

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"> Currently baselining to a set goal as part of SBTi initiative
Social capital	Customer privacy	<ul style="list-style-type: none"> Data protection leads in each region and privacy by design across our processes In draft: data protection policy and Retention schedule for data minimization Client data is only collected and used per contractual agreements. Website users data is collected and used per the website privacy notice
	Data security	<ul style="list-style-type: none"> Data breaches in last 12 months: 0 Number of users affected: 0 Data storage is currently being baselined Data security assessment: we use NISF CSF framework and risk management techniques Identifying data security risks: we use threat modeling, interviews and other security assessment methods Policies, standards and technical controls in place to safeguard against data security risks
Human capital	Employee engagement, diversity & inclusion	<ul style="list-style-type: none"> Employee engagement score is 8.4 (against benchmark of 7¹) Diversity satisfaction score is 8.5 (against benchmark of 8.1²) Women and UGM in tech: 2020 37.4%, with goal 40% by EOY 2022 Women and UGM in senior exec leadership team (GCG): 50%
Leadership & governance	Systemic risk management	<ul style="list-style-type: none"> Administrative and technical controls are in place to ensure the disruption of operations caused due to core systems availability is minimized In most cases Thoughtworks use SaaS/cloud based products and services (with built in high availability controls) to provide us reliable uptime
	Competitive behavior	<ul style="list-style-type: none"> Legal actions pending or completed regarding anti-competitive behavior and violations of anti-trust and monopoly legislation: 0

¹Peakon DEI global survey, 2020, 4828 employees responded to this segment

²Peakon DEI global survey, 2020, 4700 employees responded to this segment