

## **Global Business Classifications**

**Micro, Small, Medium Business Enterprises (MSME):** any business that is independently owned and operated, and according to the International Finance Corporation, the World Bank Group, MSMEs are defined as micro enterprises: 1–9 employees; small: 10–49 employees; and medium: 50–249 employees. However, the local definition of MSMEs vary from country to country, and is based not only on number of employees, but also by inclusion of other variables such as turnaround and assets.

**Local business (LB):** a business headquartered and operating within 50 miles of a Colgate facility, or within the same city, county, or state. Online businesses are local if their headquarters are within this 50-mile radius.

**Aboriginal/Indigenous Enterprise (ABI):** a business owned, controlled and operated by anyone who is part of aboriginal/indigenous group as defined by their country of origin and has at least (minimum) 51% controlling interest.

**Racial/Ethnic Minority Enterprise (REB):** a business owned, controlled and operated by anyone who is part of a racially and or ethnically identified minority group as defined by their country and of origin and has at least (minimum) 51% controlling interest.

**Women Business Enterprise (WBE):** a business owned, controlled and operated by a woman with at least (minimum) 51% interest.

**Lesbian, Gay, Bisexual, and/or Transgender owned business enterprise (LGBTBE):** a business owned and operated by a LGBT person or persons with at least (minimum) 51% interest.

**Disabled (DOB):** a person whose business is owned, controlled and operated by an individual with a disability or service disabled veteran with at least (minimum) 51% interest.