

# Social Impact Policy

# SOCIAL IMPACT POLICY

At Thomson Reuters, access to justice and transparency are at the heart of everything we do. We help to create the backbone of legal and tax systems, providing accurate information that supports objective and fair outcomes. We are a free press that seeks to inform and empower people around the world, sharing our skills and knowledge to support journalism's sustainable future. We partner with our employees, customers, and trusted partners to create opportunities for innovation, community investment, volunteer impact, and sustainable corporate citizenship.

Our Social Impact 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 Social Impact and Diversity and Inclusion function and delivered across our global business.

## Our People

We believe strength is derived from the talents, ideas, and experiences of our people. We know that an inclusive workplace where all employees are valued and have the opportunity to reach their full potential is also a successful one. Providing our employees with tools and support to give back to causes important to them is a core belief.

## Our Markets

We help create the backbone of legal and tax systems, providing accurate information that supports objective and fair outcomes. We are a free press that seeks to inform and empower people around the world, sharing our skills and knowledge to support journalism's sustainable future. Through our products and services, we can help customers transform lives and communities, and by building strategic partnerships we promote sustainable and responsible business practices.

## Our World

We 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 Social Impact 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 Social Impact Report.

## GOVERNANCE

The Thomson Reuters Social Impact policy is owned by the Social Impact Institute and Diversity and Inclusion functions. All amendments and updates are overseen by this group of individuals.

## ADDITIONAL POLICIES

The following policies and guidelines support the work of the Social Impact Institute and Diversity and Inclusion functions:

- Volunteering Policy
- Matching Gifts Policy
- Volunteer Grants Policy
- Supply Chain Ethical Code
- Environment, Health & Safety Policy
- Diversity and Inclusion Policy
- Trust Principles

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.

## CONTACTS:

For program questions, please contact [Sheila Snapp](#) or [Kim Greene](#)

**THIS POLICY APPLIES TO ALL THOMSON REUTERS OFFICES AND REGULAR EMPLOYEES ACROSS THE GLOBE AND WILL BE REVIEWED AND REVISED AS REQUIRED.**