

# Social Impact 2018

## About this summary

Here you will find key statistics and updates on our core social impact initiatives in 2018. We hope the condensed format helps you quickly navigate a wide variety of initiatives while learning more about our areas of focus in the future. To learn more, visit [thomsonreuters.com](http://thomsonreuters.com) or contact us directly at [impactinstitute@tr.com](mailto:impactinstitute@tr.com). We look forward to hearing from you.

### 2018 At A Glance

## 120,000

legal professionals have provided pro bono support to over 4,700 projects worldwide since 2010 through Trustlaw

## 100%

score on Human Rights Campaign's Corporate Equality Index

## 136,000

volunteer hours logged by employees

## 30%

decline in year-over-year GHG emissions per 1,000 sq. ft.

## 53%/47%

male-female employee ratio



## Welcome

I am pleased to share our social impact overview for 2018 covering some of the impact that we've collectively made through our efforts here at Thomson Reuters.

As you will see, we have continued to focus on our core social impact areas of community investment, diversity & inclusion and sustainability, where we have made great strides towards our goals.

### Driving Change

As a part of our efforts to be bolder and more agile in all we do, we took a fresh look at the ways that Thomson Reuters can foster a more equitable world. Our corporate transformation in 2018 provided a unique opportunity to focus our corporate citizenship efforts and align our business strengths to maximize our global impact.

As a company, 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.

### Justice and Transparency are in our DNA

Every day around the world, there are affronts to the rule of law and freedom of the press. We are proud to work to counter these forces in a collective pursuit of justice and transparency, and we are committed to strengthening these efforts in the years to come.

To date, we have established strong relationships with national organizations for missing and exploited children to uncover victims of kidnapping, exploitation, and human trafficking. We partner with government agencies to provide greater transparency into global supply chains that use slave labor. And we work with organizations worldwide to spread training in media literacy and coding to create more empowered citizens around the globe. In addition, through the work of the Thomson Reuters Foundation, we have created the world's largest broker of free legal services to NGOs, Trustlaw, providing legal assistance to organizations around the world.

We look forward to reporting robustly on our refocused commitment to the principles that are deeply embedded in our DNA — and strengthening their connection to the work of our customers, our employees, and the issues that matter most in the communities where we work and live.

Thank you for joining us in these efforts.

Jim Smith  
President and Chief Executive Officer  
Thomson Reuters



## Governance and 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.

With products supporting the backbone of legal and tax systems worldwide, we work in strong support of SDG 16: Peace, Justice, and Strong Institutions. In addition, in 2018 our employee networks engaged in quarterly SDG focus campaigns supporting SDGs 1, 2, 4, and 13, and our commitment to SDGs 5, 12, and 13 continued to drive improvements in gender equality and our carbon footprint. Additional alignments between SDGs and our work can be seen in the linked datasheet and in our markets overview at [thomsonreuters.com](http://thomsonreuters.com)

## SUSTAINABLE DEVELOPMENT GOALS

### Our focus areas



## Volunteering and Charitable Contributions



Our Matching Gifts and Volunteer Grants programs continue to be cornerstones of our community investment efforts. In 2018, our employees committed over 130,000 volunteer hours to the communities in which we live and operate, even as the company's size changed dramatically.

### Volunteering Hours

**Target:** 185,000 volunteer hours

**Actual:** 136,000 volunteer hours

### Charitable Contributions

**Grants Target:** 10% increase in program engagement (1,600 employees)

**Grants Actual:** 32% increase in program engagement (1,900 employees)

## Diversity and Inclusion



We are committed to fostering a diverse, inclusive workplace. In 2018, we were proud to score 100% for the seventh consecutive year in the Human Rights Campaign Foundation's Corporate Equality Index, and to be named in the top 50 inclusive businesses across Britain for the third consecutive year, among other international awards.

### Senior Executive

**Target Ratio Male/Female:**  
60%/40%

**Actual Ratio Male/Female:**  
64%/36%

### Diverse Candidate Talent

**Slates Target:**  
80% diverse candidate slates

**Slates Actual:**  
84% diverse candidate slates

**Target:** 30% conversion to diverse appointments

**Actual:** 55% conversion to diverse appointments

## Sustainability



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 carbon footprint. In 2018, we analyzed the impacts of corporate changes in locations and resource use to pave the way for more robust targets that will build on our carbon commitment in the years to come.

**Total CO<sub>2</sub> Emissions Target (tonnes):**  
297,616

**Total CO<sub>2</sub> Emissions Actual (tonnes):**  
126,070

### Reporting and Thought Leadership

Our research and reporting brought the latest news, insights and reports on sustainable development, and highlighted the responsibility of all stakeholders in supporting global sustainability targets through innovations and embedded business practices.



## Performance data

Metric	2018	2017	2016
1 Revenue (millions of \$)	\$ 5,501	\$ 11,333	\$ 11,166
2 Basic Earnings Per Share	\$ 5.91*	\$ 1.94	\$ 4.14
3 Total Employees	25,800	46,100	45,700
4 Total CO <sub>2</sub> Emissions (tonnes)	126,000	300,000	411,000
– Scope 1	6,300	7,000	6,500
– Scope 2	96,000	256,000	352,000
– Scope 3	24,000	37,000	51,000
5 Total Miles Traveled (thousands)	109,300	179,500	166,900
6 New Hires (Male/Female)	54%/46%	53%/47%	55%/45%
7 Director/VP (Male/Female)	64%/36%	68%/32%	68%/32%
8 Managers (Male/Female)	60%/40%	61%/39%	61%/39%
9 Training Hours Per Employee	19.4	61.0	54.2
10 Matching Gifts	\$1,071,000	\$1,639,000	\$1,965,000
11 Volunteer Grants	\$1,579,000	\$1,019,000	\$ 614,000

\*Includes discontinued operations

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are in our DNA.**



### Thomson Reuters Foundation

The Foundation is the philanthropic arm of Thomson Reuters, registered as an independent charity in Britain and in the United States. We leverage the expertise, reach and reputation of Thomson Reuters to run programs that promote the highest standards in journalism and spread the practice of legal pro bono to advance human rights across the globe. Our aim is to inform, connect and empower people to drive socio-economic progress around the world.

**We hope our new approach gives you the information you need.**

We'd love to hear your feedback at [impactinstitute@tr.com](mailto:impactinstitute@tr.com)



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