

THOMSON REUTERS DIVERSITY & INCLUSION INDEX (D&I)

Thomson Reuters has received strong support from companies featured in the Diversity & Inclusion Index. We are pleased to share the following quotes, which emphasize the role diversity and inclusion play in developing dynamic, progressive and high-performing organizations.

“At Accenture, our commitment starts at the top with our board and extends across every dimension of the company. We embrace our rich diversity as a ‘culture of cultures,’ which is all about our 449,000 people around the world living our shared core values, while bringing our own unique skills and experiences to make the maximum contribution to our clients and our business.”

- Pierre Nanterme, Chairman & CEO, **Accenture**.

“We are in the business of reimagining medicine to improve and extend lives. When your work is about handling the most complex medical challenges, you need to bring together a strong and diverse team where different ideas and perspectives are heard. While we have more to do, I am proud of the progress we have made so far at Novartis towards creating a workplace that is more inclusive of different voices. The Thomson Reuters D&I Index recognizes our ongoing commitment to concrete actions in Diversity & Inclusion, for example by increasing diversity in our Executive Committee and by addressing more systematically unconscious bias in our hiring processes worldwide.”

- Steven Baert, Head of Human Resources, **Novartis**.

“I am very proud that Diageo is one of the most diverse and inclusive workplaces globally. Embracing diversity including gender, sexuality, ethnicity, experience, thinking styles and more has been proven time and time again to benefit commercial performance. As a global business with over 200 brands in 180 countries it’s critically important that our employee base reflects the world around us and that we create a working culture where everyone can thrive. We are proud of our achievements to date, and have stretching targets and ambitions to do more.”

- Mairead Nayager, Chief Human Resources Officer, **Diageo**.

“At Gap Inc., equality is a cornerstone of our company, and has been woven into the fabric of our culture since the beginning. Our business thrives when people of all backgrounds feel welcome in our stores and in our workplaces. Today more than ever, Gap Inc. and our family of brands are open to business for everyone.”

- Art Peck, President and Chief Executive Officer, **Gap Inc.**

"We are proud to be listed in the top 10 of Thomson Reuters's Diversity and Inclusion Index. This top ten position reflects our constant commitment to promote, at every level of our organization, the wealth of our employees' talents and differences. Diversity and Inclusion are an essential part of our corporate philosophy."

- Béatrice Lazat, Chief People Officer, **Kering**.

"We value the difference and celebrate beauty free of stereotypes as a force for change. In 2017, our agenda was focused on gender diversity, especially on women in leadership positions, and the inclusion of the disabled. Our commitment for 2020 is to have women occupying 50% of director level positions in all the Natura operations in Latin America as well as 8% of disabled people in the workforce. On the consumers' side we are engaging our brand's campaigns more effectively in valuing diversity, addressing current social tensions such as harassment, the imposition of beauty standards and prejudice."

- João Paulo Ferreira, CEO, **Natura**

"For more than a decade, Acciona has designed and put into practice an Equality, Diversity and Inclusion strategy that seeks to attract the broadest possible talent pool from the diverse cultures and societies in which we work. Since 2010, our EDI strategy has been part of the group's Sustainability Master Plan. We measure our progress with an annual evaluation of key targets, including the number of women in leadership and management positions; the effectiveness of socially responsible employment initiatives to hire people at risk from social exclusion; and the impact of cultural awareness programmes in the projects we carry out throughout the world. At Acciona, we are committed to creating working environments that reflect the increasingly open, diverse and plural nature of our communities. Being included in Thomson Reuters' Diversity and Inclusion Index is an indication that we are on the right track, and a big incentive to continue working towards our EDI goals."

- Alfonso Callejo, Acciona's Chief Corporate Resources Officer, **Acciona**.

"We are proud to be ranked in the global top 20 of the Thomson Reuters Diversity & Inclusion Index in recognition of our progress in creating an inclusive culture across all of our businesses. This is a testament to our 200,000 team members across Australia and New Zealand who make the Woolworths Group such a great place to work. We embrace the value diversity brings to our organisation and seek to provide an inclusive work environment that gives all our team members a sense of purpose and belonging. We want our customers to experience a welcoming and genuine team when they shop with us, and our diverse team is key to delivering this. As a customer led business, we know it's critical that our teams reflect the communities we serve and we'll continue working hard to build an even more diverse and inclusive workplace."

- Caryn Katsikogianis, Chief People Officer, **Woolworths Group**.

“At Microsoft, building a diverse and inclusive culture is core to our mission. We are grateful for this recognition, and will continue to learn, grow, and explore new ways to advance diversity and inclusion for our employees, partners and customers.”

- Lindsay-Rae McIntyre, Chief Diversity Officer, **Microsoft**.

“In Hera Group, we believe diversity is a value. Over the years we have encouraged policies aimed at promoting the integration and growth of our employees: over a fifth of them is made up of women, who rose to 31.3% in directors and mid senior positions, far above the industry average. A result that is added to the success of our welfare policies launched in 2016, with particular attention to the policies of work-family balance. A plan that involved our over 8,500 employees, who almost totally participated, and enriched a service offering that exceeds 3.5 million euros per year.”

- Stefano Venier, CEO, **Hera Group**.

“Diversity brings more competitiveness, innovation power, and adaptability to Siemens. That’s why we want to make the most of the diversity in our workforce by establishing an open work environment for all of our employees, regardless of cultural background, ethnicity, origin, sexual orientation, or gender identity, expression, or characteristics.”

- Robert Neuhauser, Head of People and Leadership, **Siemens AG**

“Kao believes that the vitality engendered by diversity can create new value for society. Reflecting this attitude, we aim to create an organizational environment that recognizes the diverse personalities and perspectives of each employee, and in which all employees are able to develop their passions and capabilities to the maximum possible extent. In future, Kao intends to put even greater effort into promoting diversity and inclusion and improving its corporate value by creating unique and innovative value for society.”

- Yasushi Aoki, Managing Executive Officer, SVP, Human Capital Development, **Kao**.

“We are incredibly proud to be ranked as one of the most diverse and inclusive workplaces globally. This recognition is testament to our commitment to creating an inclusive culture, underpinned by our people and the Woolies values”

- Zyda Rylands, CEO, **Woolworths Holdings**.

“A focus on diversity and inclusion not only creates a respectful work environment for our employees, but it also drives our success. When employees have different perspectives and backgrounds, we can view issues through a broader lens, be a more responsible partner in the community and make forward-looking decisions that benefit our stakeholders.”

- G. Joyce Rowland, Senior Vice President and Chief Culture Officer, **Sempra Energy**.

