

CORPORATE RESPONSIBILITY AT THOMSON REUTERS

Thomson Reuters combines in-depth industry expertise with innovative technology to deliver critical information to professional decision makers around the world, powered by the world's most trusted news organization.

It is increasingly important to demonstrate to our key stakeholders that we conduct business in a responsible way. Corporate Responsibility (CR) at Thomson Reuters is about understanding and managing our relationships with stakeholders in four quadrants: the **marketplace** (our customers, suppliers and investors), our **workplace** (our employees), the **community** (the places and societies in which we operate), and the **environment**. Integral to the delivery of our policy is a robust governance and communications strategy.

Our CR Policy commits us to our underlying responsibilities in these areas while emphasizing that our Trust Principles and core values underpin our long term sustainability and continued business success.

Our company has pledged to uphold the Reuters Trust Principles and to preserve its integrity, independence and freedom from bias in the gathering and dissemination of information and news. We know our customers around the world depend on Thomson Reuters to provide them with reliable and objective news and information. This means that we have a special need to safeguard our independence and integrity and to avoid any form of bias.

A full list of the Reuters Trust Principles and the Reuters Founder Share Company can be read [here](#).

Our Corporate Values are:

- Customers are the heart of everything
- Business is global
- People make the difference

- Performance matters.

We are developing desired behaviors that will align our professional conduct to these values.

These same values and behaviors define our approach to our corporate responsibility strategy as we deliver showcase programs and initiatives which demonstrate best practice, while working on policies which embed CR principles into our business-as-usual processes.

Our Priorities

Corporate Responsibility is about understanding how a business' operations impact its economic bottom line, its relationship with communities and society at large, and its relationship with the natural environment – while identifying ways by which it can continually focus on the needs and priorities of its key stakeholders, to maximize the benefits of responsible business practice and minimize its negative impacts.

By articulating our focus areas in this policy we set out to describe how our business can respond to global standards in a relevant way. We recognize that these may evolve over time and thus this policy will be updated from time to time.

As we integrate the Thomson and Reuters businesses we address specific areas which underpin our CR behaviours. Implementation plans for these programs and measurement of objectives will be described elsewhere in relevant strategy documents for each program as appropriate.

This Policy sets out our commitments and will provide a framework for our continuous CR behaviors. Against each commitment we will attribute an owner and a performance target – whether to attain legislative requirements, to attain a specific quantitative target, or to aspire to a leadership position. Such targets will be reviewed annually and assessed against the performance of a selection of international businesses deemed relevant to Thomson Reuters.

I. Code of Business Conduct and Ethics

- Thomson Reuters has a [Code of Business Conduct and Ethics](#). Reflecting our ethical values as a corporation and our approach to doing business, the Code contains important company policies while providing examples of what the policies mean, when to ask questions, where to go for help, and why ethical conduct is so important to us. The Board, through the Corporate Governance Committee, will be updated annually regarding performance in meeting the Code and its associated policies.

- Thomson Reuters requires that employees at all times conduct themselves in a professional manner in compliance with the different laws, rules and standards of conduct that apply to them in relevant countries. The code applies to all directors, officers and employees of Thomson Reuters and its subsidiaries.
- All staff will be required to submit an acknowledgement that they have received and read a copy of the Code and understand their obligations to comply with the principles and policies outlined in the document.
- In an effort to further promote a culture of ethical business conduct throughout Thomson Reuters employees will be required to take a mandatory online training course related to the Code except where prohibited by law or collective bargaining agreements.

II. **Diversity**

- We will set it as a priority to publish, review and measure our performance, delivered as part of a global diversity program.
- Our people reflect the diversity of many cultures and perspectives. We are defined by the unique talents and insights of our employees who work collaboratively to provide intelligent, integrated information and systems. Moreover, we believe that diversity is a core business driver of the growth we seek in business. In order to give focus to our diversity efforts we will review, measure and publish our performance against our diversity agenda therefore delivering a culture that values difference, open discussion and candid feedback.

III. **Community Impact**

- We will deliver a robust program of community and societal support including elements such as a time off to volunteer and grant giving programs.
- Working in partnership with community organizations and charities, we know that our people can provide valuable support by committing time, expertise, skills and resources in the communities in which we operate, which can at the same time build their own skills and awareness of social issues. We are committed to using our specialized knowledge, information, technology and resources to develop robust programs to help individuals, families and communities reach their full potential.
- We will implement a variety of programs in accordance with our Community Support Policy which will incorporate the work of Thomson Reuters Foundation, our UK and US registered charity.

IV. **Responsible sourcing**

- The business conduct and ethical standards that guide Thomson Reuters reflect our values as a corporation and our approach to doing business. We expect Thomson Reuters suppliers to abide by and demonstrate commitment to comparable standards to Thomson Reuters.
- To strengthen this expectation we have implemented a program requiring our suppliers to make a contractual commitment to comply with the Thomson Reuters supply chain ethical code or their own equivalent code. We will continue to monitor the effectiveness of this program.

V. **Environment, Health and Safety**

- Thomson Reuters will operate in a way which minimizes any adverse impact of our operations, products and services on the environment, the public health and the occupational health and safety of our employees and visitors. We will publish, review and measure our performance against an Environmental and a Health & Safety (EHS) Policy
- We address our environmental responsibilities through the adoption of relevant policies, by the overwhelming digital nature of our products, the provision of environmental news, the reduction of our own use of resources, and the activities of our staff.
- Thomson Reuters will commit to the principles of sustainable development, including pollution prevention and will focus on continually improving in this area. As a minimum, we will remain in full compliance with all applicable laws and regulations.
- The Board, through the Corporate Governance Committee, will be updated annually regarding performance in meeting the policies.

VI. **Our Clients**

- We will ensure that customers will be the heart of our thinking, providing innovative solutions to their business needs and recognizing our obligations in maintaining customer relationships including data privacy
- Thomson Reuters is committed to the provision of accurate information. Further, confidential information, including customer data, must be safeguarded at all times. Our Code of Business Conduct and Ethics sets out how such information is safeguarded.

- We recognize the importance of engaging with our customers and will establish programs through which customers can engage in an open environment, and from which we can understand their needs.
- Our Front-End Customer Strategy will provide us with a disciplined approach to knowing our customers better, to gather customer insights and to apply that knowledge to drive growth and improve business performance.

Governance Structure

We will operate to a formal CR Governance Board which will help us to deliver against the above focus areas by issuing corporate policies in partnership with the relevant business function and by directing communication to staff.

The CR Governance Board will undertake an annual risk and opportunity assessment exercise so that they may assign ownership of identified issues to its members or to designated owners from within the Thomson Reuters business. This assessment will focus on identifying financial, legal, environmental and societal risks across the four corporate responsibility quadrants – marketplace, workplace, community and environment.

The outcome of each CR Governance Board meeting and the annual assessment exercise will be fed upwards to the Thomson Reuters Executive Committee and to the Board by the Executive Sponsor of the CR Policy. The Executive Sponsor is a member of the Thomson Reuters Executive Committee designated by the CEO.

The CR Policy itself will be the subject of an annual review by the CR Governance Board with amendments endorsed by the Thomson Reuters Executive Committee.

Details of the CR Governance Board will be published externally including the membership, specific areas of responsibility for each member, scheduled meeting dates and significant outcomes from each meeting.

Reporting and external recognition

CR performance will be reported externally through our CR website and within relevant sections of our Annual Report and Accounts. We will report internally through a variety of media including intranet and staff briefings.

Our reporting will share relevant information about performance for each objective, indicating recent initiatives and successful outcomes or the factors that caused us to fall short and other key issues that were faced during the year.

External reporting will be quantitative where possible, providing performance targets, year on year comparisons and benchmarking. We are not currently planning to report according to global standards such as the Global Reporting

Initiative, but will adopt a number of Key Performance Indicators relevant to our business sector.

Footnote: The above are all subject to local legislation, data protection requirements and any local collective bargaining agreements in place.