

2020 Clarivate Sustainability Report

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Letter from the CEO



2020 was an extraordinary year in every regard, leaving us all with a multitude of challenges and opportunities on a global scale.



I couldn't be prouder of how Clarivate colleagues stayed focused and committed to meet the needs of our customers while continuing to build a foundation for a more sustainable future.

At Clarivate, sustainability isn't something we do. It's everything we do. In fact, our vision is to improve the way the world creates, protects and advances innovation. We believe that the path to achieving our vision relies on steady commitment to our core values: to

aim for greatness, value every voice and own our actions.

We are thrilled to publish our first sustainability report, in less than one year of launching our sustainability program. We pledge to remain transparent and acknowledge that we're continuously evolving, listening and learning along the way. This report is a stake in the ground, enabling us to share what we've done so far, highlight our commitments moving forward and outline our plans and goals for the

We've set ambitious goals to become one of the top companies to work for, to be carbon neutral by 2024 and to be listed on both the Dow Jones Sustainability Index and FTSE4 GOOD Index based on our 2023 performance.

We recognized early on that in order to drive real impact and begin to see measurable results, we needed to employ a comprehensive, holistic approach to sustainability. We needed to honestly examine the governance, social and environmental dimensions of every aspect of our business and how we engage with the world. So far, we formally launched our sustainability strategy which includes a cross-functional steering committee,

annual goals and a commitment to ongoing transparency.

We continue to encourage and support our colleagues, helping them turn their passion into purpose. We've created four [colleague resource groups](#), helping to advance sustainability initiatives throughout our company and communities worldwide. Every colleague is given 40 hours of paid volunteer time off to share their time and talent to make a positive difference in the world. Sustainability is not something we just talk about or something we sometimes do – it is a part of everything we do. It is the cornerstone of our success, positioning us to continue to do great things for years to come.

Our goals are aligned to the [United Nations Sustainable Development Goals \(SDGs\)](#) – an important connection to a larger global mission. We're not going it alone. Instead, we're collaborating with others around the world to make real changes with the goal of being a role-model for world class sustainability. We are now a signatory to the [United Nations Women's Empowerment Principles \(WEPs\)](#) and the [CEO Action on Diversity & Inclusion](#), have chosen two colleagues to serve as [racial equity fellows](#), are signatory to the [U.K. Stonewall Trans Rights are Human Rights initiative](#), and we look forward to elevated engagement as we engage with the United Nations Global Compact in 2021.

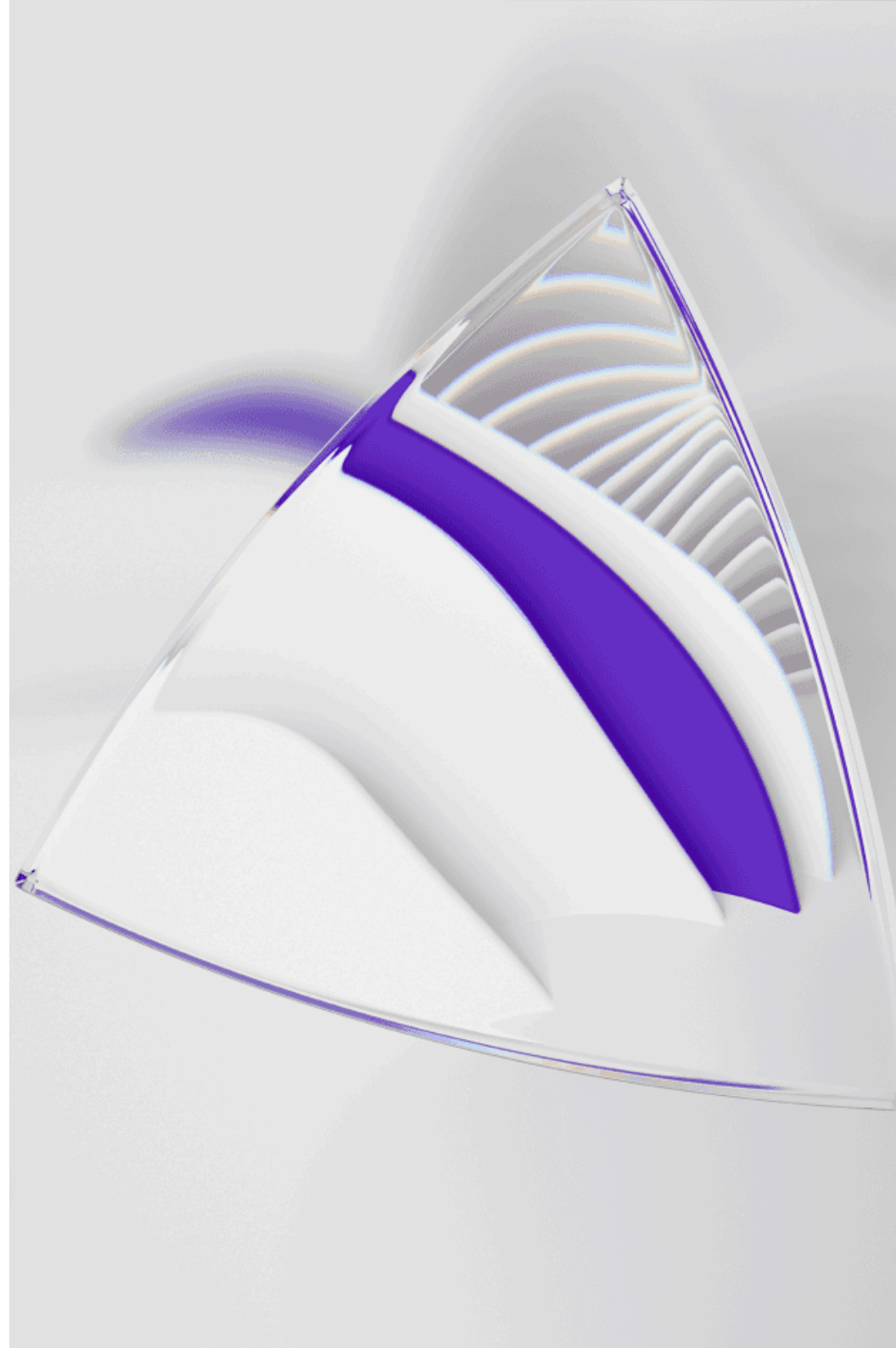
We are really pleased to share with you what we've accomplished in less than a year, and with the positive momentum we're seeing across all regions as we accelerate our efforts towards world class. Thank you for your interest in sustainability and the progress and commitments we've made. We welcome your ideas and feedback as we look to a more sustainable future worldwide.

With deep appreciation,



Jerre Stead Clarivate Executive Chairman and CEO

About Clarivate



Clarivate is a global leader in providing solutions to accelerate the lifecycle 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 science and intellectual property. We help customers discover, protect

and commercialize their inventions using our trusted subscription and technology-based solutions coupled with deep domain expertise.



Who are our customers?

Clarivate is a trusted partner of the world's leading innovators and problem solvers – more than 50,000 universities, nonprofits, funding organizations, corporations, government organizations and independent researchers – to help them reduce risk and accelerate the pace of discovering, protecting and commercializing new ideas.

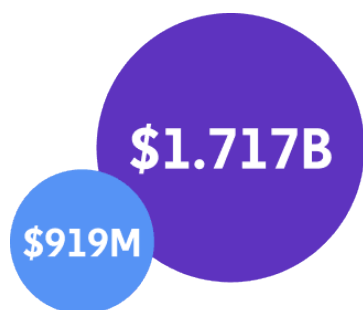
Sustainability is at the core of our virtuous circle at Clarivate.

We've rewired our business so that growth is not only a centralized, driving force for sustainability – it's also a competitive advantage. We're creating an interconnected, shared purpose that guides the decisions and actions of our leadership and colleagues worldwide – so our collective focus is on growth for the greater good.

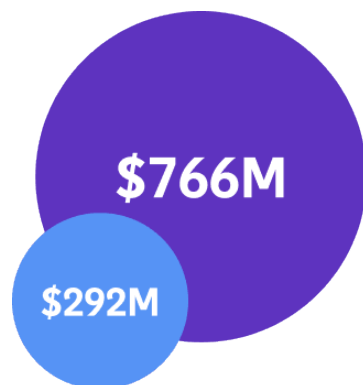


Where we are today

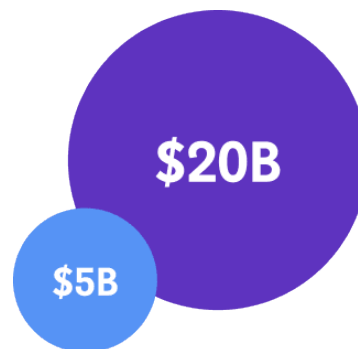
Adjusted revenue¹



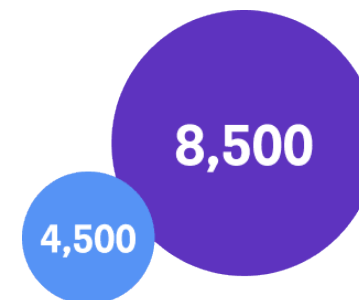
Adjusted EBITDA^{1,2}



Market-cap



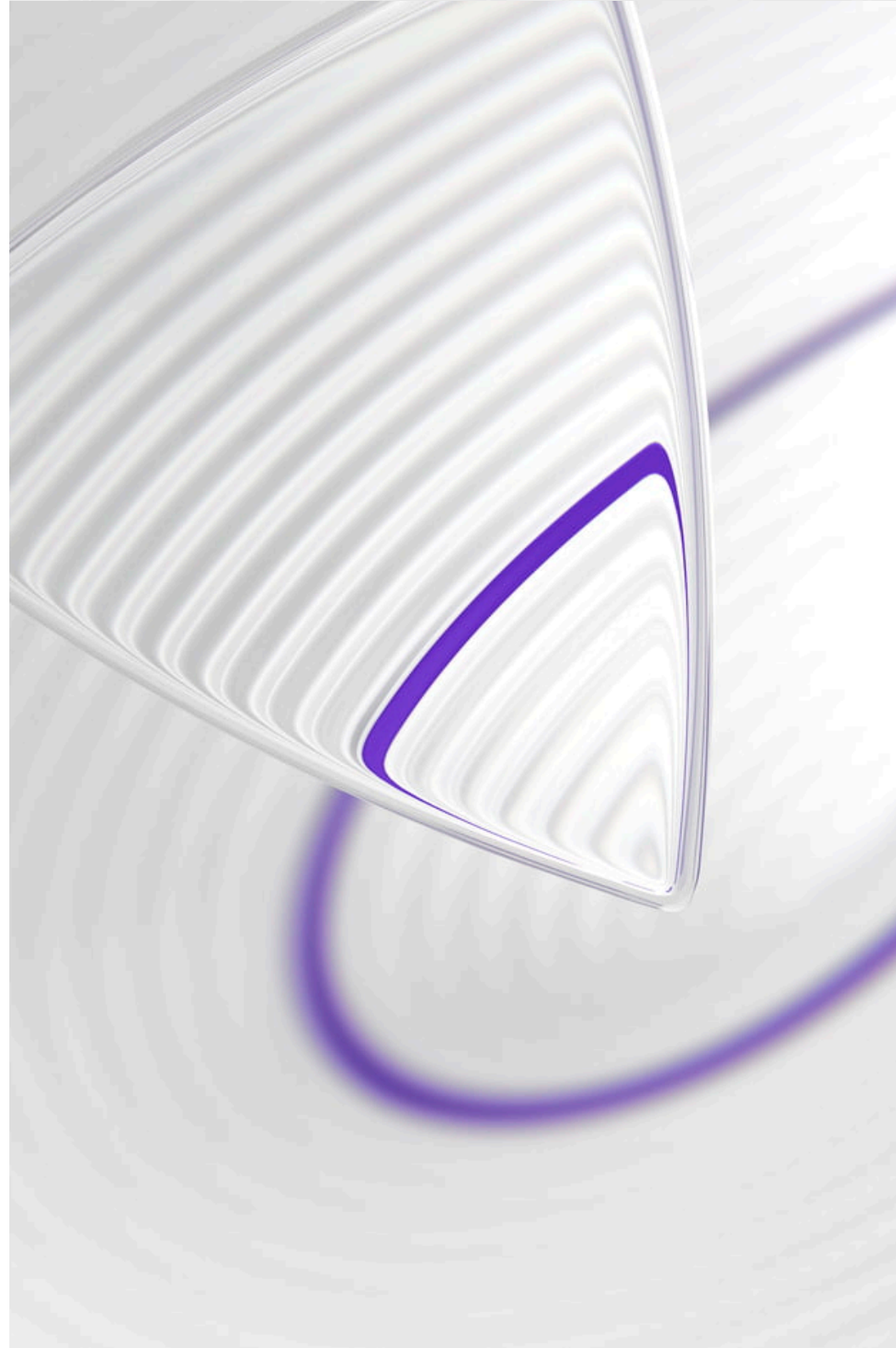
Colleagues



¹ 2019 Excludes the disposal of the MarkMonitor brand protection, anti piracy and antifraud productions on January 1, 2020

² Proforma for the acquisition of CPA Global completed on October 1st 2020, including \$75m of run rate cost synergies

Sustainability at Clarivate



Commitment to sustainability

By adhering to the highest social, environmental and ethics standards and embracing the power of human ingenuity, we will improve our shared future.

Every action we take, no matter how seemingly small, can serve to improve and nurture our world. That's why at Clarivate, we're committed to maintaining the highest level of integrity and ethics, protecting our planet, empowering our colleagues to thrive and building collaborative global communities.

When we come together, we have the power to make a measurable impact on our business, our communities, our world and our shared future.

Signatories:

- [UN Women's Empowerment Principles](#)
- [Stonewall's Trans Rights are Human Rights campaign](#)
- [CEO Action for Diversity & Inclusion](#)

"Sustainability is much like being 'healthy'. You are never done in its pursuit. It becomes core to who you are and how you choose to exist, every day - always looking to do better. At Clarivate, sustainability is part of all we do and who we are - for today and for the future."

Marilyn Johnson,

Global Sustainability, Sr. Director

Sustainability

Our actions today
will invent our tomorrow

2020 progress across our four sustainability pillars





Governance

- Completed new supplier code of ethics
- Implemented supplier ESG screening
- Launched inaugural public facing privacy center
- Completed cybersecurity training for all colleagues
- Completed code of conduct training for all colleagues
- Completed ESG questionnaires for 40 customers
- Achieved bronze EcoVadis and gold Proctor & Gamble ESG rating



Environment

- Launched new environmental metrics reporting system
- Launched global e-waste recycling program
- Implemented sustainable merchandising guidelines
- Launched Connected Workplace initiative



Colleagues

- Launched new colleague resource group (CRG) dedicated to race and ethnicity
- Completed unconscious bias training
- Funded two fellowships to address systemic racial inequity in the United States
- Launched fourth Colleague Resource Group: Vibrant to support racial & ethnic diversity, inclusion and equity
- Increased global participation in Colleague Resource Groups
- Issued new annual report card for Colleague Resource Groups



Community

- Relaunched volunteerism program worldwide
- Signatory to UN Women's Empowerment Principles
- Signatory to CEO Action for Diversity & Inclusion
- Signatory to Stonewall Transgender Rights are Human Rights
- Launched Domains for Good to support non-profits and mission-based organizations

2021 Sustainability scorecard goals

Our 2021 sustainability goals are aligned with the UN Sustainable Development Goals – our universal blueprint for collective actions we can take to address the most pressing issues we face as a global community. These essential, interconnected goals have set our transformative course towards a more sustainable future.



Global Leadership: Become a signatory to the UN Global Compact



Cybersecurity: Achieve ISO 27001 Certification



Customer Delight: Increase from 76 to 77 measured in bi-annual survey*



Ethical Business: All colleagues complete code of conduct training



Customer Delight: All colleagues have a Customer Delight goal



Ethical Business: Establish and launch a standard, global policy management approach



Supplier ESG: Top 100 Suppliers invited to benchmark ESG performance through EcoVadis



Supplier ESG: Develop and implement sustainable procurement guidelines



Supply Chain Code of Ethics: 25%+ of supplier spend, signature witnessed



Eco-efficiency: Implementation of a digital-first workplace minimizing environmental impacts



Eco-efficiency and Carbon neutrality: Report out on environmental metrics for 75%+ of office space



Diversity, Equity, Inclusion and Belonging: Launch a DEIB Steering Committee



Diversity, Equity, Inclusion and Belonging: All colleagues complete unconscious-bias training



Women's Equality: Report out on the Women's Empowerment Principles (WEPs) Progress



LGBT+ Equality: Participate in the Corporate Equality Index



Colleague Engagement: Integrate new colleagues, while maintaining 77% colleague engagement



Colleague Engagement: Strategic Alignment and Integration of Colleague Resource Groups into One Clarivate



Community Impact: Colleagues volunteer 32,000 hours in the community

*There is a new baseline for Customer Delight in 2021 with the addition of all 2020 acquisitions

Governance

Maintain the highest level of trust and ethics in all we do



Ethical leadership

At Clarivate, we believe our Board of Directors has an essential role to play as Environmental, Social and Governance (ESG) issues move to the top of corporate priorities.

With growing awareness, attention and action from investors, customers, and other stakeholders, our Board and Committees provide our leadership with much more than oversight and guidance.

They help galvanize us and drive real accountability to continually ‘do what

is right’ when it comes to driving ESG. ESG issues have an expanding impact on our business strategy, risk management and performance so we’re committed to being ‘all in’ across Clarivate – in all regions, in every role and in every way we do business.



Independence

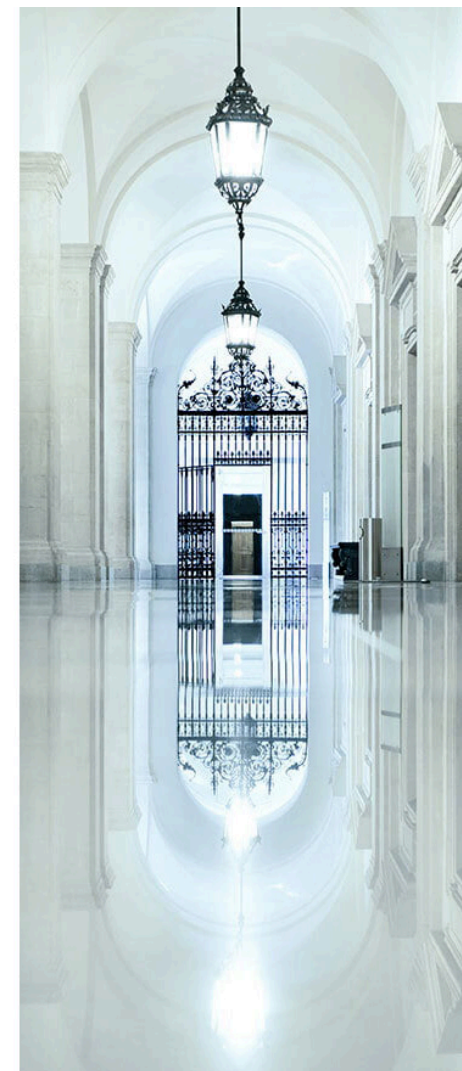
Our Board is composed of a majority of directors who qualify as independent directors as required under NYSE rules. Similarly, our Committees satisfy the enhanced independence criteria set out by NYSE.

Board meetings

The Board meets at least four times a year, and special meetings may be called from time to time as determined by the needs of our business. Our directors take their roles seriously as well as their responsibility to prepare for, attend and participate in meetings. Sustainability is now a topic of every Board meeting with dedicated oversight from the Nominating, Governance and Sustainability Committee which reports into the Board at each meeting.

Four standing committees

- Audit Committee
- Human Resources and Compensation Committee
- Nominating, Governance and Sustainability Committee
- Risk Committee



2020 milestones

Our Board continued to grow in diversity in 2020.

Below are our Board's composition and related metrics disclosed in our latest [Proxy Statement](#) for Annual General Meeting of Shareholders:

11 members

10 independent

Board members

2 women

Board members*

58 years

median Board age

12 meetings

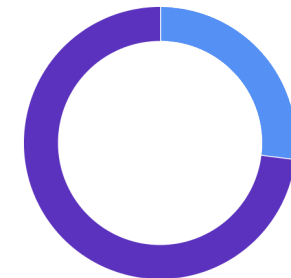
100% attendance

at Board meetings

2 years

median Board tenure

Nationality



● 73% US

● 27% Non US

*As disclosed in our 2021 annual meeting [Proxy](#), if elected by our shareholders, our Board will increase from two to four women directors.

2021 goals

1.

Increase focus and investment in ESG by explicitly empowering the Nominating, Governance & Sustainability Committee of our Board of Directors with oversight of ESG matters and initiatives

2.

Increase transparency and disclosure of progress toward ESG and DEI goals at all levels of the business

"At Clarivate, we consider ESG to be a business imperative and integrated into our core strategy. The Board believes that it provides a window into our future, so we stay focused on related risks and opportunities, empower problem-solvers to tackle some of the world's most complex challenges and generate measurable value in the process."

Jerre Stead,

Clarivate Executive Chairman and CEO

Bringing our Code of Conduct to life

At Clarivate, our Code of Conduct is much more than a check-the-box compliance exercise.

We believe that our Code of Conduct is the starting point for establishing our global leadership as a sustainable company. We have embedded it into the fiber of our corporate culture as our guide for behaving with trust, respect and ethics — where we bring it to life with our actions.

Throughout our global organization, it's the cornerstone of our compliance program and provides guidance on how we represent our brand in everything we say and do. It reflects our mission, vision and core values, especially when it comes to fostering trust, respect, integrity and sustainability.



We take ethics seriously

Sure, our Code of Conduct covers a broad spectrum of guidelines including proper use of assets, confidentiality, health and safety, gift giving, conflicts of interest, anti-fraud and more. But we're bringing it to life by supplementing it with targeted training, best practices and continual leadership guidance. Our goal each year is to have all colleagues worldwide complete our online Code of Conduct training course and acknowledge our Code of Conduct. In 2020, we achieved this milestone within five weeks of our Code of Conduct campaign launch date! All new colleagues must complete and acknowledge this training shortly after joining with progress monitored by our Compliance team.

“Every day we see evidence of colleagues living the values embodied in our Code which our Compliance team supports with continual guidance and training. The level of interest and engagement from our colleagues is truly inspiring and reflects the strong sense of ethics that defines our organization.”

Michelle Lin,

Chief Compliance Officer



Passion for delighting

At Clarivate, we genuinely listen to our customers, continuously asking the difficult questions and keeping an open mind to the feedback we're given.

This is the only way we can put ourselves in their shoes — to take the right actions, prioritize quality, anticipate unmet needs and continue to be an essential partner in driving their success. We call this “Customer Delight” — and it’s our obsession. It’s also our business strategy and every colleague is rewarded for improving customer

satisfaction. In 2020, all eligible colleagues received 72 restricted shares for achieving our Customer Delight score target.

In 2020, more than 18,000 customers shared their feedback in our global Customer Delight survey.

We asked our customers five critical questions specific to:

- Information and insights
- Quality of products and services
- Ease of doing business
- Value of products and services
- Positive interactions

Despite a multitude of challenges impacting customer satisfaction scores across many industries last year, Clarivate improved customer satisfaction three points overall. We don't take this improvement for granted because we know it takes focus, hard work, agility and innovation to keep our customers engaged and delighted.

As a result, we reported consistent improvements across all products and geographic regions. We still have more work to do and will continue to focus on the following areas to improve Customer Delight year over year:

- Make our products simpler and more user friendly
- Improve the timeliness of information sharing
- Increase our responsiveness across key customer touchpoints



2020 milestones

18,000

customers responded to
our Customer Delight
survey in 2020

100%

of products and regions showed
improvement

+3 point

improvement in Customer
Delight from 2019 to 2020

79

was our Customer Delight
score in 2020

72

restricted stock units (RSUs)
awarded to all eligible colleagues
for hitting the 2020 stretch goal

100%

of colleagues completed our
Customer Delight Certification

2021 goals

1.

All Clarivate colleagues will have a Customer Delight performance goal

2.

76 to 77 increase measured in bi-annual Customer Delight survey*

"Customer Delight is the foundation of how we listen and act on our customer's feedback to drive innovations across all of our products and services and to continuously deliver above and beyond expectations."

Kerri Nelson,
Chief Strategy Officer

*There is a new baseline for Customer Delight in 2021 with the addition of all 2020 acquisitions.

Our commitment to safeguarding personal data



At Clarivate, data is our business. We take it seriously and believe in trust and transparency – especially when it comes to protecting personal data. Our ongoing commitment to promoting responsible data use will help drive a more sustainable society. We’ve created a robust and effective data protection program with policies and procedures that reflect internationally accepted principles of transparency, accountability and individual rights.

To be effective, data protection policies must be managed as an evolving program that is continually reviewed, advanced and tested to make sure our actions reflect our promises. In addition to investing in data protection technology, we’ve built a team of full-time, dedicated privacy professionals led by our Chief Privacy Officer. They are diligent guardians of our privacy policies, helping us adhere to our guiding principles and stay ahead of evolving privacy and data protection laws.

Our guiding principles

Transparency and choice

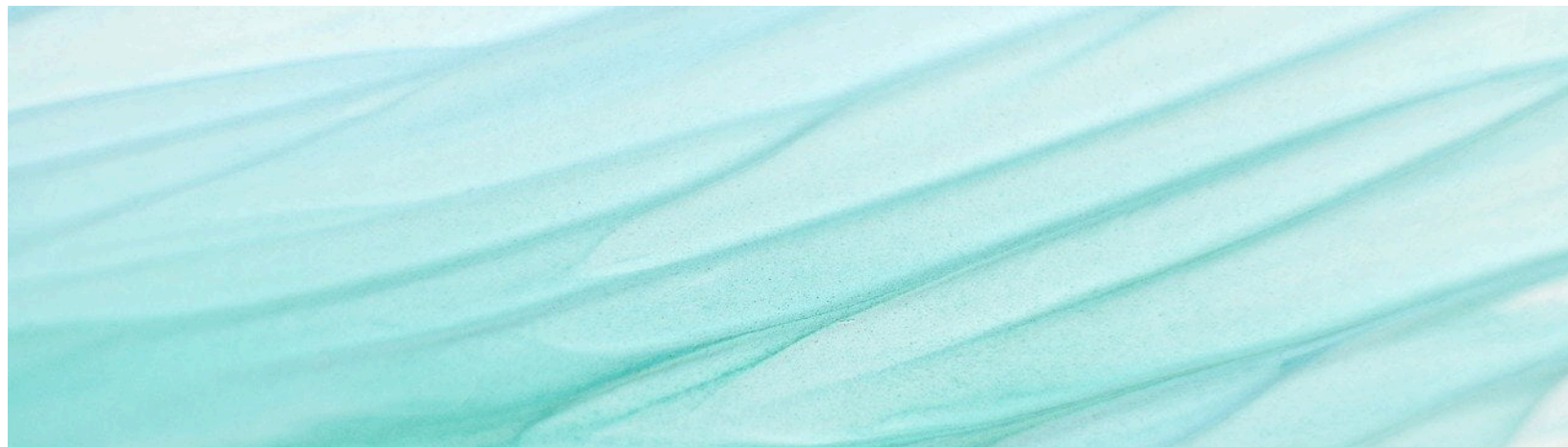
Help individuals understand how their personal data is used, what their rights are and how they're empowered to control their data

Accountability

Remain accountable for our practices by reporting how we're doing on meeting our data privacy obligations and responsibilities

Security

Promote the confidentiality, integrity and availability of the personal data we process through our ongoing commitment to security and privacy



2020 milestones

1.

Launched the [Clarivate Privacy Center](#) to surface all our public facing privacy notices, principles and practices in one place for more clarity and transparency

2.

Signed up to be a Data Privacy Day Champion with the [National Cyber Security Alliance](#)

3.

Launched a new, mandatory privacy training program for all colleagues, reporting out quarterly

4.

Implemented data privacy management technology across Clarivate, enabling greater efficiency and ensuring stringent compliance with privacy laws such as GDPR

2021 goals

1.

**Increase third-party
privacy oversight**

2.

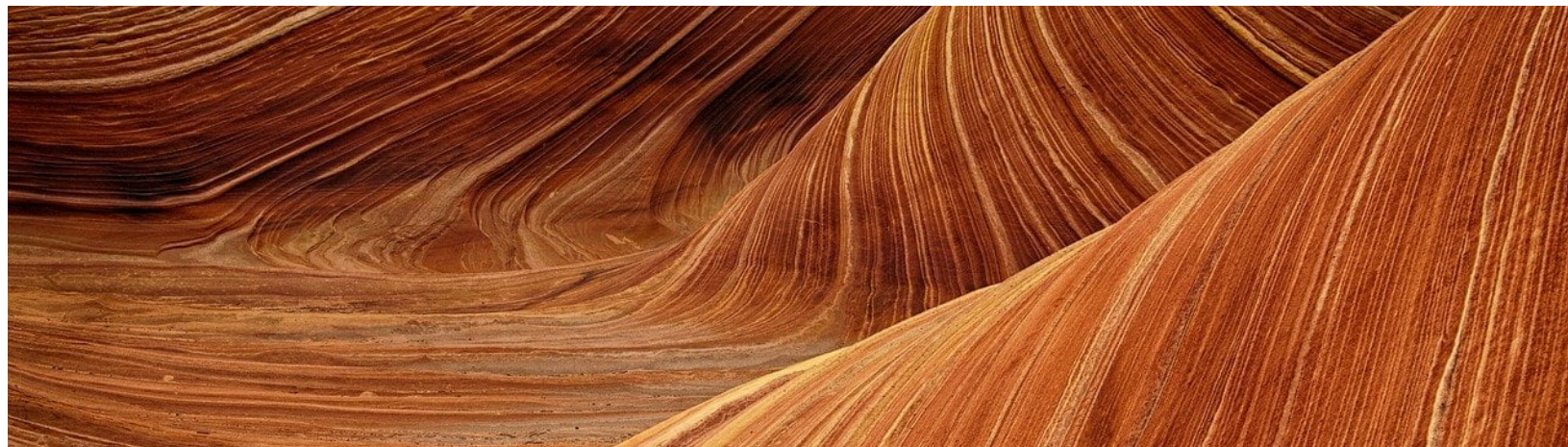
**Improve record-keeping
maturation and automation**

3.

**Enhance privacy incident
response readiness and testing**

4.

**Continue to monitor changes to
cross-border transfers**
requirements and implement
remedial measures as needed



Fortifying and future proofing our cyber security commitment



When it comes to cyber security, many organizations discover their vulnerabilities too late – after something has gone wrong and they're scrambling to repair the damage. At Clarivate, we take cyber security very seriously and it remains a top priority across our organization. We believe in staying proactive, informed and committed to continually reviewing, testing and strengthening our Information Security Risk Management program.

We use a risk-based approach to address compliance requirements by establishing continual, lock-step alignment with business priorities and customer needs. We make sure our standards, policies and security controls are defined, managed and tracked across all our products and services. To accomplish this, we have assembled a talented team of certified security subject matter experts located around the world who are highly focused on reinforcing our cyber security standards at all levels.

2020 milestones

95%

of colleagues completed cyber
security training

73%

of developers completed
developer cyber security training

Stage 1

ISO 27001 certification audit



2021 goal

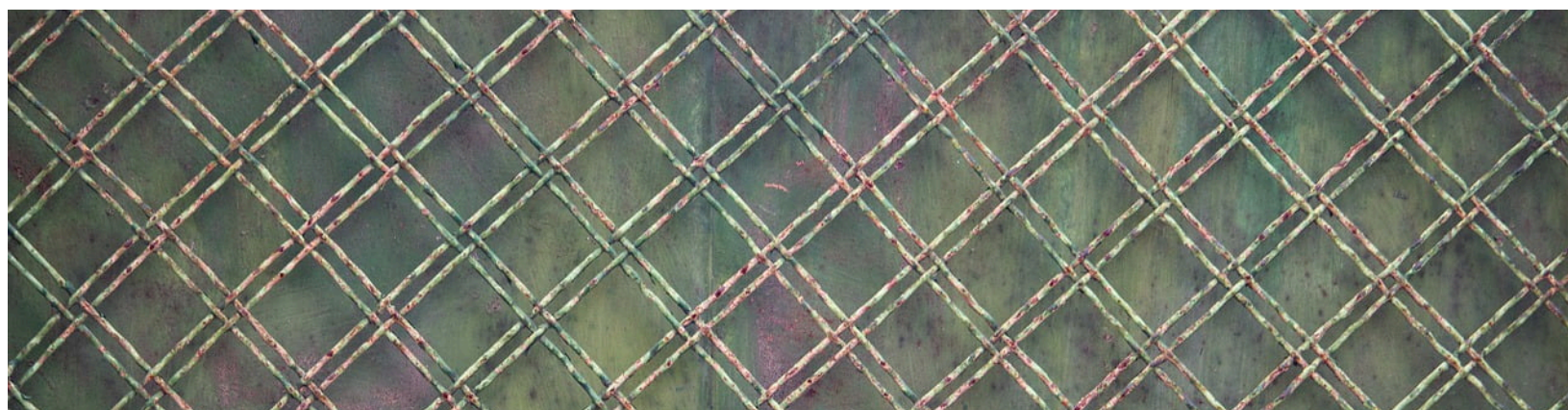
1.

Attain ISO 27001 Certification

“As we shift towards a digital workplace and implement our risk-based approach, we are working hard to remain nimble and vigilant. We’ve assembled an expert team to proactively monitor, identify and secure all areas of potential vulnerability to keep our information and systems safe.”

Christian Wagner,

Chief Information Security Officer



Human rights – a shared imperative for sustainable development



As a company that leads with its company values, we believe that we are defined by how we treat others.

We strive to treat everyone with dignity and respect, and we're committed to doing what's right to lift up people and communities wherever we can. We take a stand against modern slavery and human trafficking across our business and hold our partners and our supply chain accountable to do the same.

Our goal is to provide a work environment that is safe, diverse and inspiring, while striving for equality for all colleagues, wherever they live.

Clarivate is committed to incorporating human rights into all we do.

By adhering to the [10 principles of the UN Global Compact](#) and the [United Kingdom Modern Slavery Act](#), we promise to conduct business in a manner that respects the rights and dignity of all people. We strongly support the principles contained in the [United Nations Universal Declaration of Human Rights](#).

We require our suppliers to treat their employees fairly and in accordance with applicable laws and regulations regarding labor, employment and the following principles:

- Freely chosen employment
- Respect for freedom of association and the right to collective bargaining
- Safe, healthy and hygienic working conditions
- No child labor
- Fair and equitable wages and benefits
- No excessive working hours
- No discrimination is practiced
- No harsh or inhumane treatment is allowed
- Promotion of supplier diversity

Promoting greater accessibility for all

We've placed the diverse needs of our colleagues and customers at the center of our digital communications strategy to reduce barriers to equality and create interactions focused on humanistic values.

2020 milestones

Advanced our unified web presence

To create a more accessible, simpler, customer-focused experience

WAVE accessibility rank for Clarivate.com

Increased from the 17th percentile to the 53rd percentile (WebAIM Million) in under two years



2021 goals

1.

Become a signatory to the
[UN Global Compact](#)

2.

Achieve “AA” level compliance
with the international
[Web Content Accessibility
Guidelines \(WCAG\)](#)
improving website accessibility for
people with motor impairment,
cognitive and neurological
impairment, auditory impairment,
visual impairment and color
blindness

**“We truly believe that our
colleagues are our best asset
and that we must always
treat each other with dignity
and respect. This has
become our core ethos and a
vital part of our culture and
DNA.”**

Julia Mair,

Chief Marketing & Communications
Officer

Managing risks to better drive sustainability



By taking a strategic approach to risk management, we are better equipped to anticipate the direction and impact of change across our business. It also helps us connect our long-term vision and our sustainability principles so we can avoid barriers to success and actively pursue opportunities to achieve and maintain our sustainability goals.

Last year, we took several key steps to advance our risk management program, starting with establishing our governance framework, creating a

Management Risk Committee to provide oversight to the Board and benchmarking our approach with other companies that have a similar risk profile. To gain valuable feedback and better understand our critical success factors, we developed an extensive, holistic approach to assessing strategic, operational, financial, legal, regulatory and compliance risks across our global business. We initiated regular risk reporting to better identify issues as they arise or better yet - before they

2020 milestones

72

risk questionnaires completed

20+

internal interviews conducted

1,300+

comments received

92%

questionnaire response rate

90+

risks assessed

32

higher priority risks identified

10

top risks identified with related response strategies

17

distinct risk assessments covering functional areas and business units

10+

Enterprise Risk Management workshops conducted

2021 goals

1.

Formalize our operational risk management program to align with standards such as ISO and provide risk oversight to the Board Risk Committee

2.

Continue to monitor and prioritize emerging risks

3.

Advance our risk-aware culture by providing awareness and training

4.

Implement a centralized repository for ERM guidelines and documentation

“We’re embracing Enterprise Risk Management (ERM) as part of our core management philosophy and business strategy, so we can not only proactively focus on potential threats and opportunities but consider the environmental and social impacts tied to each of them.”

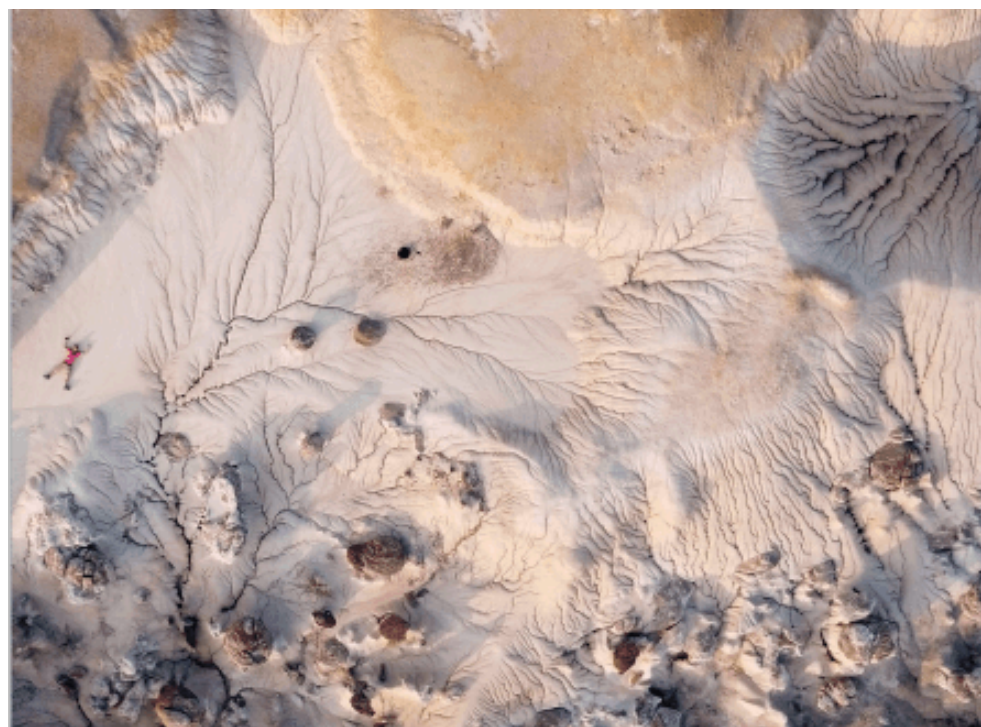
Liliana Hinderman,
Chief Risk Officer

Environment

Operate with care for the
planet and natural resources



Our race to attain carbon neutrality by 2024



It takes creativity, initiative and resolve to take care of our planet and preserve natural resources. At both the company and individual level, we're committed to doing our part and to doing what's right in order to leave this world a whole lot better for generations to come. We're doing this by making eco-efficiency a top priority – from our mailroom to our boardroom, our home offices and beyond. We're contributing our time, knowledge and resources to help those trying to solve some of the

world's most complex environmental issues. Sometimes many small changes can build big outcomes. While we've made some progress towards reaching our goal of being carbon neutral by 2024, we are ready to accelerate our actions and initiatives in order to achieve the results we can all celebrate and be proud of. We're continuing to identify and implement sustainable, eco-efficient choices into every part of our business – from our daily operations and energy footprint to advancing our sustainable supply

2020 milestones

Initiated sustainable workplaces and a digital workplace transformation strategy to shift more colleagues to permanent remote working

Partnered with [Trip Actions](#) for more sustainable colleague travel options

Enlisted [JLL](#) a leader in sustainable real estate as our primary facilities manager to measure and monitor our energy, water, recycling, waste and greenhouse gas (GHG) emissions

Launched an R2 compliant e-waste recycling effort throughout our global operations

2021 goals

1.

Track and report on environmental metrics for more than 75% of our global office space

2.

Continue driving positive momentum to meet our goal to be carbon neutral by 2024

3.

Advance our connected workplace strategy to reduce the environmental and workforce impact of commuting

4.

Launch our **environment-focused Colleague Resource Group** focused on internal and external impacts

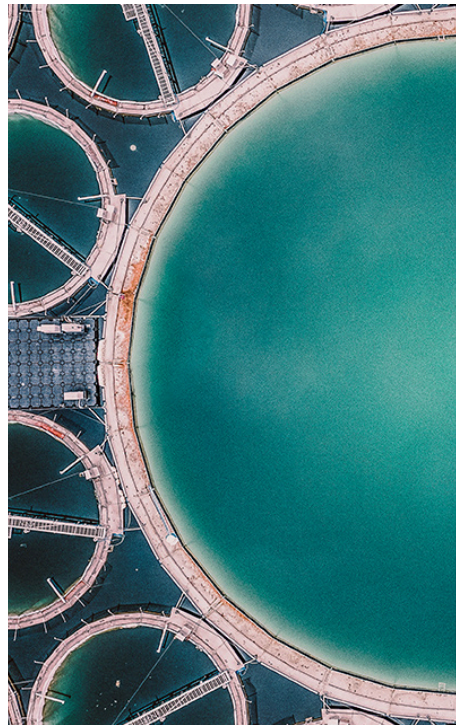
"I feel privileged to be working for an organization that prioritizes the planet and gives me the opportunity to get involved and really make a difference - not only as an individual but on a global scale where Clarivate can really make an impact through our innovation and technology leadership."

Jamie Francis, Customer Success Manager, Make a Difference to Climate Change Team Leader

5.

Meet or exceed e-waste industry standards for sustainable, responsible waste disposal while meeting all Clarivate data security, compliance and privacy standards

Guiding environmental sustainability with data driven insights



As part of our commitment to carbon neutrality by 2024, Clarivate is working with JLL, a leading global real estate services company, to establish a baseline for our carbon footprint. Since we maintain a fully leased real estate portfolio, with energy primarily procured through our various landlords around the world, our current carbon emissions are predominantly categorized as Scope 3, meaning indirect emissions that occur in our value chain. We are continuing to track and report

consumption by fuel source wherever data is available.

With our full portfolio including 64 sites, we have focused on the top 24 which is a mix of offices and data centers covering 728,733 square feet in total. Currently, we're able to get directly metered energy use data for 75% of our top 24 sites. The remaining emissions have been estimated based on the energy use of the whole building, which is adjusted in proportion to the floor

area we occupy. The emissions have been calculated using location-based factors in accordance with the UN Greenhouse Gas Protocol.

Important to note, we're using the 2019 calendar year to develop our realistic carbon footprint baseline since 2020 operations were severely disrupted by the global pandemic. In 2021, our goal is to continue to report and obtain accurate data for all our reporting sites.

Electricity consumption:

10,688 MWh

3,000 MWh decrease from last year

Water consumption:

31,348.12 m³

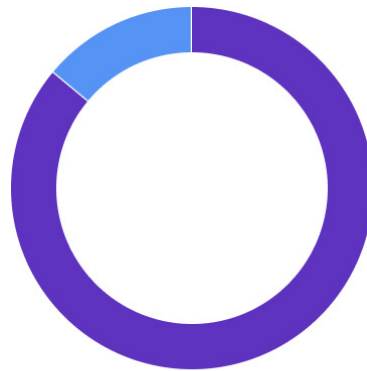
9,500 m³ decrease from last year

Air travel:

23,600 tCO₂e

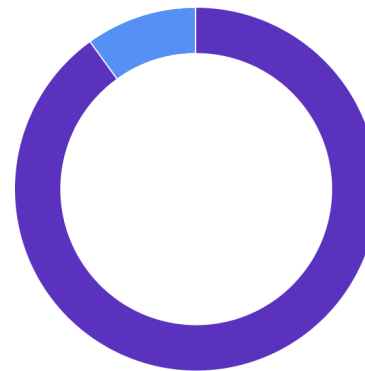
158,000 tCO₂e decrease from last year

Electricity Breakdown:



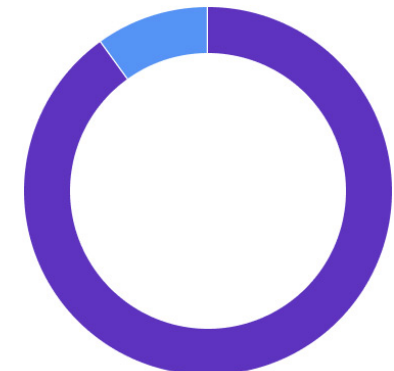
● 86% Office electricity
● 14% Data center electricity

Electricity mix:



● 90% Fossil fuels
● 10% Clean and renewable
(3% increase from last year)

E-waste: 15.3 metric tons



● 91% Recycled material
● 9% Refurbished and
reused material

Our growing building sustainability certifications

7 out of
our top 24

sites have sustainability
certifications.

[Click on the map to learn more](#)



Promoting a sustainable and ethical supply chain



When it comes to sustainability, it's not just about us.

To impact global change, we're making a conscious choice to engage with suppliers who align with our sustainability goals – whose products and services are produced in a way that treat people and the environment ethically and responsibly. With the help of [EcoVadis](#), a supply chain sustainability ratings platform, we're evaluating our suppliers for their

sustainability policies, ratings, implementation measures and more. We will have better insights into all aspects of supplier responsibility and diversity. We're using data to make more responsible, impactful decisions about who we partner with and to build a resilient and sustainable supply chain.

Metrics to help us better understand and advance supplier diversity

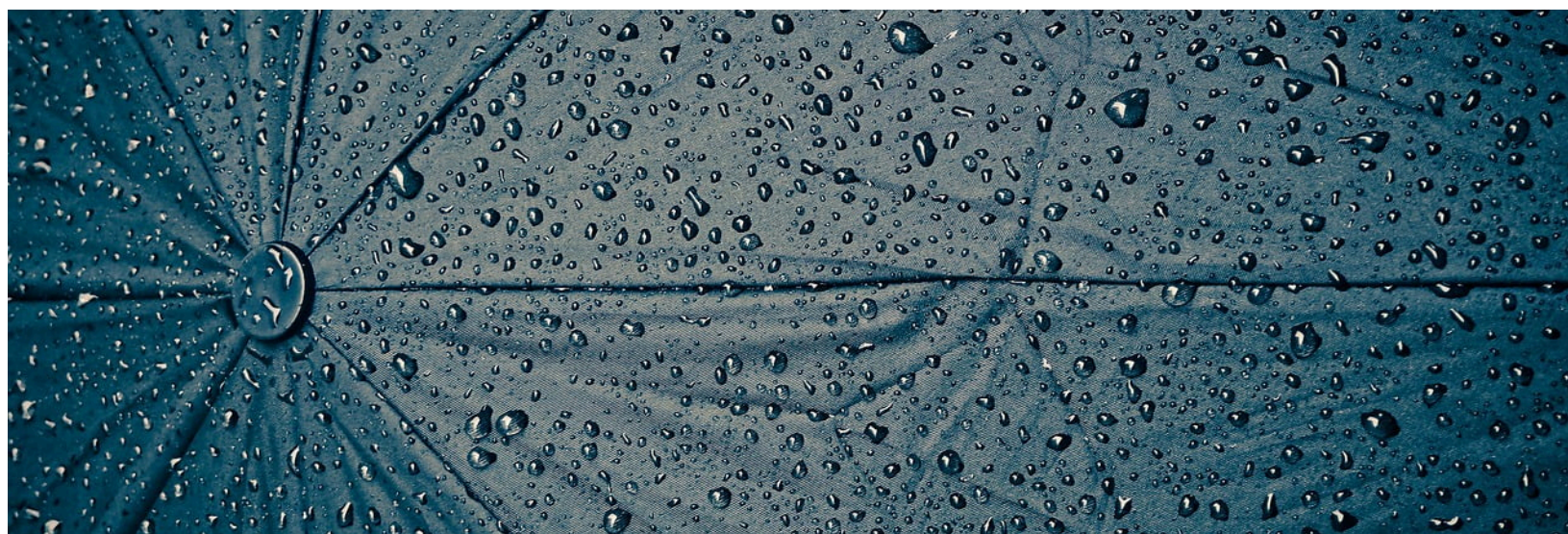
- **Track number and percent of suppliers** against total spend completing a comprehensive sustainability assessment, using EcoVadis analysis of 78 management indicators, across 21 sustainability criteria
- **Understand the performance of suppliers** in all aspects of environmental, social and governance criteria
- **Ongoing review of Clarivate suppliers** to positively impact and drive a more sustainable supply chain

2020 milestones

Updated and enhanced our [supplier support page](#) and [supplier code of ethics](#)

Created a sustainable procurement website

Engaged with EcoVadis to capture, analyze and manage our supplier data



2021 goals

1.

Complete benchmarking of top 100 suppliers for ESG performance via EcoVadis Finalize our sustainable procurement guidelines and incorporate into our procurement policy

2.

Leverage our technology to enable tracking and reporting of spend relative to sustainability and diversity

“Sustainability is not possible without embedding it throughout our entire global supply chain. Where we purchase, what we purchase, how we purchase and from whom we purchase all matter in advancing a better world for tomorrow”

Peter Frien,

Vice President, Procurement

Our commitment to sourcing sustainable merchandise


As we advance towards achieving our sustainability milestones, we're looking across our entire supply chain for ways to integrate sustainability principles. One area where we're focusing these efforts targets the promotional merchandise

we source and whom we source from. We strive to ensure that everything that carries our brand is selected and sourced in accordance with one or more of the following eight guiding sustainability principles:

- **Recycled** - Using recycled materials with post-consumer recycled content greater than 10%
- **FSC certified** - Ensuring Forest Stewardship Council (FSC) certification (paper products only)
- **Locally sourced** - Purchasing closest to delivery location to minimize carbon footprint
- **Renewable** - Consisting of rapidly renewable materials* of greater than 50%
- **Non-hazardous** - Does not contain known hazardous materials such as Bisphenol A (BPA)
- **Waste reducing** - Choosing items that have an identifiable waste reducing impact such as being made from biodegradable or compostable materials that can be recycled
- **Durable and reusable** - Selecting durable versus one-time use disposable products such as reusable cups, mugs and water bottles
- **Sustainable suppliers** - Using suppliers that are recognized sustainability leaders, through their policies and/or certifications, that consider social, ethical and environmental dimensions of business and specific products. (i.e., DJSI; EcoVadis; GreenSeal, EcoCert, Rainforest Alliance and others)

Rapidly renewable materials are natural, non-petroleum-based materials that have harvest cycles under 10 years

Make a Difference to Climate Change - our grass roots path to success



We've kicked off our Make a Difference to Climate Change initiative to highlight our responsibility and seize opportunities - as a leader in our industry - to act now. We want to be part of the solution for climate change, today and for years to come. Our goal is to be a positive force to impact climate change - one of the defining issues of our time. We started with a group of 20 colleagues who were tasked with creating a plan to address two key priorities:

1.

Making an impact on scale

How can we power the ideas and innovations that will ultimately help solve the climate change problem, by using our position in the IP industry?

2.

Reducing our own footprint

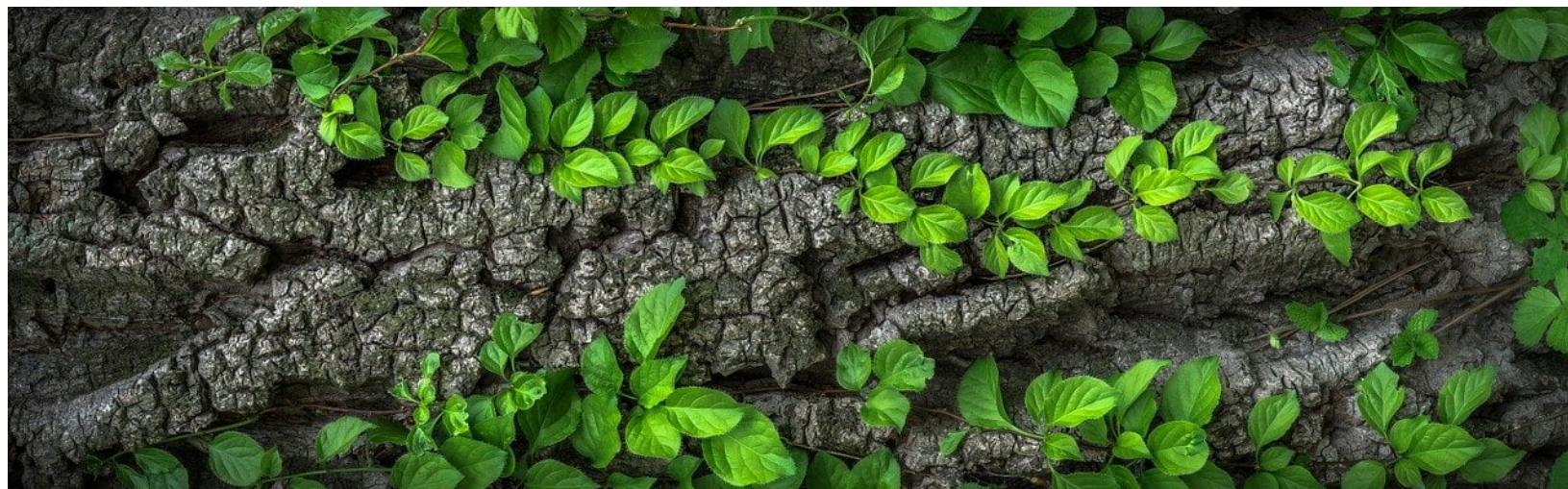
Acknowledge that change starts within. By implementing actions that raise awareness and reduce our own consumption, we'll do our part to help positively impact climate change for years to come.

2020 milestones

Expanded global colleague participation for Make a Difference to Climate Change from 20 initial members to more than 1,600 and counting

Began leveraging our unique position in the IP industry to help facilitate, enable and accelerate the intellectual output to help impact the issue of climate change

Reduced our Jersey data center impact by 53.24% by upgrading our equipment to more efficient devices that consume less energy — we're already saving 221.88 MWh per year



2021 goals

1.

Launch a Colleague Resource Group focused on the environment to advise, manage and maintain our robust action plan to address climate change and resource efficiency

2.

Establish a Green Academy to provide data and education around sustainability – created in partnership with our customers

3.

Initiate Green Incentives using our market coverage and strengths to offer customer incentives and rewards for green activities and IP development

4.

Leverage our Green Market/Green Data Lake because we know that science, innovation and collaboration hold the answers to impacting climate change

5.

Continue to connect the IP network – through our industry leadership, our access to data and our strong customer network – to provide valuable data to accelerate climate change solutions

“Clarivate is in a unique position to leverage the responsibility and opportunities we have as a leader in our industry, to positively impact climate change, one of the defining issues of our time.”

Patrick Simpson, Director of IP Maintenance – Make a Difference to Climate Change Executive Sponsor

Colleagues

Empower and support all colleagues to thrive and achieve their full potential



Learning and development as a catalyst for change

Our [learning and development](#) (L&D) philosophy is about bringing our organizational beliefs and values to life – to map our actions and behaviors to our words. It's about empowering each colleague to be their best self every day and providing a wide range of skills development opportunities applicable now and for the future. Some guiding principles include:

- We develop our L&D plans and programs in alignment with our key business functions to help further our mutual success and avoid creating silos.
- Our L&D commitments are performance related and designed to improve corporate, functional, team and individual accountability.
- We strongly believe that every colleague across our entire business should be provided equal opportunities to learn, develop and grow.
- We believe in empowering individual colleagues with their own L&D milestones. With ownership comes commitment, responsibility and greater chances of success for ongoing learning and development.
- We continuously focus on outcomes and business impact when it comes to evaluating L&D programs. We always ask the question, “How will you apply what you have learned to your day-to-day job?”



2020 milestones

Clarivate First Mile Program

launched in partnership with [Harvard Business Publishing Corporate Learning](#) where our people leaders complete a five-month learning experience to develop essential skills, apply learnings to real-time challenges and share experiences on HBP moderated sessions

3.6 hours

of required online training*

1.8 hours

of voluntary training*

5,015 L&D

courses offered

1,112 L&D

courses completed

\$80.45

Clarivate investment in L&D training*

* per colleague

2021 goals

1.

Launch training to leverage colleague social networks to grow our talent pipeline

2.

Improve our colleague experience from day one with an engaging onboarding program for newly hired colleagues

3.

Enhance programs to grow our learning culture and reward high-performing talent such as inclusive interviewing training, high performing pool, adopting a learning governance model and piloting a mentor program tied to diversity and inclusion initiatives

4.


Support sustainability and diversity by continuing to provide diversity education, supporting our colleague engagement survey and increasing colleague resource group activities and participation

“Behind every successful organization is always a dedicated, skilled team of colleagues who work together for the benefit of the company. At Clarivate, our internal learning and development programs are an essential way to support our colleague development, elevate their skills and help propel our organization to be successful and future-proof.”

Marguerite Harris,

Head of Talent and Development

Our pledge to advance diversity, equity, inclusion and belonging



Since launching our company's values in 2018, 'value every voice' has become one of our core tenets.

It sounds like a simple concept but to live this value means we must look deep inside our company, our communities and ourselves and challenge the status quo. Are we doing enough to impact real, lasting change – so we can look back and feel proud of the actions we're taking at this moment?

We've taken our commitment to diversity, equity, inclusion and belonging to a whole new level especially after witnessing instances of civil unrest and outcries for real change. We believe that our colleagues are our most important asset and see people coming together from different cultures and backgrounds, with different life experiences, as a key driver of innovation. We know that colleagues who feel engaged and included will be the most proactive and productive.

Our goal is to weave these principles into the fabric of our culture to become a recognized global leader and employer of choice. Throughout our organization and across all our regions, we are accelerating innovation and action in support of a more diverse and inclusive workforce. As a company, we're magnifying our voice, our platform and our resources to address injustice and inequity wherever it occurs.

2020 milestones

Signed the [CEO Action for Diversity & Inclusion™](#),
the largest CEO-driven business
commitment to advancing diversity
and inclusion in the workplace

Achieved 90% response rate
for our 2020 colleague engagement
survey and our performance
increased eight points from the
prior year to 77%

**Sponsored two Clarivate
colleagues** to join the [CEO Action
for Racial Equality fellowship](#) focused
on addressing racism, social injustice
and improving society



2021 goals

1.

All colleagues to complete anti-bias training

2.

Launch a Diversity, Equity, Inclusion and Belonging Steering Committee to advise and drive accountability

3.

Report out on progress against the [Women's Empowerment Principles \(WEPs\)](#) as part of our drive to improve women's equality

“Our commitment to addressing diversity and inclusion is not just a competitive or reputational issue, but a societal issue where CEOs and corporate leaders can and should play a critical role in driving real change.”

4.

Participate in the [Human Rights Campaign Corporate Equality Index \(CEI\)](#) to further our work in to achieve LGBT+ equality

5.

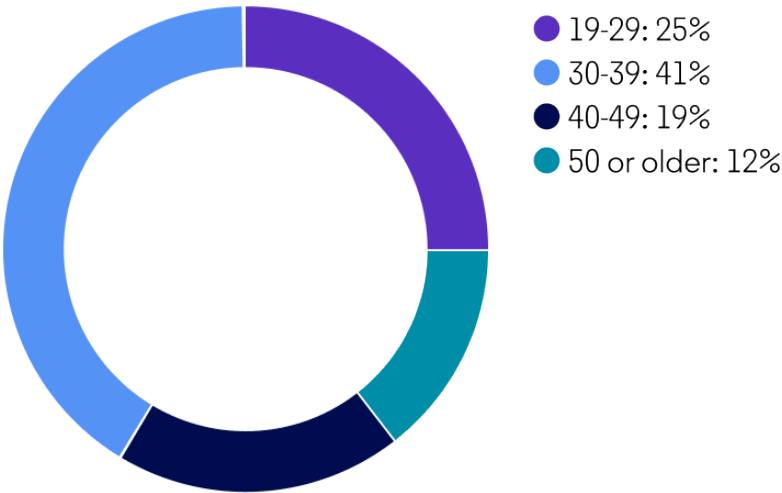
Establish a baseline for our diversity metrics by completing the [Diversity 50](#) Assessment

6.

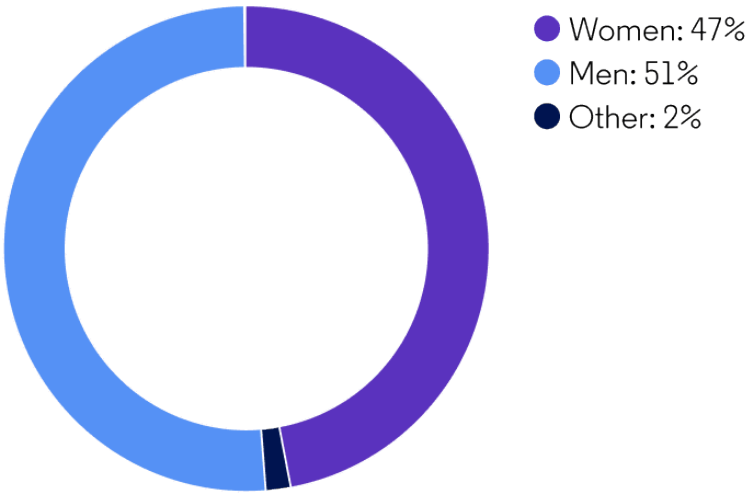
Maintain 77% colleague engagement score as measured in our annual survey

Ketan Patel,
VP Cortellis, Product Platform

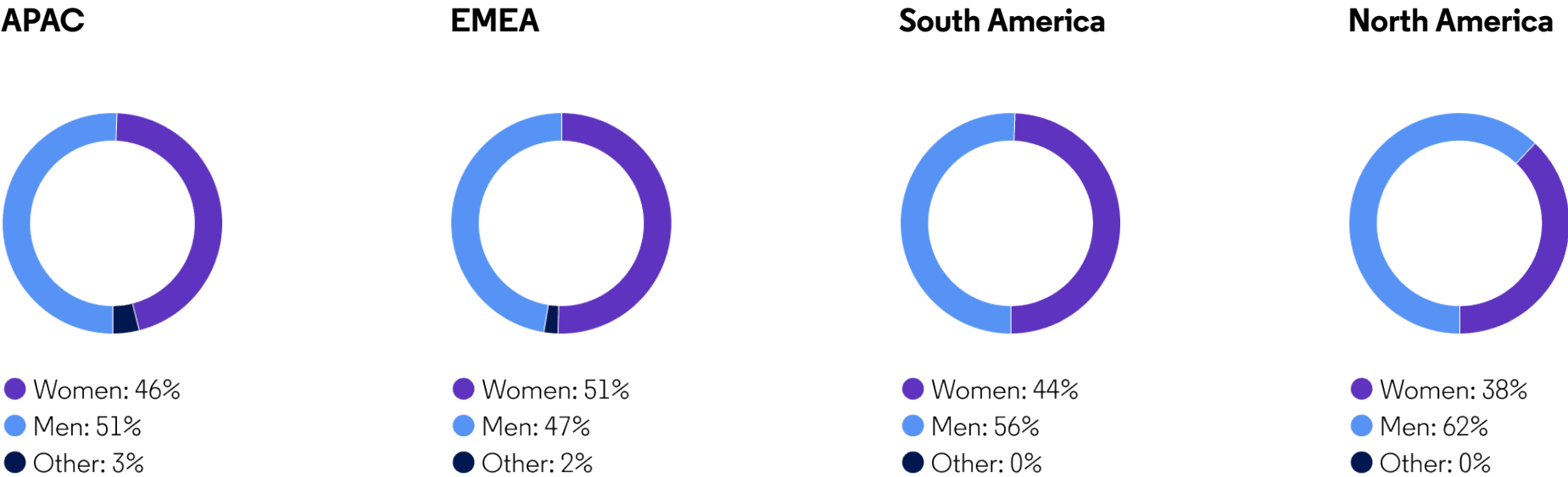
Percentage of colleagues by age:



Colleagues by gender:



Colleagues by gender:



Average annual
wage by gender:

Women

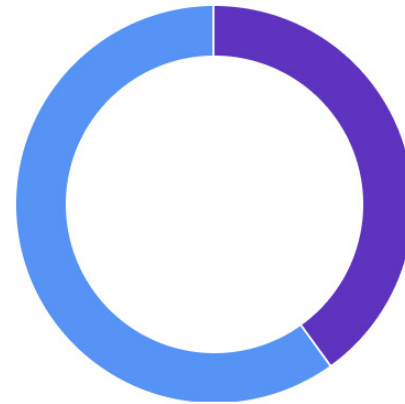
\$45,720

Men

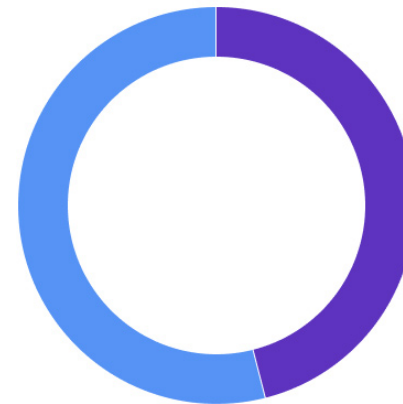
\$62,257

Proportion of women/men receiving bonus:

● Women: 40%



● Men: 46%



53%

of our Science organization
are women

22%

of tech colleagues
are women

Propelling diversity and inclusion with action



Colleague resource groups

We've created an environment that encourages our colleagues to pursue the issues and address the challenges that are meaningful to them. Led by passionate advocates of inclusion and social consciousness and sponsored by members of our executive leadership team, these groups support colleague

communities and provide a way to extend our collective voices around important issues impacting our society. Our active Colleague Resource Groups (CRGs) are essential to advancing sustainability at Clarivate and include Racial & Ethnic Diversity, Women, LGBT+ community building and Volunteering.

Women@Clarivate

is working to cultivate an environment where women flourish by having increased access to new opportunities for mentoring and sponsorship, proactive networking, community engagement and professional development. We are also working to provide women with full access to all the financial and career progression opportunities offered by Clarivate. Women@Clarivate is very active and continues to grow, increasing engagement and membership around the world.



2020 milestones

\$25,000 USD donated to [Women For Women International](#)

Grew membership to 15 global chapters and celebrated the second annual Influencer of the Year award.

Signatory to the [United Nations Women's Empowerment Principles](#) (WEPs)

Hosted dozens of virtual events to stay connected – especially during the global pandemic



2021 goals

1

Increase engagement by 10% on a global and chapter level, adding more virtual connection points to accommodate our remote colleagues

2

Increase transparency around any existing gender pay gaps through annual and increasingly global reporting

3

Celebrate four outstanding women who excelled at upholding our Women@Clarivate mission and values with our annual awards program

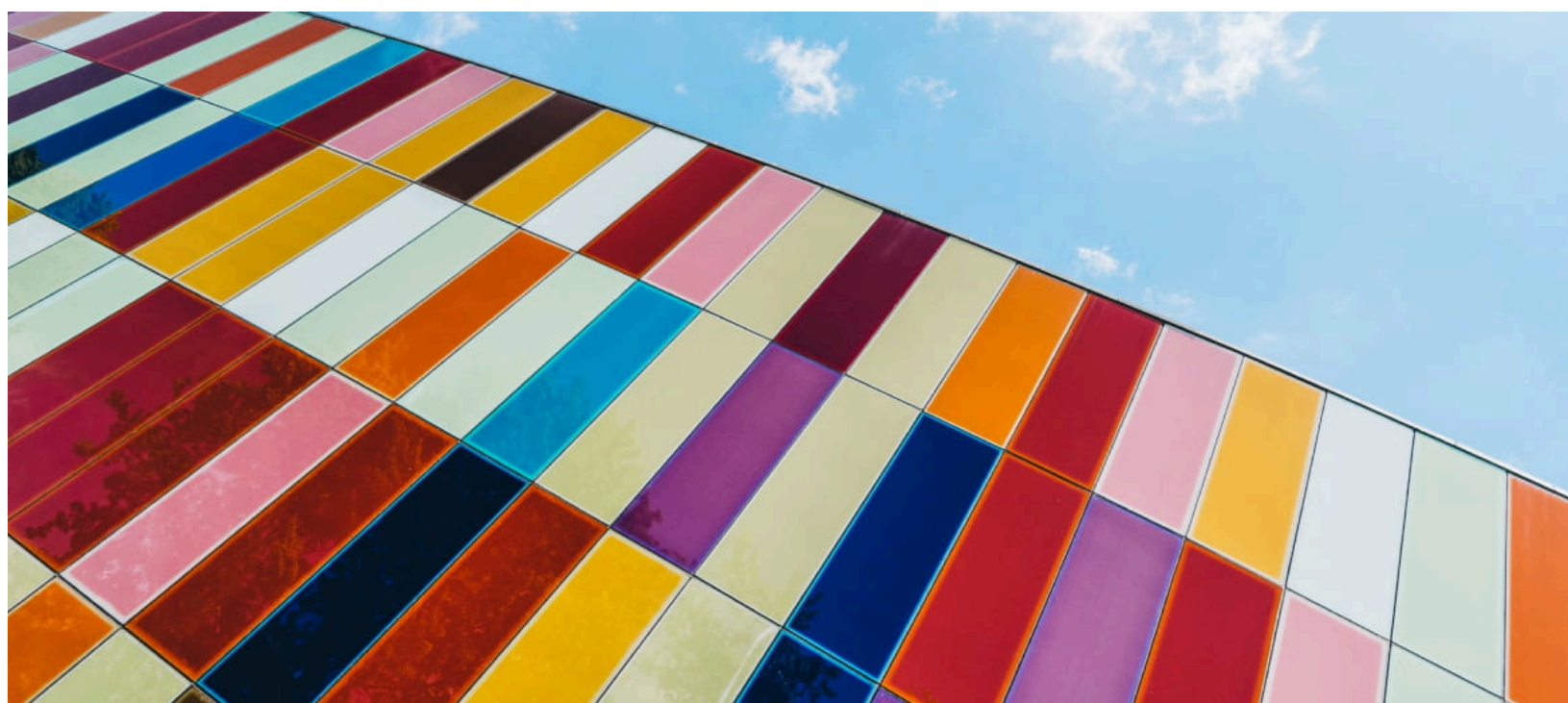
4

Issue a WEPs progress report against the seven principles

SPECTRUM

was created to drive continuous improvement in company policies and work environments, provide support and networking opportunities for our members and promote activities within Clarivate that raise awareness about our LGBT+ community.

Our goal is to make Clarivate an employer of choice for LGBT+ talent.

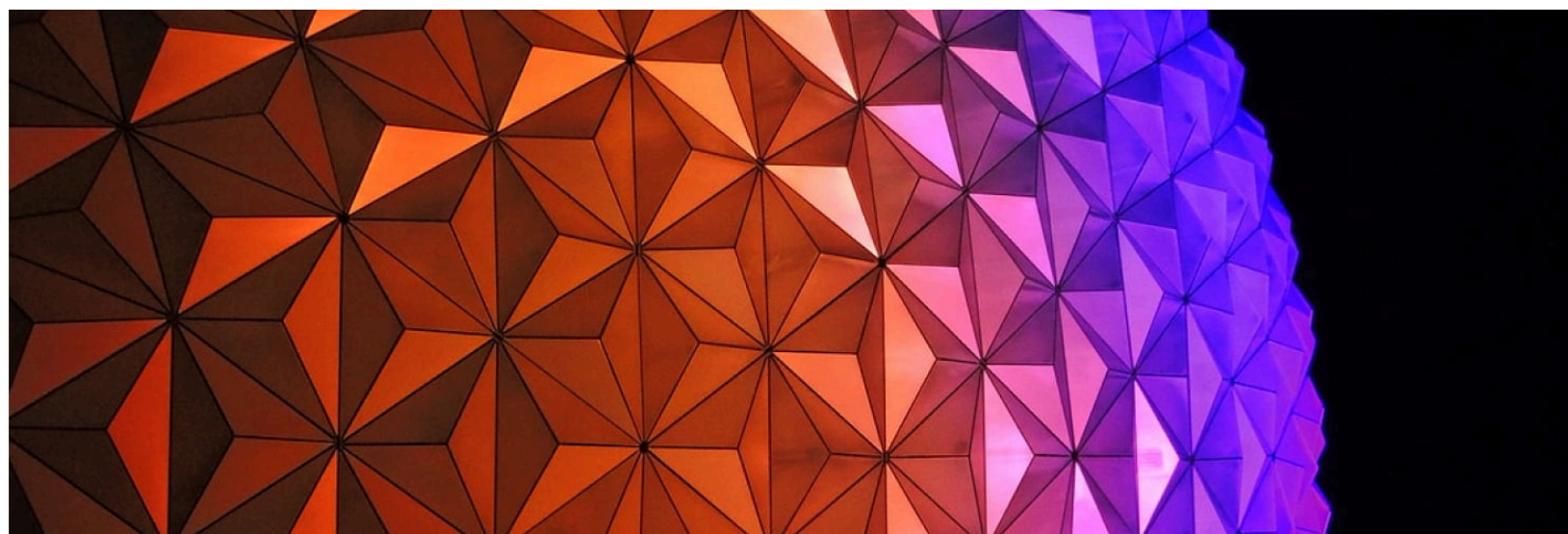


2020 milestones

\$25,000 USD donated to
[Kaleidoscope Trust](#), an organization
working to uphold the human rights
of LGBT+ people

During Transgender Awareness
Week, we pledged to continuously
support all LGBTQ+ colleagues and
customers across the world by
signing up to [Stonewall's Trans](#)
[Rights are Human Rights campaign](#)

We secured the .gay domain
that redirects to our 'Sustainability
at Clarivate' and 'Colleagues'
website pages



2021 goals

1.

Participate in the Human Rights Campaign [Corporate Equality Index](#) to establish our baseline, identify areas of opportunity, measure success and continue to advance progress

2.

Encourage self-identification by colleagues, so that they are not only included but celebrated



Vibrant

is focused on promoting racial and ethnic diversity, inclusion and equity.

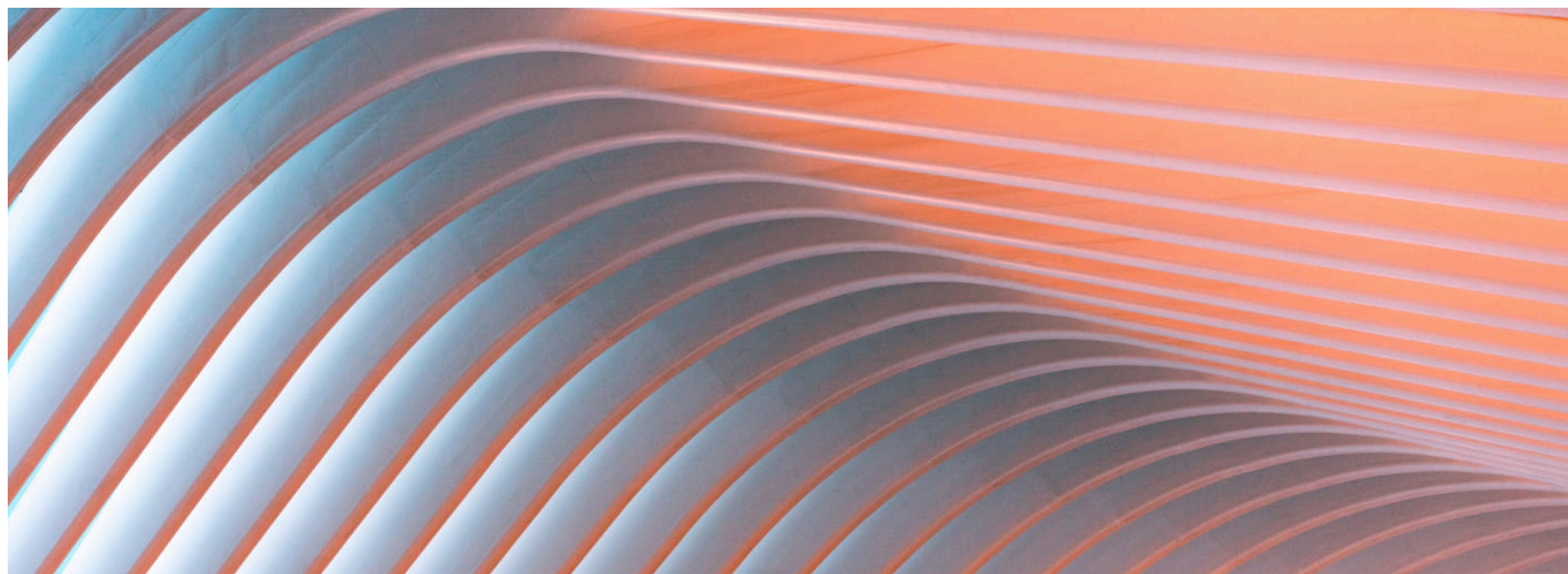
Launched in 2020, Vibrant leaders immediately engaged colleagues across the organization in an active and meaningful conversation about diversity and race during the social unrest that occurred in the United States. It continues to create an open dialog about the realities and experiences of BIPOC colleagues around the world.



2020 milestones

\$25,000 USD donated to
[Code2040](#), an organization working
to uphold Black and Latinx
technologists in the innovation
economy

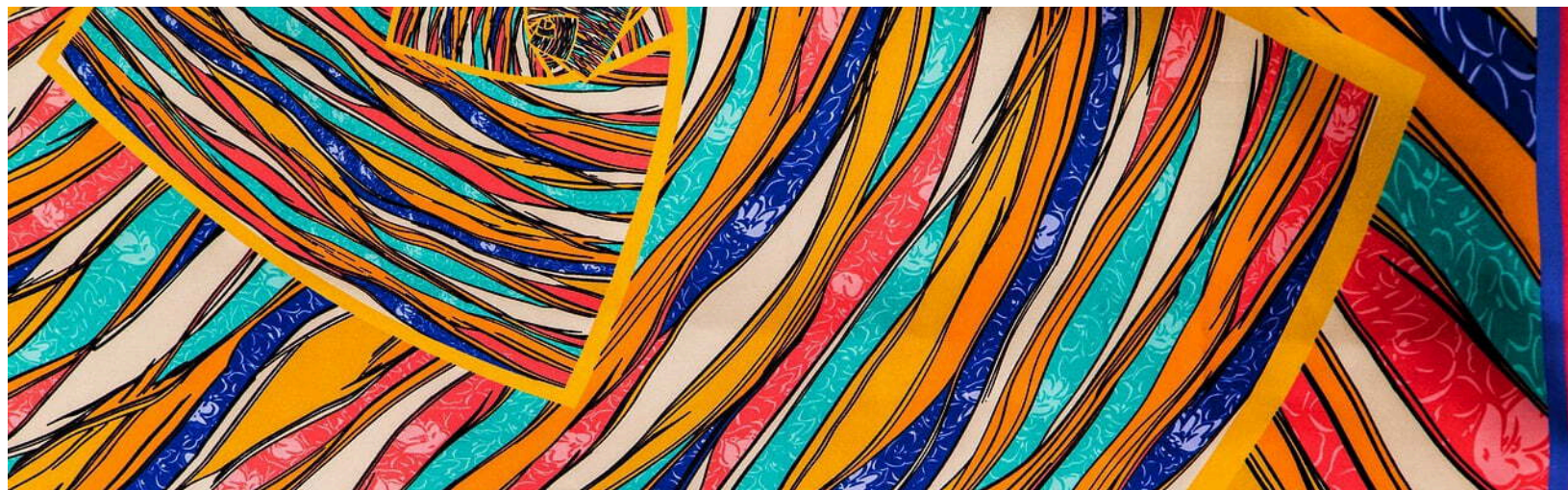
Signed the [CEO Action for](#)
[Diversity & Inclusion™](#), to
represent and celebrate the diverse
voices of Clarivate



2021 goals

Create and launch a toolkit to empower membership growth in a way that assesses and meets the needs of global locations

Continue to leverage our [two CEO Action for Racial Equality fellowships](#), to identify, develop and promote public policies and strategies to address all instances of systematic racism and social injustice.



Black Intellectual Property Professional Assembly (BIPPA)

An outgrowth of our Vibrant community, BIPPA was founded to identify and address fundamental changes needed in our policies, processes and practices to advance initiatives that support and elevate Black IP professionals in North America. Four key pillars of focus include Retention/Recruitment, Training, Mentorship/Sponsorship and In-Reach/Outreach Programs



2020 milestones

**BIPPA founded in
September 2020**

**Membership has grown to
more than 60 colleagues
in less than 45 days**

**More than 10 meetings
and events held**, including a three-
part, Professional Development
Training Series and a year-end thank
you event for all our members



2021 goals

1.

Increase membership by 20%
through the addition of Clarivate
Black Employees and Clarivate Allies
in North America through
the Vibrant CRG

2.

Formally roll-out or co-sponsor
an initiative that involves
one of our four pillars

3.


Continue to deliver programs
and events that elevate, support,
and recognize black
colleagues at Clarivate

4.

Initiate a self-identification
strategy to measure our progress
with diversity



Empowering colleagues to take charge of their health and wellbeing



One thing we learned from the global pandemic is that we can't take our health and wellbeing for granted. There are real changes we can all make starting now to support our ongoing physical and mental health. This has been a turning point for us, where we prioritize and reinforce the need for work/life balance for our colleagues around the world.

We've invested in a robust, proven health and wellbeing strategy to foster a healthier, happier and more productive workforce. We're committed to providing colleagues with meaningful resources to support their personal, family and community needs using a holistic approach that focuses on four key pillars of wellbeing: Physical, Financial, Social and Emotional.

2020 milestones

Support during and after COVID-19

Maintained a steady, compassionate communications with colleagues to help them ensure they remain safe and informed, including weekly live Q&A sessions with the CEO and leadership team

Increased focus on mental health and well-being in response to disruptive impact of the global pandemic

Prioritized and promoted our global Employee Assistance Program (EAP) to provide all colleagues with the support they need

Enhanced existing programs, such as increased paid time off, expanded child/elder care benefits, allowed rollovers and mid-year election changes to pre-tax spending accounts in the United States, adopted several CARES Act provisions in our 401(k) Plan and more

Launched a financial hardship assistance program in response to COVID-19 which delivered \$2,780,000 USD in funding to help colleagues and their families

2021 goals

A new level of health and wellness engagement

Launch ‘Be Well’, our new, online wellbeing platform that enables colleagues to take a health assessment, track daily health habits, participate in health and fitness challenges, sync mobile and fitness devices and more — all while earning rewards along their personalized wellbeing journey

Leverage data insights from benefits utilization reports, real-time analytics, colleague feedback and more to continuously enhance our engagement and impact

Provide access to science-based tools and technologies to help colleagues better navigate the digital workplace while balancing needs at home

Leverage proven techniques to enhance mindfulness, stress management, emotional intelligence, resilience, quality of sleep, performance and more

“At Clarivate, our mission is to empower each colleague with meaningful tools, sustainable insights and ongoing support to help them thrive. With the launch of our new, Be Well platform, we’re excited to enable our colleagues worldwide to take charge of their individual health and wellbeing and maintain a healthier, more productive lifestyle.”

Jennifer Prentice,

Director of Global Benefits



Setting the course for our workplace of the future

A cultural and organizational transformation has begun at Clarivate, where every decision and every opportunity is approached with the assumption and mindset that the solution will better connect us through technology.

As the impact of COVID-19 spread across the globe in 2020 and most countries announced mandatory remote working directives, Clarivate quickly adapted and pivoted to a

fully remote model. Our executive leadership team recognized that the nature of our business is driven by technology and innovation -- and is significantly enhanced by our talented pool of knowledge workers. Despite managing through a lot of rapid change, we knew we were well positioned for success.

Our company and our team have thrived. We see that our business is resilient, our colleagues are focused and productive and we are

beginning to experience unprecedented success. A global colleague survey revealed that 74% enjoyed the new model of working from home (WFH). Based on this data and a robust set of diverse feedback, we have chosen to accelerate our connected workplace journey, ensuring that our business stays relevant, profitable and sustainable for years to come.

2020 milestones

Ceased business travel from February 2020 through the end of the year

Reimbursed 1,640 colleagues for furniture and other necessary workstation items purchased to support work from home

Made IT equipment available to all colleagues to support work from home and made additional support arrangements where remote working was not possible for colleagues

Implemented DocuSign, which replaced 15,289 paper envelopes, resulting in resource savings of approximately 4,002 lbs. of wood, 11,780 gals. of water, 9,394 lbs. of carbon and 650 lbs. of waste

Enabled colleagues to manage work/life balance, expand career development opportunities and improve connections via our campaign of engagement initiatives

Initiated flexible work schedules for everyone that needed them and awarded an additional 10 days of paid time off to care for family members

2021 goals

1.

Create and socialize a New Ways of Working playbook to help colleagues navigate workplace changes

2.

Implement a financial stipend for >40% of colleagues

3.

Maintain reduced business travel at 25% of pre-pandemic level throughout 2021

4.

Launch the Be Well program and Virgin Pulse app to promote wellbeing to all colleagues

5.

Achieve our cloud vendor's goal of 100% renewable energy along with multiple initiatives to reduce water usage and cool data centers more efficiently

6.

Continue to simplify and unify our web presence for easier access, streamlined navigation and a better, more connected customer experience

“As a parent and chapter co-chair of Women@Clarivate, I found the Clarivate response progressive, supportive and meaningful. Flexible schedules and paid days off for family care allowed me to not only maintain my projects but see them succeed – all while caring for my toddler at home. What matters most to me is that programming wasn’t simply operational, but holistic, establishing trust and confidence that will last beyond the pandemic.”

Rachel Klos,

Senior Communications Manager, Content Operations





Creating a collaborative ecosystem with Domains for Good

At Clarivate, we believe that collaboration drives sustainability.

And we know that successful, sustainable community partnerships can do great things. Today's non-profits, B Corporations and other mission-driven organizations face unique challenges on the internet. From cyber security threats targeting an organization's digital assets to fraud aimed at donation intake and

philanthropic giving channels, every minute and every dollar spent addressing these challenges takes away from the focus and success of their mission. This is where MarkMonitor™ Domains for Good is uniquely positioned to help, with more than 20 years of domain industry leadership and cybersecurity expertise. In 2020, inspired by [Sustainability@Clarivate](#), our MarkMonitor team began

inviting qualifying organizations to join our [Domains for Good](#) collaborative ecosystem. We continue to welcome mission-driven organizations, such as B Corps, and non-profit organizations whose primary purpose is philanthropic, benevolent or other for-good activity focused on at least one of the [UN Sustainable Development Goals](#).

Key participation benefits to help drive success

Engage with like-minded peers

and MarkMonitor experts on best practices for cybersecurity, domain management and online brand protection through various live and online events

Invitations to MarkMonitor events

with priority registration like ‘mastermind’ webinars, forums, and other relevant events like [.Org Impact Awards](#), and access to relevant thought leadership content

Receive a complimentary Domain

Watch service from [CompuMark™](#), helping to quickly identify newly registered domain names which may infringe on their brand or serve as cyberattack vectors

Special pricing for domain related

services, which reflects our recognition of participating organizations’ efforts toward their positive, world-changing missions

“Clarivate is inspired, eager and uniquely positioned to support nonprofit, mission-driven organizations through our MarkMonitor Domains for Good program. Tightly aligned with our Corporate Sustainability initiatives, Domains for Good helps these organizations navigate online complexities, gain best practices and mitigate cybersecurity risks so they can focus on contributing to a better world.”

Brian King,

Head of Policy and Advocacy, Intellectual Property Group

Community

Share time, talent and resources
for a positive, lasting and
meaningful impact to society





Advancing our community impact around the world

People are at the heart of everything we do at Clarivate. We believe that collaboration is key to fostering a sustainable world. We champion community partnerships and diverse, innovative contributions to our shared future. What better way to support giving back and social impact initiatives worldwide than to motivate and mobilize our colleagues and their communities? We've been busy building the foundational elements to encourage our colleagues to share their time,

talent and resources wherever possible to make a measurable difference. Every Clarivate colleague is provided five days of paid volunteer time off.

We've made volunteering easier and more inspiring and by collaborating with the Clarivate Volunteering Network (CVN) which supports organizing and communicating various events and initiatives. CVN is aligned with the Sustainability Development Goals, with a focus on:

quality education, gender equality, decent work and economic growth, industry innovation and infrastructure, reduced inequalities and sustainable cities and communities.

We're reinvigorating volunteerism at Clarivate with the use of YourCause, a centralized platform for collaboration, event support and reporting where colleagues can find events, or search organizations to volunteer with or donate to.

2020 milestones

Five days of paid time off to volunteer for all colleagues

Updated our Volunteer Policy to encourage more ways colleagues can share time and talent

Launched the [Kiva Clarivate Cares team](#), and through a \$25,000 USD donation to enable microlending in support of economic empowerment



2021 goals

1.

Clarivate colleagues to share
32,000 hours volunteering

2.

Add all colleagues to the
YourCause volunteer platform to
encourage involvement and capture
impact

"Clarivate has sustainability at its core, as we advance our responsibility and efforts to positively impact the communities in which we live and work. By inspiring colleagues to volunteer locally or even virtually, we are collectively making a difference and contributing to a better world."

Aman Gata-Aura,

Clarivate Volunteer Network Global Lead

Our commitment to volunteering, partnerships and donations



Many of our colleagues are very generous and community oriented – consistently carving out time in their busy schedules to volunteer and give back. But imagine what we could achieve if we banded together and mobilized? We believe we can create a larger, more dynamic force for good by organizing and

promoting campaigns and initiatives to help making the world a better place. We created the [Clarivate Volunteer Network](#) to promote the benefits of volunteering and help us better connect globally and locally with our customers, communities and colleagues.

2020 contributions

\$260,000 USD

donations made to:

\$25,000 USD — [Global Mentorship Initiative](#)

\$25,000 USD — [Women For Women International](#)

\$25,000 USD — [Kaleidoscope Trust](#)

\$25,000 USD — [Code 2040](#)

\$25,000 USD — [NAACP Legal Defense and Educational Fund](#)

\$25,000 USD — [Kiva](#)

\$13,000 USD — awarded to 13 colleagues to donate \$1,000 USD to their charity of their choice

\$22,000 USD — Movember campaign (colleagues raised \$11,000 USD, Clarivate matched 1:1 \$11,000 USD)

\$70,000 USD — [to help three hospitals in Wuhan](#) to fight against COVID-19

2021 goals

1.

Reach 32,000 colleague volunteer hours across our global community

2.

Improve Clarivate Volunteer Network participation

3.

Reach out to colleagues from recent acquisitions and invite them to join in our mission

4.

Continue to celebrate volunteering in alignment with our sustainability vision and goals

“Giving back is not only a way to support your community and make a difference, it also helps us empathize with others, inspires greater happiness and helps us continue to grow and evolve as a society. I am humbled and excited for the ongoing opportunity to help others achieve a better life through the Clarivate Volunteer Network. “

Sònia Barrios Millan,

Clarivate Volunteer Network Global Lead

Recognition, awards and ratings



Recognition, awards and ratings

Sustainability ratings:

- EcoVadis Bronze
- P&G Gold



Customer Delight awards:

IPfolio was awarded:

- “High Performer, Fall 2020,”
- “Momentum Leader, Fall 2020” and
- the “Users Love Us” badges.

FoundationIP was awarded:

- “Leader, Fall 2020,”
- “Momentum Leader, Fall 2020” and
- the “Users Love Us” badges.



Legal awards:

- European IP Legal Team of the Year, Lexology European Counsel Awards

- Global IP Legal Team of the Year, Lexology Global Counsel Awards



Other awards:

- Intelligent Business 2020 Award Winner



Alignment with sustainability standards



Performance Data

Environment

General	2019	2020	Measurement Unit
Number of Reporting Sites	24	24	#
Total site square footage	728,733	728,733	sq.ft.
Percentage of sites that are sustainability certified	29	29	%
Percentage of total site square footage that is sustainability certified	29	29	% of sq.ft.

Carbon Neutrality & Energy Efficiency

Energy	2019	2020	Measurement Unit
Global Direct Energy Consumption	583.63	177.90	MWh
Natural Gas	8	20	%
Fuel Oil	92	80	%
Global Intermediate Energy Consumption	13,813.24	10,688.55	MWh
Purchased Electricity	100	100	%
Purchased Steam & Chilled Water	0	0	%
Global Direct & Intermediate Energy Consumption	14,396.87	10,866.45	MWh
Global Renewable Energy Consumption	1,023.00	1,066.00	MWh
Percent Renewable Energy	Open full table in browser: https://ebooks.clarivate.com/story/2020-clarivate-sustainability-report/page/11/2		
	7	10	%

SASB
Industry: Professional & Commercial Services

Topic	Accounting metric	Category	Unit of measure	Code	Response
Data Security	Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	SV-PS-230a.1	2020 Clarivate Sustainability Report, Our commitment to safeguarding personal data 10-K, Item 1A. Risk Factors
	Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Clarivate Privacy Program overview

(1) Number of data breaches,
 (2) percentage involving customers' confidential or otherwise sensitive information (CPI) ...

Open full table in browser:
<https://ebooks.clarivate.com/story/2020-clarivate-sustainability-report/page/11/3>

Quantitative Percentage 05/20/2020 Number of data breaches: 0

SV-PS-000.A

Gender representation of global employees			
	Female	Male	N/A
Full-time	4421	5014	0
Part-time	165	43	0

Gender representation of global employees			
	Female	Male	N/A
Permanent	4508	4992	0
Temporary	78	65	0

SV-PS-330a.1.

Gender representation of global employees (%)			
	Female	Male	N/A
Employees – Non-Contingent	46.75%	51.77%	0.00%
Employees – Contingent	0.81%	0.67%	0.00%
Racial/Ethnic group representation of U.S. employees (%)			
	Male	Female	N/A
Asian	6.47%	4.43%	0.00%
Black or African American	1.59%	1.93%	0.00%
Hispanic or Latino	1.51%	1.66%	0.00%
White	Open full table in browser:		0.00%
	https://ebooks.clarivate.com/story/2020-clarivate-sustainability-report/page/11/5		

SV-PS-330a.2.

Turnover for global employees (%)			
	Voluntary	Involuntary	Total
Value	8%	4%	12
Voluntary turnover for U.S. employees (%)			
	Male	Female	N/A
Asian	7.11%	4.06%	0.00%
Black or African American	2.03%	5.08%	0.00%
Hispanic or Latino	0.51%	1.02%	0.00%
White	32.99%	16.75%	0.00%
Other	9.03%	1.09%	0.00%

Open full table in browser:
<https://ebooks.clarivate.com/story/2020-clarivate-sustainability-report/page/11/6>

SV-PS-330a.3.

Employee Engagement Score (e-Sat score) gender representation for U.S. employees based on voluntary identification w/I Workday

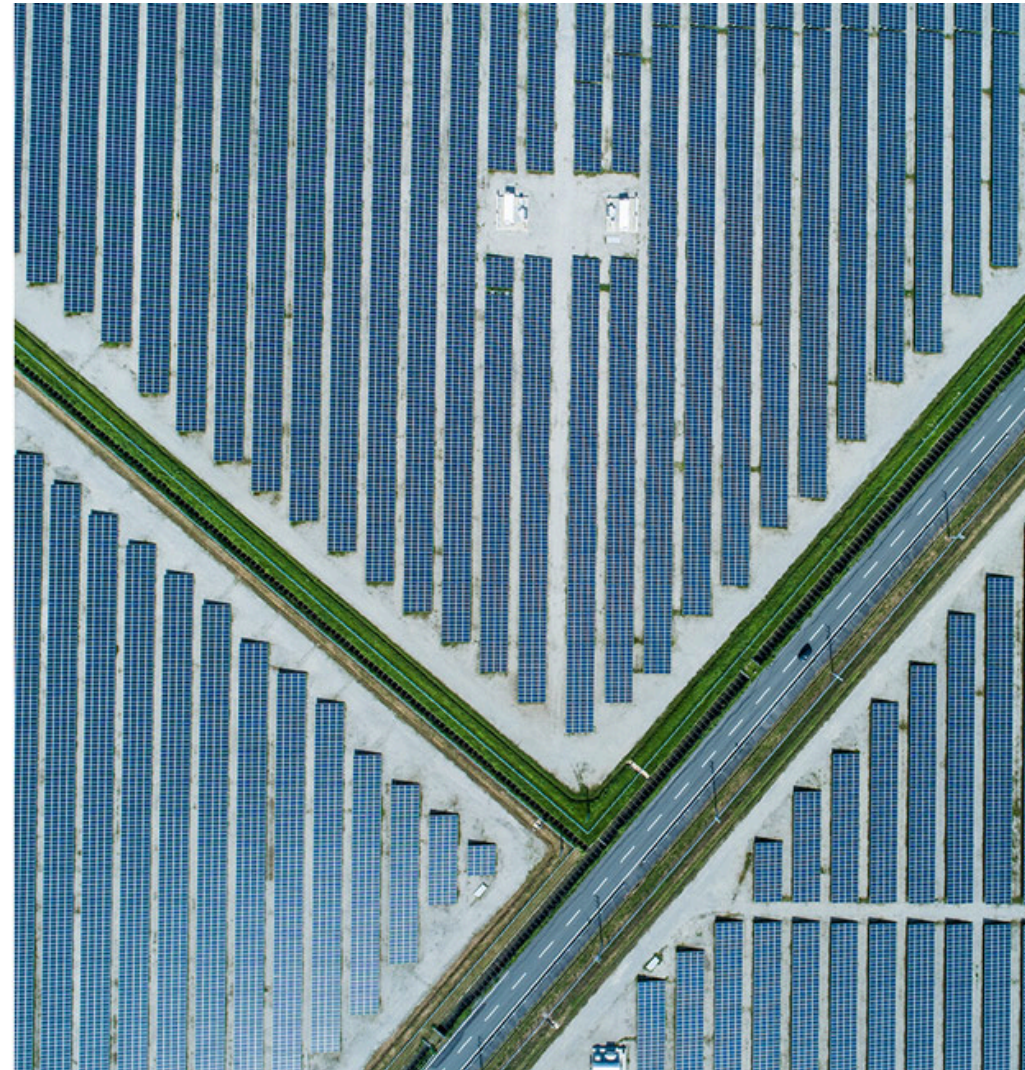
Male	78
Female	76

Employee Engagement Score (e-Sat score) race/ethnic representation for U.S. employees based on voluntary identification w/I Workday

Asian	75
Black or African American	73
Hispanic or Latino	73
White	75

**This report has been prepared in
accordance with the GRI
Standards: Core option.**

[Read the report here.](#)



Policies/codes



Policies/codes

Governance documents

- [Amended and restated memorandum of association](#)
- [Anti-bribery and anti-corruption policy](#)
- [Audit committee charter](#)
- [Code of conduct](#)
- [Corporate Governance Guidelines](#)
- [Insider Trading Policy](#)
- [Nominating and Corporate Governance Committee Charter](#)
- [Risk Committee Charter](#)

Privacy center

- [Corporate privacy notice](#)
- [Privacy notice for job applicants](#)
- [Cookie policy](#)
- [Privacy program overview](#)
- [Modern slavery act](#)

Clarivate supplier support

- [Supplier code of ethics](#)

About this report



About this report

This Sustainability Report includes statements that express our opinions, expectations, beliefs, plans, objectives, assumptions or projections regarding future events or future results and therefore are, or may be deemed to be, “forward-looking statements.” These forward-looking statements can generally be identified by the use of forward-looking terminology, including the terms “believes,” “estimates,” “anticipates,” “expects,” “seeks,” “projects,” “intends,” “plans,” “strives,” “forecast,” “outlook,” “may,” “will,” “should” or similar expressions

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The forward-looking statements contained in this report are based on

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