



GRI content index

2022 Sustainability Report



Statement of use

Clarivate Plc has reported the information cited in this GRI content index for the period 1 January - 31 December 2022 with reference to the GRI Standards.

GRI 1 used

GRI 1: Foundation 2021

GRI Standard	Disclosure	Location
General Disclosures 2021		
2-1	Organizational details	10-K, pages 1, 4
2-2	Entities included in the organization's sustainability reporting	Sustainability report, pages 62, 65
2-3	Reporting period, frequency and contact point	Sustainability report, page 50, 51
2-4	Restatements of information	Sustainability report, page 47, 48
2-5	External assurance	n/a
2-6	Activities, value chain and other business relationships	10-K, pages 4-9
2-7	Employees	Sustainability report, pages 5, 25
2-8	Workers who are not employees	Sustainability report, page 48
2-9	Governance structure and composition	Sustainability report, pages 6, 40-41
2-10	Nomination and selection of the highest governance body	Corporate Governance Guidelines, Risk and Sustainability Committee Charter
2-11	Chair of the highest governance body	Committee Charting, Sustainability report, page 40
2-12	Role of the highest governance body in overseeing the management of impacts	Sustainability report, page 6
2-13	Delegation of responsibility for managing impacts	Sustainability report, page 6
2-14	Role of the highest governance body in sustainability reporting	Sustainability report, page 6
2-15	Conflicts of interest	Sustainability report, pages 6, 40-41
2-16	Communication of critical concerns	Sustainability report, page 6

GRI Standard	Disclosure	Location
2-17	Collective knowledge of the highest governance body	Sustainability report, pages 40-41
2-18	Evaluation of the performance of the highest governance body	Sustainability report, pages 6, 40-41
2-19	Remuneration policies	Proxy statement, pages 39-56
2-20	Process to determine remuneration	Proxy statement, pages 39-56
2-21	Annual total compensation ratio	Proxy statement, page 61
2-22	Statement on sustainable development strategy	Sustainability report, pages 3
2-23	Policy commitments	Code of Conduct, Sustainability report, page 42
2-24	Embedding policy commitments	Sustainability report, page 7
2-25	Processes to remediate negative impacts	Sustainability report, page 26
2-26	Mechanisms for seeking advice and raising concerns	UNGC Communication on Progress, Sustainability report, page 26
2-27	Compliance with laws and regulations	Sustainability report, page 49
2-28	Membership associations	Sustainability report, page 6
2-29	Approach to stakeholder engagement	Sustainability report, page 14
2-30	Collective bargaining agreements	Sustainability report, page 26
Material Topics 2021		
3-1	Process to determine material topics	Sustainability report, page 14
3-2	List of material topics	Sustainability report, page 14
3-3	Management of material topics	Sustainability report, page 14
Economic Performance 2016		
201-1	Direct economic value generated and distributed	n/a
201-2	Financial implications and other risks and opportunities due to climate change	n/a

GRI Standard	Disclosure	Location
201-3	Defined benefit plan obligations and other retirement plans	n/a
201-4	Financial assistance received from government	n/a
Market Presence 2016		
202-1	Ratios of standard entry level wage by gender compared to local minimum wage	n/a
202-2	Proportion of senior management hired from the local community	n/a
Indirect Economic Impacts 2016		
203-1	Infrastructure investments and services supported	n/a
203-2	Significant indirect economic impacts	n/a
Procurement Practices 2016		
204-1	Proportion of spending on local suppliers	n/a
Anti-corruption 2016		
205-1	Operations assessed for risks related to corruption	Sustainability report, page 43-44
205-2	Communication and training about anti-corruption policies and procedures	Sustainability report, page 42
205-3	Confirmed incidents of corruption and actions taken	Sustainability report, page 49
Anti-competitive Behavior 2016		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	n/a
Tax 2019		
207-1	Approach to tax	n/a
207-2	Tax governance, control, and risk management	n/a
207-3	Stakeholder engagement and management of concerns related to tax	n/a
207-4	Country-by-country reporting	n/a

GRI Standard	Disclosure	Location
Materials 2016		
301-1	Materials used by weight or volume	n/a
301-2	Recycled input materials used	n/a
301-3	Reclaimed products and their packaging materials	n/a
Energy 2016		
302-1	Energy consumption within the organization	Sustainability report, pages 47-48
302-2	Energy consumption outside of the organization	Sustainability report, pages 47-48
302-3	Energy intensity	Sustainability report, pages 47-48
302-4	Reduction of energy consumption	Sustainability report, pages 47-48
302-5	Reductions in energy requirements of products and services	n/a
Water and Effluents 2018		
303-1	Interactions with water as a shared resource	Sustainability report, pages 47-48
303-2	Management of water discharge-related impacts	Sustainability report, pages 47-48
303-3	Water withdrawal	Sustainability report, pages 47-48
303-4	Water discharge	n/a
303-5	Water consumption	Sustainability report, pages 47-48
Biodiversity 2016		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Sustainability report, pages 47-48
304-2	Significant impacts of activities, products and services on biodiversity	n/a
304-3	Habitats protected or restored	n/a
304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	n/a

GRI Standard	Disclosure	Location
Emissions 2016		
305-1	Direct (Scope 1) GHG emissions	Sustainability report, pages 47-48
305-2	Energy indirect (Scope 2) GHG emissions	Sustainability report, pages 47-48
305-3	Other indirect (Scope 3) GHG emissions	Sustainability report, pages 47-48
305-4	GHG emissions intensity	Sustainability report, pages 47-48
305-5	Reduction of GHG emissions	Sustainability report, pages 47-48
305-6	Emissions of ozone-depleting substances (ODS)	Sustainability report, pages 47-48
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Sustainability report, pages 47-48
Waste 2020		
306-1	Waste generation and significant waste-related impacts	Sustainability report, pages 47-48
306-2	Management of significant waste-related impacts	Sustainability report, pages 47-48
306-3	Waste generated	Sustainability report, pages 47-48
306-4	Waste diverted from disposal	Sustainability report, pages 47-48
306-5	Waste directed to disposal	Sustainability report, pages 47-48
Supplier Environmental Assessment 2016		
308-1	New suppliers that were screened using environmental criteria	Supply Chain Code of Conduct, Sustainability report, page 22
308-2	Negative environmental impacts in the supply chain and actions taken	Supply Chain Code of Conduct, Sustainability report, page 22
Employment 2016		
401-1	New employee hires and employee turnover	Sustainability report, page 29-30
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	n/a
401-3	Parental leave	Benefits

GRI Standard	Disclosure	Location
Labor/Management Relations 2016		
402-1	Minimum notice periods regarding operational changes	n/a
Occupational Health and Safety 2018		
403-1	Occupational health and safety management system	Sustainability report, page 33
403-2	Hazard identification, risk assessment, and incident investigation	Sustainability report, page 33
403-3	Occupational health services	Sustainability report, page 33
403-4	Worker participation, consultation, and communication on occupational health and safety	Sustainability report, page 33
403-5	Worker training on occupational health and safety	Sustainability report, page 33
403-6	Promotion of worker health	Sustainability report, page 33
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Sustainability report, page 33
403-8	Workers covered by an occupational health and safety management system	Sustainability report, page 33
403-9	Work-related injuries	Sustainability report, page 33
403-10	Work-related ill health	Sustainability report, page 33
Training and Education 2016		
404-1	Average hours of training per year per employee	Sustainability report, pages 31-32
404-2	Programs for upgrading employee skills and transition assistance programs	Sustainability report, pages 31-32
404-3	Percentage of employees receiving regular performance and career development reviews	Sustainability report, pages 31-32

GRI Standard	Disclosure	Location
Diversity and Equal Opportunity 2016		
405-1	Diversity of governance bodies and employees	Sustainability report, pages 27-28, 40-41
405-2	Ratio of basic salary and remuneration of women to men	U.K. Gender Pay Report
Non-discrimination 2016		
406-1	Incidents of discrimination and corrective actions taken	Sustainability report, pages 26
Freedom of Association and Collective Bargaining 2016		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Supply Chain Code of Conduct, Sustainability report, page 22
Child Labor 2016		
408-1	Operations and suppliers at significant risk for incidents of child labor	Supply Chain Code of Conduct, Sustainability report, page 22
Forced or Compulsory Labor 2016		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Supply Chain Code of Conduct, Sustainability report, page 22
Security Practices 2016		
410-1	Security personnel trained in human rights policies or procedures	Sustainability report, pages 26-28
Rights of Indigenous Peoples 2016		
411-1	Incidents of violations involving rights of indigenous peoples	n/a
Local Communities 2016		
413-1	Operations with local community engagement, impact assessments, and development programs	Sustainability report, pages 36-38
413-2	Operations with significant actual and potential negative impacts on local communities	Sustainability report, pages 36-38

GRI Standard	Disclosure	Location
Supplier Social Assessment 2016		
414-1	New suppliers that were screened using social criteria	Sustainability report, pages 22
414-2	Negative social impacts in the supply chain and actions taken	Supply Chain Code of Conduct, Sustainability report, page 22
Public Policy 2016		
415-1	Political contributions	Code of Conduct
Customer Health and Safety 2016		
416-1	Assessment of the health and safety impacts of product and service categories	n/a
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	n/a
Marketing and Labeling 2016		
417-1	Requirements for product and service information and labeling	n/a
417-2	Incidents of non-compliance concerning product and service information and labeling	n/a
417-3	Incidents of non-compliance concerning marketing communications	n/a
Customer Privacy 2016		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Sustainability report, page 49

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