



PARTNERING FOR IMPACT.

CORPORATE RESPONSIBILITY
& INCLUSION REPORT 2016



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About this report

This is our **sixth annual report** on matters of **Corporate Responsibility & Inclusion**. It provides information and performance data across our global operations for the **reporting period January to December 2016**.

We welcome your views on all aspects of the report.
Please send your feedback to rachel.moseley@thomsonreuters.com
You can view this report online at thomsonreuters.com/cri
and read the 2016 Thomson Reuters Annual Report at annual-report.thomsonreuters.com.

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Our Business at a Glance

Thomson Reuters is the world's leading source of news and information for professional markets. Our customers rely on us to deliver the intelligence, technology and expertise they need to find trusted answers. The business has operated in more than 100 countries for more than 100 years. We are a Canadian company with shares listed on the Toronto Stock Exchange and New York Stock Exchange (symbol: TRI). Our website is [thomsonreuters.com](https://www.thomsonreuters.com)

We are organized in three business units supported by a corporate center:



Financial & Risk

A leading provider of critical news, information and analytics, enabling transactions and connecting communities of trading, investment, financial and corporate professionals.

Financial & Risk also provides leading regulatory and operational risk management solutions.



Legal

A leading provider of critical online and print information, decision tools, software and services that support legal, investigation, business and government professionals around the world.



Tax & Accounting

A leading provider of integrated tax compliance and accounting information, software and services for professionals in accounting firms, corporations, law firms and government.

We also operate:

- **Reuters**, a leading provider of real-time, high-impact, multimedia news and information services to newspapers, television and cable networks, radio stations and websites around the globe.
- **A Global Growth Organization (GGO)** that works across our business units to combine our global capabilities and expand our local presence and development in countries and regions where we believe the greatest growth opportunities exist. GGO supports our businesses in Latin America, China, India, the Middle East, Africa, the Association of Southeast Asian Nations, North Asia, Russia and countries comprising the Commonwealth of Independent States and Turkey.
- **An Enterprise Technology & Operations (ET&O)** group, which was created in January 2016, drives the transformation of our company into a more integrated enterprise by unifying infrastructure across our organization, including technology platforms, data centers, real estate, products and services.

Executive Introduction

Welcome to our annual Corporate Responsibility & Inclusion report, highlighting our progress and commitments to sustainability, diversity, inclusion and community investment across our global business operations. Together with our customers, community partners and policy leaders we are amplifying our impact like never before.

To do business in the future, we know that we do today matters. This past April, I was proud to include Thomson Reuters as a signatory to the United Nations Global Compact (UNGC), reinforcing the importance of sustainable and responsible business practices. Operating ethically and responsibly has always been core to who we are, and our membership with the UNGC furthers that commitment.

At a time when nationalism is on the rise globally and the echo chambers of social media are increasingly polarized, the value we place on the diversity and inclusion of people and thought is ever more important. Our Business Resource Groups (BRGs) continue to grow in membership and in impact, offering a space for open and inclusive discussion, and the development of new tools, policies and processes to ensure that all employees can bring their very best to work. In consultation with our BRGs, 2016 saw the launch of a leadership development program to support colleagues based on ethnic diversity, with aims to increase diverse representation at senior levels of the business.

Since what gets measured gets managed, transparency is central to our work. In last year's report, we were proud to publish for the first time statistics on women in leadership at Thomson Reuters. I'm pleased to report the positive trends continued in 2016, with females now representing 30 percent of our executive leadership. This year, we've committed to raising that number to 40 percent by 2020. And, more efficient business practices with the support of our Green Team networks helped us continue to reduce our carbon emissions in 2016, achieving a 30 percent reduction since 2011. These and more metrics outlining our progress can be found throughout this report.

We also brought more transparency on these issues to the marketplace with the launch of the Thomson Reuters Diversity & Inclusion Index which ranks the 100 most diverse and inclusive workplaces amongst publicly traded companies around the world. Our Greenhouse Gas Emissions reports highlighted emissions amongst the world's 500 largest businesses, complementing a number of areas of sustainability thought leadership which we produce with customers and trusted partners.

Our business does not operate in a vacuum. We rely on an extensive network of customers, partners and suppliers, all of whom impact the communities in which we live and work. Supporting these communities is foundational to our culture, and our business. In 2016, Thomson Reuters employees logged nearly 137,000 volunteer hours, a 16 percent increase over the prior year. Global Volunteer Networks supported key activities and campaigns, including World Food Day, Earth Day and Giving Tuesday.

2016 is a story of success for these and other programs, success which we share with our employees, customers and partners. And, we expect 2017 to deliver even more progress.

In more than 100 countries for more than 100 years, Thomson Reuters has helped society evolve and become more transparent. The world needs fair and open markets, resilient tax systems and confidence in the rule of law. That is why we believe what we do matters for the future.



A stylized, handwritten signature in white ink that reads "Jim".

Jim Smith

President & Chief Executive Officer,
Thomson Reuters

Our Approach

Corporate Responsibility & Inclusion (CR&I) is an integral part of the way we do business. Our combined approach encompasses diversity & inclusion, community investment and sustainability and seeks to empower sustainable growth for our people, our markets and our world. Working with partners to increase our social impact toward the 2030 sustainable development goals, brings many opportunities for Thomson Reuters as we provide professionals with the intelligence, technology and human expertise they need to find trusted answers.

We know that telling our story as a combined function is as important as our individual areas of focus. This combined approach enables us to identify opportunities. In 2017, our strategic approach also includes four cross-functional priorities: client & partner engagement, employee engagement, external recognition, and social impact around the **Sustainable Development Goals**.

Our CR&I function reports jointly to the Office of the CEO and our Chief People Officer. We receive additional support, expertise and representation from our Executive Committee through regional governance committees. Our strategic approach has been developed in consultation with these business leaders.

CORPORATE RESPONSIBILITY & INCLUSION

Diversity & inclusion	Community Investment	Sustainability
Diverse Talent Establish programs and processes that systematically attract, develop and accelerate the careers of all top talent	Volunteer Engagement Expand reach to support global community partners, leverage employee skills, strengthen corporate brand and reputation and provide larger social impact	Thought Leadership Increase sustainability best practices through our thought leadership, while deepening connections with our clients and partners
Inclusive Workplace Create a workplace in which everyone is valued and has an opportunity to reach their full potential	Charitable Contributions Financially support global community partners, expand employee engagement, strengthen corporate brand and reputation and provide larger social impact	Business Sustainability Identify opportunities to reduce our environmental impacts and increase our business efficiency
Client & Partner Engagement To bring deep connections and partnerships with clients, future clients, peers and strategic stakeholders. We want to manage and measure these relationships to bring greater value to our business aims and our role as a trusted partner		
Employee Engagement Work with our employees to increase engagement across our programs, educate on broader issues in the space and equip with the right tools to be ambassadors internally and externally		
External Recognition Recognition via benchmarks and awards for our products and programs relating to CR&I and responsible business behaviours as well as external representation in media coverage, trade press and events		
Sustainable Development Goals & Social Impact Understanding the social impact our products, services and strategic partnerships have on Environmental, Social and Governance (ESG) issues, and framing these impacts through the increasingly influential United Nations Sustainable Development Goals		

Corporate Responsibility & Inclusion and Our Business

Driven by our values

Our business is built on responsible values. The **Thomson Reuters Trust Principles** demonstrate our commitment to independent and unbiased news, information and data. Established in 1941 they are as relevant today as they were then. Their importance is reflected by our **Founders Share Company**, an independent board that ensures the Trust Principles are complied with across all areas of our business. Finally, our **Code of Business Conduct & Ethics** informs the commitment our employees make to ethical behavior and is integral to our overall CR&I approach.

These responsibilities extend to all those with whom we enter into business as a supplier. Our **Supply Chain Ethical Code** is a component of our supplier contract and is embedded into purchase order processes to mitigate risks. The Code includes detail around labor and employment standards, anti-bribery, anti-corruption, non-discrimination, health and safety and human trafficking.

Our values shape our culture, and are embedded throughout the business to ensure we deliver the very best for our customers and stakeholders. Trust, Innovation, Partnership and Performance are intrinsic to how we operate, and as a function we support and help to progress these values in our every day operations.

Our governance model

We have a governance model that ensures the work of the CR&I function is not only aligned with the strategy and purpose of our business, but also seeks support and action from a number of senior managers across the enterprise. Now in its second year, the Taskforce meets two to four times a year providing a platform for discussion on metrics, targets and upcoming activities and initiatives. In addition to the global Taskforce, there are a number of regional and business unit-specific councils that work on CR&I issues that directly affect them. A transparent governance structure ensures progress is made across our agenda, and we regularly review the approach and responsibilities of these groups.



Trust

We act with integrity and independence by holding ourselves and each other accountable, ethical and reliable in all we do.

The Thomson Reuters Trust Principles



Innovation

We innovate to serve our customers, drive our growth and win in dynamic business environments.

Innovation @ Thomson Reuters



Partnership

We work together, with each other, our customers and with industry partners to deliver superior results and experiences.



Performance

We deliver results and we excel at work that positively affects the world.

Partnering with our stakeholders

In 2016, partnership with our stakeholders was a focus for our function. Our agenda cannot be achieved alone and by working collaboratively with our partners both internally and externally we have seen outstanding performance and results. This report outlines just some of those stories.

*"In 2016, **partnership** with our stakeholders was a focus for our function."*



The following stakeholder chart goes into more detail about how we have partnered with these groups in 2016.

Stakeholder Group	Key issues we engage on	How we engage	Examples of 2016 activities
Customers	<ul style="list-style-type: none"> Diversity & Inclusion Corporate sustainability Impact investing Risk management 	<ul style="list-style-type: none"> Research, insights and thought leadership Customer events Business Resource Groups Partnerships Sales teams 	<ul style="list-style-type: none"> We were invited by our customers to discuss the Diversity & Inclusion index Through our website sustainability.thomsonreuters.com and thought leadership report Leaders of Sustainable Development we shared insights on sustainable risks and opportunities with our customers and profiled some of their initiatives We took part in numerous events with customers We responded to customer surveys and questionnaires on the topic of responsible business practices
Employees	<ul style="list-style-type: none"> Volunteering opportunities Diversity & Inclusion Environmental issues such as office energy efficiency Ethical business conduct Company values 	<ul style="list-style-type: none"> Induction sessions for new employees Training and professional development "The Hub" intranet and other internal communications channels Global Volunteer Network Green Teams Business Resource Groups Employee and manager surveys Community of Practice conference calls Workshops and events 	<ul style="list-style-type: none"> We held our annual Corporate Responsibility & Inclusion conference to raise awareness of all our programs Employees were involved in various initiatives such as Movember, Pride Month, Giving Tuesday, World Food Day, Earth Day, Black History Month and International Women's Day Re-launch of our global Green Team network
Suppliers	<ul style="list-style-type: none"> Environmental practices Human rights and labor rights Workplace diversity 	<ul style="list-style-type: none"> Research, insights and thought leadership Procurement and due diligence processes Events and conferences Partnerships 	<ul style="list-style-type: none"> Through our website sustainability.thomsonreuters.com we shared insights on supply chain issues with our suppliers Compliance with our Supply Chain Ethical Code
Investors	<ul style="list-style-type: none"> Responsible investment Social impact investing Thomson Reuters Environmental, Social, Governance (ESG) performance 	<ul style="list-style-type: none"> Investor Relations Events and conferences Annual Report 	<ul style="list-style-type: none"> Participation in conferences about responsible investing Our ESG data helps investors choose sustainable companies in which to invest
NGOs and charities	<ul style="list-style-type: none"> Education Environmental issues such as climate change Women's and children's empowerment Social justice Health and wellbeing 	<ul style="list-style-type: none"> Partnerships Research projects Events and conferences Sponsorships Employee volunteering Community investment 	<ul style="list-style-type: none"> Our employees volunteered over 137,000 hours to charitable organizations across the globe We supported numerous charities through strategic partnerships and through our Community Champion Awards, Dollars for Doers, Matching Gifts and Payroll Giving programs The Thomson Reuters Foundation runs a number of programs and initiatives to promote socio-economic progress and the rule of law

Continued from previous page

Stakeholder Group	Key issues we engage on	How we engage	Examples of 2016 activities
Media and opinion formers	<ul style="list-style-type: none"> • Climate change and energy • Corporate governance • Health • Ethics • Diversity and equality • Corporate sustainability 	<ul style="list-style-type: none"> • Research, insights and thought leadership • Events and conferences • News services 	<ul style="list-style-type: none"> • Our website sustainability.thomsonreuters.com and our special reports are primary channels for engaging opinion formers and the media on sustainable development issues • Members of our leadership spoke to an audience of influencers and opinion formers at the World Economic Forum in Davos
Governments and policy makers	<ul style="list-style-type: none"> • Responsible business operations 	<ul style="list-style-type: none"> • Partnership • Government or industry consultations 	<ul style="list-style-type: none"> • We have a close partnership with the United Nations Environment Programme where we help to make emerging policy available to our markets • We work closely with governments and judiciaries globally to support the development of the rule of law

Identifying the Corporate Responsibility & Inclusion issues that are material to our business

To better understand the Environmental, Social, Governance (ESG) topics and embed them into our CR&I approach, we have undertaken a review of material issues that reflect changing business priorities, market conditions, global trends and stakeholder concerns. This review prioritized risks and opportunities.

To ensure a robust process, we conducted a three-step assessment of CR&I issues as outlined below.

- Convened internal and external stakeholders to collect viewpoints
- Plotted 30 issues by importance to stakeholders and business success
- Evaluated issues that were deemed high priority and agreed to clustering of correlated issues

We also looked at ways to improve related information disclosure.

In 2015, we began our second materiality assessment with an internal survey asking key stakeholders across global functions and global reach to rate issues on a scale of low to high. We followed best practice guidance for the sector based on GRI (Global Reporting Initiative) and SASB (Sustainability Accounting Standards Board).

In 2016 a number of external interviews with customers and partners utilized the same list of issues and scoring and allowed for additional discussion.

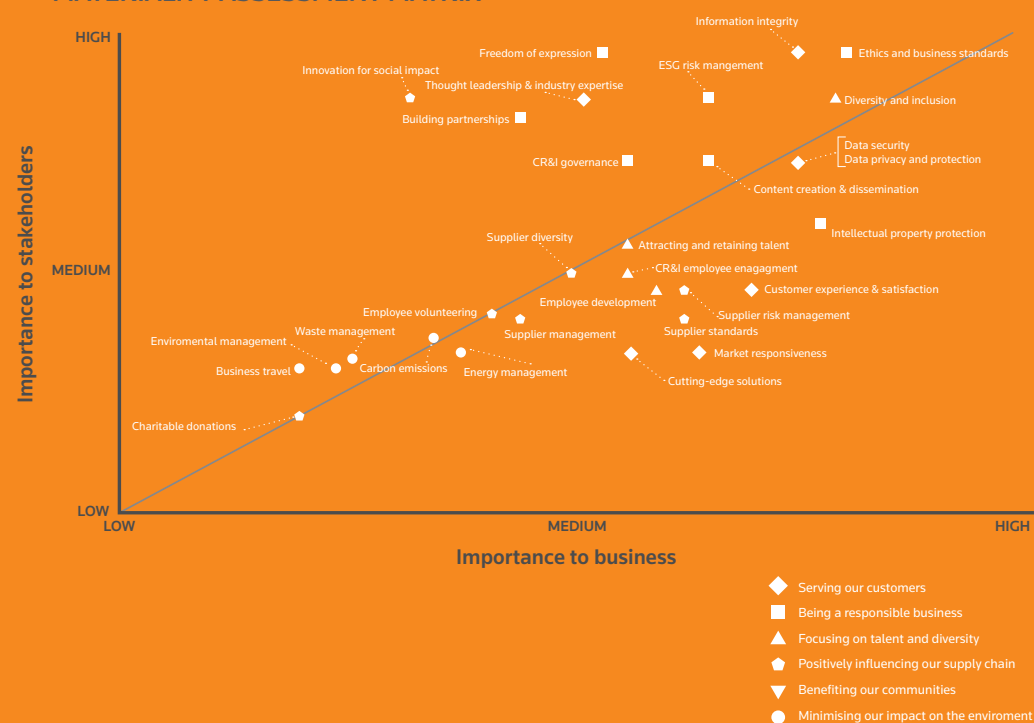
The combined internal and external feedback resulted in a matrix of issues ordered from high to low importance. This matrix was then workshopped with an external partner and internal and external stakeholders, capturing the views, concerns and our business perspective and reflecting:

- Emerging issues and trends
- Best practice sector guidance
- Topics discussed during day-to-day stakeholder engagement during 2016
- CR&I and business strategies

Definitions of all issues were reviewed and clarified and a number of issues were clustered together to better represent the current landscape.

This materiality assessment has provided the business with valuable insight in the short and long term and we plan to evolve the CR&I material issue process. In the meantime stakeholder engagement on key issues continues to be part of our day-to-day activity (see page 8 for stakeholder engagement activity in 2016).

MATERIALITY ASSESSMENT MATRIX



Thomson Reuters Foundation

We are incredibly proud of our corporate charity, the Thomson Reuters Foundation that acts to promote socio-economic progress and the rule of law worldwide. The organization runs initiatives that inform, connect, and ultimately empower people around the world: access to free legal assistance through TrustLaw, editorial coverage of the world's under-reported news, media development and training, and the Trust Conference. You can learn more about the work of the Foundation at trust.org.

*"We are **incredibly proud** of
our corporate charity"*





DIVERSITY & INCLUSION.

Building a **diverse and inclusive** workplace forms a core part of our values at Thomson Reuters and is critical to delivering the solutions our customers expect. As a company, we are committed to **growing diversity** and building an inclusive workplace, while also providing products and services to meet the diverse needs of our clients.

Measuring progress

By working in partnership with our leaders, our business units and our employees we continue to improve how we recruit and retain a talented, diverse workforce. We emphasize management accountability and in 2016 we made diverse candidate slates and diverse interview panels a must for all - not just senior - roles.

Our dedicated focus to diversity and nurturing talent across all areas of our business has seen a growth in women taking on leadership positions. With the support of a Women's Advisory Taskforce set up in 2013, chaired by our CEO and Chief People Officer, we have seen tremendous progress, increasing our number of women in senior executive roles from 24.5 percent at the end of 2012 to 30 percent at the end of 2016.

In 2016, based on the success of our approach to gender and in-depth benchmarking, we launched the Black Talent Taskforce made up of senior executives from across the business dedicated to building a pipeline of black talent. As part of these efforts we launched sessions with internal and external speakers on race, trained our human resources teams on micro-aggressions and offer unconscious bias training for all of our managers. Additionally, we developed a pilot program called "Impact & Influence" for 15 employees from across the US and kicked off a nine month long career sponsorship program for 20 high performing employees identifying as black – again, with the goal of supporting their career progression. Two additional Impact & Influence programs are slated for 2017 and we will be closely monitoring results and working with our Taskforce to ensure continual progress.

To ensure balance across our entire employee base, we added an optional field in Workday, our internal HR tool, to allow UK and US employees to self identify as lesbian, gay, bisexual or transgender (LGBT). This stands alongside other self-identification options available in specific regions, such as ethnicity, gender and disability. While confidential, this will provide quantifiable data which over time will enable us to form an increasingly accurate picture of the diversity of our workforce.



*"With the support of a **Women's Advisory Taskforce** set up in **2013** and chaired by our CEO and Chief People Officer we have seen tremendous progress, **improving** our number of **women in senior executive roles** from **24.5 percent** at the end of 2012 to **30 percent** at the end of 2016."*

Linking diversity and financial performance

We are especially proud that in 2016 we launched a new product – our **Thomson Reuters Diversity & Inclusion (D&I) Index**. Powered by Thomson Reuters Environmental, Social and Governance (ESG) data, we analyzed the practices, policies and performance of over 5,000 global companies to develop the D&I Index based on 24 metrics across four broad pillars of diversity, inclusion, people development and controversies. Global public companies were compared to create a Top 100 ranking and all 100 are listed in the Index. This new product demonstrates how our own data and information is creating transparency as well as confirming the clear link between positive financial performance and diversity and inclusion.

Building an inclusive culture

Our internal success is also evident. Our overall employee engagement score is 77 percent with 83 percent of employees stating they are proud to work for Thomson Reuters. We want to build an inclusive environment where all employees can reach their full potential, so we're happy to report that 83 percent of employees feel that people of diverse backgrounds can succeed at Thomson Reuters. We believe a diverse employee population drives innovative thought and best positions us to drive long-term value for shareholders.

We are incredibly proud of the culture at Thomson Reuters and are committed to transforming the way we work – helping to unify our organization, improve collaboration, foster trust, and achieve great results. We strive to be an inclusive culture where people bring their best selves to work and live our values each day. We do this in a variety of ways, including through our network of Culture Champions across the business. We also support through learning and development and by creating avenues for discussion at every opportunity to raise awareness of the importance of building a unique and successful culture for all our employees.

Investing in our employees

Our employees are the heart of Thomson Reuters and we want to ensure that they continually have the tools and resources to remain at the cutting edge of the work they do. In 2016, we offered our employees an incredible 2,756,924 number of hours of training at an average of 54.2 hours per employee.



*“Our overall **employee engagement** score is **77 percent** with **83 percent** of employees stating they are proud to work for Thomson Reuters.”*

Partnering across our global locations

Our global Business Resource Groups (BRGs) are a central part of our diversity and inclusion story at Thomson Reuters. Across our business we have eight, employee-led, voluntary networks that benefit both our employees and the company's business aims. These groups, which often include local chapters, are open to everyone, and foster a culture of inclusion across the company.

- Women @ Thomson Reuters
- Asian Affinity Network
- Black Employee Network
- Disability Employee Network
- Latino Employee Network
- Pride at Work
- Veteran's Network
- Early Careers Network

In 2016, our Business Resource Groups hosted more than 170 events around the globe. These events were focused on developing an inclusive workplace, attracting diverse talent and partnering with customers to tell some remarkable stories about the value of diversity; for example, both our Black Employee Network and our Asian Affinity Networks hosted sessions on how to talk about race in the workplace.

In Australia, our Pride Network hosted a forum on "LGBT Inclusion Beyond Tokenism" and established an LGBT Taskforce, composed of leading Law firms and corporates who are now working together to devise inclusion policies and initiatives for its member companies. Additionally, in the Philippines our Pride Network joined our customers and local NGOs in internal and external HIV/AIDS awareness seminars where we shared our knowledge and best practices of our own volunteer HIV Awareness champions.

Our global Women @ Thomson Reuters Network partnered with the United Nations on a We4She campaign to raise awareness of women's rights. It was a success triggering great support and discussion internally as well as awareness via our social media channels. Throughout the year, our women's network in Asia hosted monthly "Impact and Inspiration" WebEx sessions. These were open to all employees and featured inspiring role models from within Thomson Reuters, as well as a variety of external speakers.

Finally, our Early Careers Network took part in **One Young World**, sharing their passions and insights from the millennial generation. More details about our involvement can be found on page 29.



REUTERS/Ahmad Masood

*"In 2016, our **Business Resource Groups** hosted more than **170** events around the globe. These events were **focused on** developing an inclusive workplace, attracting diverse talent and **making meaningful connections** with our clients"*

Case Study:

Marching together at Pride in London

For the fourth consecutive year the Thomson Reuters Pride at Work Network joined thousands of others in the City of London for the annual Pride parade. In 2016, we worked with our in-house app development team and long-term collaborator and customer, Barclays, to launch the first official Pride in London app. Hosted on **Thomson Reuters Convene**, the app was downloaded by over 10,000 attendees and was the first time that the festival had a centralized app to plan and personalize the experience for attendees in London. This partnership not only demonstrated our product offering, but also enhanced our role in the community as an employer that celebrates inclusion.

*“Hosted on **Thomson Reuters Convene**, the app was downloaded by over **10,000** attendees and was the first time that the festival had a **centralized app** to plan and **personalize** the **experience** for **attendees** in London.”*





COMMUNITY INVESTMENT.

Investing in our local communities is at the heart of our CR&I function. Through both charitable contributions and volunteer engagement initiatives, we make a measurable impact on the communities in which our employees live and work. We are proud that **since 2010** our flagship activities across this area have seen a marked growth – our volunteering hours have increased by **an amazing 725 percent** thanks to the support of our committed volunteers who are working in partnership with local community partners.

The right tools

Our **Community Support policy** outlines our commitment. By offering a broad range of programs we ensure that our employees are able to support the causes they care most about. Our My Community tool offers a single platform for employees across the globe to connect with the programs we offer. Whether through paid time off to volunteer, matching charitable donations, facilitating payroll giving or rewarding volunteering time with a community grant, our employees are empowered to create positive social impact in their communities.

Partnering with our employees

With over 50 Global Volunteer Networks (GVNs) across our business, our employees are an integral part of our volunteering story at Thomson Reuters. These employee-led networks collaborate with their business units and office locations to provide volunteering opportunities with local community groups, encouraging our skilled employees to make use of their two volunteering days a year.

The Community Champion Awards are a core part of our program. Sponsored by the Office of the CEO, they enable us to identify and fund exceptional employee volunteering efforts. Since 2001 global charities have received funding as well as significant volunteer time to increase their capacity and broaden their impact through this program. In 2017 we will be revamping this successful initiative to run throughout the year, enabling more of our employees to identify and support community projects they are passionate about.

Since 2010, our volunteers have committed a total of 515,499 hours to their local communities, a number of which we are very proud. In 2016, we ran an Hour Power campaign which focused on the difference that individuals can make with just an hour of their time. Spearheaded by our CEO who took part in a volunteering project for a local homeless shelter, other leaders and colleagues have taken to our intranet to share their own stories.



*“Since 2010 our volunteers have committed a total of **515,499 hours** to their local communities, a number of which we are very proud.”*

Creating social impact

Throughout 2016 we asked our GVN's across the globe to join together and support key activities and campaigns in addition to their many localized programs. Earth Day, World Food Day, Movember and Giving Tuesday were all supported, with many networks joining with their local Green Teams and Business Resource Groups to increase their impact.

During Earth Day in April not only did our Global Volunteer Networks collaborate with Green Teams to raise awareness of environmental causes and take part in some hands-on activities, but for every volunteering hour logged by our employees during the month we planted a tree through the Nature Conservancy. We ran a similar initiative in October to mark World Food Day. Thanks to these campaigns we planted an impressive 1,676 trees on our employees' behalf in 2016.

World Food Day is an annual campaign on October 16 that our global networks support to highlight the issues of food security, food poverty, agriculture and food waste. Activities ranged from food collections for community groups to getting active using the Charity Miles App to log activity miles and raise funds for the United Nations World Food Programme. Additionally, for the second year colleagues tested their word skills on the [freerice.com](https://www.freerice.com) website – every correct answer is rewarded with 10 grains of rice for the World Food Programme. Our wordsmiths at Thomson Reuters have donated 1,413,210 grains since 2015, that's enough rice to feed 73 people for a day.



*"Our **wordsmiths** at **Thomson Reuters** have **donated 1,413,210** grains since 2015, that's enough rice to feed 73 people for a day."*

Partnering with our communities

We know that as an organization we have resources and skills that can benefit our communities. One unique example is our Jumbotron screens in Times Square, New York and Canary Wharf, London. In 2016 we donated over \$500,000 of in-kind advertising to our charity partners, enabling their messages to reach new audiences in these high footfall areas.

*“In **2016** we donated over **\$500,000** of in-kind advertising to our charity partners, **enabling** their messages to **reach new audiences** in these high footfall areas.”*

Aligning community investment with the Sustainable Development Goals

The United Nations set out ambitious goals in 2015 to help tackle global poverty in all its forms. We support the Sustainable Development Goals (SDGs) and have identified specific areas where we make a difference. In 2017, our Global Volunteer Networks will focus activities on a specific goal each quarter, and measure their impact: SDG 1, No Poverty; SDG 2, Zero Hunger; SDG 4, Quality Education; SDG 13, Climate Action.

Additionally, we encourage our employees to use their professional skills in different ways. The Social Impact Initiative identifies partnerships with community and flagship organizations to utilize our people, our products and our partnerships to create a positive social impact on an ESG issue.



Community investment in India

Section 135 of the Companies Act, 2013, has changed the way businesses in India are operating and investing in their communities. It is mandatory for eligible companies to spend 2 percent of their annual net profits on social causes. Our activities are aligned with Schedule VII of the Companies Act 2013 and focus on Education and Vocational Training, Gender Equality, Livelihood Enhancement, Environmental Sustainability, and Contribution to Technology Incubators. These focus areas have been chosen by an internal committee from the approved list prescribed by the Government of India and all activities have been selected as they align with our global strategic approach of CR&I and responsible business practices at Thomson Reuters.

For the reporting year 2015-2016, we collaborated with nine NGOs, contributing \$225,000 and supporting 7,783 direct beneficiaries. Our core focus for all projects is to support individuals to create a more inclusive world; each project supports this aim and our partnerships with national NGOs reflect this commitment.



*"For the reporting year **2015-2016**, we collaborated with **nine NGOs**, contributing **\$225,000** and supporting **7,783** direct beneficiaries."*

Case Study:

Feeding minds on World Food Day

Our Global Volunteer Network in Cape Town, South Africa works in partnership with Peninsula School Feeding Program (PSFA), a charity that provides food, education and fun to school pupils in the region. Recognizing that food is an integral part of a successful education, Thomson Reuters volunteers support the program in a number of ways including funding programs, fundraising and volunteering time with local schools. On World Food Day our volunteers hosted 124 children aged five and six at a venue next to our offices where they had a nutritious lunch, played games and enjoyed a magic show, marking this significant day alongside numerous other events taking place across the globe.

Colleagues in the Cape Town office also fundraise throughout the year for this program by taking part in the “Blisters for Bread” walk. A 5km-10km walk where the entry fee of ZAR50 (\$4) is enough to feed 25 children for the day. The passion and commitment of our volunteers enables Thomson Reuters to make a significant impact for this charity in many ways towards achieving SDG 2, Zero Hunger.

*“Recognizing that **food** is an integral part of a successful education, Thomson Reuters volunteers support the program in a number of ways including funding programs, **fundraising** and **volunteering time** with local school programs.”*





SUSTAINABILITY.

We are **committed** to **managing** and **measuring our impact on the environment**. A global business with a presence in over **100 countries** we know that our responsibilities are great, as are the opportunities. Sustainability at Thomson Reuters has evolved over the past five years. Not only have we made progress in managing our own environmental outputs, but we have also made huge strides in how we communicate the global issue of **sustainable development** to external audiences through our own thought leadership and expert partners on our **sustainability.thomsonreuters.com** platform.

Our footprint, one step at a time

In 2011, we undertook a benchmarking exercise to understand our carbon footprint and to set targets to reduce our impact. With a target reduction of 5 percent over five years, we announced in 2016 that we had achieved an impressive 30 percent reduction from 2011-2016. Thanks to a dedicated efficiency program across our data centers, and a consolidation of our real estate space – where in 2016 we reduced our physical footprint by 1.2 million square feet globally – we have made huge strides in reducing our carbon emissions.

We can do more to manage our impact. In 2016 we undertook an environmental assessment with a third party to identify the additional opportunities for Thomson Reuters to reduce our carbon footprint and to identify ways to operate with an environmental focus.

Our efforts in this space are supported by our Chief Financial Officer who is a sustainability sponsor on our Executive Committee and who also sits on our Taskforce. In 2017, we will present revised targets and activities.

Partnering with our Green Teams

Our Green Teams are a vital part of our sustainability story at Thomson Reuters. In 2016, we re-launched our network of champions on Earth Day, a call to employees to support our overall carbon reduction and environmental awareness efforts. We now have 26 teams globally. That's an additional 14 teams that were introduced in 2016 across our business.

They're already making an impact. A recent "Cancel Print" campaign was run globally and saw our Bangkok, Thailand office location reduce their printing by 83.7 percent in just three months. Our office in Baar, Switzerland was a close runner up with a printing reduction of 71.6 percent. Additionally, our Green Teams collaborated with the Global Volunteer Networks for World Food Day, running volunteering events, food drives and awareness sessions on food resource.



*“With a target reduction of 5 percent over five years, we announced in 2016 that we had achieved an **impressive 30 percent reduction from 2011-2015.**”*

Case Study:

Carbon reduction through collaboration

Preserving the environment and managing our impacts is something that can only happen successfully when we work together. We are proud that through collaborative working across our enterprise we have seen an impressive reduction in our carbon emissions.

For the last decade we have tracked our carbon footprint, and we disclose progress annually to the Carbon Disclosure Project (CDP). Our success reflects our efforts in energy monitoring, energy conservation, renewable energy, recycling, waste management, compliance, business energy and ESG metrics services, environmental news reporting and real estate space and data center optimization. We also minimize business travel and provide numerous teleconferencing facilities to accomplish this.

Our success and progress in this space is a real testament to how we have worked in partnership with our internal stakeholders across Enterprise Technology & Operations (Data Center Operations, Real Estate & Facilities, IT), Business Travel and Sourcing.

We understand that our responsibilities as a global organization are great – as are the opportunities – and we will continue to identify new ways to build on our progress and work collaboratively to do so.



Leading the discussion

[Sustainability.thomsonreuters.com](https://sustainability.thomsonreuters.com) combines expertise from across Thomson Reuters, and from a valued community of external partners. We aim to provide material insight on the global field of sustainability from experts in climate, finance, energy, health, law, diversity, and corporate governance. The topic of sustainability has become deeply embedded in the day to day operations of companies, communities and governments. Our insights from Reuters and from partners across the world help enable Thomson Reuters to bring a balanced view to customers, peers, partners and those with an interest in sustainability.

In 2016, the site had an increase in readership of nearly 30 percent – this is thanks in part to insights from over 100 leaders through both our Executive Perspectives, and millennials in our Youth Perspectives. These articles have explored topics from impact investing to the SDGs, and technological evolution in food packaging to the preservation of coastal cities.

The link between gender equality and sustainability

We are privileged to have so many partners collaborating on the site and contributing to the combined thought leadership. One key success this year was the launch of our [Leaders of Sustainable Development](#) platform that focuses on the role women can play to progress the sustainability agenda. Using SDG 5 on Gender Equality as the catalyst, we featured in-depth interviews with individuals from across leading corporates, not-for-profit organizations, think tanks, environmental agencies and governmental departments. The insights reflect both the opportunities and the challenges in this important space. You can read the full report [here](#).



Responsibilities to future generations

15 young leaders from the Early Careers Network across Thomson Reuters joined 1,300 delegates at the [One Young World](#) summit in Ottawa, Canada. Attendees are millennial leaders from around the world with an interest in, and passion for, creating positive change. These global summits are the first of their kind and empower young people to debate issues, work collaboratively and seek solutions creatively to some of the world's most pressing issues. Often regarded as the Davos for the younger generation, the 2016 summit has been integral in developing new leaders and thinkers in this space at Thomson Reuters who are not only CR&I ambassadors in their office locations, but they also continue to meet regularly to look at ongoing opportunities for the One Young World delegates throughout the year.

Transparency in global emissions

The Paris Agreement, reached in 2015, is a global climate deal agreed by 200 nations to support a limit to global warming at well below 2 degrees. With interest and discussion ongoing on this topic, we launched our own thought leadership report on Greenhouse Gas Emissions for the fifth year. With a focus on 3,500 companies and their emissions performance between 2010-2015 we used our own ESG data to map trends in climate emissions across global corporations, once again using our own information and human expertise to demonstrate trends on a topic of global interest. The findings were stark, demonstrating that instead of declines, corporate emissions have been increasing. This means that the agreed targets from 2015 have an even greater meaning – companies should look to work harder to reduce their emissions for the long term. You can read the full report [here](#).

*"In 2016 the site had an **increase** in readership by nearly **30 percent** – this is thanks in part to insights from over **100 leaders** through both our Executive Perspectives, and millennials in our Youth Perspectives."*

Performance Data, Awards & Recognition

PERFORMANCE DATA

	2016	2015	2014	2013	2012
Employees					
Total Employees	45,700	52,000	53,000	57,800	59,400
Gender – Male Female %	57% 43%	57% 43%	58% 42%	58% 42%	58% 42%
New Hires (all levels) Male Female %	55% 45%	56% 44%	57% 43%	59% 41%	58% 42%
Senior Executives Male Female %	70% 30%	71% 29%	74% 26%	74% 26%	75% 25%
Director/Vice President Male Female %	68% 32%	69% 31%	70% 30%	72% 28%	72% 28%
Managers – Male Female %	61% 39%	62% 38%	62% 38%	63% 37%	63% 37%
Total Training Hours	2,756,924	n/a	n/a	n/a	n/a
Average Training Hours per employees	54.2	n/a	n/a	n/a	n/a
Headcount By Region					
Americas	21,800	25,000	25,400	27,000	27,600
Europe, Middle East and Africa	9,900	11,300	11,500	12,400	12,100
Asia	14,000	15,700	16,100	18,400	19,700
Community Investment					
Volunteering Hours	137,626	118,549	95,000	91,326	35,661
Matching Gifts (US \$)	1,965,705	1,964,603	1,904,226	1,512,257	1,365,727
Volunteer Grants* (US \$ Employees)	613,843 919	441,682 719	390,500 480	434,500 521	235,500 280

AWARDS & RECOGNITION

We were proud to be recognized by leading organizations and publications across the globe for our work and progress in 2016. Here are just some of our awards:



**THE INCLUSIVE TOP 50
UK EMPLOYERS**



**DISABILITY EQUALITY INDEX:
90%**



**GLASSDOOR BEST PLACES
TO WORK: NUMBER 11**



**HUMAN RIGHTS CAMPAIGN
CORPORATE EQUALITY INDEX:
100%**



**TOP COMPANIES FOR WOMEN
IN TECHNOLOGY FROM THE ANITA
BORG INSTITUTE**



**BEST COMPANIES FOR WOMEN
2016**



**GLOBAL DIVERSITY LIST
2016**



**WORLD'S MOST ETHICAL
COMPANIES**



**BEST ORGANIZATION IN HUMAN
RESOURCES AND BENEFITS**



**TOP EMPLOYERS
ACCREDITATION**



**2016 LEADERSHIP
EXCELLENT AWARD: LEADERSHIP
PROGRAM FOR WOMEN**



**STONEWALL WORKPLACE
EQUALITY INDEX**



**CARBON DISCLOSURE
PROJECT**

Environment**	2016 Tonnes**	%***	2015 Tonnes	%	2014 Tonnes	%	2013 Tonnes	%	2012 Tonnes	%
Total CO2 emissions	399,147	100	458,125	100	507,960	100	530,607	100	546,734	100
Scope 1	5,362	1.3	6,925	1.5	8,094	1.6	7,773	1.5	19,824	3.6
Scope 2 (electric)	277,208	69.2	309,383	67.5	355,034	70.0	372,507	70	380,511	69.6
Scope 2 (leased heat)	65,282	16.4	89,387	19.5	91,135	17.9	102,245	19.3	99,567	18.2
Scope 3	51,296	12.9	52,429	11.5	53,697	10.6	48,082	9.2	46,832	8.6
Emissions per US\$ million	35.9	n/a	37.5	n/a	40.3	n/a	42.3	n/a	43.9	n/a
Emissions per 1,000 square feet	33.4	n/a	35.0	n/a	38.2	n/a	37.9	n/a	39.2	n/a

Scope 1: Direct GHG Emissions: Combustion

Scope 2: Indirect GHG Emissions: Purchased Electricity | Leased Heat

Scope 3: Other Indirect GHG Emissions: Business Travel and Transport

** Estimated, not verified.

BUSINESS TRAVEL***

	2016	2015	2014	2013	2012
Total Miles Traveled	166,949,133	167,355,578	164,549,934	179,294,669	172,222,058
Total CO2 emissions (KG)	43,066,787	43,421,898	42,393,694	32,308,292	31,057,854
Air: Miles Flown	164,933,932	165,515,498	162,611,237	177,294,070	170,634,027
CO2 Emissions (Tonnes)	42,867,835	43,240,964	42,054,422	32,090,227	30,884,759
Rail: Miles Traveled	2,015,201	1,840,080	1,938,697	2,000,599	1,588,031
CO2 emissions (KG)	198,952	180,935	339,272	218,065	173,095

*** Travel as booked through business approved agents, estimated, not verified. Some historic calculation methods changed.

OUR ENVIRONMENTAL, SOCIAL, GOVERNANCE (ESG) PERFORMANCE

Thomson Reuters ESG scores are calculated based on performance indicators with a range from between A+ and D- (where 91.6% to 100% = A+, and 0% to 8.3% = D-). For more information regarding our ESG data please financial.tr.com.

	2015****	2014	2013	2012	2011
Overall Company Score	A	A	A	A	A-
Corporate Governance					
Overall Score	A-	A-	A-	B+	A
Board of Directors/Board Functions	A-	A-	A-	A-	A
Board of Directors/Board Structure	A-	B	A	A	A
Board of Directors/Compensation Policy	A-	A	B+	C	A-
Shareholders /Shareholder Rights	C-	D+	D+	D+	n/a
Integration/Vision and Strategy	A+	A	A	A	A
Environment					
Overall Score	A	B+	B	B-	B-
Emission Reduction	A	A-	A-	B	B-
Product Innovation	B	C-	C-	C-	C-
Resource Reduction	A	A-	A-	B	B+
Social					
Overall score	A	A-	A	A	A-
Customer/Product Responsibility	C+	C	B-	C	C
Society/Community	A+	A	A+	A+	A+
Society/Human Rights	A	A-	A-	A	C+
Workforce/Diversity and Opportunity	A+	A+	A+	A+	A-
Workforce/Employment Quality	A+	A	C+	A	B-
Workforce/Health & Safety	A-	D+	A	A	A
Workforce/Training and Development	A	A-	A-	B	A

****Current score available at time of publication

UNITED NATIONS GLOBAL COMPACT

As signatories to the United Nations Global Compact (UNGC) we are committed to the Ten Principles to achieve a better world as part of our own global business operations.

UNGC Principles		Inclusion in report
Human rights		
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights	Page 6, 8-10
Principle 2	Make sure that they are not complicit in human rights abuses	Pages 6, 8-10
Labour		
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining	Page 6
Principle 4	The elimination of all forms of forced and compulsory labour	Page 6
Principle 5	The effective abolition of child labour	Page 6
Principle 6	The elimination of discrimination in respect of employment and occupation	Pages 6, 13-17
Environment		
Principle 7	Businesses should support a precautionary approach to environmental challenges	Pages 5, 26-28
Principle 8	Undertake initiatives to promote greater environmental responsibility	Pages 5, 9, 26-28
Principle 9	Encourage the development and diffusion of environmentally friendly technologies	Pages 5, 26-28
Anti Corruption		
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery	Page 6

IMAGES

Cover

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