians, Eskimos, Aleuts, and Native Hawaiians
- **Asian Pacific American:** (U.S. citizens whose origins are from Burma, Thailand, Malaysia, Indonesia, Singapore, Brunei, Japan, China, Taiwan, Laos, Cambodia, Kampuchea, Vietnam, Korea, the Philippines, Samoa, Guam, Macao, Hong Kong, Fiji, Tonga, Kiribati, Tuvalu, Nauru, U.S. Trust Territories of the Pacific, Northern Marianas, Republic of Palau & Marshall Islands)
- **Asian Subcontinent American/Asian-Indian:** (U.S. citizens whose origins are from India, Pakistan, Bangladesh, Sri Lanka, Bhutan, the Maldives Islands or Nepal) A U.S. citizen whose origins are from India, Pakistan and Bangladesh.
- **Asian American:** (U.S. citizens whose origins are from Asian decent but are not certain which sub-category. This is a general classification)
- **Alaskan Native:** Federally Recognized Native American Entity - Alaskan Native Corporation Owned Firm

**Historically Black Colleges and Universities (HBCU):**

Institutions of higher education in the United States that were established before 1964 with the intention of serving the African American community.