



# Thomson Reuters Human Rights Policy

Policy Name: Thomson Reuters Human Rights

# CONTENTS

CEO Statement .4

1 Context..... 5

    1.1 Purpose..... 5

    1.2 Scope ..... 5

    1.3 Referenced Documents ..... 5

2 Policy Principles..... 6

    2.1 Policy Principles..... 6

3 Roles and Responsibilities .8

## CEO STATEMENT

At Thomson Reuters, we believe that upholding human rights, and treating people with dignity and respect is fundamental to our [Purpose](#) of informing the way forward. We do this by delivering trusted content and technology that professionals and institutions need to make vital decisions every day. How we conduct ourselves is as important as the work we do.

## 1 CONTEXT

### 1.1 Purpose

As a leading provider of content and technology that powers professionals and institutions, Thomson Reuters

## HUMAN RIGHTS POLICY

### **2.1.3 Due Diligence**

We conduct ongoing human rights due diligence in line with the UNGPs to identify and address actual and potential human rights impacts. This process is overseen by the Human Rights Steering Committee and assigned to relevant Business Units and other Enabling Functions. We are also committed to conducting a corporate-wide saliency assessment every three years.

### **2.1.4 Performance & Reporting**

Our approach to human rights is one of integration, continuous learning, and improvement. We

### 3 ROLES AND RESPONSIBILITIES

<Addition to those outlined in the TR Global Policy>

Key Roles and Responsibilities	
Role	Responsibilities
<b><u>Policy Owner</u></b> Vice President for Government Affairs and ESG	Responsible for ensuring Policy documents are aligned with the principles outlined in this policy and the processes defined in the Policy Management Standard and Procedures. Responsible for developing a communication and implementation plan for the Policy document. Ensures that the policy document is reviewed at the stated frequency and that the right monitoring and compliance is in place.
<b><u>Approval Authority</u></b> Chief People Officer Chief Legal Officer/Corporate Secretary	Responsible for the review and approval of a Policy Document.
Risk & Compliance (R&C) function	While the Chief People Officer and Chief Legal Officer/Corporate Secretary have executive oversight and the Social Impact Institute owns this Policy, the Risk & Compliance function owns the Policy Governance Framework and is responsible for the governance of enterprise policies. The R&C function is consulted and informed by policy owners for the development, approval, publication, and retirement of policy documents. The R&C function is also responsible for the Policy Exception process.