

# CORPORATE RESPONSIBILITY & INCLUSION POLICY

Thomson Reuters has a combined commitment to corporate responsibility, diversity and inclusion and sustainability. Our Corporate Responsibility & Inclusion policy outlines our activities and strategic focus areas for our people, our markets and our world.

At Thomson Reuters we are supporting enhanced engagement in this agenda which leads to innovation, productivity and performance for our business. As a responsible business we aspire to:

- Drive trust, innovation, performance and partnership and support our business strategy
- Attract and retain diverse talent
- Partner with key stakeholders to effectively respond to business growth and changing markets
- Collaborate with our people and our partners to support the communities in which we work

We are delivering programs and activities across the following stakeholder groups. Owned by the Corporate Responsibility & Inclusion function and delivered across our global business.

**Our People:** Build an inclusive and diverse workplace where employees reach their full potential at work and in our communities. Enabling and strengthening our business' core through engagement and enhanced innovative capital.

**Our Markets:** Leverage our products and services, create strategic partnerships and enhance our customers' own agendas around sustainability, ethical trading and supply chains – improving our go-to-market capabilities.

**Our World:** Leverage the talent of our people and the power of our business knowledge to support the communities in which we operate - improving our go-to-market capabilities and supporting acceleration in high growth markets.

Our company has pledged to uphold the [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.

Additionally, we ask all employees to adhere to the [Code of Business Conduct & Ethics](#) which reflects our ethical values and approach to doing business.

Our Corporate Responsibility & Inclusion 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. We report on our progress in these areas and more in our annual [Corporate Responsibility & Inclusion Report](#).



## GOVERNANCE

The Thomson Reuters Corporate Responsibility & Inclusion policy is owned by the Corporate Responsibility & Inclusion function, with oversight from the Corporate Responsibility & Inclusion Taskforce. All amends and updates are to be approved by this group of individuals.

## ADDITIONAL POLICIES

The following policies and guidelines support the work of the Corporate Responsibility & Inclusion function:

- [Volunteering Policy](#)
- [Matching Gifts Policy](#)
- [Dollars for Doers Policy](#)
- [Supply Chain Ethical Code](#)
- [Environment, Health & Safety Policy](#)

The company will not support employee efforts for organizations that discriminate; organizations, private foundations, or programs that fund terrorist groups or activities; political causes, candidates, organizations or campaigns; or religious organizations for denominational or religious purposes. The company reserves the right also to withhold support for other charities or for particular campaigns that it deems violates the spirit of any of the above exclusions.

Thomson Reuters is committed to a workforce free of harassment and unlawful discrimination. We do not engage in discrimination in hiring and employment practices, such as compensation, access to training, promotion, termination or retirement based on race, color, religion, age, sex, gender, pregnancy, marital status, sexual orientation, gender identity and expression, national origin, citizenship status, disability, veteran status or any other classification protected by applicable laws or regulations.

Employees must adhere to our core values and Trust Principles which define our corporate commitment to the communities in which we live and work.

**This policy applies to all Thomson Reuters offices and regular employees across the globe and will be reviewed and revised as required.**

