

UN Global Compact Communication on Progress 2022



Statement of continued support by Chief Executive Officer (CEO)

May 1, 2022

Dear Mr. Secretary-General,

I am pleased to confirm that Clarivate reaffirms our support of the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption.

With this communication, we express our intent to advance those principles wherever possible within our sphere of influence. We are committed to making the Global Compact and its principles part of the strategy, culture, and day-to-day operations of our company, and to engaging in bold, collaborative projects which advance the broader development goals of the United Nations, such as the Sustainable Development Goals.

Clarivate will make a clear statement of this commitment to our stakeholders and the public. We recognize that a key requirement for participation in the UN Global Compact is the annual submission of a Communication on Progress (COP) that describes our company's efforts to implement the Ten Principles. We support public accountability and transparency, and therefore commit to report on progress within one year of joining the UN Global Compact, and annually thereafter according to the UN Global Compact COP policy. This includes:

- A statement signed by our CEO expressing continued support for the UN Global Compact and renewing our ongoing commitment to the initiative and its principles. This is separate from our initial letter of commitment to join the UN Global Compact.
- A description of practical actions (i.e., disclosure of any relevant policies, procedures, activities) that Clarivate has taken (or plans to undertake) to implement the UN Global Compact principles in each of the four issue areas (human rights, labour, environment, anti-corruption).
- A measurement of outcomes (i.e., the degree to which targets/performance indicators were met, or other qualitative or quantitative measurements of results).

I am proud to advance our long-term strategy of integrating the Global Compact and its principles into the everyday ethos of our company and in the products and services we provide.

Sincerely yours,



Jerre Stead

Executive Chair and
Chief Executive Officer

1. Human Rights

We ensure workers are provided with safe, suitable and sanitary work facilities.

We protect workers from workplace harassment, including physical, verbal, sexual or psychological harassment, abuse or threats. We provide a workplace that offers equal employment opportunities and is free from harassment and inappropriate conduct.

Our commitment to human rights is found in our Human Rights Modern Slavery Statement (June 2021) and in our Supplier Code of Conduct.

Clarivate is a signatory to the CEO Action on Diversity and Inclusion, including the support of the CEO Action Racial Equity Fellowship with colleagues participating to advance racial equity.

Two colleagues were dedicated full time to the Fellowship in its inaugural year

Clarivate is a signatory to the UN Stonewall trans-rights are human-rights campaign.

Clarivate is signatory the United Nations Women's Empowerment Principles, and is a participant in the UN Target Gender Equality Program.

Clarivate is a partner company in support of transgender researcher rights, and in 2021 updated its name change policy to ensure all research is properly attributed.

The Clarivate privacy program is built on a strong foundation of internationally accepted privacy principles and reflects Clarivate company values in action. Our policies and procedures are built on strong foundations and principles of transparency, accountability and individual rights.

Clarivate has a global confidential ethics hotline for reporting any issues of concern, as outlined in our code of conduct, code of conduct training for all colleagues and communicated internally on our internal intranet.

2. Labour

Clarivate adheres to a comprehensive Code of Conduct, ensuring a fair, safe, and healthy work environment for all, guided by our values of Own Your Actions, Value Every Voice, and Aim For Greatness. We also hold our suppliers to account through our Supplier Code of Conduct.

- We ensure that Clarivate does not participate in any form of forced or bonded labor.
- We comply with minimum wage standards.
- We ensure that employment-related decisions are based on relevant and objective criteria.

Clarivate offers world-class benefits and supportive work environments globally and throughout all operations. This includes active and robust colleague engagement in our Global Engagement Network of over 80 engagement groups with over 20% participation of our workforce.

Number of colleagues worldwide: approximately 11,400 colleagues located in 43 countries around the world supporting our business operations.

- Americas: 30%
- APAC: 43%
- EMEA: 27%

Annual UK Gender Pay Gap Report

3. Environment

We avoid environmental damage via regular maintenance of our facilities and spaces where we operate. We operate with a low risk of environmental incidents and have not had any environmental incidents to report.

We are guided by both our [Code of Conduct](#) and [Sustainability policy](#), operating to ensure we meet all regulatory requirements and that we measure and report our known environmental impacts, which we started collecting in 2020. 2021 was the first year Clarivate reported on environmental metrics, in our inaugural [Annual Sustainability report issued in April 2021](#). Our second Annual report with updates will be issued May 2022, located on our [Sustainability at Clarivate website](#).

We ensure emergency procedures to prevent and address accidents affecting the environment and human health.

We minimize the use and ensure safe handling of any chemical or dangerous substances.

We capture and report on over 90% of our office environmental metrics. Currently, 12 out of our 43 worksites have green building certifications, representing 25% of our worksite square footage. Learn more here: [sustainability/environmental certification](#).

We have numerous initiatives and progress updates [shared on our Sustainability at Clarivate web site](#), addressing environmental impacts including our operations, supply chain and colleague engagement. These are focused on operational eco-efficiency, carbon neutrality and energy efficiency, supply chain and making a difference to climate change.

2021 was our first time reporting environmental metrics (for 2020) and reporting to the [CDP](#).

Table 1: 2021 Sustainability performance.

Scope	Absolute performance			Intensity ratio (absolute/\$m revenue, net)		
	2020	variance	2021	2020	variance	2021
Scope 1: Direct greenhouse gas emissions (tCO ₂ e)	89	10%	99	0.07	-26%	0.05
Scope 2: Indirect greenhouse gas emissions - location (tCO ₂ e)	4,160	-25%	3,104	3.32	-50%	1.65
Scope 3: Electricity (tCO ₂ e)	1,121	-22%	873	0.89	-48%	0.47
Scope 3: Other Fuels (tCO ₂ e)	55	0%	55	0.04	-33%	0.03
Total energy (tCO ₂ e)	5,424	-24%	4,131	4.33	-49%	2.20
Total water (m ³)	53,924	-21%	42,551	43.00	-47%	22.67

4. Anti-corruption

We ensure that internal procedures and processes support our anti-corruption commitments, including annual training for all colleagues.

Every colleague have to complete our Code of Conduct training annually, outlining our commitment to anti-corruption.

- Percentage of colleagues who completed Code of Conduct training: 100%
- Percentage of colleagues who got Code of Conduct Written/Digital Acknowledgment: 100%

Our Supplier Code of Ethics holds our suppliers accountable.

- All Clarivate suppliers are required to agree to our Supply Chain Code of Conduct which is included in the Clarivate standard agreements and our PO Terms and Conditions. The Supplier Code of Conduct is not a separate document within our supplier contracts, it is incorporated into our master services agreement; therefore, all our suppliers that have executed the Clarivate standard agreements have agreed to the Supply Chain Code of Conduct since 2017.

Renewal of Commitment

Clarivate is committed to the UN Global Compact and its 10 principles and will continue to implement and advance progress in our global daily operations.

About Clarivate

Clarivate™ is a global leader in providing solutions to accelerate the pace of innovation. Our bold mission is to help customers solve some of the world's most complex problems by providing actionable information and insights that reduce the time from new ideas to life-changing inventions in the areas of Academia & Government, Life Sciences & Healthcare, Professional Services and Consumer Goods, Manufacturing & Technology. We help customers discover, protect and commercialize their inventions using our trusted subscription and technology-based solutions coupled with deep domain expertise. For more information, please visit clarivate.com.

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