



2021 Clarivate modern slavery statement



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About Clarivate

As a global leader in providing trusted insights and analytics to accelerate the pace of progress, our vision at Clarivate is to improve the way the world creates, protects and advances progress.

We do this by partnering with our customers to deliver critical data, information, workflow solutions and deep domain expertise – continuously supporting the world’s pioneers, risk-takers and trailblazers.

Our customers are some of the world’s leading researchers and problem solvers. More than 45,000 universities, non-profits, funding organizations, libraries, corporations, law firms, government organizations and independent researchers trust us to help them reduce risk and accelerate the pace of discovering, protecting, and commercializing new ideas.

When it comes to sustainability, it is not just something we do. It is everything we do. We have woven it into the fabric of our corporate culture worldwide, making it fundamental to every decision we make whether it involves our global footprint or supplier relationship. We have created an interconnected, shared purpose and a strong operating philosophy that guides the actions of our leadership and colleagues worldwide. All these elements are built on the foundation of our clear purpose, vision and mission, underpinned by our values to guide our colleagues in everything they do – so our collective focus is growth for the greater good.

Our core values are cultural cornerstones that guide our actions from the day-to-day decisions we make to how we interact with each other to how we prioritize building trusted partnerships with each and every customer, worldwide.

When it comes to sustainability, it is not just something we do. It is everything we do.

Our Purpose, Vision and Mission



Our Purpose:

We believe human ingenuity can transform the world and improve our future.

Our values



Aim for greatness:

We challenge the status quo, pursuing continuous performance improvements and aiming for greatness and Customer Delight in all we do.



Our vision:

We will improve the way the world creates, protects and advances innovation.



Value every voice:

We work together in respectful partnership with our colleagues and customers which is our evergreen source of sustainability and success. The best results come from a diverse, collaborative and inclusive environment.



Our mission:

We are a trusted indispensable partner to innovators everywhere delivering critical data information, workflow solutions and deep domain expertise.



Own your actions:

We act with integrity and are accountable to ourselves, our colleagues, our customers and our communities.

Shareholder engagement

Proactive, transparent engagement with our shareholders is essential to our success, especially when it comes to our commitments to protecting the environment, diversity and corporate governance. We have designed our disclosures to be as open and clear as possible in order to fuel insightful discussions and gain valuable input and feedback for our programs.

We have openly discussed our executive compensation and corporate governance practices with our shareholders. We will continue to reach out on these types of issues, enabling our shareholders to help focus on meaningful priorities, drive accountability and shape our future programs.

We focus on helping professionals in the fields of:

- Academia
- Corporate
- Government
- Professional services
- Life sciences and healthcare
- Consumer
- Manufacturing
- Technology

Clarivate at a glance

\$1.8B

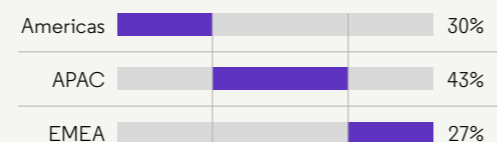
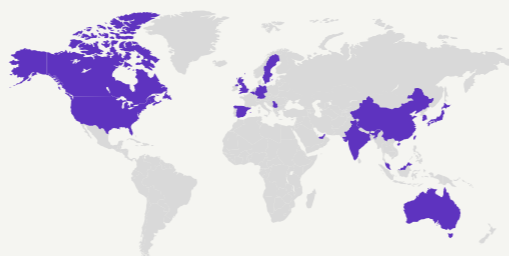
Total revenue in 2021

45K

Customers in 190 countries

11K+

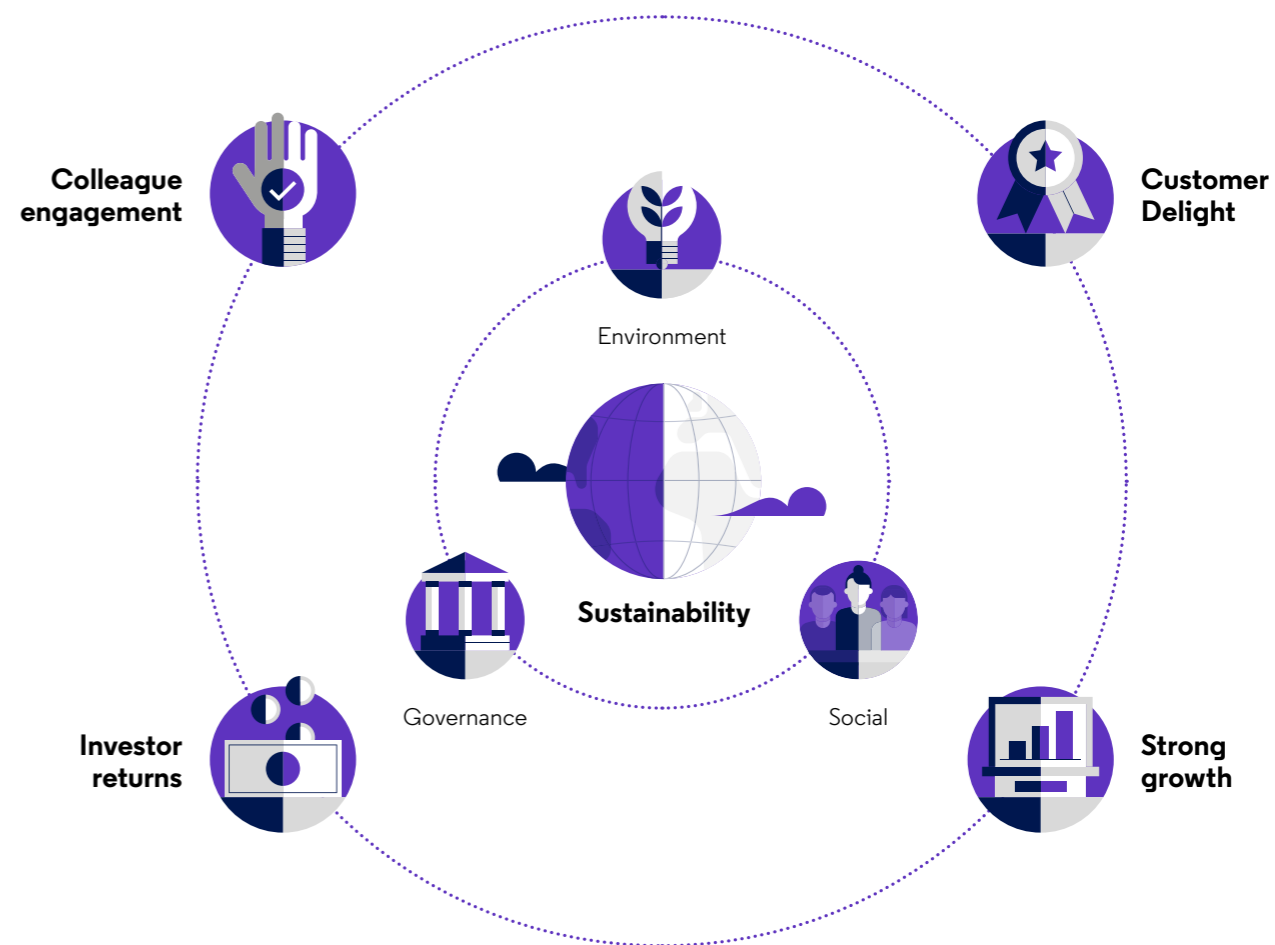
Colleagues located in 43 countries around the world



APAC = Asia-Pacific
EMEA = Europe, Middle East and Africa

Sustainability and Environmental, Social and Corporate Governance (ESG)

Sustainability sits at the heart of our business strategy and goals – at the center of our ‘Virtuous Circle.’ We are committed to driving responsible business practices throughout our value chain to advance a more sustainable and healthier world. This includes caring for our colleagues and customers, operating ethically and efficiently, and partnering wherever possible to create the world we want today, and to ensure its sustainability for future generations to come.



Governance to support focus, progress and accountability

Nominating, Governance and Sustainability Committee

Sustainability is a topic of every Board meeting with dedicated oversight from the Nominating, Governance and Sustainability Committee which reports into the Board. The Committee consists of directors satisfying the independence requirements of the New York Stock Exchange (NYSE).

The Committee assesses Board composition, identifies Board skills needed and determines Board training required to address ESG issues. The Committee also oversees our leadership's development of analyses and metrics to understand the impact of ESG and stakeholder interests on our company in addition to overseeing the integration and balancing of these interests to promote long-term success at Clarivate.

Sustainability Steering Committee

The Sustainability Steering Committee was created to ensure our sustainability initiatives remain top of mind across Clarivate and to strategically advance our commitments to action across all functions, groups and teams globally. Committee members identify strategic priorities to fulfill our organizational purpose and create long-term stakeholder value.

The Committee meets monthly and reports progress to our CEO, Executive Leadership Team (ELT) and our Board of Directors' Nominating, Governance and Sustainability Committee.

Key objectives

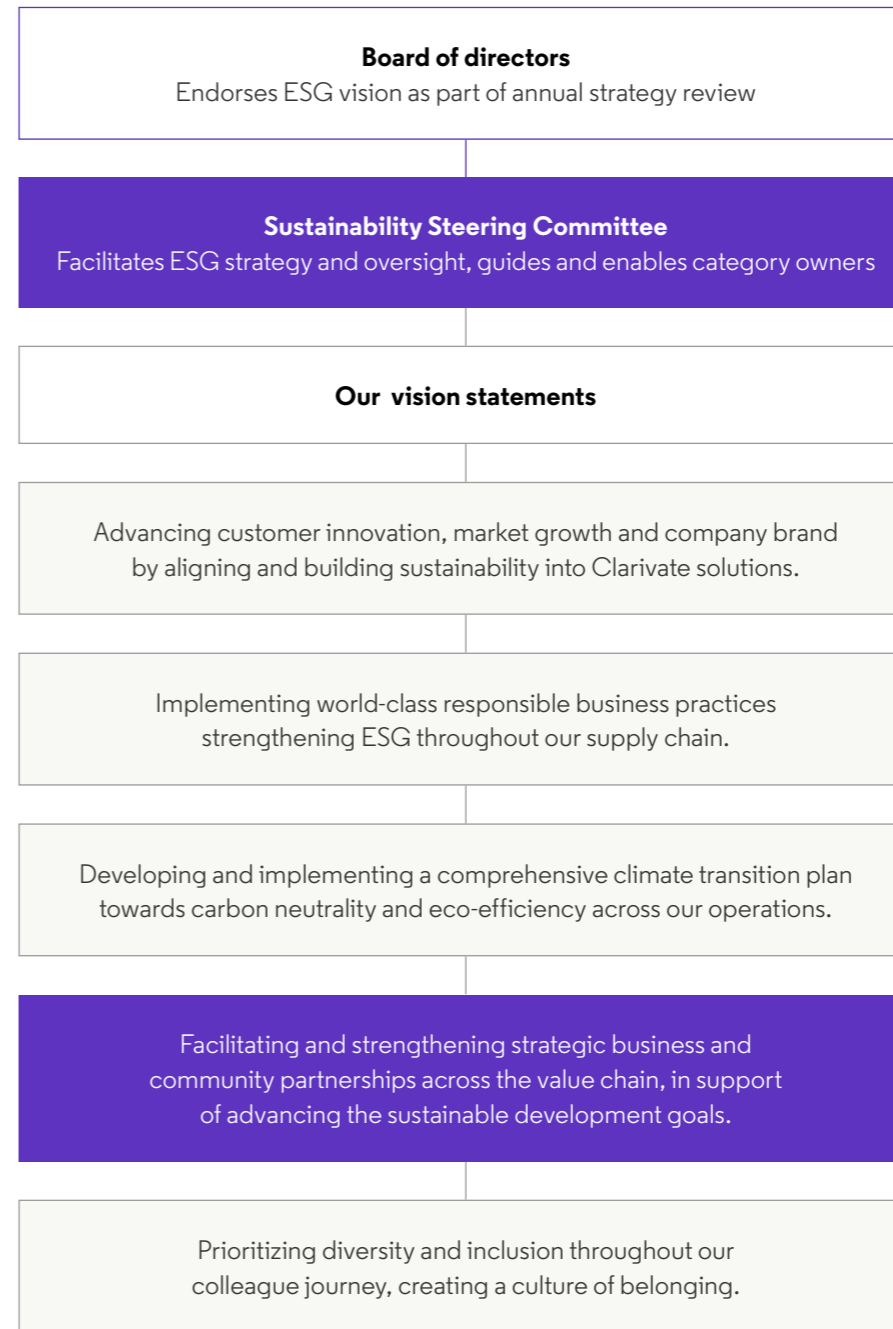
- Lead, support and execute strategic priorities within key areas of responsibility based on agreed scope and budget
- Provide consistent stewardship and visibility around our sustainability commitments worldwide
- Provide necessary updates, information and metrics to drive comprehensive, transparent reporting and communication of our ongoing sustainability efforts

Global leadership commitments

- [United Nations Global Compact](#)
- [United Nations Women's Empowerment Principles \(WEPIs\)](#)
- [CEO Action on Diversity & Inclusion](#)
- [U.K. Stonewall Trans Rights and Human Rights initiative](#)
- [Science-Based Target initiative](#)

Our methodology

Our annual sustainability report is aligned with the following reporting frameworks: UN Sustainable Development Goals, Global Reporting Initiative (GRI) and SASB.



Board Committees

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

Resource: [Nominating, Governance and Sustainability Committee Charter](#)

Our business structure, operations and supply chain

Clarivate takes a group-wide approach to managing modern slavery risks in its operations and supply chain and there are several reporting entities under the Clarivate Group, which are detailed in Appendix 2 “**In-Scope Entities**”.

We have a zero-tolerance approach to any form of modern slavery. We are committed to acting ethically and with integrity and transparency in all business dealings across our Group and to putting effective systems and controls in place to safeguard against any form of modern slavery taking place within our business operations or our supply chain. We are firmly opposed to forced labour and all forms of labour exploitation. We continually work towards minimising the risk of human rights violations. Delight commitments. By maintaining robust corporate governance, we create a roadmap for long-term success and shareholder value, facilitated by our purposeful strategies which include sustainability and corporate responsibility.

Operations and Strategy

Promoting a sustainable and ethical supply chain

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 treats people and the environment ethically and responsibly.

With the help of EcoVadis, a supply chain sustainability rating platform, we're evaluating our suppliers for their sustainability policies, Environmental, Social, Governance (ESG) 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 build a resilient and sustainable supply chain.

We are serving, via our One Clarivate strategy, the end-to-end needs of:

Life Sciences & Healthcare	Manufacturing ¹	Technology & Consumer Products ²	Professional Services	Academic & Government
Pharma; Healthcare; Medical Devices	Process (incl. Chemicals) and Discrete (incl. Automotive)	Computer Tech; Communications; Consumer Tech; Retail	Consulting; Financial Services; Law Firms	Academia; Applied R&D; Publishing; Gov't; Non-Profit
~31%	~7%	~14%	~22%	~26%

Our supply chain to support that business is equally on a global scale.

In the 2021 financial year, we spent approximately **\$493M** procuring goods and services from approximately **2,988 suppliers** across the markets and regions where we operate, with our top three key areas of spend including **Information Technology and Telecommunications (IT&T), third party legal and professional services** in relation to our IP maintenance business and **People and Professional Services**, each of which may have potential exposure to modern slavery impacts. However, our assessment of those risks have found that non fall within the high-risk category.

At Clarivate, we mitigate even those low to medium risks by working closely with responsible suppliers who have signed the Clarivate Supply Chain Code of Conduct (<https://clarivate.com/sustainability-at-clarivate/governance/>) which seeks to ensure comparable standards of behavior for our suppliers worldwide, thereby driving a commitment to ethical improvements throughout our supply chain.

For 2021, we are pleased to confirm that **100%** of our suppliers signed up to the Clarivate Supply Chain Code of Conduct.

¹ Manufacturing includes Chemicals, Energy, Industrials, Automotive & Aviation, Electronics & Telecom

² Includes High Tech, IT & services, Consumer Goods & Services

2021 milestones and 2022 goals

By advancing our sustainability mission across our entire company and beyond, we made significant progress with our Environmental, Social and Governance programs in 2021.

As we engage more deeply with our stakeholders, lean into our values and adopt an aggressive roadmap for our journey forward to sustainability leadership, our 2022 goals are possible because of the solid foundation we are building based on our commitments to our people, communities and the environment.



12 RESPONSIBLE CONSUMPTION AND PRODUCTION
Supply chain sustainability and diversity

2021 milestones

Evaluated ESG performance of over 100 suppliers, representing nearly 38% of supplier spend

2022 goals

Increase ESG evaluation of total supplier spend from 27% to 30% with a stretch goal of 33%

10 REDUCED INEQUALITIES
Diversity, equity, inclusion and belonging

2021 milestones

Participated for the first time in the Human Rights Campaign Corporate Equality Index (CEI) and scored 75/100 points

2022 goals

Increase Human Rights Campaign Corporate Equality Index (CEI) score to 85/100 points

4 QUALITY EDUCATION
World-class employer

2021 milestones

Organized the Leadership Contract program for experienced managers

2022 goals:

Enhance programs to grow our learning culture and reward high-performing talent

3 GOOD HEALTH AND WELL-BEING
Health and well-being

2021 milestones

Launched "Be Well" worldwide – a comprehensive online well-being platform

2022 goals

Introduce a worldwide trained mental health crisis response team

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Ethics and integrity

2021 milestones

Became signatory of the United Nations Global Compact

2022 goals

Increase transparency of progress toward ESG goals at all levels of the business by committing to set Science Based Target (SBT) and supporting Task Force on Climate-Related Financial Disclosures (TCFD)

16 PEACE, JUSTICE AND STRONG INSTITUTIONS
Strong corporate governance

2021 milestones

Published the Board diversity statement and updated the modern slavery statement

2022 goals

Increase the percentage of female Board Directors from 27% to 30%

Advancing our ethical, sustainable supply chain

When it comes to sustainability, we know we cannot go it alone. To impact global change, we are making a conscious choice to engage with suppliers who align with our sustainability goals – whose solutions and services are produced in a way that treat people and the environment ethically and responsibly.

Our approach

With the help of EcoVadis, a supply chain sustainability ratings platform, we are evaluating our suppliers for their sustainability policies, ratings, implementation measures and more. Our goal is to have better insights into all aspects of supplier responsibility and diversity. We are using data to make more responsible, impactful decisions about who we partner with and to build a resilient and sustainable supply chain.

"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 Frein, Vice President, Procurement

2021 milestones³

200

of the top suppliers by spend invited to participate in the EcoVadis platform to be benchmarked for ESG performance

Created and published Clarivate internal sustainable procurement guidelines

Published Clarivate Anti-bribery and anti-corruption policy, Supply chain code of conduct, and the first Sustainable Procurement Report

2022 goals

20%

Increase in number of suppliers evaluated on the ESG platform

Increase ESG evaluation of total supplier spend from **27%** to **30%** (an additional **\$14M**) with a stretch goal of 33% (another **\$14M**)

Metrics to help us better understand and advance supplier diversity

- Track number and percent of suppliers against our 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

38%

of supplier spend has gone through ESG assessment (2021 target was 35%)²

All suppliers are required to agree to our Supply Chain Code of Conduct which is included in Clarivate standard agreements and our PO Terms and Conditions.

2021 target was 100%.

³ 2021 Milestones are based on 2020 spend from NetSuite

Resources: [Supply Chain Code of Conduct](#), [Anti-Bribery and Anti-Corruption Policy](#)

Our commitment to sourcing sustainable merchandise

Our approach

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 materials⁴ 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.

⁴ Rapidly renewable materials are natural, non-petroleum-based materials that have harvest cycles under 10 years.

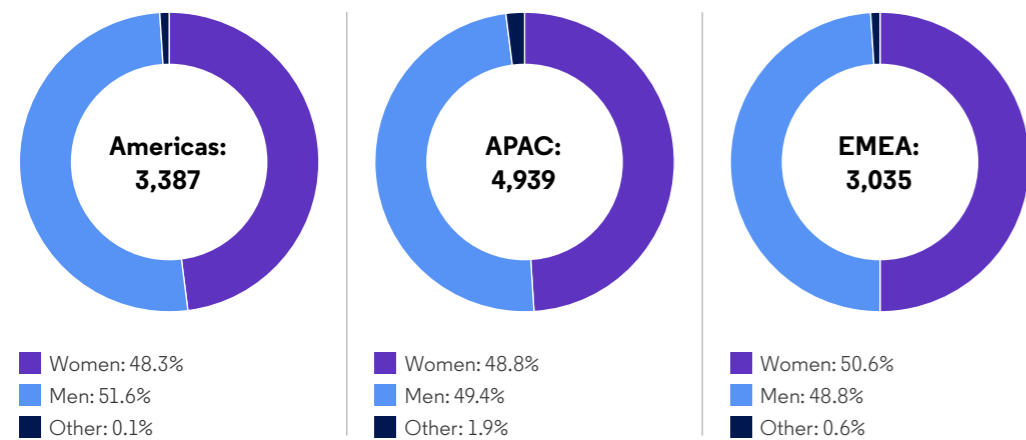
Prioritizing people and our social responsibility

Our approach

At Clarivate, our people are our greatest competitive advantage. We are proud to be a tapestry of diverse backgrounds, cultures and experiences focused on delivering peerless progress, trust and Customer Delight.

We have made creating a connected, rewarding colleague experience a top priority, where every colleague can find purpose in their work and enjoy a true sense of belonging. To achieve our goal of being recognized as one of the best companies in the world to work for, means we must continuously invest time and resources into developing and implementing world class programs to attract, retain and engage a talented and diverse workforce. Our success is only possible through the great work, commitment and creativity of our people.

Total number of colleagues

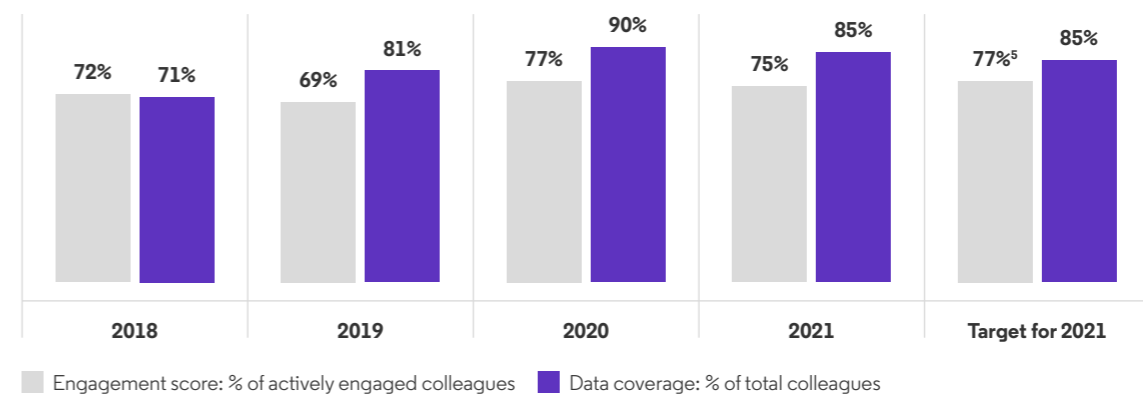


Percentage of colleagues by age group



Our 2022 goal is to foster a fair and equitable workplace, balanced with gender and cultural diversity and offering a sense of belonging to all colleagues. We aim to increase our colleague engagement score from 75% in 2021 to 77% in 2022.

Colleague engagement



"Our strategic commitment to addressing diversity and inclusion and building a culture focused on social responsibility continues to be a high priority in order to drive real, lasting change. Our goal is to enable our colleagues around the world to thrive with opportunities to learn, engage and grow – all positively impacting our overall success in the long-term."

Julie Wilson, Chief People Officer and Executive Sponsor of Spectrum Colleague Resource Group

⁵ We did not reach our target engagement score in 2021 due to the post-acquisition integration of CPA Global into our larger colleague population. Going forward based on our learnings, we have enhanced our colleague onboarding and integration process to create an early understanding of our culture of inclusion and belonging.

Human rights – a shared imperative for sustainable development

Our approach

One of our core company values at Clarivate is 'value every voice.' As we work together to bring this concept to life, we believe in treating everyone the same, no matter the person's background, culture or situation in life. We strive to treat everyone with dignity and respect, and we're committed to doing what's right to lift people and communities up 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.

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
- No harsh or inhumane treatment
- Promotion of supplier diversity

2021 milestones

Became signatory of UN Global Compact

6.6%

of colleagues are represented by Collective bargaining agreements⁶

2022 goals

Initiate an assessment of potential human rights issues across our business activities

Complete manager training on prevention of discrimination and harassment

Submit first UNGC Communication on Progress

"We are values-driven and purpose-led demonstrating respect for one another and embracing what we each contribute to the whole. Our people are the most important, sustainable advantage we have."

Stephanie Roberts, Vice President, Employment Practices

⁶ All colleagues in Spain, France, Brazil, Italy, Singapore, Belgium, Germany are covered under Collective bargaining agreements
Resources: [Modern Slavery Statement](#) | [Code of Conduct](#) | [Supplier Chain Code of Conduct](#)



Empowering colleagues to take charge of their health and well-being

Our approach

At Clarivate, health and good living is part of our DNA – a fundamental aspect of our culture and important for colleagues and family members alike. We are on a continual journey to make positive and lasting changes to support our overall health. We prioritize and reinforce the need for work/life balance for our colleagues around the world,

and offer a robust, proven health and well-being 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.

Support during the COVID-19 pandemic:

- Maintained an informative, empathetic communications cadence with colleagues to help them ensure they remained safe and informed, including bi-weekly live Q&A sessions with the CEO and executive leadership team
- Increased focus on mental health and well-being in response to the 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 funding to help colleagues and their families
- Continued to provide additional COVID time off

2021 milestones

Launched "Be Well" worldwide – a comprehensive online well-being platform offering colleagues a health assessment, tracking daily health habits, health and fitness challenges, sync mobile and fitness devices and more — all while earning rewards along their personalized journey

- Total colleague steps from April through December 2021 were **451,410,764** with members averaging **7,161** steps/day.
- Colleagues enrolled in U.S. medical plans earned a total of **\$62,600** in cash rewards to use toward medical expenses, purchase of activewear or equipment, charitable donations and more.

Introduced a mindfulness and resiliency program aimed at helping colleagues find more focus and build critical skills in areas such as reducing stress and anxiety, improving mental health, building emotional intelligence, improving relationships, boosting physical health, parenting/caregiving and more

- Colleagues completed **59,265** minutes of mindfulness training.
- **100%** of colleagues who rated sessions reported that our mindfulness tool helped them to reduce stress and anxiety, be happier and thrive at work.

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

Integrated our well-being program with colleague resource groups and our career development system to ensure more impactful participation

Absentee rate⁷ (% of total days scheduled): **4.9%**

2022 goals

Introduce a worldwide trained mental health crisis response team

Create a streamlined approach to sharing targeted, monthly well-being information with colleagues, including an annual calendar of events aligned with themes that matter most to help colleagues thrive at work and at home

Integrate sustainability into our well-being rewards system, giving colleagues the ability to contribute to the global community through such endeavours as microlending and charitable giving

Boost financial fitness by offering access to tools and resources which help colleagues learn to save, invest and manage personal finances

⁷The calculation took all of the hours submitted that fell into these COVID-19 time off, personal time off, and sick time off over the number of scheduled hours for the year. For the scheduled hours, we took those with a termination date and calculated the number of weeks worked times their scheduled hours. For those active, we took their scheduled hours at year end times 52.

Ethical leadership

Our approach

At Clarivate, our Board of Directors plays an essential role in prioritizing Environmental, Social and Governance (ESG) issues across our organization. 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 keep us focused on driving real accountability to continually ‘do what is right’ when it comes to advancing ESG. ESG issues have an expanding impact on our business strategy, risk management and overall performance so we’re committed to being ‘all in’ across all regions, every role and every way we do business at Clarivate.



In 2021, we were proud to be named in Inc.’s first annual Best-Led Companies list, their data-driven list of the strongest U.S. firms with revenue of \$50 million to \$2 billion that looks at a 12-point measure of management excellence across the middle market.

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 and in all committees which they are on. Directors who are unable to attend a Board or committee meeting are expected to notify the Chairman of the Board or appropriate committee in advance of the meeting and participate via teleconference if possible. Sustainability is a key topic at every Board meeting with dedicated oversight from the Nominating, Governance and Sustainability Committee which reports into the Board at each meeting.

Over

75%

Average Board meeting attendance (of the 8 held in 2021)⁸

Board independence statement

Our Board is composed of a majority of directors who qualify as independent directors as required under NYSE rules and our committees are composed exclusively of independent directors. Our Audit Committee and Human Resources and Compensation Committee each satisfy the applicable enhanced independence criteria set out by NYSE and the SEC.

14/15

Number of independent out of total Board members

⁸Each director attended at least 75% of the total regularly scheduled and special meetings of the Board and the committees on which they served



2021 milestones

Our Board continued to focus on diversity in 2021. We published [Board of Directors Diversity, equity, inclusion and belonging Policy](#). Below are our Board's composition and related metrics:

13%
of board members are non-U.S.

27%
of board members are female

57
median age of board members

1yr
average tenure of board members

2022 goals

The Nominating, Governance and Sustainability Committee will assess board composition, identify board skills needed and determine board training required to address ESG issues.

Increase transparency of our progress toward achieving ESG goals at all levels of the business by setting a Science-Based Target (SBT) and supporting the Task Force on Climate-Related Financial Disclosures (TCFD)

30%
increase the percentage of female Board members (up from 27%)

90%
of independent Directors on the board

"The Board is committed to ensuring Clarivate adheres to the highest levels of ethical leadership in order to drive sustainable, long-term value for all stakeholders. We recognize the importance of ESG and embrace our responsibility to address some of the greatest climate challenges and opportunities of our time. Clarivate is ideally positioned to give customers the information and insights they need to change the future."

Sheryl von Blucher, Board member and Chair of the Nominating, Governance and Sustainability Committee

Source: www.ir.clarivate.com/governance/committee-charting/default.aspx

Bringing our Code of Conduct to life

At Clarivate, our [Code of Conduct](#) is foundational for establishing global leadership as a sustainable company. We have embedded it into our corporate culture as our guide for behaving with trust, respect and ethics — and 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 values, especially when it comes to fostering trust, respect, integrity and sustainability.

Our approach to reinforcing ethics and integrity

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. We supplement it with targeted training, best practices and continual leadership guidance. Our commitment is to have all colleagues worldwide complete our online Code of Conduct training course and acknowledge our Code of Conduct annually. All new colleagues must complete and acknowledge this training shortly after joining with progress monitored by our Compliance team.

"Our colleagues live the values embodied in our Code of Conduct and we make adherence to our Code an integral part of our culture, supported by continual guidance and training from our experienced and engaged Compliance team. Our colleagues live our values every day, reflecting the strong sense of ethics that permeates and defines our organization."

Julio Martin, Chief Governance & Compliance Officer

100%

of colleagues completed
Code of Conduct training

100%

of colleagues got Code of
Conduct acknowledgement

Resources: [Code of Conduct](#) | [Supplier Chain Code of Conduct](#) | [Anti-Bribery and Anti-Corruption Policy](#)

Managing risks to accelerate 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.

Our approach

In 2020, we took several key steps to advance our risk management program, starting with establishing our governance framework, creating a Management Risk Committee (MRC) to provide effective reporting 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 arise.

In 2021, we maintained the risk assessment process, completing a comprehensive assessment including review and rationalization of existing risks, identifying new risks and expanding risk definitions. We implemented Operational Risk Boards for major solution groups to facilitate review and track management of operational-level risks.

Enterprise risk management governance

Risk Management is the responsibility of every colleague in the company. Different stakeholders have different objectives and levels of accountability with respect to risk management.

- The Risk Committee was created by the Board of Directors to discharge the responsibilities set forth in the Risk Committee Charter. The governing charter can be found at [Clarivate Risk Committee Charter](#).
- The Management Risk Committee (MRC) is an integral part of the Governance Framework for Enterprise Risk Management and has been established to serve as an internal forum for identifying, communicating, assessing, responding to and monitoring risk and issues that could impact Clarivate.
- Enterprise Risk Management
 - Business Unit and Functional Leaders are responsible for maintaining a sustainable risk management program following the company wide ERM framework.
 - The Chief Risk Officer (CRO) is responsible for the establishment of the enterprise risk management process within the organization. ERM understands the relationship between risks across different categories (risk interdependencies). The CRO will facilitate the process to define risk oversight and accountability for managing risks at all levels of the company by presenting best practice, common risk management techniques and driving a consistent risk appetite.



2021 milestones

30+
enterprise risk interviews conducted

100+
risks assessed

10
top risks identified with related response strategies

17
distinct risk assessments covering functional areas and business units, including workshops with MRC members, functional and business line leaders

10+
Enterprise Risk Management (ERM) workshops conducted

Higher priority/focused risks identified determined by likelihood of occurrence and impact to the organization

2022 goals

Continue to monitor and prioritize emerging risks

Advance our risk-aware culture by providing awareness and training

Ensure consistent ERM framework across business lines/functions supporting our risk assessment and business continuity efforts by leveraging a central repository of risks, ERM guidelines and documentation, consistent methodology and approach for existing and newly integrated businesses

Continuing to focus on organizational resilience, as we establish our Business Continuity governance framework

"We're embracing Enterprise Risk Management 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



Resources: [Clarivate Enterprise risk management](#) | [Risk Committee Charter](#)

ESG Appendix

Reporting overview

Key performance indicator summary

By continuously focusing on actions and outcomes at Clarivate, we are making a positive impact on humanity and are helping to shape a more sustainable and equitable future for our colleagues, customers and communities worldwide. Please review our summary of key performance indicators (KPIs).

Environment KPIs

We are reporting on 100% of our 43 workplaces and air travel emissions excluding ProQuest and 3rd party locations.

Environment	Value			Unit
	FY19	FY20	FY21	
Number of reporting workplaces	40	42	43	#
Operational square feet	945,782	922,147	1,012,242	sq.ft.
Workplaces with sustainability certifications	24	24	25	sq.ft.
Total electricity consumption	14,789	11,272	8,945	MWh
Workplace electricity	100	100	100	%
Total heat and steam	871	706	772	MWh
Renewable energy	1,934	1,660	1,920	MWh
Energy mix				
Renewable energy (biomass, solar, wind energy, Hydro, etc.)	13	15	21	%
Fossil Fuels mix	87	85	79	%

Energy	Value			Unit
	FY19	FY20	FY21	
Scope 1	715	294	286	MWh
Scope 1; Natural gas	14	21	20	%
Scope 1; Fuel oil	86	79	80	%
Scope 2	11,702	8,711	7,008	MWh
Scope 2; Purchased electricity	93	92	89	%
Scope 2; Purchased steam and chilled water	7	8	11	%
Scope 3	3,253	2,824	2,191	MWh
Scope 3.03; Fuel and energy related activities	5	9	12	%
Scope 3.08; Upstream leased assets	95	91	88	%
Total electricity (Scope 2 + Scope 3)	14,789	11,272	8,945	MWh
Scope 2	79	77	78	%
Scope 3	21	23	22	%
Total energy consumption (Scope 1 + Scope 2 + Scope 3)	15,671	11,829	9,486	MWh
Reduction in global electricity consumption from 2019 baseline		-24	-40	%
Global renewable energy consumption	1,934	1,660	1,920	MWh
Renewable energy	13	15	21	%
Water	Value			Unit
	FY19	FY20	FY21	
Global water use	55,872	53,924	42,551	m ³
Reduction in global water withdrawal from baseline		-3	-24	%

Greenhouse gas (GHG) emissions	Value			Unit
	FY19	FY20	FY21	
Scope 1; Direct greenhouse gas emissions	222	89	99	tCO2e
Scope 1; Natural gas	10	15	9	%
Scope 1; Fuel oil	90	85	91	%
Scope 2; Indirect greenhouse gas emissions - location	7,193	4,160	3,104	tCO2e
Scope 2; Purchased electricity	7,009	4,010	2,940	tCO2e
Scope 2; Purchased steam and chilled water	185	149	164	tCO2e
Scope 3; Indirect greenhouse gas emissions not included in Scope 2	15,068	3,098	1,208	tCO2e
Scope 3.03; Fuel and energy related activities	35	55	55	tCO2e
Scope 3.06; Business travel	13,676	1,922	280	tCO2e
Scope 3.08; Upstream leased assets	1,357	1,121	873	tCO2e
Total emissions: Scope 1 and 2 (location)	7,416	4,249	3,203	tCO2e
Total emissions: Scope 1 and 2 (location) and 3 (Upstream leased assets, other fuels and business travel)	22,484	7,346	4,446	tCO2e
Revenues	23.08	5.86	2.37	tCO2e/\$M
Colleagues	5.35	0.85	0.39	tCO2e/colleague
Eco-efficiency	Value			Unit
	FY19	FY20	FY21	
Waste				
Global business waste	923.6	923.6	665.8	metric Tons
Recycled/composted material	70	70	70	%
Landfilled material	30	30	30	%
Global e-waste	/	15.3	73.9	metric Tons
Recycled material	/	91	100	%
Refurbished and reused material	/	9	0	%

Social KPIs

All our social key performance indicators (KPIs) include 100% of our colleagues worldwide, except for indicators related to race/ethnicity where we captured only our U.S. based colleagues, who represent 28% of our total workforce.

Colleagues by employment contract	FY20	FY21
Women - Permanent	4,508	5,500
Women - Temporary	78	80
Men - Permanent	4,992	5,604
Men - Temporary	65	63
Colleagues by employment type		
Women - Full-time	4,421	5,394
Women - Part-time	165	186
Men - Full-time	5,014	5,593
Men - Part-time	43	74
Proportion of women/men receiving bonus		
Women	40	65
Men	46	68
Colleague engagement score by race/ethnicity (in %)		
Asian	75	74
Black or African American	73	72
Hispanic or Latino	73	64
White	75	67
Indigenous or Native	/	/
Other	65	59

United Nations Global Compact Communication on Progress

We are committed to making the United Nations Global Compact (UNGC) and its principles part of the strategy, culture and day-to-day operations of our company and to communicate our progress according to UNGC requirements. We submitted our [UN Global Compact letter of commitment](#) in December 2020 and have been a member since February 2021. We pledge to align our business practices to the 10 UNGC principles in the areas of human rights, labour, environment and anti-corruption. This report serves as our annual UNGC Communication on Progress. The table below shows the reference location of our disclosures against each UNGC Principle.

Principle	Value
Human Rights	
1	Businesses should support and respect the protection of internationally proclaimed human rights. Human rights – a shared imperative to advance sustainability
2	Businesses should make sure that they are not complicit in human rights abuses. Human rights – a shared imperative to advance sustainability
Labour	
3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining. Human rights – a shared imperative to advance sustainability
4	Businesses should uphold the elimination of all forms of forced and compulsory labour. Human rights – a shared imperative to advance sustainability
5	Businesses should uphold the effective abolition of child labour. Human rights – a shared imperative to advance sustainability
6	Businesses should uphold the elimination of discrimination in respect of employment and occupation. Human rights – a shared imperative to advance sustainability
Environment	
7	Businesses should support a precautionary approach to environmental challenges. Our commitment to carbon neutrality by 2024 towards a net-zero future
8	Businesses should undertake initiatives to promote greater environmental responsibility. Our commitment to carbon neutrality by 2024 towards a net-zero future
9	Businesses should encourage the development and diffusion of environmentally friendly technologies. Our commitment to carbon neutrality by 2024 towards a net-zero future
Anti-corruption	
10	Businesses should work against corruption in all its forms, including extortion and bribery. Bringing our Code of Conduct to life

Alignment with sustainability standards

At Clarivate, we have worked to better align our sustainability initiatives and disclosures to satisfy investor and stakeholder expectations for sustainability performance data. We are focused on highlighting how we are accelerating our purpose in addition to driving long-term profits by aligning with accepted, standard reporting frameworks for disclosing impacts on the environment, society and the economy.

GRI content index: [This report](#) has been prepared in accordance with the GRI Standards: Core option.

SASB – professional and commercial services

Accounting metric	Category	Unit of measure	Code	Disclosure
Data Security				
Description of approach to identifying and addressing data security risks	Discussion and Analysis	N/A	SV-PS-230a.1	Fortifying our commitment to Cybersecurity
Description of policies and practices relating to collection, usage, and retention of customer information	Discussion and Analysis	N/A	SV-PS-230a.2	Our commitment to safeguarding personal data
(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected.	Quantitative	Number, Percentage (%)	SV-PS-230a.3	Clarivate is not aware of any material data breach that was required to disclose in any public filings in the last 12 months
Workforce Diversity & Engagement				
Percentage of gender and racial/ethnic group representation for (1) executive management and (2) all other employees.	Quantitative	Percentage (%)	SV-PS-330a.1	Our commitment to diversity, equity, inclusion and belonging
(1) Voluntary and (2) involuntary turnover rate for employees	Quantitative	Rate	SV-PS-330a.2	Attracting, hiring and retaining the best talent
Employee engagement as a percentage	Quantitative	Percentage (%)	SV-PS-330a.3	Prioritizing people and social responsibility
Professional Integrity				
Description of approach to ensuring professional integrity	Discussion and Analysis	N/A	SV-PS-510a.1	Bringing our Code of Conduct to life
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	Quantitative	Reporting currency	SV-PS-510a.2	Not available
Activity Metric				
Number of employees by: (1) full-time and part-time, (2) temporary, and (3) contract	Quantitative	Number	SV-PS-000.A	Social KPIs
Employee hours worked, percentage billable	Quantitative	Hours, Percentage (%)	SV-PS-000.B	Not available

Resources: [United Nations Global Compact – Letter of Commitment](#) | [United Nations Global Compact – 2022 Communication on Progress](#)

APPENDIX B

Mandatory criteria reference table

The table below provides reference pages for the relevant disclosures in each criterion for both the Australian Commonwealth Modern Slavery Act 2018 and United Kingdom's Modern Slavery Act 2015.worldwide. Please review our summary of key performance indicators (KPIs).

Australian Commonwealth Modern Slavery Act 2018 reporting criteria	United Kingdom's Modern Slavery Act 2015 requirements	2020 Modern Slavery Statement page reference
(a) Identify the reporting entity	N/A	Page 6 and 23
(b) Describe the structure, operations and supply chains of the reporting entity	54(5)(a) the organisation's structure, its business and its supply chains	Pages 3-7
(c) Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls	54(5)(d) the parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk	Pages 3-7
(d) Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes	54(5)(b) its policies in relation to slavery and human trafficking; (c) its due diligence processes in relation to slavery and human trafficking in its business and supply chains; and (f) the training about slavery and human trafficking available to its staff	Pages 8-18
(e) Describe how the reporting entity assesses the effectiveness of such actions	54(5)(e) its effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate	Page 9-21
(f) Describe the process of consultation with any entities that the reporting entity owns or controls. In the case of a reporting entity covered by a statement under section 14 – the entity giving the statement	N/A	Page 24
(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	N/A	

APPENDIX C

Modern Slavery Act - in-scope entities

Clarivate has chosen to make a joint Modern Slavery Act Transparency Statement (“**Statement**”) at the group level even though this approach is not required by the UK Modern Slavery Act (the “Act”).

The specific Clarivate Group entities in scope of Section 54 of the Act and that have approved the statement for the financial year end 31 December 2021 are:

Australia

- Clarivate Analytics (Australia) Pty Ltd
- Clarivate Analytics (Australia) Holdings Pty Ltd
- See-Out Pty Ltd
- CPA Global (Australia) Pty Ltd
- CPA Global Software Solutions Pty Limited
- ProQuest Australia Pty Ltd.
- ProQuest EBL Pty Ltd.
- PQIL Ltd Australia Branch
- Ex Libris Pty. Ltd.
- VTLS Australia Pty. Ltd.

United Kingdom

- Camelot UK Bidco Limited
- Clarivate Analytics (International) Limited
- Clarivate Analytics (UK) Limited
- Computer Patent Annuities International Limited
- CPA Global (Landon IP) Limited
- CPA Global (Patrafee) Limited
- CPA Global Finco Limited
- CPA Global Legal Support Services UK Limited
- CPA Global Management Services Ltd
- CPA Global Renewals (UK) Limited
- CPA Global Software Solutions (UK) Limited
- CPAUSH Ltd
- Intellectual Property Associates Network Limited
- IPSS Europe Limited
- Envoy Limited
- Envoy International Limited
- WIRO Limited
- Pi2 Solutions Ltd.
- Ex Libris Ltd. (UK)
- oMbiel Limited
- Research Research Limited
- Innovative Interfaces Limited
- Innovative Interfaces International Limited
- VTLS United Kingdom Ltd

Statement of the Board of Directors

Our Board of Directors is responsible for the oversight of our modern slavery statement. However, we took a cross-functional approach to preparing and drafting this Statement, including legal, human resources, risk and compliance and procurement group functions.

The Nominating, Governance and Sustainability Committee is an important stakeholder in the governance of our modern slavery response and provides oversight, review and/or approval of matters relating to our ESG priorities, including those relating to our supply chain, work force and external stakeholders. The Nominating, Governance and Sustainability Committee has been delegated authority by the Board in relation to those ESG matters, whose contribution has formed the basis of our statement.

Accordingly, based upon the findings and recommendations of the Nominating, Governance and Sustainability Committee, the governing body of each reporting entity listed on the In-Scope Entities under Appendix 2 has considered and approved this statement prior to publication. This Statement will be reviewed and updated annually.



JONATHAN GEAR

Chief Executive Officer, Clarivate Plc.

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 or, in each case, their negative or other variations or comparable terminology. These forward-looking statements include all matters that are not historical facts. They appear in a number of places throughout this report and include statements regarding our intentions, beliefs or current expectations concerning, among other things, anticipated Environmental, Social or Governance impacts, goals, targets and strategies.

The forward-looking statements contained in this report are based on our current expectations, beliefs and forecasts concerning future events, trends and developments and their potential effects on us. There can be no assurance that future developments affecting us will be those that we have anticipated. These forward-looking statements involve a number of risks and uncertainties (many of which are beyond our control) or other assumptions that may cause actual results or performance to be materially different from those expressed or implied by these forward-looking statements. Should one or more of these risks or uncertainties materialize, or should any of the assumptions prove incorrect, our actual results or performance may vary in material respects from those expressed or implied in this document or any of our prior communications. We do not undertake any obligation to update or revise any forward-looking statements, whether as a result of new information, future events or otherwise, except as required by law.

About Clarivate

Clarivate™ is a global leader in providing solutions to accelerate the pace 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 Academia & Government, Life Sciences & Healthcare, Professional Services and Consumer Goods, Manufacturing & Technology. We help customers discover, protect and commercialize their inventions using our trusted subscription and technology-based solutions coupled with deep domain expertise. For more information, please visit clarivate.com.

Contact our experts today:

+1 215 386 0100 (U.S.)

+44 (0) 20 7433 4000 (Europe)

clarivate.com

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