

# Social Impact Report

## SASB materiality matrix

### SASB reporting dimensions for Thoughtworks

### Technology & Communications

Dimension	General issue category	Software & IT services
Environment	Energy management	<ul style="list-style-type: none"> <li>Currently baselining to a set goal as part of SBTi initiative</li> </ul>
Social capital	Customer privacy	<ul style="list-style-type: none"> <li>Data protection leads in each region and privacy by design across our processes</li> <li>In draft: data protection policy and Retention schedule for data minimization</li> <li>Client data is only collected and used per contractual agreements. Website users data is collected and used per the website <a href="#">privacy notice</a></li> </ul>
	Data security	<ul style="list-style-type: none"> <li>Data breaches in last 12 months: <b>0</b></li> <li>Number of users affected: <b>0</b></li> <li>Data storage is currently being baselined</li> <li>Data security assessment: we use NISF CSF framework and risk management techniques</li> <li>Identifying data security risks: we use threat modeling, interviews and other security assessment methods</li> <li>Policies, standards and technical controls in place to safeguard against data security risks</li> </ul>
Human capital	Employee engagement, diversity & inclusion	<ul style="list-style-type: none"> <li>Employee engagement score is 8.4 (against benchmark of 7<sup>1</sup>)</li> <li>Diversity satisfaction score is 8.5 (against benchmark of 8.1<sup>2</sup>)</li> <li>Women and UGM in tech: 2020 37.4%, with goal 40% by EOY 2022</li> <li>Women and UGM in senior exec leadership team (GCG): 50%</li> </ul>
Leadership & governance	Systemic risk management	<ul style="list-style-type: none"> <li>Administrative and technical controls are in place to ensure the disruption of operations caused due to core systems availability is minimized</li> <li>In most cases Thoughtworks use SaaS/cloud based products and services (with built in high availability controls) to provide us reliable uptime</li> </ul>
	Competitive behavior	<ul style="list-style-type: none"> <li>Legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation: <b>0</b></li> </ul>

<sup>1</sup>Peakon DEI global survey, 2020, 4828 employees responded to this segment

<sup>2</sup>Peakon DEI global survey, 2020, 4700 employees responded to this segment