



REUTERS/LEONHARD FOEGER

THE POWER OF US

Our diversity and inclusion commitment

The intelligence, technology and human expertise
you need to find trusted answers.



We foster an inclusive workplace...

...where all employees are valued and have the opportunity to reach their full potential.

We embrace diversity of thought, style, experience, culture, race, color, gender, national origin, religion, gender identity and expression, sexual orientation, disability, age, marital status, citizen status, and veteran status to drive innovation and deliver competitive advantage.

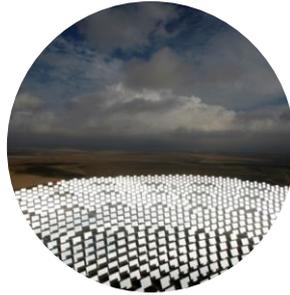
Diversity and Inclusion: A Business Imperative



Competitive advantage

Collaboration generates ideas that result in business opportunities.

The evidence is compelling: Diverse companies with a culture of inclusion outperform their competitors.



Sustainable innovation

Innovation is driven by human ingenuity and our diverse employees have the wide-ranging skills, knowledge and experience to attract new customers and find new markets.

Our workplace is inclusive and recognizes that ideas can come from anyone, anywhere, at any time.



Brand equity

The world is evolving quickly and the need for intelligent information is greater than ever.

As a leader in the global knowledge economy, we must leverage the diversity of the evolving global talent pool to address complex challenges for our customers.



“As an organization with diverse businesses competing in the global marketplace, we need the best ideas and most innovative approaches in order to solve our customers’ problems.

By drawing on diverse talent, building an environment focused on performance, and driving innovation through collaboration and inclusion, we will succeed.”

– JIM SMITH, CEO

Thomson Reuters



Proven External Business Results

Gender diversity accounted for an increase of **\$599.1 million in sales revenue** on average.¹

Inclusion is a key driver of engagement and companies with the most engaged employees outperform others by **19% in annual operating income and 28% in earnings per share.**²

Companies with the highest rate of racial diversity brought in nearly **15 times more sales revenue** on average than those with the lowest levels.⁶

Diversity can increase economic performance by as much as **2.2 times for profitability** and 2 times stock valuation.³

Companies that are seen to embrace diversity and inclusion have **higher customer loyalty.**⁵

Companies ranking in the top quartile of executive-board diversity outperform the bottom quartile by more than **53% in return on equity.**⁴



“Diversity is a business issue and is critical to our continued success, and our ability to remain leaders in our industry globally..”

– **DEIRDRE STANLEY, EXECUTIVE VICE PRESIDENT AND GENERAL COUNSEL, THOMSON REUTERS**



“To compete on a global scale, it is critical that a business embrace diversity in all its iterations. Our customers come to us with a multitude of viewpoints and experiences, and as business leaders we need to be able to respond and engage accordingly.”

– **BRIAN PECCARELLI, PRESIDENT, TAX & ACCOUNTING, THOMSON REUTERS**



“We are living and operating in a very complicated, dynamic, fast moving world. Regardless of industry, the only way that you can deal with these competitive conditions is to have as diverse a team as possible.”

– **SUSAN TAYLOR MARTIN, PRESIDENT, LEGAL BUSINESS, THOMSON REUTERS**



“Cultivating an inclusive work environment helps us attract and retain diverse talent with wide-ranging skills and industry expertise who collaborate to provide the most innovative solutions for our clients.”

– **PETER WARWICK, CHIEF PEOPLE OFFICER, THOMSON REUTERS**

2017 Strategy

INCLUSIVE WORKPLACE

Create a workplace in which *everyone* is valued and has an opportunity to reach their full potential

- Continue to embed diversity & inclusion into all organizational processes and partner with HR, benefits & policy to champion inclusive benefits around the globe
- Expand reach of unconscious bias training
- Improve awareness and accommodations to support our employees diversity of faith
- Continually improve workplace accessibility for people with disabilities in all locations globally
- Assist business resource groups in delivering against their strategic objectives and provide operational support

DIVERSE TALENT

Establish programs and processes that systematically attract, develop and accelerate the careers of all top talent

- Drive accountability on diverse representation through clear metrics and increased partnership with our BUs
- Continue to track diversity across talent processes, including diverse candidate slates and review progress annually
- Continue manager training around diverse interview panels, diverse candidate slates
- Provide support of the Women's Advisory Taskforce initiatives and Black Talent Taskforce
- Increase pipeline of diverse talent through the Impact and Influence and our Career Sponsorship Program

BUSINESS DEVELOPMENT

Position Thomson Reuters as a great company and enhance our partnerships with clients

- Showcase our thought leadership to diverse communities through conferences and research
- Improve brand recognition through awards, recognition
- Connect with clients on our D&I best practices, including the 2017 Top 100 in the D&I Index
- Continue strong partnership with Sourcing around Supplier Diversity Initiatives
- Ensure client-facing staff understand and leverage the business value of D&I

Business Resource Groups at Thomson Reuters



ASIAN AFFINITY
NETWORK



BLACK EMPLOYEE
NETWORK



DISABILITY EMPLOYEE
NETWORK



LATINO EMPLOYEE
NETWORK



PRIDE AT WORK



VETERANS NETWORK



WOMEN@
THOMSONREUTERS



EARLY CAREERS
NETWORK

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