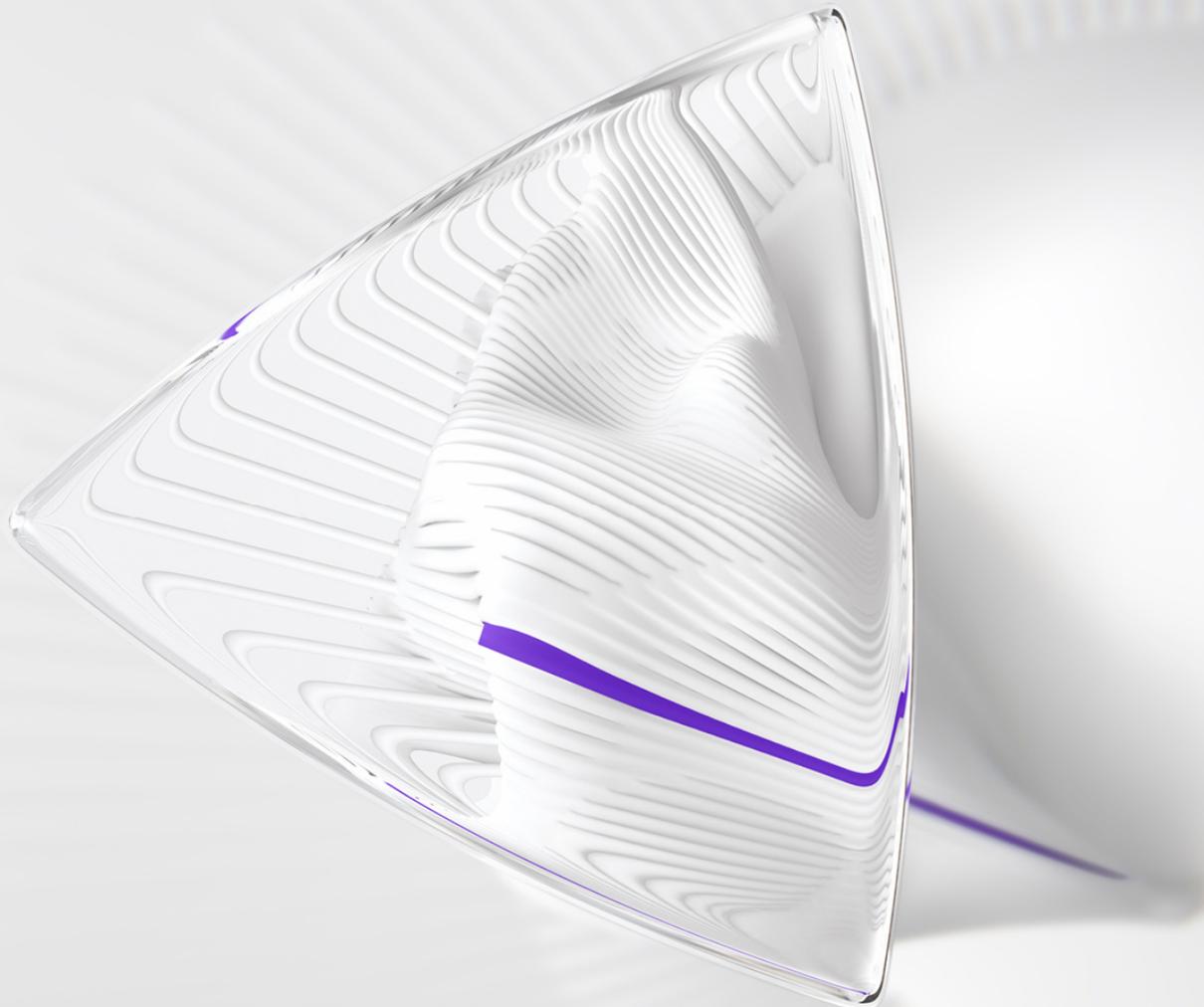




# Modern Slavery Statement

June 2021



# Introduction

Clarivate Plc (“**Clarivate**”) is a leading global information services and analytics company serving the scientific research, intellectual property and life sciences markets. We deliver critical data, structured information, workflow solutions and deep domain expertise to facilitate the discovery, protection and commercialisation of scientific research, innovations and brands. Corporations, government organisations, universities, law firms and other professional services organisations around the world depend on our high-value, curated content, analytics and services. We have more than 30,000 customers and more than 8,700 colleagues in over 40 countries and territories worldwide, including the United Kingdom and Australia.

As part of our adherence to the highest ethical standards in all we do, Clarivate is committed to respect human rights around the world and has a zero-tolerance approach to modern slavery and human trafficking <sup>1</sup>.

This Statement outlines the actions undertaken by Clarivate to identify, assess, mitigate and appraise the risk of modern slavery and human trafficking occurring within our business operations and supplier network for the financial year ending 31 December 2020. This is our second report under the UK Modern Slavery Act 2015 and the first report under the Australian Modern Slavery Act, 2018 (Cth) and has been prepared as a joint Statement<sup>2</sup>.

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<sup>1</sup> In this Statement, the terms “modern slavery” and “human trafficking” include all forms of slavery and slavery-like practices, servitude and forced or compulsory labour, and human trafficking.

<sup>2</sup> This statement has been prepared in accordance with the requirements of Section 54 of the UK Modern Slavery Act of 2015 (“the UK Act”) and Section 16 of the Australian Modern Slavery Act, 2018 (Cth) (“the Australian Act”). The Statement applied to all of the entities within the Clarivate Group that fall within the scope of respective Acts (appended hereto under “**In-Scope Entities**”)

# 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.

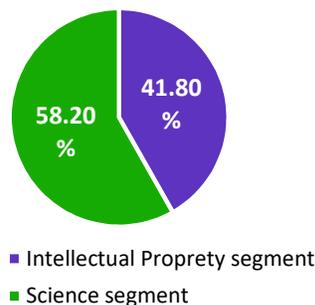
## Our Operations and Strategy

We are a leading global information services and analytics company serving the scientific research, intellectual property and life sciences markets. We provide structured information and analytics to facilitate the discovery, protection and commercialization of scientific research, innovations and brands. Our product portfolio includes well-established, market-leading brands such as Web of Science, Derwent, Cortellis, DRG, CompuMark, MarkMonitor and CPA Global. We believe that our flagship products hold a #1 or #2 global position by revenues across the respective markets they serve, including abstracting and indexing databases, life science regulatory and competitive intelligence and intellectual property protection (including patent, trademarks and domain and brand protection). We serve a large, diverse and global customer base. As of end of financial year December 31, 2020, we served over 30,000 customers in more than 170 countries, including the top 30 pharmaceutical companies by revenues. We believe that the strong value proposition of our content, user interfaces, visualization and analytical tools, combined with the integration of our products and services into customers’ daily workflows, leads to our substantial customer loyalty as evidenced by their high propensity to renew their subscriptions with us.

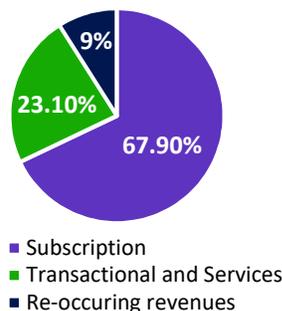
Corporations, government agencies, universities, law firms and other professional services organizations around the world depend on our high-value, curated content, analytics and services. Unstructured data has grown exponentially over the last decade. This trend has resulted in a critical need for unstructured data to be meaningfully filtered, analyzed and curated into relevant information that facilitates key operational and strategic decisions made by businesses, academic institutions and governments worldwide. Our highly curated, proprietary information created through our sourcing, aggregation, verification, translation and categorization of data has resulted in our solutions being embedded in our customers’ workflow and decision-making processes.

The following charts illustrate our revenues for the year ended December 31, 2020 by group, type and geography:

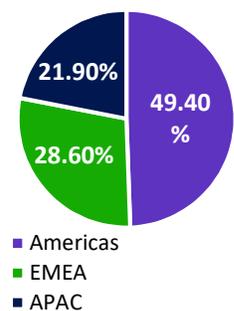
Revenue by segment



Revenue by type



Revenue by geography



As of end of our financial year at December 31, 2020, approximately 8,445 full-time and approximately 245 part-time employees supported our business operations.

The Company has spent the past two years fostering a values-led culture that begins with the Company's purpose and vision that human ingenuity can transform the world and we will improve the way the world creates, protects and advances innovation. With a continuous focus on three corporate values (aim for greatness, value every voice and own your actions) along with transparent communication and a wide variety of colleague support programs, colleague engagement has steadily climbed and reached 79 (out of 100) in September 2020.

We provide a variety of benefits to promote retention and growth of our employees. We strive to offer equitable pay and competitive salaries and wages. In addition, we have historically provided an annual broad-based equity grant to our employees to promote a sense of company pride and ownership. We offer a comprehensive benefits package that gives a robust collection of rewards and benefits, including healthcare and insurance benefits, and retirement savings plans. We also support six affinity groups for our employees. We have an online academy that fosters a learning culture, leveraging the knowledge and expertise of our people.

Recognizing that sustainability, CSR and ESG are critical to the Company's future success, a formal ESG commitment was launched in 2020. Built around four ESG pillars (i.e., governance, environment, colleagues and community) and aligned to the United Nations Sustainable Development Goals, our goal is to embed sustainability into the fiber and operations of the company and further strengthen the values-led company culture.

The four ESG pillars of *Sustainability@Clarivate* are:

### Colleagues

We commit to empowering and supporting all colleagues to thrive and achieve their full potential.



### Governance

We strive to maintain the highest level of trust and ethics in all that we do.

### Environment

We commit to operating eco-efficiently with care for our planet and natural resources.

### Community

We commit to sharing our time, talents and resources to make a positive and lasting impact on our community.

During the 2020 fiscal year, we spent approximately \$500 million USD Equivalent procuring goods and services from approximately 3,000 suppliers across the markets and regions where we operate. Our top five categories of supply chain related spend for FY2020 were professional services, technology (include Information Technology), royalty fees for licensed copyright, data and information content (supplied by third party providers) and facilities management (in relation to the Group's physical premises), each of which may have potential exposure to modern slavery impacts.

# Identifying and Assessing Risk

Clarivate has implemented a comprehensive ERM program which covers all areas of organizational exposure to risk including those associated with human rights and modern slavery and especially supply chain management. We prioritize and manage those exposures as an interrelated risk portfolio ensuring a collaborative approach across our organization.

We believe that each one of us has a role in risk management by identifying, assessing, treating, responding and monitoring risks. We have a robust governance framework in place to ensure accountability and to promote a consistent approach across Clarivate. Our Risk Committee of the Board of Directors has a risk oversight role to ensure that we have a framework for risk assessment and management and our Management Risk Committee is composed of senior leaders from our shared services and business units (including those associated with the reporting entities under this Statement). We have a goal of continuous improvement with regular review of our processes and policies and how those relate to our enterprise procurement and partnerships.

When measured by value, most of our direct supplier spend is incurred in North America, the European Union and the broader European region, which are lower risk compared to many other jurisdictions<sup>3</sup>. At Clarivate, sustainability is woven throughout every aspect of our business strategy. By adhering to the highest social, environmental, and ethical standards and embracing the power of human ingenuity, we will work to improve the future of our global community while bringing financial rewards to our colleagues and shareholders.

As noted above, our framework consists of four pillars: Governance, Environment, Social - Colleagues and Social - Community. Our Governance pillar ensures that we maintain the highest level of trust and ethics in all we do. Conducting business with honesty and integrity is one of our most important goals. Ethical governance is fundamental to how we operate. From anti-corruption to risk management. This permeates to our supply chain management, where we demand the same level of ethical governance from our suppliers.

We compile an annual Sustainability Scorecard (our FY2020 Sustainability Scorecard illustrated below), whereby we outline key deliverables and track results. The fiscal year 2020 saw us secure 100% employee completion of our Code of Conduct training to support our ethical governance principles and over 50% of our top suppliers adopted our Supply Chain Code of Ethics.

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<sup>3</sup> See Walk Free Foundation *Global Slavery Index* (<https://www.globalslaveryindex.org/>)

## 2020 Sustainability scorecard and results

Pillar	Deliverable	2020 Goal	Result
Governance	Customer Delight: Increase from 76 to 78 measured in bi-annual survey	78	79
	Cyber security: 100% of colleagues complete cyber security training	100%	100%
	Ethical business: 100% of colleagues complete Code of Conduct training	100%	100%
	Ethical business: Increase transparency through launch of the Clarivate Privacy Center	Launch site	Live
Environment	Ethical Supply Chain: 50% of top suppliers sign the Supply Chain Code of Ethics	50%	In progress and exceeding
	Eco-efficiency and carbon neutrality: Establish environmental metrics baseline	100%	EMS tool and contract in place. Final 2020 data collection underway
Social: Colleagues	Women's equality: Commit to the Women's Empowerment Principles	100%	Commitment in place
	Diversity and Inclusion: commit to the CEO action on Diversity & Inclusion	100%	Fellowship underway
	Diversity and Inclusion: Launch racial and ethnic diversity engagement group ("VIBRANT")	Full launch by end of 2020	Launched: Supporting fellowship
	Diversity and Inclusion: Complete unconscious-bias training for 100% of colleagues	100%	96%
	Colleague engagement: Increase from 69 to 74 as measured in annual survey	74%	77%
Social: Community	Community impact: Establish a global system to capture volunteer time and establish 2021 goal	System implemented and imbedded in 2021 goals	Goal: 32,000 hours in 2021

# Consultation, Collaboration and Approval

Our Board of Directors is responsible for the oversight and approval 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 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 the preparation and maintenance of the Sustainability Scorecard.

The Board or 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.



Jerre Stead,  
Chief Executive Officer

29<sup>th</sup> June 2021

# Appendix 1

## 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*.

<b>Australian Commonwealth <i>Modern Slavery Act 2018</i> reporting criteria</b>	<b>United Kingdom's <i>Modern Slavery Act 2015</i> requirements</b>	<b>2020 Modern Slavery Statement page reference</b>
(a) Identify the reporting entity	N/A	Page 1
(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 1-4
(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 1, 4-5
(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 6-7
(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 8
(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 8
(g) Include any other information that the reporting entity, or the entity giving the statement, considers relevant	N/A	

# Appendix 2

## 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 2020 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

### 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



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