

# Diversity & Inclusion Statement

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*“I am a profound believer that diversity of people and ideas within a company makes it stronger and better able to compete.”*

David Craig, CEO Refinitiv

## A business imperative

At Refinitiv we believe strength is derived from the talents, ideas and experiences of our people. We know that an inclusive and equitable workplace where all employees are valued and have the opportunity to reach their full potential gives us a competitive advantage.

We embrace diversity of thought, style, experience, culture, race, color, gender, national origin, religion, gender identity and expression, sexual orientation, disability, age, marital status, citizen status and veteran status. We know that having a diverse workforce is not enough; we also need to build a culture of inclusion and equity that leverages the strengths of all of our employees to drive success in the global market. Diversity is about our differences; inclusion is about leveraging these differences to achieve better business results. Ensuring that all voices are heard and valued not only helps attract and retain the best people, but it also helps us deliver better and innovative approaches for our clients and for our organization.

We know that competitive advantage and business growth are possible when we embed diversity and inclusion principles in every aspect of the employee life cycle. We do so by:

- Attracting and retaining diverse talent to drive innovation for sustainable business growth
- Building an inclusive and equitable workplace where diversity of thought drives competitive advantage
- Leveraging the skills of our workforce to positively impact the communities where we live and work
- Educating and engaging our employees so that they play a key role in supporting our diversity and inclusion agenda

Our focus on diversity and inclusion is critical to how we develop our people, serve our clients and engage our community.

## Responsibility and accountability

We support an annual review of our diversity and inclusion strategy through; industry benchmarks; and measurement of key metrics of gender and ethnic representation throughout the business. We hold our managers accountable for diversity and inclusion through their annual performance review and we set aggressive goals for both quantitative and qualitative measurements.

## Business Resource Groups

Our Business Resource Groups (BRGs) are voluntary, cross-divisional, employee-led groups created to accelerate the advancement of employees from traditionally underrepresented groups, allies who support those groups, and people who share a common purpose, interest or background. Our BRGs play a vital role in connecting people, helping us learn from other experiences and identifying new solutions.

With chapters around the globe, the BRGs partner with the business to support professional development, assist with recruitment and retention, identify unique market opportunities and help drive business development.