

## **The Women in Finance Charter**

Thomson Reuters is determined to become the premier company for women in the information services industry. While diversity in all its forms is something we champion, fostering gender inclusiveness, and making sure that women are equally championed and promoted as partners in the success, achievement and profitability of our business, is an integral part of our goal.

We have taken proactive steps to increase the number of women in leadership roles across the company and our progress is evident. In 2012, we established a dedicated global Diversity and Inclusion Center of Excellence and an executive-level Women's Advisory Task Force. The Task Force was given the overarching brief to ensure female leadership development and the advancement of women to senior positions in our company. The most senior leaders in the company are focused on this goal—the Task Force is co-chaired by our Chief Executive and Chief People Officer, with remaining members being other senior executives from across the organization.

Through the Task Force, we have kicked off a number of specific development initiatives, including:

- Leadership Program for Women
- Career Sponsorship Program for Women
- Emerging Women in Leadership Program
- Leadership Program for female technologists

In addition to specific development programs, we are focusing on continuing to foster an inclusive culture in which women, and all of our employees can reach their full potential. We have launched a Management Training Program for our people managers, trained managers on the topic of unconscious bias, and have launched an interactive learning portal on topics of diversity and inclusion. As another part of our inclusive culture work we have made updates to our policies and benefits to ensure better usage of our flex policies, extend parental leave in some countries and develop additional resources around health and well-being.

## **Accountability**

We know that success extends far beyond just the quantitative metrics, it's about creating an environment, a culture, which attracts and retains the best people because it offers them the opportunity to succeed and to excel, it's about an open and inclusive culture that drives better performance. As part of these efforts we introduced a People Goal for all managers to ensure that our managers are building an inclusive culture and championing diversity. One component of our managers' people goal is ensuring diverse candidates slates, inclusive of women, for all roles and using diverse interview panels in selection.

We also want to ensure that all of these efforts are having a positive impact, so we are pleased to provide transparency on our quantitative metrics as well. Since the Women's Advisory Task Force launched, we have seen an increase of our female senior executives globally from 25% to 29% (2012 – 2015). The promotion rate of women into the executive population has increased from 23 per cent to 36 per cent over the last three years, and the hiring of women at vice president and director levels has increased from 25% to 40% since 2013. Additionally our Task Force meets regularly to review data about our programs and initiatives to ensure that we are making progress.



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### Women in Finance Charter

Now in partnership with the Women in Finance Charter, we have set specific targets for our UK population with an aim of reaching and sustaining at least 30 percent females at the senior executive level by 2020. We know that we are trending in the right direction, with 28.3 percent female senior executives (2015) and 28.8% percent female executives (Oct 2016) and need to ensure that we are making sustainable progress.

