

# DIVERSITY & INCLUSION (D&I) AT ASIAN LEGAL BUSINESS, A BUSINESS WITHIN THOMSON REUTERS

ALB, a business within Thomson Reuters, operates in Asia and the emerging markets. ALB aims to be a pro-active platform to drive diversity and inclusion in the legal community we serve, and we are committed to champion awareness and outcome through our activities. Our publications and events provide opportunities to recognise and allow for views to women and minorities, and we strive to champion positive efforts in this regard. We stand in solidarity with our employees, customers, and partners, regardless of their gender identity, ethnicity, disability, race, religious background, or sexual orientation. Our diversity and inclusion strategy focuses on inclusive culture, diverse talent, customers, and brand.

Apart from setting the standards, we are also known for driving the change for diversity and inclusion. As part of a broader pledge, here are the key initiatives that ALB does to drive D&I:

We create an **inclusive environment** at our events by engaging with a gender diverse selection of speakers who offer a creative perspective to our participants



- 25% or more women representation at speaking panels at Summits and conferences
- 20% or more women representation at judging panels at Award programmes

We develop listings, awards categories and other activities that **recognise law firms** who have larger proportions of female partners and/ or women lawyers



- Create categories such as “Women Lawyer of the Year”, “D&I Law Firm of the Year”
- Provide questionnaire in practice specific categories that provides ability to entrants to share information on their D&I, pro bono and ESG efforts

We have adjusted our **selection process** through revising our award nomination questionnaire, to ensure that participants who comply with specific sustainability and diversity measures will have additional weight in our evaluation methodology, increasing their likelihood of being successful in the nomination.



We will soon provide corporations and their in-house teams a **platform to share** their concrete SMART (Specific, Measurable, Achievable, Relevant, and Time-Bound) D&I goals and achievements



- Create editorial features and interview opportunities to champion awareness
- Support important dates such as International Women’s Day with specially curated activities and coverage.

ALB is committed to a **diverse talent representation** within our workforce

ALB currently operates in 5 Thomson Reuters offices in Asia, and more than 70% of our workforce are women and 9 nationalities (statistics 30 June 2022)



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*A look into our key D&I initiatives for 2022*



**Reach or exceed our diverse talent representation goals through focused talent attraction and retention efforts**

- Increasing diverse talent representation in senior leadership (director and above) by the end of 2022
  - 45% or more women representation in senior leadership
  - 20% or more racial and ethnic representation in senior leadership
  - Double Black employee representation in senior leadership
- Increase diverse talent retention through focused talent reviews and stay interviews
- Increase talent attraction and employer brand via partnerships like the Black Professionals in Tech Network (BPTN)
- Expand available diversity data via the Count Me In Campaign



**Drive increased inclusion, belonging and allyship to further attract and retain top talent across all levels of our pipeline**

- Continue Breaking Bias as a key foundational aspect of our work culture and inclusion efforts
- Foster a culture of inclusion and belonging via allyship programming
- Evolve our global business resource group (BRG) model to create more empowerment and ambassadorship across these key partners
- Expand our external reporting related to diversity and inclusion, and strengthen our D&I data and narrative in the Social Impact Report

[Learn More: Global D&I Page](#)