

# SOCIAL IMPACT REPORT 2019



## CEO Letter: Standing Still Is Not an Option

In my first year as president and CEO of Thomson Reuters, it is my pleasure to share our Social Impact results from 2019.

### Strengthening Societies

Our business strengthens the foundations of societies worldwide – providing information, expertise and insight that people can trust. That's why, when the seams that keep society together are at risk of fraying, we are redoubling the focus of our social impact work on driving access to justice and transparency, ideas that our customers fight for daily.

Many people know us for Reuters - the world's most global and most trusted news organization. In a world of collapsing trust, fast, accurate, unbiased journalism is vital. We thank our journalists for their service just as we thank frontline workers for all they are doing during the COVID-19 pandemic.

Our journalism informs and empowers people around the world and serves to fight the growing specter of misinformation. That principle is just as true for our legal, tax, government and print businesses, which help to create the backbone of legal and tax systems, supporting fair outcomes and providing greater transparency into global supply chains. This all strengthens ideas and institutions that help societies function.

The resilience of our planet is no less important. In 2019, we achieved full carbon neutrality while engaging thousands of our employees in sustainability efforts around the globe. This year, we choose not to stand still. We will source

renewable energy for 100% of our global energy needs and have set science-based carbon reduction targets, aligning with the 1.5 degree pathway.

### Our People First

The greatest strength of our company is our people. Diverse and inclusive workforces drive innovation and connect communities. In 2019, Thomson Reuters achieved 100% on the Human Rights Campaign Foundation's Corporate Equality Index for the 8th year in a row. We are grateful for the recognition, but the work does not stop there. Volunteerism continues to be a hallmark of our employee culture. Our people showed huge passion for their communities, investing over 116,000 volunteer hours this past year.

I must also commend the work of the Thomson Reuters Foundation, an independent nonprofit focused on media freedom, inclusive economies and human rights. Its work continues to inspire and change lives.

Whether you work for Thomson Reuters, know us as a partner or you're thinking of joining us, we thank you for reading this short report, which reflects the work of many thousands of people worldwide.

*Steve*

Steve Hasker  
President and Chief Executive Officer  
Thomson Reuters

## Our Values

### Trust

We act with integrity and independence by holding ourselves and each other accountable, ethical, and reliable in all that we do.



### Innovation

We innovate to serve our customers, drive growth and win in dynamic business environments.



### Partnership

We work together, with each other, with our customers, and with industry partners to deliver superior results and experiences.



### Performance

We deliver results and we excel at work that positively affects the world. We are proud to be a business that is built on responsible values.



### ABOUT THIS SUMMARY

This summary and [linked datasheet](#) contain key statistics and updates on our social impact initiatives in 2019. To learn more, visit [thomsonreuters.com](http://thomsonreuters.com) or contact us at [impactinstitute@tr.com](mailto:impactinstitute@tr.com). We look forward to hearing from you.

2019  
AT-A-GLANCE

**\$38m**

Generated the equivalent of \$38m in free legal assistance to non-profit organizations around the world through our foundation's TrustLaw service

**116,000**

116,000 volunteer hours logged by employees

**100%**

100% score Human Rights Campaign's Corporate Equality Index and Disability Equality Index by Disability:IN

**↓ 6.2% CO<sub>2</sub>e**

6.2% decline in emissions from 2018

**SOCIAL IMPACT REPORT 2019**

**Access to Justice and Transparency Are at the Heart of Everything We Do**

We work to create the necessary foundations for access to justice and transparency in everything we do. We partner with our employees, customers and communities to create opportunities for innovation, community impact and sustainable corporate citizenship.

In 2019, we launched a suite of innovative programs for our employees, the Thomson Reuters Foundation and our partners. We examined the legal sector's capacities and duties in promoting peace, justice and strong institutions while bringing our customers and partners to the table with the United Nations Global Compact and the Thomson Reuters Foundation TrustLaw

group. We also brought media literacy and press freedom front and center through partnerships with the National Association for Media Literacy Educators and the Reporter's Committee for Freedom of the Press, which built on the strong work of the Reuters news team in stemming the flow of misinformation worldwide through accurate, objective journalism and fact-checking. Lastly, we continue to partner with our customers, employees and product teams to examine how we can continue to strengthen the foundations of justice and transparency through our knowledge, skills and expertise.



REUTERS/Daniel LeClair

**PROVIDING A SAFE PASSAGE**

With over 1,000 legal professionals employed at Thomson Reuters, we are uniquely positioned to impact our local and global communities through pro bono work. In 2019, our NYC team partnered with the Safe Passage Project, which provides free legal services to immigrant and refugee children. Our team worked with a Guatemalan child who was detained after escaping a dangerous life in her home country. The team secured her status as a Special Immigrant Juvenile and she now attends high school with friends and has a safe place to live. This is one of many examples of our long-standing commitment to supporting our communities through pro bono efforts - it is part of our culture and who we are as lawyers and people.



REUTERS/Nacho Doce

**PROMOTING PEACE, JUSTICE AND STRONG INSTITUTIONS**

In September 2019, we partnered with the United Nations Global Compact (UNGC) and our Foundation's TrustLaw team to host an interactive workshop with experts across the legal community supporting efforts to integrate Sustainable Development Goal (SDG) 16 – Peace, Justice, and Strong Institutions, into corporate DNA. Our focus was on pro bono efforts aimed at ending abuse, exploitation and trafficking, and ensuring access to information and freedom of the press. The result was progress in the research being done at the UNGC and the development of multiple ongoing projects for TrustLaw and nonprofit partners promoting further legal research.



REUTERS/Damir Sagolj

**COMBATING MISINFORMATION**

We work each day to inform and empower people around the world, identifying key areas of opportunity to combat misinformation and help protect the rights of our journalists. In 2019 we partnered with the National Association of Media Literacy (NAMLE) to celebrate Media Literacy weeks in both Canada and the United States. These events brought journalists, educators and students together to discuss the changing news landscape and the critical skills needed to decipher fact from opinion. We are proud to support the next generation in developing their capacities to become civically engaged and media savvy as part of our support of journalism's sustainable future.

**SOCIAL IMPACT REPORT 2019**

**Path to a Sustainable Future**

**Carbon Footprint**

We are proud to have achieved full carbon neutrality in 2019, while engaging employees in sustainability discussions around the globe.

**Science Based Targets and Renewable Energy**

This year, we plan to source renewable energy for 100% of our global energy needs and we are setting science-based carbon reduction targets which will be audited externally to ensure international standards are being met.

**Our Ongoing Commitments**

We are committed to ongoing measurement and management of our own emissions and environmental impacts and we continue to identify ways to further assess, monitor and improve our approach.

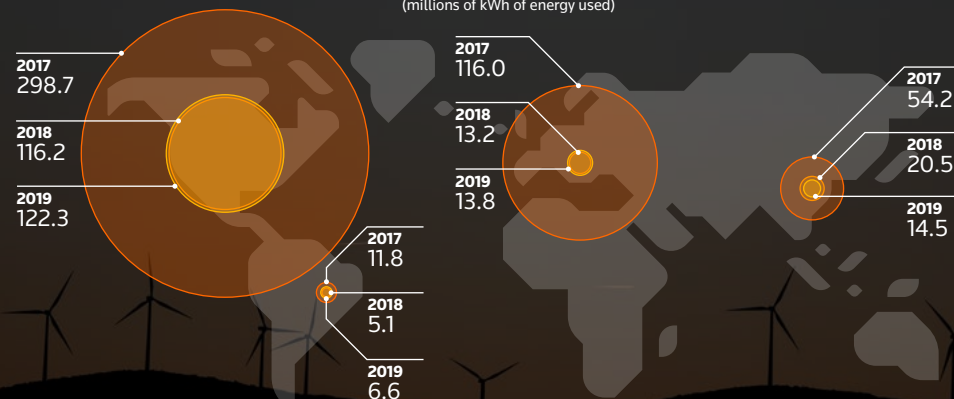


**We are focused on continually lowering our carbon emissions...**

In 2019 we announced 3 major sustainability targets:

- Carbon Neutrality for 2019 and beyond;
- 100% Renewable Electricity Sourcing in 2020 and beyond; and
- Setting science-based targets in line with global international standards

**HISTORICAL ENERGY USAGE BY REGION**  
 (millions of kWh of energy used)



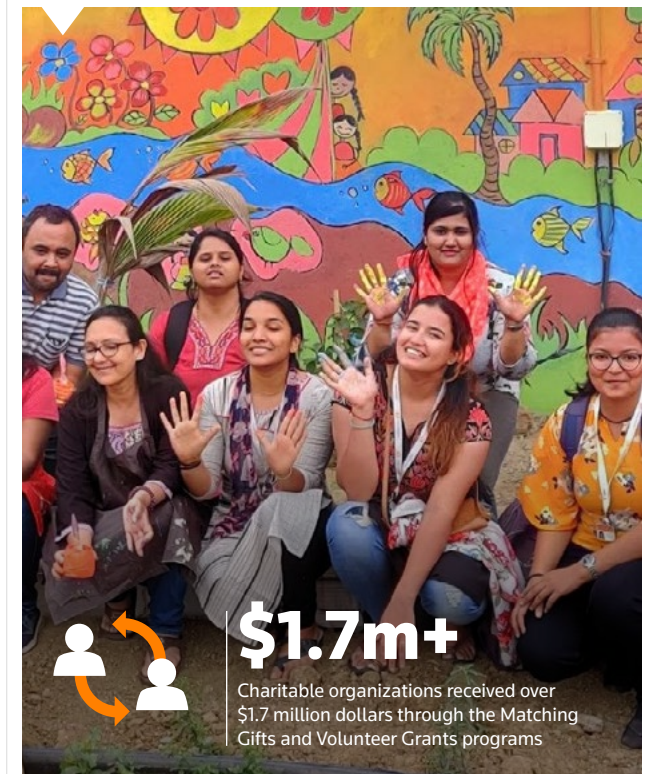
**Focus on Community**

**Volunteering**

Our employees continued to surpass expectations and logged over 116,000 volunteer hours in 2019. Our Global Volunteer Network offered a variety of programs focused on quarterly UNGC Sustainable Development Goals and our Legal Pro Bono volunteer program was expanded to a global presence.

**Charitable Contributions**


Employees engaged in Hour Power programs spending an hour with office colleagues to make a difference in the lives of others and participated in our Community Champion program having their group volunteer efforts rewarded with charitable grants. We matched employees donations via our Matching Gifts program and rewarded their volunteer efforts through our Volunteer Grants program.




**\$1.7m+**  
 Charitable organizations received over \$1.7 million dollars through the Matching Gifts and Volunteer Grants programs

Employees in Vadodara, India working with a local children's shelter.

**SOCIAL IMPACT REPORT 2019**



**43%**  
 Women represented  
 43% of our management  
 positions in 2019



**Diversity & Inclusion**

Diversity connects us to our customers and communities. Our focus is on three strategic pillars – inclusive workplace, diverse talent and customers and brand. In 2019, we heightened our efforts to develop, mentor and advance women for leadership positions. In 2019, women represented 43% of management positions and 34% of our senior leadership positions, just below our goal of 40% by the end of 2020.

We received various awards and recognitions including 100% scores on both the Human Rights Campaign Foundation's Corporate Equality Index and Disability Equality Index by Disability:IN; a third place ranking in the Top 50 Inclusive Companies in the UK and a fifth place ranking for Top Employers for LGBT+ Inclusion in Hong Kong by the Hong Kong LGBT+ Inclusion Index.

**Governance & Transparency**

The Thomson Reuters Trust Principles guide our company and are the foundation for everything we do. Our Supply Chain Ethical Code is designed to ensure that our suppliers and vendors meet standards that reflect anti-bribery, anti-corruption legislation and other standards of conduct. We are proud signatories to the UN Global Compact and our commitment to the Ten Principles as underpinned by our Code of Business Conduct and Ethics.

**Sustainable Development Goals**

Thomson Reuters works actively towards the 17 Sustainable Development Goals, with a concentration on goals 1, 2, 4, 5, 12, 13, and a strong focus on SDG 16: promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels.

**Our Reporting**

This summary is part of transparency disclosures. You can find more here:

**Thomson Reuters Foundation**

The Thomson Reuters Foundation works to advance media freedom, foster more inclusive economies, and promote human rights. Through news, media development, free legal assistance and convening initiatives, the Foundation combines its unique services to drive systemic change. Its mission is to inspire collective leadership, empowering people to shape free, fair and informed societies. Additional information on the Foundation can be found at [www.trust.org](http://www.trust.org).

