

# Modeling Climate Action

## Transparency Statement (2019) | Tr

## About this statement

This Statement is made pursuant to Section 54 of the United Kingdom

operating in the United Kingdom (UK) to disclose information regarding the steps taken to eradicate slavery and human trafficking from their business and global supply chains. The Thomson Reuters entities signing below, TR Organisation<sup>1</sup>

Limited, approve and release this statement in compliance with the Act

Wales, TR Organisation Limited and Reuters News & Media Limited are  
subsidiaries of Thomson Reuters Corporation ("Thomson Reuters").







### Section 2: Rights of Children and Young People

Each jurisdiction has its own legal framework to protect the rights of children and young people. Thomson Reuters is committed to ensuring that our operations do not harm or exploit children and young people.

### 3.3.1.1. Other language

We revise the Code at least every three years. The current version of the Code includes a statement on our approach to human rights and ethical labour

labour human rights and ethical labour  
own high ethical standards of worker treatment;

Does not use or source from forced or child labour or engage in human trafficking or slavery;

Engages workers on the basis of a recognized employment or independent contractor relationship in accordance with local law;

Provides workers with clear information about wages and benefits before they are hired; and

Respects workers' rights to organize and join independent unions, make collective agreements and bargain in good faith with their employer.

The Code is available in multiple languages. All Thomson Reuters employees, directors, and officers are required to annually submit an acknowledgment that they have read and understood the Code and understand their obligations to comply with the principles and

submit an annual report regarding our enterprise compliance program

In an effort to promote a culture of ethical business conduct throughout Thomson Reuters requires that staff annually undertake a mandatory online training on the Code. The next edition of the manual Code of Ethics Code includes material related to Thomson Reuters' policy on human rights, slavery, human trafficking and forced labour, and a link to this Modern Slavery Act. The annual training is mandatory for all employees, including those working in high-risk geographical areas and we intend to provide additional targeted training on a risk-based approach to Thomson Reuters' relationships with our partners which may present a heightened risk for unethical labour practices. In

Thomson Reuters, We operate an internal "Trust Matters" communications program to keep compliance issues and ethical business conduct as a focus of employee attention. Periodic messages from executive leadership reflect our commitment to compliance with "Trust Matters" and our ongoing efforts to create a program.

The Code places an affirmative obligation on Thomson Reuters personnel to seek advice in difficult ethical situations and report breaches of the Code or breaches of any other law, regulation or Thomson Reuters policy (including breaches of the Supply Chain Ethical Code) to their manager, their Thomson Reuters Human Resources representative, or a Thomson Reuters lawyer. In conjunction with the Code, Thomson Reuters has established a compliance and ethics hotline, Thomson Reuters Ethics Helpline, which is available 24/7. The hotline is available to all employees, including contractors, suppliers, and vendors. The hotline is also available to the public. The hotline is available in multiple languages and is available to all employees, including contractors, suppliers, and vendors.

and updates on Supply Chain Ethical Code discussions and also in a

submitted an annual report regarding our enterprise compliance program

Code and company standards and controls to including matters related to the Risk Committee of the Thomson Reuters Corporation Board of Directors

# Expectations of our suppliers

Thomson Reuters' Supply Chain Ethical Code is a set of standards that we expect all our suppliers to follow, acting with integrity in all of our business relationships. We expect the same level of integrity and standards from our business partners.

## Supply Chain Ethical Code

The main focus of our Supply Chain Ethical Code is to ensure that all our suppliers meet standards which are consistent with Thomson Reuters' ways of doing business. Our Supply Chain Ethical Code applies to our suppliers worldwide and seeks to drive our suppliers to meet the same standards that we expect of ourselves. In certain instances, we have alternatively permitted some suppliers to agree to comply with their own ethics codes, as long as these suppliers represent that their analogous codes conform in material respects with ours.

### Thomson Reuters' Supply Chain Ethical Code:

- Prohibits suppliers from using, participating in, or benefiting from any form of human trafficking;
- Prohibits suppliers from using any form of non-physical or sexual harassment in their relationship with the supplier at any time after reasonable notice without reprisal;
- Prohibits suppliers from using any form of non-physical or sexual harassment in their relationship with the supplier at any time after reasonable notice without reprisal;
- Prohibits suppliers from using any form of non-physical or sexual harassment in their relationship with the supplier at any time after reasonable notice without reprisal;
- Requires suppliers to ensure working hours are not excessive and do not exceed legal requirements;
- Prohibits suppliers from requiring workers to pay supplier or its agents' recruitment fees or other fees;
- Prohibits suppliers from requiring workers to lodge "deposits" or identity papers;
- Prohibits suppliers from physically abusing or disciplining workers or using other forms of intimidation against workers.

Thomson Reuters' Supply Chain Ethical Code is available online [here](#).

## Supplier Onboarding and Due Diligence

Thomson Reuters maintains a process to ensure that all our suppliers are screened and onboarded (formerly known as the Business Partner Assessment Program) to ensure that we only do business with suppliers who meet the standards which we choose to do business. Supplier Onboarding includes a risk assessment of whether a business partner may have engaged in corruption, or unethical labour practices such as slavery or human rights abuses. We have also identified certain service categories as presenting higher ethics risks and we have provided targeted training to business partners in these categories to reinforce the

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In 2020, we plan to continue taking steps to strengthen our commitment to the Act on preventing slavery and human trafficking in our business and supply chains. Our current initiatives and efforts will include:

Evaluating enhancements to our policies, processes and procedures, where appropriate in light of evolving best practices.

Revising our processes and educating our employees and suppliers as to how to identify signs of human rights violations and their role in upholding our commitment to human rights.

Signed by a director for and on behalf of:

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TR Organisation Limited,  
Reuters News & Media Limited

May 18, 2020