



# GRI Content Index

**GRI Services Statement**

For the GRI Content Index Service, GRI Services reviewed that the GRI content index is clearly presented and the references for all disclosures included align with the appropriate sections in the body of the report.

The Global Reporting Initiative (GRI) is a leading organization in global sustainability reporting. GRI promotes the use of sustainability reporting as a way for organizations to become more sustainable and contribute to sustainable development. Bloomberg continues to support GRI's core mission to increase both the quantity and quality of reporting, which, in turn, enhances critical market transparency. This is Bloomberg's ninth GRI report and our third utilizing the GRI Standards 'in accordance' comprehensive option.

General Disclosures

GRI 102: General Disclosures 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance					
<b>Organizational Profile</b>								
<b>102-1</b> Name of the organization	Bloomberg L.P.		<a href="#">Yes</a>					
<b>102-2</b> Activities, brands, products, and services	Bloomberg Professional® Services, Bloomberg Intelligence, Bloomberg Businessweek, Bloomberg TV, Bloomberg Markets, Bloomberg Radio, Bloomberg Government, BloombergNEF, Bloomberg Environment, Bloomberg Law, Bloomberg Tax. Reference <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a> .		<a href="#">Yes</a>					
<b>102-3</b> Location of headquarters	731 Lexington Avenue, New York, NY 10022		<a href="#">Yes</a>					
<b>102-4</b> Location of operations		<b>2018</b> <b>2017</b> <b>2016</b> <b>2015</b> <b>2014</b> <b>2007</b>						
	Number of countries	<b>72</b>	72	73	74	74	64	<a href="#">Yes</a>
	Significant operations	United States, United Kingdom, Germany, Japan, China, Singapore, Australia, Brazil, India, United Arab Emirates.						<a href="#">Yes</a>
<b>102-5</b> Ownership and legal form	Bloomberg L.P. is a privately held Delaware, USA Limited Partnership.						<a href="#">Yes</a>	
<b>102-6</b> Markets served	Bloomberg serves financial institutions, governments and others with an interest in financial news, data and analytics globally. Reference <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a> .						<a href="#">Yes</a>	
<b>102-7</b> Scale of the organization		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	Total number of employees	<b>19,974</b>	19,347	18,794	18,310	17,726	10,089	<a href="#">Yes</a>
	Total number of operations	<b>177</b>	186	200	204	209	176	<a href="#">Yes</a>
	Total revenue	<b>\$10.5 Billion</b>	\$10.0 Billion	\$9.8 Billion	\$9.5 Billion	\$9.0 Billion	\$5.4 Billion	<a href="#">Yes</a>
	Total capitalization broken down in terms of debt and equity (for private sector organizations).							<b>Confidentiality constraints:</b> Bloomberg is a privately held limited partnership and therefore does not report its capitalization publicly. This information is considered proprietary.
	Quantity of products or services provided (Bloomberg Professional® service Subscribers)	<b>330,480</b>	325,003	325,217	327,515	324,352	273,776	<a href="#">Yes</a>
<b>102-8</b> Information on employees and other workers	Bloomberg "Full-Time" (FT) employees represent all permanent employees working at least 24-hour weeks. All "Non-Full-Time" (Non-FT) employees represent employee engagements of finite duration.						<a href="#">Yes</a>	
		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	FT Employees - North America	<b>12,393</b>	12,091	11,754	11,458	10,939	5,868	<a href="#">Yes</a>
	FT Employees - Latin/South America	<b>281</b>	296	296	317	306	200	<a href="#">Yes</a>
	FT Employees - EMEA	<b>4,743</b>	4,531	4,360	4,152	3,817	2,538	<a href="#">Yes</a>
	FT Employees - Asia	<b>2,557</b>	2,429	2,384	2,383	2,214	1,483	<a href="#">Yes</a>
	Non-FT Employees - North America	<b>586</b>	584	589	1,154	1,122	295	<a href="#">Yes</a>
	Non-FT Employees - Latin/South America	<b>28</b>	26	33	39	29	8	<a href="#">Yes</a>
	Non-FT Employees - EMEA	<b>369</b>	363	297	423	354	85	<a href="#">Yes</a>
	Non-FT Employees - Asia	<b>65</b>	104	98	208	188	51	<a href="#">Yes</a>
	Permanent employees by gender	<b>Male: 68.2%</b> <b>Female: 31.8%</b>	Male: 68.5% Female: 31.5%	Male: 68.3% Female: 31.7%	Male: 68.2% Female: 31.8%	Male: 67.6% Female: 32.4%	-	<a href="#">Yes</a>
	Self-employed workers/contractors	A substantial portion of the organization's work is not performed by self-employed workers or employees of contractors.						<a href="#">Yes</a>
	Seasonal employment variations	Bloomberg promotes a Summer Intern program that results in increased employee populations during summer months, but this increase is not in response to business requirements.						<a href="#">Yes</a>
	100% of Bloomberg's employees in France and Brazil are covered by collective bargaining agreements, as well as approximately 38% of BBNA employees. In 2018, that represented 4.0% of Bloomberg full time employees.						<a href="#">Yes</a>	

**General Disclosures** GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>102-9</b> Description of the organization's supply chain	For our products, both customer-facing and for internal use, we have more than 300 stocking locations globally, with three major distribution centers in New York, London and Tokyo. Bloomberg prides itself on providing best-in-class customer service. We ensure that our customers get the equipment they need to maximize the use of our products and services. Bloomberg Businessweek is published domestically at a 3rd-party print facility and utilizes the most efficient transportation modes to deliver our product to our customers. This includes air, ground and partnerships with newspapers in the United States for delivery. Markets Magazine is published in the United States for U.S. copies, while EMEA and Asia-Pacific are serviced from Poland. Reference <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a> .		<a href="#">Yes</a>
<b>102-10</b> Significant changes to the organization and its supply chain	Bloomberg L.P. has been a privately held Limited Partnership since its inception. Bloomberg has made the following acquisitions since 2007: 2009: Businessweek and New Energy Finance (NEF) 2011: Bureau of National Affairs (BNA) 2012: PolarLake 2014: Rivelando and Real Time Systems (RTS) 2015: FolioShack and Netbox Blue 2016: Barclays Risk Analytics and Index Solutions (BRAIS) 2017: Relocated our European headquarters to a new building in London; divested BNA's McArdle printing facility in Maryland 2018: N/A		<a href="#">Yes</a>
<b>102-11</b> Precautionary Principle or approach	Bloomberg abides by the precautionary principle in relation to our customer-facing hardware and other electronics. Bloomberg branded products, including but not limited to keyboards and monitors, are serially tracked, and are with all equipment returned to Bloomberg so they may be disposed of responsibly by scrappers and recyclers that meet Bloomberg and/or e-Stewards requirements. Reference <a href="http://www.bloomberg.com/impact/operations">www.bloomberg.com/impact/operations</a> .		<a href="#">Yes</a>
<b>102-12</b> External initiatives	This report was developed in accordance with the Sustainability Accounting Standards Board (SASB), Global Reporting Initiative (GRI), and Task Force on Climate-Related Financial Disclosure (TCFD) frameworks. We are a signatory of the United Nations Global Compact and the United Nations Principles for Responsible Investment. Reference <a href="http://www.bloomberg.com/impact/about-this-report">www.bloomberg.com/impact/about-this-report</a> .		<a href="#">Yes</a>
<b>102-13</b> Membership of associations	Strategic Memberships: (1) The Securities Industry and Financial Markets Association (SIFMA)-- where Bloomberg co-chairs the SIFMA Market Data Subcommittee, the lead entity on regulatory and litigation proceedings currently dealing with market data. (2) The U.S. Chamber of Commerce -- where Bloomberg serves on the Board of the Center for Capital Markets Competitiveness. Additionally, the Chamber works extensively with Bloomberg on issues relating to "The Working Group on U.S. RMB Trading and Clearing". (3) The Committee on Capital Markets Regulation -- where Bloomberg serves on the Board. (4) International Swaps and Derivatives Association (ISDA); (5) Public Knowledge; (6) Bond Dealers Association; (7) Financial Information Forum -- Bloomberg serves on the Advisory Board. (8) Asia Securities Industry & Financial Markets Association (ASIFMA) where Bloomberg is a member of working groups including on FinTech and Benchmarks. (9) International Swaps and Derivatives Association (ISDA). Memberships: Confederation of British Industry (CBI), European Covered Bond Council (ECBC), Alternative Investment Management Association (AIMA), International Capital Market Association (ICMA), Association for Financial Markets in Europe (AFME), Financial Information Exchange Trading Community (FIX Trading Community) Governance Positions: European Securities and Markets Authority (ESMA).		<a href="#">Yes</a>
<b>Strategy</b>			
<b>102-14</b> Statement from senior decision-maker	"I've always believed that businesses have a responsibility to be good neighbors, and we've also seen how being a sustainable company is just good business. Nearly all of our company's profits go to support the work of our philanthropic efforts, including on climate change. In the years ahead, we'll continue to look for ways to strengthen our company -- and the world." -- Michael Bloomberg, Founder		<a href="#">Yes</a>
<b>102-15</b> Key impacts, risks, and opportunities	The Approach section of the Bloomberg Impact Report, available at <a href="http://www.bloomberg.com/impact/approach">www.bloomberg.com/impact/approach</a> , includes a discussion of our strategy, goals, risk management, and more. We've also integrated our TCFD disclosures, including a scenario analysis exercise into this section.		<a href="#">Yes</a>
<b>Ethics and Integrity</b>			
<b>102-16</b> Values, principles, standards, and norms of behavior	The Bloomberg General Standards of Conduct and Ethical Behavior sets out the standards we expect our employees to follow. It requires Bloomberg employees to conduct themselves and our business at the highest ethical standards, with integrity and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The full text of the policy is provided on our intranet and as an appendix to this report. The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Together, they require Bloomberg employees to conduct themselves and our business at the highest ethical standards, with integrity and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The Bloomberg Way, which was published in 2017, spells out our guiding principles of transparency, accuracy and integrity for the news organization. Everyone across the organization involved in news gathering also receives our code of conduct each year, which they are required to sign an acknowledgment attesting that they have read the code. We also conduct a training session on "best practices for journalists" covering ethics, conflicts of interest and fairness issues. Finally, our legal team also requires libel, privacy and fairness training for all journalists. Reference <a href="http://www.bloomberg.com/impact/resources">www.bloomberg.com/impact/resources</a> .	<a href="#">Yes</a>	
<b>102-17</b> Mechanisms for advice and concerns about ethics	We have HR reps available for employees to reach out to and also a confidential call center. The numbers for the hotline are: +1 (212) 617 1595 or +1 (800) 777 7217. All calls are confidential and employees can remain anonymous.		<a href="#">Yes</a>

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																																										
<b>Governance</b>																																													
<b>102-18</b> Governance structure	Bloomberg's Management Committee operates the company. The Management Committee expanded in 2018 and now consists of our Founder, Chairman and Vice Chairman, and three other key business leaders. Representatives from each division report into the Management Committee.		<a href="#">Yes</a>																																										
<b>102-19</b> Delegating authority		<b>Confidentiality constraints:</b> As a private company, the processes by which Bloomberg delegates authority are not disclosed publicly.																																											
<b>102-20</b> Executive level responsibility for economic, environmental, and social topics	Curtis Ravenel is the Global Head of Sustainable Business & Finance at Bloomberg. Mr. Ravenel reports directly to the Management Committee.		<a href="#">Yes</a>																																										
<b>102-21</b> Consulting stakeholders on economic, environmental, and social topic	Members of Bloomberg's Sustainable Business & Finance team are engaged with multiple stakeholders - academics, working groups, advisory boards, board of directors, customers and non-profits - depending on individual areas of expertise. These delegates are encouraged to collaborate and share challenges and opportunities for Bloomberg and report back to the company general market sentiment, trends and best practices. The team then circulates these to internal stakeholders and actions accordingly.		<a href="#">Yes</a>																																										
<b>102-22</b> Composition of the highest governance body and its committees	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Board members</td> <td>8</td> <td>8</td> <td>8</td> <td>8</td> <td>9</td> <td>-</td> </tr> <tr> <td>Independents on Board</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>-</td> </tr> <tr> <td>Women on Board</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>1</td> <td>-</td> </tr> <tr> <td>Tenure on governance body</td> <td colspan="6">Board members serve for an undefined duration</td> </tr> <tr> <td>Non-executives on Board</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>3</td> <td>-</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007	Board members	8	8	8	8	9	-	Independents on Board	3	3	3	3	3	-	Women on Board	1	1	1	1	1	-	Tenure on governance body	Board members serve for an undefined duration						Non-executives on Board	3	3	3	3	3	-		<a href="#">Yes</a>
	2018	2017	2016	2015	2014	2007																																							
Board members	8	8	8	8	9	-																																							
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Tenure on governance body	Board members serve for an undefined duration																																												
Non-executives on Board	3	3	3	3	3	-																																							
	Board members' other significant positions and commitments, and the nature of the commitments	<b>Confidentiality constraints:</b> As a private company, further information about Bloomberg's board is not disclosed publicly.																																											
	Membership of under-represented social groups																																												
	competencies relating to economic, environmental and social impacts																																												
	Stakeholder representation																																												
<b>102-23</b> Chair of the highest governance body	Peter Grauer was the Chairman of the Board in 2017 and continues to serve in this role at the request of our Founder, Michael R. Bloomberg. Mr. Bloomberg and Mr. Grauer, along with Tom Secunda, serve as Bloomberg's Management Committee, alongside three key business leaders newly appointed to the committee in 2018.		<a href="#">Yes</a>																																										
<b>102-24</b> Nominating and selecting the highest governance body		<b>Confidentiality constraints:</b> As a private company, the processes by which Bloomberg nominates and selects the highest governance body are not disclosed publicly.																																											
<b>102-25</b> Conflicts of interests		<b>Confidentiality constraints:</b> As a private company, the processes by which Bloomberg ensures the avoidance of conflicts of interest are not disclosed publicly.																																											
<b>102-26</b> Role of highest governance body in setting purpose, values, and strategy	Bloomberg L.P. has developed a very aggressive sustainability program, with the assistance and approval of senior management, including the Management Committee. Both of our multi-year environmental reduction plans were built in conjunction with senior management and the Management Committee. Our first strategic plan released in 2008, set a goal of reducing our carbon footprint 50% by 2013 through energy efficiency, increased renewable resource use and aggressive waste reduction strategies. We achieved this goal two years early, in 2011. Phase 2 of our efforts includes a public target of a 20% absolute reduction in emissions from our 2007 baseline by 2020. As an extension of our continued commitment to the communities in which we work, we engage our employees, vendors and customers in setting standards, promoting clean technologies and improving natural resource utilization across departments and regions. We meet with the Management Committee face to face at least twice a year, and along with this annual report, regularly update them on our progress. Reference <a href="http://www.bloomberg.com/impact/governance">www.bloomberg.com/impact/governance</a> .		<a href="#">Yes</a>																																										

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>102-27</b> Collective knowledge of highest governance body	The Bloomberg Sustainable Business & Finance team reports directly into the Management Committee which consists of our Founder, Chairman & Vice Chairman and three key business leaders newly appointed to the Committee in 2018. The team meets formally with the Management Committee twice a year in addition to providing as needed updates on large strategic initiatives. This report also serves as an annual check in with the Management Committee and we use these opportunities to engage, educate and advise the Management Committee on best practices within the industry as well as areas in which the company can improve environmental and/or social performance. Additionally, the team regularly meets with senior managers across departments to guide firm-wide sustainability initiatives, while multiple working groups across the organization continue to address operational and strategic issues.		<a href="#">Yes</a>
<b>102-28</b> Evaluating the highest governance body's performance		<b>Confidentiality constraints:</b> As a private company, the processes by which Bloomberg evaluates the highest governance body's performance are not disclosed publicly.	
<b>102-29</b> Identifying and managing economic, environmental, and social impacts	The Management Committee entrusts the identification of operational, environmental and social risks and opportunities to four primary groups: Sustainable Business & Finance, Workplace Operations, Human Resources and Philanthropy & Engagement. These groups, along with the Finance, Legal, and Risk & Compliance departments, review policies and procedures around sustainability issues to ensure compliance with all relevant internationally agreed principles. All of these groups report findings to the Management Committee on a regular basis. The Sustainable Business & Finance group works with stakeholders across the business to embed sustainability into our products and services.  In addition, these groups collaborate with leading non-profits and peer groups to review and adopt best practices. Delegates are encouraged to collaborate and share challenges and opportunities for Bloomberg and report back to the company general market sentiment, trends and best practices. The team then circulates these to internal stakeholders and actions accordingly. Reference <a href="http://www.bloomberg.com/impact/governance">www.bloomberg.com/impact/governance</a> .		<a href="#">Yes</a>
<b>102-30</b> Effectiveness of risk management processes	The Management Committee meets regularly with the groups that drive Bloomberg's environmental and social efforts. These meetings are used to update the Management Committee on progress against goals/targets, advise them on strategic opportunities and highlight opportunities (as well as challenges) that the four primary environmental and social groups have identified.		<a href="#">Yes</a>
<b>102-31</b> Review of economic, environmental, and social topics	In addition to this annual Impact Report, which the company uses as an opportunity to update the Management Committee on our Sustainability opportunities and challenges, the Management Committee meets at least twice a year with the primary groups responsible for our environmental and social efforts, during business planning and mid-year review periods. Beyond that, the groups meet with the Management Committee as necessary to discuss opportunities and challenges identified during off-cycle planning periods.		<a href="#">Yes</a>
<b>102-32</b> Highest governance body's role in sustainability reporting	Management Committee		<a href="#">Yes</a>
<b>102-33</b> Communicating critical concerns	The Management Committee receives formal bi-annual updates during business planning and mid-year review meeting cycles. The Sustainable Business & Finance team reports directly to the Management Committee and updates them regularly during off-cycle planning periods thru less formal meetings, emails and phone calls.		<a href="#">Yes</a>
<b>102-34</b> Nature and total number of critical concerns	We receive very few complaints on the hotline, and the types of issues raised typically include standard employment-related concerns that are investigated and resolved internally.		<a href="#">Yes</a>
<b>102-35</b> Remuneration policies		<b>Confidentiality constraints:</b> As a private company, all remuneration policies and processes for the highest governance body, senior executives and remaining policies are considered proprietary and are not disclosed publicly.	
<b>102-36</b> Process for determining remuneration			
<b>102-37</b> Stakeholders' involvement in remuneration			
<b>102-38</b> Annual total compensation ratio			
<b>102-39</b> Percentage increase in annual total compensation ratio			

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance														
<b>Stakeholder Engagement</b>																	
<b>102-40</b> List of stakeholder groups	Environmental and social sustainability at Bloomberg is primarily driven by four groups: Sustainable Business & Finance, Workplace Operations, Human Resources and Philanthropy & Engagement. These groups, along with the Finance, Legal, and Risk & Compliance departments, continually engage Bloomberg stakeholders, including employees, customers, vendors and communities. The Sustainable Business & Finance group works with stakeholders across the business to embed sustainability into our products and services. This process is discussed at <a href="http://www.bloomberg.com/impact/governance">www.bloomberg.com/impact/governance</a> .		<a href="#">Yes</a>														
<b>102-41</b> Collective bargaining agreements	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Percentage of Bloomberg's employee base covered by collective bargaining agreements.</td> <td>4.02%</td> <td>4.77%</td> <td>5.30%</td> <td>5.84%</td> <td>6.22%</td> <td>-</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007	Percentage of Bloomberg's employee base covered by collective bargaining agreements.	4.02%	4.77%	5.30%	5.84%	6.22%	-		<a href="#">Yes</a>
	2018	2017	2016	2015	2014	2007											
Percentage of Bloomberg's employee base covered by collective bargaining agreements.	4.02%	4.77%	5.30%	5.84%	6.22%	-											
<b>102-42</b> Identifying and selecting stakeholders	Bloomberg collaborates with organizations that are aligned with core business operating issues and our corporate philosophy. Stakeholder engagement is detailed at <a href="http://www.bloomberg.com/impact/governance">www.bloomberg.com/impact/governance</a> .		<a href="#">Yes</a>														
<b>102-43</b> Approach to stakeholder engagement	<p>Bloomberg has a very broad and comprehensive approach to stakeholder engagement. The company regularly considers input from NGOs (e.g. SASB, GRI), Investor Relations (IR) teams at public companies issuing CSR reports and product users (e.g. investment community) in prioritizing the ESG data we gather and analyze. Below are a few examples of our stakeholder engagement:</p> <ul style="list-style-type: none"> <li>• Bloomberg Intelligence (BI) ESG Industry primers, rolled out in 2017, use metrics laid out by SASB (Sustainability Accounting Standards Board) as a base for our research and inform ESG metrics displayed for each sector on the Terminal.</li> <li>• BI analysts participate on company socially responsible investment analyst calls and hold regular conferences and webinars to discuss data collection and industry reporting best-practices.</li> <li>• BNEF maintains a comprehensive green bond data set. In addition to internal reviews, this data is reviewed quarterly with underwriters as an additional quality control measure; BNEF has NDAs with some of the largest issuers of consumer finance for energy efficiency and renewable energy installations, which allows us to aggregate individual loan data for in-depth analysis.</li> <li>• BNEF's clean energy team works with hundreds of stakeholders across the industry to provide accurate asset level data on clean energy; the clean energy team conducts numerous pricing surveys where buyers and sellers submit pricing data confidentially, which is aggregated into an index that provides pricing transparency for clean energy technologies.</li> <li>• Bloomberg Sustainable Finance Product team's collaboration with the National Association of Real Estate Investment Trusts (NAREIT) has helped revise our Real Estate Investment Trust (REIT) data sets.</li> <li>• We collaborated with Bank of America Merrill Lynch on their Green Bond Index.</li> </ul> <p>Additionally the company provides:</p> <ul style="list-style-type: none"> <li>• Continuous and diverse training for employees.</li> <li>• Frequent employee communication, including corporate emails, surveys and other means of engagement.</li> <li>• Visible and public action by corporate, including press releases advising of important corporate news and updates.</li> <li>• Vendor communication and performance analysis/assessments, with remedy for poor performers.</li> <li>• Customer education on risks/opportunities.</li> <li>• Engagement with leading voices in Sustainable Finance and Renewable Energy development via non-profit and industry association groups.</li> </ul> <p>For the 2018 Impact Report, we engaged with two NGO partners for report review and feedback, and an overview of current industry best practices.</p>		<a href="#">Yes</a>														
<b>102-44</b> Key topics and concerns raised	Highlights of Previous Stakeholder Feedback: Private company leadership & vision & global reach, integrate meaningful social metrics into the ESG/Equities product, educate customers on sustainability issues, demonstrate ROI, be more active in public policy, integrate social issues further, focus on diversity, capacity building, tie compensation to ESG, set long-term and measurable goals, tie environmental and social data/metrics into supply chain work (both Product and Company), quantify and set targets related to the broader impact that Bloomberg can have through its products, services and community investment to society as a whole. Feedback gained from employee communication is integrated into strategy and used for future reference. Annual environmental performance results are compared year-over-year to identify trends and opportunities. Additionally, Bloomberg uses its annual Impact Report to update the financial markets on progress being made by the Task Force on Climate-related Financial Disclosure (TCFD) and the Sustainability Accounting Standards Board (SASB) to develop better market infrastructure for the investment community to properly value sustainability in their investment decision making process.		<a href="#">Yes</a>														

**General Disclosures** GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>Reporting Practice</b>			
<b>102-45</b> Entities included in the consolidated financial statements	As a private company, Bloomberg does not release financial statements publicly. For its Sustainability Report, all joint ventures, subsidiaries and leased facilities are included. Outsourced operations, while not included in the environmental footprint, are subject to significant sustainability program requirements. Reference the Appendix at <a href="http://www.bloomberg.com/impact/resources">www.bloomberg.com/impact/resources</a> for vendor guidelines.		<a href="#">Yes</a>
<b>102-46</b> Defining report content and topic Boundaries	Bloomberg consulted online guidance provided by SASB, GRI and the Task Force for Climate-related Financial Disclosure (TCFD), and utilized each respective process for determining materiality. For an information services company, environmental impact is principally driven by energy consumption. Bloomberg expects all interested stakeholders – owners, customers, vendors, employees, communities, NGOs and government agencies – to reference the report. Reference the Materiality Assessment at <a href="http://www.bloomberg.com/impact/materiality-assessment">www.bloomberg.com/impact/materiality-assessment</a> .		<a href="#">Yes</a>
<b>102-47</b> List of material topics	Reference the Materiality Assessment at <a href="http://www.bloomberg.com/impact/materiality-assessment">www.bloomberg.com/impact/materiality-assessment</a> .		<a href="#">Yes</a>
<b>102-48</b> Restatements of information	For 2018, there are minor restatements of emissions associated with the following: <ul style="list-style-type: none"> <li>• Minor retroactive adjustments in methodology</li> <li>• Minor corrections from prior years</li> </ul>		<a href="#">Yes</a>
<b>102-49</b> Changes in reporting	No significant changes to applicable operational boundaries, scope or measurement methodology. Only very minor changes to calculations (e.g., GHG factor changes) or methodology were employed.		<a href="#">Yes</a>
<b>102-50</b> Reporting period	Calendar year		<a href="#">Yes</a>
<b>102-51</b> Date of most recent previous report	This is our 10th Sustainability Report. It is a full report covering 2018 operations. Our most recent previous report was a GRI-compliant report issued in April 2018, covering 2017 operations.		<a href="#">Yes</a>
<b>102-52</b> Reporting cycle	Annual		<a href="#">Yes</a>
<b>102-53</b> Contact point for questions regarding the report	Curtis Ravenel, Global Head, Sustainable Business & Finance, <a href="mailto:Bsustainable@bloomberg.net">Bsustainable@bloomberg.net</a>		<a href="#">Yes</a>
<b>102-54</b> Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Comprehensive option.		<a href="#">Yes</a>
<b>102-55</b> GRI content index	This GRI Index and Media Sector Disclosures are in accordance with GRI Standards.		<a href="#">Yes</a>
<b>102-56</b> External Assurance	Both Bloomberg's GHG emissions and the 2018 Impact Report are externally assured (as prior years have been) by Cventure, an unaffiliated 3rd party. Assurance reports are included on, and can be downloaded at <a href="http://www.bloomberg.com/impact/resources">www.bloomberg.com/impact/resources</a> .		<a href="#">Yes</a>

**Material Topics**

GRI 103: Management Approach 2016

Indicator / Index Disclosure	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>103-1</b> Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. These boundaries apply to all entities within the organization. The GRI Management Approach 2016 standard and relevant disclosures 103-1, 103-2 and 103-3, cover the following material topics presented in the content index: economic performance, market presence, indirect economic impacts, procurement practices, anti-corruption, anti-competitive behavior, materials, energy, water, emissions, effluents & waste, environmental compliance, supplier environmental assessment, employment, labor/management relations, occupational health and safety, training and education, diversity & equal opportunity, non-discrimination, freedom of association & collective bargaining, child labor, forced or compulsory labor, local communities, supplier social assessment, customer privacy, and socioeconomic compliance. Specific materialities are detailed at <a href="http://www.bloomberg.com/impact/materiality-assessment">www.bloomberg.com/impact/materiality-assessment</a> .		<a href="#">Yes</a>
<b>103-2</b> The management approach and its components			
<b>103-3</b> Evaluation of the management approach			

## Economic Performance

### GRI 201: Economic Performance 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>201-1</b> Direct economic value generated and distributed	2018 gross revenue was \$10.5 Billion.	<b>Confidentiality constraints:</b> As a private firm, we do not disclose further financial information.	
<b>201-2</b> Financial implications and other risks and opportunities for the organization's activities due to climate change	Bloomberg now reports on our climate-related risks and opportunities in line with the final TCFD recommendations released in 2017. We specify that we see risk associated with severe weather events in the northeast impacting key offices and data centers, as well as overall limited risk associated with the access and cost of energy. Bloomberg also sees significant opportunities around investment products, specifically its ESG product. Reference <a href="http://www.bloomberg.com/impact/impact/approach/climate-scenario-analysis/">www.bloomberg.com/impact/impact/approach/climate-scenario-analysis/</a> for full details.		<a href="#">Yes</a>
<b>201-3</b> Defined benefit plan obligations and other retirement plans	Bloomberg ensures that all employees globally have access to a retirement savings vehicle, typically a defined contribution plan. In some locations, Bloomberg offers a retirement programs that have some characteristics of a defined benefit plan (for example, Japan and Germany).		<a href="#">Yes</a>
<b>201-4</b> Financial assistance received from government	Bloomberg has never received assistance from governments.		<a href="#">Yes</a>

## Market Presence

### GRI 202: Market Presence 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>202-1</b> Ratios of standard entry level wage by gender compared to local minimum wage	Bloomberg pays significantly higher than local minimum wage at all locations.	<b>Confidentiality constraints:</b> The specifics of our entry-level compensation are considered proprietary and, as such, are not publicly disclosed.	
<b>202-2</b> Proportion of senior management hired from the local community		<b>Confidentiality constraints:</b> Bloomberg is a private company and, as such, all details of its hiring practices and policies are considered proprietary and are not publicly disclosed.	

## Indirect Economic Impacts

### GRI 203: Indirect Economic Impacts 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>203-1</b> Infrastructure investments and services supported	Bloomberg LP is an information service. While much of the data, news and analytics is proprietary and accessible only to customers, a portion of it is publicly available via the website, TV, radio, magazine and press. We have significant influence in capital markets because of our distribution. Reference <a href="http://www.bloomberg.com/impact/products/bloomberg-media-group/">www.bloomberg.com/impact/products/bloomberg-media-group/</a> .		<a href="#">Yes</a>
<b>203-2</b> Significant indirect economic impacts	The purchasing power Bloomberg manages and leadership role it plays in the financial community create indirect economic impact.	<b>Confidentiality constraints:</b> Bloomberg does not track this data as a percentage of overall spend nor does it report on vendor spend, as that is considered proprietary.	



## Procurement Practices

### GRI 204: Procurement Practices 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>204-1</b> Proportion of spending on local suppliers	Our purchasing guidelines encourage the procurement of local products and services wherever possible to reduce emissions and costs associated with delivery and for the benefit of the local economy.	<b>Confidentiality constraints:</b> Bloomberg does not track this data as a percentage of overall spend nor does it report on vendor spend, as that is considered proprietary.	

## Anti-Corruption

### GRI 205: Anti-Corruption 2016

Disclosures	Page Number(s) or URL / Direct Answer							Omission	External Assurance	
	2018	2017	2016	2015	2014	2007				
<b>205-1</b> Operations assessed for risks related to corruption	Total number and percentage of operations assessed for risks related to corruption.	Major company operations assessed on a risk based basis	100% of all major operations	100%	100%	100%	-		<a href="#">Yes</a>	
	Significant risks related to corruption identified through the risk assessment.	Bloomberg continuously assesses areas of corruption risk to the company and allocates resources accordingly.								<a href="#">Yes</a>
<b>205-2</b> Communication and training about anti-corruption policies and procedures	Bloomberg's anti-corruption policies and procedures are set forth in the company's Global Resource and Information Core Guide. All employees receive a copy of this Guide when they commence employment and are required to sign a consent form acknowledging that they have read the Guide and will abide by its contents. Furthermore, all employees, worldwide, are required to take a course on financial crimes prevention. The course covers employees' responsibilities to prevent financial crimes, including corruption and bribery, at Bloomberg.								<a href="#">Yes</a>	
<b>205-3</b> Confirmed incidents of corruption and actions taken	During the relevant period, the company was informed by law enforcement officials of certain improprieties pursuant to which certain now-former employees and contractors defrauded the company in connection with construction projects and related matters. Because criminal proceedings against those individuals are ongoing, Bloomberg is constrained from providing additional information at this time. Bloomberg is not the subject or target of this investigation, and instead is considered by authorities to be the victim of wrongdoing by others.								<a href="#">Yes</a>	

## Anti-Competitive Behavior

### GRI 206: Anti-Competitive Behavior 2016

Disclosures	Page Number(s) or URL / Direct Answer							Omission	External Assurance
	2018	2017	2016	2015	2014	2007			
<b>206-1</b> Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	0	0	0	0	0	0	-		<a href="#">Yes</a>

## Materials

### GRI 301: Materials 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																								
<b>301-1</b> Materials used by weight or volume		<b>Information unavailable:</b> We have not yet consolidated this data into a reportable format; we will continue to work with our suppliers of customer-facing equipment to develop a reportable framework and collection process for this indicator. We expect to have this data available for a yet-to-be-determined future sustainability report.																									
<b>301-2</b> Recycled input materials used	0% – There is some recycled material in the components we purchase, but it is incidental and immaterial.		<a href="#">Yes</a>																								
<b>301-3</b> Reclaimed products and their packaging materials	Bloomberg-branded products, including but not limited to keyboards and monitors, are serially tracked throughout their useful life. This enables us to have accurate information on electronic materials sent to customers, returned, refurbished or ultimately retired. Packaging is based on procurement logs comparative year-over-year as well as landfill/recycling rates from warehouse operations.		<a href="#">Yes</a>																								
	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> <th></th> </tr> </thead> <tbody> <tr> <td>Products "sold"</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Packaging recovered</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>0%</td> <td><a href="#">Yes</a></td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007		Products "sold"	100%	100%	100%	100%	100%	100%	<a href="#">Yes</a>	Packaging recovered	50%	50%	50%	50%	50%	0%	<a href="#">Yes</a>		
	2018	2017	2016	2015	2014	2007																					
Products "sold"	100%	100%	100%	100%	100%	100%	<a href="#">Yes</a>																				
Packaging recovered	50%	50%	50%	50%	50%	0%	<a href="#">Yes</a>																				

## Energy

### GRI 302: Energy 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																																																																																								
<b>302-1</b> Energy consumption within the organization	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> <th></th> </tr> </thead> <tbody> <tr> <td>Direct energy consumption - Natural Gas (GJ)</td> <td>91,410</td> <td>55,314</td> <td>40,781</td> <td>37,504</td> <td>38,381</td> <td>14,522</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Direct energy consumption - Diesel Oil (GJ)</td> <td>14,376</td> <td>9,193</td> <td>11,154</td> <td>18,704</td> <td>37,554</td> <td>8,711</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Direct energy consumption - Aircraft Fuel (GJ)</td> <td>92,038</td> <td>108,061</td> <td>81,230</td> <td>76,596</td> <td>94,414</td> <td>53,316</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Direct energy consumption - HFC (Lbs.)</td> <td>976</td> <td>337</td> <td>1,016</td> <td>1,187</td> <td>572</td> <td>N/A</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Electricity consumption (kWh)</td> <td>303,445,336</td> <td>308,018,003</td> <td>305,425,647</td> <td>299,394,806</td> <td>286,704,470</td> <td>226,768,598</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Heating consumption</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Cooling consumption</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Steam consumption (GJ)</td> <td>16,776</td> <td>17,283</td> <td>12,389</td> <td>14,883</td> <td>19,880</td> <td>29,325</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Electricity/Heating/Cooling/Steam sold</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td><a href="#">Yes</a></td> </tr> <tr> <td>Total energy consumption (GJ)</td> <td>1,306,004</td> <td>1,298,716</td> <td>1,245,086</td> <td>1,225,507</td> <td>1,222,365</td> <td>922,241</td> <td><a href="#">Yes</a></td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007		Direct energy consumption - Natural Gas (GJ)	91,410	55,314	40,781	37,504	38,381	14,522	<a href="#">Yes</a>	Direct energy consumption - Diesel Oil (GJ)	14,376	9,193	11,154	18,704	37,554	8,711	<a href="#">Yes</a>	Direct energy consumption - Aircraft Fuel (GJ)	92,038	108,061	81,230	76,596	94,414	53,316	<a href="#">Yes</a>	Direct energy consumption - HFC (Lbs.)	976	337	1,016	1,187	572	N/A	<a href="#">Yes</a>	Electricity consumption (kWh)	303,445,336	308,018,003	305,425,647	299,394,806	286,704,470	226,768,598	<a href="#">Yes</a>	Heating consumption	0	0	0	0	0	0	<a href="#">Yes</a>	Cooling consumption	0	0	0	0	0	0	<a href="#">Yes</a>	Steam consumption (GJ)	16,776	17,283	12,389	14,883	19,880	29,325	<a href="#">Yes</a>	Electricity/Heating/Cooling/Steam sold	0	0	0	0	0	0	<a href="#">Yes</a>	Total energy consumption (GJ)	1,306,004	1,298,716	1,245,086	1,225,507	1,222,365	922,241	<a href="#">Yes</a>		
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Standards, methodologies and assumptions used	In addition to the Greenhouse Gas Protocol Reporting Standard, Bloomberg uses: 1) WRI Report "Hot Climate, Cool Commerce: A Service Sector Guide to Greenhouse Gas Management" (May, 2006). 2) GHG Protocol Scope 2 Guidance (January, 2015) 3) Framework guidelines from GRI, SASB and TCFD		<a href="#">Yes</a>																																																																																								

Energy GRI 302: Energy 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																					
<b>302-2</b> Energy consumption outside of the organization	While specific data is unavailable, Bloomberg has been committed to reducing the energy consumption of those products provided to customers for use at their facilities. 100% of PCs and flat panels provided to customers are Energy Star-rated, and we have reduced energy requirements of the Bloomberg keyboard by 35%. Details of the latest LCAs completed for customer products can be found in the 2014 Impact Report, available at <a href="http://www.bloomberg.com/impact/resources">www.bloomberg.com/impact/resources</a> .	<b>Not applicable:</b> Relevant energy consumption outside of the organization, and therefore outside Bloomberg's boundaries, pertains to usage of Bloomberg-leased equipment at customer sites. While we do estimate the energy consumption of these products at customer sites, we are not in control of the actual usage (i.e., frequency/duration of use) of these products and therefore cannot accurately report this energy usage. There is no expectation that we will do so in the near future.																						
<b>302-3</b> Energy intensity	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Total energy (GJ) consumed within boundaries by year-end full-time employees</td> <td>65.38</td> <td>67.13</td> <td>66.25</td> <td>66.92</td> <td>68.95</td> <td>91.41</td> </tr> <tr> <td>Total energy (GJ) consumed within boundaries by year-end portfolio square footage</td> <td>0.27</td> <td>0.24</td> <td>0.26</td> <td>0.24</td> <td>0.27</td> <td>0.32</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007	Total energy (GJ) consumed within boundaries by year-end full-time employees	65.38	67.13	66.25	66.92	68.95	91.41	Total energy (GJ) consumed within boundaries by year-end portfolio square footage	0.27	0.24	0.26	0.24	0.27	0.32		Yes
	2018	2017	2016	2015	2014	2007																		
Total energy (GJ) consumed within boundaries by year-end full-time employees	65.38	67.13	66.25	66.92	68.95	91.41																		
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<b>302-4</b> Reduction of energy consumption	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Energy saved due to conservation and efficiency improvements (GJ saved from projects) and basis for calculating reductions</td> <td>301,400</td> <td>267,201</td> <td>173,665</td> <td>148,850</td> <td>148,563</td> <td>-</td> </tr> <tr> <td>Energy saved due to conservation and efficiency improvements (GJ nat. gas saved from projects) and basis for calculating reductions</td> <td>N/A</td> <td>4,883</td> <td>2,504</td> <td>4,959</td> <td>5,701</td> <td>-</td> </tr> </tbody> </table> <p>Energy savings calculated by identifying all project-based energy reductions vs. 2007 baseline adjusted for year-over-year growth, i.e., Business As Usual (BAU) scenario.</p> <p>Energy savings calculated by determining project-based reductions in natural gas usage in UK offices vs. 2007 baseline levels. In 2017, Bloomberg consolidated four London offices into its new London-based European headquarters, so comparison to baseline not applicable.</p>		2018	2017	2016	2015	2014	2007	Energy saved due to conservation and efficiency improvements (GJ saved from projects) and basis for calculating reductions	301,400	267,201	173,665	148,850	148,563	-	Energy saved due to conservation and efficiency improvements (GJ nat. gas saved from projects) and basis for calculating reductions	N/A	4,883	2,504	4,959	5,701	-		Yes
	2018	2017	2016	2015	2014	2007																		
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Energy saved due to conservation and efficiency improvements (GJ nat. gas saved from projects) and basis for calculating reductions	N/A	4,883	2,504	4,959	5,701	-																		
<b>302-5</b> Reductions in energy requirements of products and services	No change in energy requirements of Bloomberg's sold products in the reporting period.		Yes																					

Water

GRI 303: Water & Effluents 2018

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>303-1</b> Interactions with water as a shared resource	<p>Bloomberg is a non-manufacturing entity, and as such, water consumption is not a material issue for the organization. That said, as a company with almost 20,000 employees in 177 offices globally, we are always looking for opportunities to reduce water-consumption in our facilities. We used an estimated 126 million gallons of water in 2018, largely driven by our employees and building operations.</p> <p>Our growing number of LEED- and BREEAM-certified buildings has allowed us to implement water-reduction measures throughout the majority of our key locations globally. Among the innovations we use in our buildings:</p> <ul style="list-style-type: none"> <li>• Our data center in upstate New York has a rainwater capture system that utilizes rainwater in its HVAC system, saving more than 5 million gallons of water annually.</li> <li>• Our new European headquarters, opened in late 2017, employs a variety of water-saving features. The building collects, treats and reuses rainwater from its roof and grey-water from sinks, saving almost 7 million gallons of water per year. Its airline-style vacuum toilets use 75% less water than typical toilets.</li> <li>• Low-flow fixtures installed in our 39 LEED/BREEAM offices worldwide provide a projected 37% reduction in water usage over traditional fixtures. With 75% of our employees working in LEED/BREEAM-certified office space, this equates to an annual water savings of more than 5 million gallons.</li> </ul>		Yes
<b>303-2</b> Management of water discharge-related impacts	As a non-manufacturing entity, Bloomberg's water consumption is relatively low, therefore no water sources are significantly affected.	N/A	Yes

Water GRI 303: Water & Effluents 2018 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2018	2017	2016	2015	2014		2007
<b>303-3</b> Water withdrawal	Water withdrawn (gallons) - Essentially from municipal sources	125,820,000	121,891,980	121,600,980	119,650,020	108,666,000	61,664,520	<a href="#">Yes</a>
<b>303-4</b> Water discharge	As a non-manufacturing entity, Bloomberg's water discharge is essentially equivalent to its withdrawal and is almost entirely discharged into municipal systems.							<a href="#">Yes</a>
<b>303-5</b> Water consumption	Bloomberg does not store water so consumption is the same as withdrawal.							<a href="#">Yes</a>

Emissions

GRI 305: Emissions 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2018	2017	2016	2015	2014		2007
<b>305-1</b> Direct (Scope 1) GHG emissions	Emissions in metric tonnes of CO <sub>2</sub> equivalent (includes CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O)	12,915	11,601	9,519	9,729	12,160	6,085	<a href="#">Yes</a>
<b>305-2</b> Energy indirect (Scope 2) GHG emissions	Emissions in metric tonnes of CO <sub>2</sub> equivalent (includes CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O)	98,235	99,857	104,412	110,729	108,676	102,084 NA	<a href="#">Yes</a>
<b>305-3</b> Other indirect (Scope 3) GHG emissions	Emissions in metric tonnes of CO <sub>2</sub> equivalent (includes CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O)	78,557	73,144	79,963	87,598	77,973	40,141	<a href="#">Yes</a>
<b>305-4</b> GHG emissions intensity	Total CO <sub>2</sub> equivalent emissions per \$1 million of revenue	18.11	18.47	19.87	22.02	21.98	27.23	<a href="#">Yes</a>
	Total CO <sub>2</sub> equivalent emissions per year-end full-time employee	9.50	9.54	10.32	11.36	11.22	14.70	<a href="#">Yes</a>
<b>305-5</b> Reduction of GHG emissions	In addition to the energy reduction initiatives in 302-4, we have undertaken initiatives in other operational areas to reduce our GHG emissions, including: <ul style="list-style-type: none"> <li>• Reducing the weight of the Bloomberg keyboard and packaging, significantly reducing overall shipping weight.</li> <li>• Encouraging public transportation in lieu of car service, and rail travel instead of air on heavily-traveled short routes.</li> <li>• Implementing global pantry initiatives, incorporating compostable cups/wares and bulk food/drink offerings to reduce landfill waste and increase waste "diversion" (to compost/recycling).</li> <li>• Utilization of waste-to-energy in London and New York City, eliminating landfill waste at those locations.</li> <li>• Utilization of FSC paper for all magazines.</li> <li>• Creating paper-sourcing hierarchy for other purchases to increase PCW%.</li> <li>• Expanding Bloomberg Markets printing to Europe to mitigate impact of distribution.</li> <li>• Shifting from air shipments to ground/sea shipments in global logistics.</li> <li>• Creation of BLP Ink print shop in London and Hong Kong.</li> </ul> <p>While all the above initiatives, and more, reduce Bloomberg's GHG emissions, the company continues to experience significant growth. We project unabated emissions based on these growth factors and calculate our overall emissions reductions to be the difference between these projections and our actual emissions. Those differences (i.e., our annual reductions in Scope 1, 2, 3), in metric tonnes, are detailed below. Reference <a href="http://www.bloomberg.com/impact/operations">www.bloomberg.com/impact/operations</a>.</p>							<a href="#">Yes</a>
		2018	2017	2016	2015	2014	2007	
	Reductions against "Business As Usual" 2007 baseline	151,023	145,788	134,349	109,848	98,522	-	<a href="#">Yes</a>
<b>305-6</b> Emissions of ozone-depleting substances (ODS)	Bloomberg does not hold ozone-depleting substances.							<a href="#">Yes</a>
<b>305-7</b> Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Bloomberg has minimal Scope 1 GHG emissions and, therefore, immaterial amounts of criteria pollutants and other air emissions.							<a href="#">Yes</a>

## Effluents & Waste

### GRI 306: Effluents & Waste 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
<b>306-1</b> Total water discharge by quality and destination	As a non-manufacturing entity, Bloomberg's water discharge is essentially equivalent to its withdrawal and is almost entirely discharged into municipal systems.							<a href="#">Yes</a>
<b>306-2</b> Waste by type and disposal method		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	Landfill Waste (MT)	1,320	1,568	1,486	1,395	1,183	2,250	<a href="#">Yes</a>
	Waste-to-Energy (MT)	747	835	970	957	1,070	-	<a href="#">Yes</a>
	Recycling (MT)	2,708	6,389	2,230	2,610	1,965	N/A	<a href="#">Yes</a>
	Compost (MT)	1,734	771	695	602	502	N/A	<a href="#">Yes</a>
	E-Waste (MT)	434	678	679	676	438	N/A	<a href="#">Yes</a>
	Hazardous Waste (MT)	0	3.80	5.07	4.41	1.98	N/A	<a href="#">Yes</a>
<b>306-3</b> Significant spills	Bloomberg has not been involved in any spills.							
<b>306-4</b> Transport of hazardous waste		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	Hazardous waste transported	0	0	0	0	0	-	<a href="#">Yes</a>
	Hazardous waste imported	0	0	0	0	0	-	<a href="#">Yes</a>
	Hazardous waste exported	0	0	0	0	0	-	<a href="#">Yes</a>
	Hazardous waste treated	0	0	0	0	0	-	<a href="#">Yes</a>
	Report the percentage of hazardous waste shipped internationally	0%	0%	0%	0%	0%	-	<a href="#">Yes</a>
<b>306-5</b> Identity, size, protected status, and biodiversity value of water bodies and related habitats significantly affected by the organization's discharges of water and runoff	As a non-manufacturing entity, Bloomberg's water discharge is almost entirely into municipal systems.							<a href="#">Yes</a>

## Environmental Compliance

### GRI 307: Environmental Compliance 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
<b>307-1</b> Non-compliance with environmental laws and regulations		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
		0	0	0	0	0	0	<a href="#">Yes</a>

## Supplier Environmental Assessment

### GRI 308: Supplier Environmental Assessment 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
<b>308-1</b> New suppliers that were screened using environmental criteria		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
		N/A	N/A	N/A	N/A	N/A	N/A	Information unavailable: Bloomberg is currently revising its vendor management process and expects to report on this information in 2019.
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	We are working with Compliance and Procurement to formalize the process and requirements to screen vendors using environmental criteria and to assess environmental impacts in the supply chain.							

## Employment

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>401-1</b> New employee hires and employee turnover		<b>Confidentiality constraints:</b> Bloomberg is a private company, views information related to employee turnover to be proprietary and therefore does not disclose it publicly.	
<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	Bloomberg provides generous benefits, including health coverage (medical, dental and vision), company-matched retirement benefits, EAP, back-up child care, on-site medical services, basic life insurance, basic LTD. Reference <a href="http://www.bloomberg.com/impact/people/talent-development/">www.bloomberg.com/impact/people/talent-development/</a> .		<a href="#">Yes</a>
<b>401-3</b> Parental leave	Bloomberg provides generous parental leave to its employees.	<b>Confidentiality constraints:</b> Details on return-to-work rates after parental leave are not disclosed publicly.	

## Labor/Management Relations

GRI 402: Labor / Management Relations 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>402-1</b> Minimum notice periods regarding operational changes	Bloomberg complies with all statutorily and/or contractually required notice periods regarding operational changes, including those set forth in any applicable collective bargaining agreements.		<a href="#">Yes</a>

## Occupational Health & Safety

GRI 403: Occupational Health & Safety 2018

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
<b>403-1</b> Occupational health and safety management system		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	<b>3%</b>	3%	2%	0%	0%	-	<a href="#">Yes</a>
<b>403-2</b> Hazard identification, risk assessment, and incident investigation		<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2007</b>	
	Incident Rate - North America	<b>0.15%</b>	0.14%	0.08%	0.15%	0.34%	-	<a href="#">Yes</a>
	Incident Rate - Latin/South America	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	-	<a href="#">Yes</a>
	Incident Rate - EMEA	<b>0.62%</b>	0.66%	0.64%	0.52%	0.26%	-	<a href="#">Yes</a>
	Incident Rate - Asia	<b>0.04%</b>	0.50%	0.00%	0.13%	0.24%	-	<a href="#">Yes</a>
	Lost-Time Incident Rate - North America	<b>0.06%</b>	0.14%	0.03%	0.00%	0.12%	-	<a href="#">Yes</a>
	Lost-Time Incident Rate - Latin/South America	<b>0.00%</b>	0.00%	0.00%	0.00%	0.00%	-	<a href="#">Yes</a>
	Lost-Time Incident Rate - EMEA	<b>0.02%</b>	0.14%	0.12%	0.05%	0.00%	-	<a href="#">Yes</a>
	Lost-Time Incident Rate - Asia	<b>0.04%</b>	0.00%	0.00%	0.04%	0.25%	-	<a href="#">Yes</a>
	Total Lost-Time Days - Global	<b>397</b>	64	153	42	70	-	<a href="#">Yes</a>
	Lost Hours per 200,000 hours worked - Global	<b>17.94</b>	3.05	7.49	2.12	4.16	-	<a href="#">Yes</a>
	Total Global Fatalities	<b>0</b>	0	0	0	0	-	<a href="#">Yes</a>
	Global Absenteeism Rate	<b>1.39%</b>	1.24%	1.38%	1.31%	1.36%	-	<a href="#">Yes</a>
	Occupational Diseases	No occupational diseases identified globally.						<a href="#">Yes</a>
	System of Rules applied in recording and reporting accident statistics	All work-related injuries and illnesses are recorded. Those that require elevated medical treatment and/or lead to absence from work, job modification or accommodation are reported.						<a href="#">Yes</a>

**Occupational Health & Safety** GRI 403: Occupational Health & Safety 2018 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>403-3</b> Occupational health services	Bloomberg employees are not subject to occupational activities that have a high incidence or high risk of specific diseases.		<a href="#">Yes</a>
<b>403-4</b> Worker participation, consultation, and communication on occupational health and safety	We are subject to the provisions of the collective bargaining agreements with SNYTEC and the CCNJ from time to time in force.		<a href="#">Yes</a>
<b>403-5</b> Worker training on occupational health and safety	Bloomberg provides training on working at height, manual handling, hazardous spillages, and machinery specific training (i.e. forklift / reach truck training).		<a href="#">Yes</a>
<b>403-6</b> Promotion of worker health	Bloomberg are not directly responsible for vendors non-occupational medical and health care. However, vendors have access to first aid assistance provided by Bloomberg employees. Vendors also have access to emergency medical facilities via the Wellbeing Centres (at major offices only).		<a href="#">Yes</a>
<b>403-7</b> Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Each worksite arranges a series of health and safety annual assessments, identifying risk (high or low) and mitigates the risk through control measures, training, day-to-day supervision and PPE. If required and the risk is seen as too high, the working practice is changed to remove the risk.		<a href="#">Yes</a>
<b>403-8</b> Workers covered by an occupational health and safety management system	Bloomberg has not implemented an occupational health and safety management system, rather, we work to comply with the legal requirements in each country, as well as to the occupational health and safety standards that we set (i.e. Bloomberg health and life safety policies and procedures).		<a href="#">Yes</a>
<b>403-9</b> Work-related injuries	In 2018, there were no work-related fatalities or high-consequence work-related injuries. The main types of work related injuries are scalds, slips, trips, and falls. Actions taken to reduce accidents are reviewed on an accident-by-accident basis, and where additional control measures can be implemented - they are.		<a href="#">Yes</a>
<b>403-10</b> Work-related ill health	In 2018, there were no fatalities or cases of recordable work-related ill health.		<a href="#">Yes</a>

**Training & Education**

GRI 404: Training & Education 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																					
<b>404-1</b> Average hours of training per year per employee	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Total Hours of training</td> <td>969,757</td> <td>1,486,931</td> <td>1,067,632</td> <td>823,771</td> <td>744,286</td> <td>-</td> </tr> <tr> <td>Total Hours of training per employee</td> <td>47.54</td> <td>69.51</td> <td>56.81</td> <td>44.99</td> <td>43.08</td> <td>-</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007	Total Hours of training	969,757	1,486,931	1,067,632	823,771	744,286	-	Total Hours of training per employee	47.54	69.51	56.81	44.99	43.08	-		<a href="#">Yes</a>
		2018	2017	2016	2015	2014	2007																	
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Bloomberg does not track training by employee category.			<a href="#">Yes</a>																					
<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	Bloomberg provides tuition reimbursement to full-time employees for certain preapproved, job-related courses. To receive tuition reimbursement for any course(s), the employee must receive a grade of B or better. All employees have access to Bloomberg University, which offers online and classroom training in both technical skills and career development. Reference <a href="http://www.bloomberg.com/impact/talent-development">www.bloomberg.com/impact/talent-development</a> .		<a href="#">Yes</a>																					
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td></td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> <td>100%</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007		100%	100%	100%	100%	100%	100%		<a href="#">Yes</a>							
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## Diversity & Equal Opportunity

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance																																																																																													
<b>405-1</b> Diversity of governance bodies and employees	<table border="1"> <thead> <tr> <th></th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Board Gender</td> <td>Male = 7 Female = 1</td> <td>Male = 7 Female = 1</td> <td>Male = 7 Female = 1</td> <td>Male = 7 Female = 1</td> <td>Male = 8 Female = 1</td> <td>-</td> </tr> <tr> <td>Board age group: under 30 years old, 30-50 years old, over 50 years old</td> <td colspan="5"></td> <td rowspan="2">Confidentiality constraints: As a private company, Bloomberg does not publicly disclose the composition of its board.</td> </tr> <tr> <td>Board minority groups; other indicators of diversity where relevant</td> <td colspan="5"></td> </tr> <tr> <td colspan="7"><b>Percentage of employees per category in each of the following diversity categories:</b></td> </tr> <tr> <td>Gender</td> <td>Male: 68.2% Female: 31.8%</td> <td>Male: 68.5% Female: 31.5%*</td> <td>Male: 68.3% Female: 31.7%</td> <td>Male: 68.2% Female: 31.8%</td> <td>Male: 67.6% Female: 32.4%</td> <td>-</td> </tr> <tr> <td colspan="7"><b>Age group:</b></td> </tr> <tr> <td>- Under 30 years old</td> <td>25.9%</td> <td>24.5%</td> <td>24.5%</td> <td>25.5%</td> <td>25.8%</td> <td>-</td> </tr> <tr> <td>- 30-50 years old</td> <td>60.7%</td> <td>62.4%</td> <td>63.0%</td> <td>62.9%</td> <td>62.8%</td> <td>-</td> </tr> <tr> <td>- Over 50 years old</td> <td>13.4%</td> <td>13.1%</td> <td>12.5%</td> <td>11.6%</td> <td>11.4%</td> <td>-</td> </tr> <tr> <td colspan="7"><b>Minority groups:</b></td> </tr> <tr> <td>Black/African-American (U.S. Only)</td> <td>3.8%</td> <td>3.8%</td> <td>3.8%</td> <td>3.9%</td> <td>4.0%</td> <td>-</td> </tr> <tr> <td>Hispanic/Latino (U.S. Only)</td> <td>6.2%</td> <td>6.0%</td> <td>5.8%</td> <td>5.6%</td> <td>5.8%</td> <td>-</td> </tr> <tr> <td>Asian (U.S. Only)</td> <td>32.8%</td> <td>31.5%</td> <td>29.5%</td> <td>29.1%</td> <td>27.6%</td> <td>-</td> </tr> </tbody> </table>		2018	2017	2016	2015	2014	2007	Board Gender	Male = 7 Female = 1	Male = 7 Female = 1	Male = 7 Female = 1	Male = 7 Female = 1	Male = 8 Female = 1	-	Board age group: under 30 years old, 30-50 years old, over 50 years old						Confidentiality constraints: As a private company, Bloomberg does not publicly disclose the composition of its board.	Board minority groups; other indicators of diversity where relevant						<b>Percentage of employees per category in each of the following diversity categories:</b>							Gender	Male: 68.2% Female: 31.8%	Male: 68.5% Female: 31.5%*	Male: 68.3% Female: 31.7%	Male: 68.2% Female: 31.8%	Male: 67.6% Female: 32.4%	-	<b>Age group:</b>							- Under 30 years old	25.9%	24.5%	24.5%	25.5%	25.8%	-	- 30-50 years old	60.7%	62.4%	63.0%	62.9%	62.8%	-	- Over 50 years old	13.4%	13.1%	12.5%	11.6%	11.4%	-	<b>Minority groups:</b>							Black/African-American (U.S. Only)	3.8%	3.8%	3.8%	3.9%	4.0%	-	Hispanic/Latino (U.S. Only)	6.2%	6.0%	5.8%	5.6%	5.8%	-	Asian (U.S. Only)	32.8%	31.5%	29.5%	29.1%	27.6%	-		Yes
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<b>405-2</b> Ratio of basic salary and remuneration of women to men							Confidentiality constraints: Bloomberg recognizes the importance of this issue and tracks this data annually. However, as a private company, Bloomberg views all salary information as proprietary and therefore does not publicly disclose any salary-related information.	Yes																																																																																												

## Non-Discrimination

GRI 406: Non-Discrimination 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>406-1</b> Incidents of discrimination and corrective actions taken			Confidentiality constraints: As a private Company, Bloomberg does not publicly disclose internal allegations of discrimination, but refers to the public record for any publicly filed claims against the Company.



## Freedom of Association & Collective Bargaining

### GRI 407: Freedom of Association & Collective Bargaining 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2018	2017	2016	2015	2014	2007	
<b>407-1</b> Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None	None	None	None	None	-	<a href="#">Yes</a>

## Child Labor

### GRI 408: Child Labor 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>408-1</b> Operations and suppliers at significant risk for incidents of child labor	Bloomberg maintains a Supplier Code of Conduct, distributed to vendors/suppliers, describing our policies regarding various aspects of our sustainability program, including but not limited to: forced/child labor; environmental concerns, etc. Based on targeted reviews of higher risk suppliers, Bloomberg may investigate further and potentially elect to conduct on-site audits of labor practices of at-risk vendors. In 2018, Bloomberg evaluated the supplier code of conduct of 86% of our core product manufacturers to confirm alignment with our requirements.		<a href="#">Yes</a>

## Forced or Compulsory Labor

### GRI 409: Forced or Compulsory Labor 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
<b>409-1</b> Operations and suppliers at significant risk for incidents of forced or compulsory labor	Bloomberg maintains a Supplier Code of Conduct, distributed to vendors/suppliers, describing our policies regarding various aspects of our sustainability program, including but not limited to: forced/child labor; environmental concerns, etc. Based on targeted reviews of higher risk suppliers, Bloomberg may investigate further and potentially elect to conduct on-site audits of labor practices of at-risk vendors. In 2018, Bloomberg evaluated the supplier code of conduct of 86% of our core product manufacturers to confirm alignment with our requirements.		<a href="#">Yes</a>

## Local Communities

### GRI 413: Local Communities 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2018	2017	2016	2015	2014	2007	
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	Bloomberg engages local communities through our Global Philanthropy & Engagement program. In 2018, 12,345 employees in 88 cities around the world dedicated more than 160,000 hours of volunteer service in their communities. As part of Bloomberg Philanthropies, we focus on four key areas: arts and culture; education; human services; and environmental sustainability - areas where we believe the greatest good can be achieved. Reference <a href="http://www.bloomberg.com/impact/philanthropy-and-engagement">www.bloomberg.com/impact/philanthropy-and-engagement</a> for more information.							<a href="#">Yes</a>
<b>413-2</b> Operations with significant actual and potential negative impacts on local communities		0	0	0	0	0	0	<a href="#">Yes</a>

## Supplier Social Assessment

### GRI 414: Supplier Social Assessment 2016

Disclosures	Page Number(s) or URL / Direct Answer						Omission	External Assurance
<b>414-1</b> New suppliers that were screened using social criteria		2018	2017	2016	2015	2014	2007	
		N/A	N/A	N/A	N/A	N/A	N/A	Information unavailable: Bloomberg is currently revising its vendor management process and expects to report on this data in 2019.
<b>414-2</b> Negative social impacts in the supply chain and actions taken		2018	2017	2016	2015	2014	2007	
	Number of suppliers assessed for social impacts	0	0	5	0	0	-	<a href="#">Yes</a>
	Number of suppliers identified as having significant actual and potential negative social impacts	0	0	3	0	0	-	<a href="#">Yes</a>
	Significant actual and potential negative social impacts identified in the supply chain	N/A	N/A	N/A	N/A	N/A	N/A	Information unavailable: Bloomberg is currently revising its vendor management process and expects to report on this data for 2019. Because no suppliers were officially assessed for social impacts in 2018 there were no suppliers identified as having negative social impacts.
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.	N/A	N/A	N/A	N/A	N/A	N/A	
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why	N/A	N/A	N/A	N/A	N/A	N/A	

## Customer Privacy

### GRI 418: Customer Privacy 2016

Disclosures	Page Number(s) or URL / Direct Answer						Omission	External Assurance
<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data		2018	2017	2016	2015	2014	2007	
		0	0	0	0	0	0	<a href="#">Yes</a>

## Socioeconomic Compliance

### GRI 419: Socioeconomic Compliance 2016

Disclosures	Page Number(s) or URL / Direct Answer						Omission	External Assurance
<b>419-1</b> Non-compliance with laws and regulations in the social and economic area		2018	2017	2016	2015	2014	2007	
	Total monetary value of significant fines	0	0	0	0	0	0	<a href="#">Yes</a>
	Total number of non-monetary sanctions	0	0	0	0	0	0	<a href="#">Yes</a>

# **Global Reporting Initiative Media Sector Disclosures**

## Strategy and Analysis

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>102-15</b> Key impacts, risks, and opportunities	Risks and opportunities related to the creation and dissemination of content, the particular role of the media organization in society, and the influence of its content.	Our mandate at Bloomberg Editorial & Research is to be the chronicle of capitalism, meaning we provide definitive coverage of everything that matters in business, finance, markets, economics, technology, and politics and government. This requires focusing our firepower so that terminal users, television viewers, radio listeners, magazine readers, and digital subscribers get what they want, when they want it. With 2,700 journalists and analysts in more than 120 countries, Bloomberg News produces more than 5,000 stories a day.  For more information about Bloomberg Editorial & Research, reference <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a> .		<a href="#">Yes</a>
	Risks and opportunities associated with the ongoing fundamental transformations in the media sector.	Bloomberg has built a significant media business over the last 25 years. Our television, digital, magazine, radio and live event platforms span the globe. Technology is disrupting every distribution platform. Consumers are redefining decades-old consumption habits. Advertisers are fleeing traditional media in favor of large digital audiences and the precise targets and metrics available on digital ad platforms. This shift presents a huge opportunity and Bloomberg can benefit from a series of unique corporate advantages: the Bloomberg business model; a long-term perspective; a culture of disruption; and an established tradition of high-quality journalism. Seizing this opportunity will require long-term investment, a large appetite for transformation and some tolerance for innovation and risk. But the Bloomberg culture, long defined by urgency, entrepreneurship and adaptability provides a great foundation for this work. Seizing these opportunities to disrupt, Bloomberg in the last year launched TicToc by Bloomberg, a global news network built for a social, mobile world, rolled out a subscription business for Bloomberg Digital, transformed its commercial model from an advertising-centric model to a services-driven model offering brand strategy and marketing services by launching Panorama, a Bloomberg agency, and launched the New Economy Forum, a platform that convenes the world's preeminent private and public sector leaders in Asia. As the media landscape continues to evolve, Bloomberg continues to take risks to innovate in order to grow its business and adapt to the changing needs of the industry.		<a href="#">Yes</a>

## Organizational Profile

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>102-7</b> Scale of the organization	Breakdown of the total number of employees by core business activities (e.g., editorial, commercial).	At year-end 2018, Bloomberg's Editorial & Research organization consisted of approximately 3,300 employees. Breakdown by activity: <ul style="list-style-type: none"> <li>• Editorial: 80%</li> <li>• Operations: 14%</li> <li>• Sales: 6%"</li> </ul>		<a href="#">Yes</a>
<b>102-8</b> Information on employees and other workers	Freelance and fixed-contract employees	Freelance and fixed-contract employees are included in non-full time employees listed in indicator 102-8 in the GRI Standards Index.		<a href="#">Yes</a>

## Governance

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>102-18</b> Governance structure	Governance structure and decision-making processes for the creation and dissemination of content, and their interrelationship with the overall governance of the organization (e.g., strategic, financial, commercial)	An Editorial Management Committee, consisting of the Editor-in-Chief, Deputy Editor-in-Chief and Chief Content Officer oversees the decision-making processes for the creation and dissemination of content. The Editorial Management Committee works closely with the CEO of the Bloomberg Media Group, who oversees the commercial and sales aspects of the media organization, and coordinates with the head of financial products on Terminal aspects of editorial.  The Editor-in-Chief of Bloomberg and CEO of Bloomberg Media both report to Bloomberg's Management Committee.		<a href="#">Yes</a>
	Processes in place to ensure editorial independence from the influence of government, business or interest groups	To protect our integrity and reputation, we do not allow commercial considerations to influence our news judgment. A Standards team was set up in 2013 to make sure this is the case, and we rely on senior managers to make sure our reporting adheres to the Bloomberg Way. Senior Managers and the Standards team respond to complaints about news stories and any concerns raised about Bloomberg content.  Bloomberg journalists write accurately and fairly, without bias or agenda of any kind, other than to provide news our readers need and want. We correct any errors promptly and completely. While we are often in the difficult position of covering our customers of Bloomberg L.P., we do not allow commercial considerations to shade our news judgment to protect our integrity and reputation.		<a href="#">Yes</a>
<b>102-25</b> Conflicts of interests	Policies and processes across the organization that aim to disclose and help avoid potential conflicts of interest in content creation and dissemination	The Bloomberg Way states that journalists must avoid conflicts of interest, whether they're actual or perceived, whether they're political, financial or personal. A Standards team was set up in 2013 to ensure adherence to these policies. Additionally, all Editorial staff is required to sign off on a Journalistic Code of Conduct addressing conflicts of interest.		<a href="#">Yes</a>

## Ethics and Integrity

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>102-16</b> Values, principles, standards, and norms of behavior	Organization's values with respect to content	<p>The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow.</p> <p>Together, they require Bloomberg employees to conduct themselves and our business at the highest ethical standards, with integrity and within guidelines that prohibit actual or potential conflicts of interest or the perception of impropriety. The Bloomberg Way, an updated version which was published in 2017, spells out our guiding principles of transparency, accuracy and integrity for the Editorial &amp; Research organization. Everyone across the organization involved in news gathering also receives our code of conduct each year, which they are required to sign an acknowledgment attesting that they have read the code.</p> <p>We also conduct a training session on "best practices for journalists" covering ethics, conflicts of interest and fairness issues. Finally, our legal team also requires libel, privacy and fairness training for all journalists.</p>		<a href="#">Yes</a>
	Editorial independence	To protect our integrity and reputation, we do not allow commercial considerations to influence our news judgment. A Standards team was set up in 2013 to make sure this is the case, and we rely on senior managers to make sure our reporting adheres to the Bloomberg Way. Senior Managers and the Standards team respond to complaints about news stories and any concerns raised about Bloomberg content.		<a href="#">Yes</a>
	Freedom of expression	We write accurately and fairly, without bias or agenda of any kind, other than to provide news our readers need and want. We correct any errors promptly and completely. While we are often in the difficult position of covering customers of Bloomberg L.P., we do not allow commercial considerations to shade our news judgment to protect our integrity and reputation.		<a href="#">Yes</a>
	Content quality	We correct any errors promptly and completely. If a complainant is dissatisfied with the actions taken, the issue can be elevated further to a standards editor and/or newsroom attorney.		<a href="#">Yes</a>
	Plurality and diversity	In 2017 we appointed a senior executive editor for standards, diversity, talent & training. The move added Diversity to our existing Standards and Training team – formally making Diversity one of the ways Bloomberg Editorial & Research measures itself and holds itself to account. We have made it a priority to add more diverse talent and leadership to our staff, and in 2018, we added more diverse voices to Bloomberg stories and in broadcast reports.		<a href="#">Yes</a>
	Protection of vulnerable audiences	Permission from the editor-in-chief must be sought before the publication of photographs, video or graphics that depict violence, images that may be inflammatory to religious or ethnic groups, or images of children in trying circumstances even when their parents agreed for a photo to be taken. Such approval is necessary no matter the platform, including the Terminal, Web, television, magazines and company social media posts.		<a href="#">Yes</a>
	Content dissemination and accessibility to content	<p>Bloomberg TV is broadcast globally via traditional Satellite and MVPD delivery mechanisms and is also available via free livestream on Bloomberg's digital and mobile properties, along with Apple TV, Amazon Fire TV, and Android TV without requiring authentication. This is because we do not put the live-streamed content behind a registration requiring authentication as the live-streamed product is delivered without the Jscreen experience which is exclusive to traditional distribution for paying subscribers on the TV distribution platforms globally.</p> <p>For the hearing impaired, we provide closed captioning for Bloomberg TV in the U.S. and to Bloomberg Professional service subscribers.</p> <p>For more information about Bloomberg Editorial &amp; Research, reference <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a>.</p>		<a href="#">Yes</a>

## Economic

### Topic: Economic Performance

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>201-4</b> Financial assistance received from government	Total monetary value of financial assistance received by the organization from governments during the reporting period	Bloomberg has never received assistance from governments.		<a href="#">Yes</a>
<b>M1</b> Significant funding and other support received from non-governmental sources	Identify significant funding and other support on an accruals basis	Bloomberg receives no funding from any non-revenue source. Bloomberg realizes advertising revenue but as a private company, this information is not disclosed publicly.		<a href="#">Yes</a>

## Environmental

### Topic: Materials

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance																																				
<b>301-1</b> Materials used by weight or volume	Publishing Paper Usage	<table border="1"> <thead> <tr> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2014</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>5,284,992</td> <td>5,656,951</td> <td>7,645,978</td> <td>8,555,688</td> <td>9,252,848</td> <td>-</td> </tr> <tr> <td>2.92</td> <td>2.92</td> <td>2.92</td> <td>2.92</td> <td>2.92</td> <td>-</td> </tr> <tr> <td>98%</td> <td>97%</td> <td>98%</td> <td>97%</td> <td>98%</td> <td>-</td> </tr> <tr> <td>0.3%</td> <td>0.4%</td> <td>0.3%</td> <td>0.5%</td> <td>0.5%</td> <td>-</td> </tr> <tr> <td>97%</td> <td>96%</td> <td>97%</td> <td>96%</td> <td>96%</td> <td>-</td> </tr> </tbody> </table>	2018	2017	2016	2015	2014	2007	5,284,992	5,656,951	7,645,978	8,555,688	9,252,848	-	2.92	2.92	2.92	2.92	2.92	-	98%	97%	98%	97%	98%	-	0.3%	0.4%	0.3%	0.5%	0.5%	-	97%	96%	97%	96%	96%	-		<a href="#">Yes</a>
2018	2017	2016	2015	2014	2007																																			
5,284,992	5,656,951	7,645,978	8,555,688	9,252,848	-																																			
2.92	2.92	2.92	2.92	2.92	-																																			
98%	97%	98%	97%	98%	-																																			
0.3%	0.4%	0.3%	0.5%	0.5%	-																																			
97%	96%	97%	96%	96%	-																																			
	Total Paper Used - Publishing (Kg)																																							
	Paper Carbon Intensity (Kg CO <sub>2</sub> e/Kg of paper)																																							
	% FSC																																							
	% Recycled Content																																							
	% Coated																																							
	Report total volume of inks used breaking down by type of inks used (including environmentally friendly inks). Report total volume of glues and bindings used by type.	100% of inks used for Bloomberg publishing are environmentally-friendly (e.g., soy-based) ink. Volumes of ink are not tracked. Regarding volume of glues/bindings, plastics and other materials, we have not yet consolidated this data into a reportable format. It remains to be seen if we will be able to develop collection process for this data.		<a href="#">Yes</a>																																				
<b>305-5</b> Reduction of greenhouse gas (GHG) emissions	Reduction of greenhouse gas (GHG) emissions as a result of the transition from traditional printing to new digital techniques, or other changes	In 2018, there was no change from existing regional printing and distribution for both <i>Businessweek</i> and <i>Markets</i> magazines.																																						

## Environmental

### Topic: Effluents & Waste

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>306-2</b> Waste by type and disposal method	Practices to recycle or safely dispose of paper, inks, plastics, batteries, and electronic equipment.	Bloomberg is an e-Stewards enterprise and is committed to the responsible disposal of all relevant equipment/materials. In addition, Bloomberg owned and contracted printing facilities recycle all eligible materials (paper, plastics, inks).		<a href="#">Yes</a>
	Practices to mitigate and remediate the environmental impact of field productions and sets	<p>Bloomberg has limited field production activity, with TV production primarily conducted 'in studio'. However, respective teams are provided guidance for best practices on reducing environmental impact when we must set up offsite production. In 2017, the Field Production Unit migrated over to ever increasing energy efficient equipment and instruments.</p> <p>We have replaced all of our older lighting with energy efficient LED lighting which can also be powered off of rechargeable batteries in addition to traditional AC/DC power. The LED lighting leads to less overall power consumption year over year.</p> <p>The Field Production Unit has also moved over to more transmission from LiveU cellular bonding over traditional satellite truck transmission. LiveU's are not only more compact, but they also can run on rechargeable battery as opposed to the gas powered or high energy consumption of traditional satellite trucks.</p>		<a href="#">Yes</a>

# Social

## Labor Practices and Decent Work

Topic: Occupational Health & Safety

Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>403-9</b> Work-related injuries	Work-related fatalities and actions taken following the incident.	No work-related fatalities in 2018.		<a href="#">Yes</a>
<b>403-5</b> Worker training on occupational health and safety	Training and education initiatives in areas where there is an actual or potential risk to workforce safety.	Bloomberg workforce safety training is based on job description and workplace. Training includes OSHA 10, mail room safety, manual handling, and working at height. Some additional courses-offered to employees in Facilities, Supply Chain and Global Office Services in EMEA and Asia-include Health and Safety Induction, IOSH Working Safely, and IOSH Managing Safety. Bloomberg also provides Personal Protection Equipment (PPE).		<a href="#">Yes</a>
<b>404-1</b> Average hours of training per year per employee by gender, and by employee category	Specific training related to content values, content creation and content dissemination.  Number of employees that have received skills training when technological changes affect employees' area of expertise.	A foundational document called "The Bloomberg Way" spells out our guiding principles of transparency, accuracy and integrity. Everyone across the organization involved in news gathering received our code of conduct in 2017. At the start of 2019, all such employees will again be required to sign an acknowledgment attesting that they have read the code. All Editorial staff also must participate in a training session on "best practices for journalists" covering ethics, conflicts of interest and fairness issues. Our legal team requires libel, privacy and fairness training for all journalists.  For more information on the Bloomberg Way, reference the Appendix, located at <a href="http://www.bloomberg.com/impact">www.bloomberg.com/impact</a> .		<a href="#">Yes</a>

## Human Rights

Media Sector-Specific Topic: Freedom of Expression

Management approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>103-1</b>	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
<b>103-2</b>	Media organizations exercising freedom of expression and media organizations supporting society's rights to freedom of expression.	Bloomberg Philanthropies supports the Committee to Protect Journalists, PEN America Center and the Reporters Committee for Freedom of the Press, among other organizations that support freedom of expression. Bloomberg journalists are board members across organizations including the Committee to Protect Journalists, Reporters Committee for Freedom of the Press, Media Law Resource Center and Overseas Press Club Foundation.		<a href="#">Yes</a>
<b>103-3</b>	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>

## Human Rights

Media Sector-Specific Topic Portrayal of Human Rights

Management Approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>103-1</b>	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
<b>103-2</b>	Management approach to the portrayal of vulnerable groups in content  Management approach to avoid vilification and incitement of hatred	Any images or text that could be considered offensive are escalated to senior managers for review. Bloomberg's Standards team and a Managing Diversity reporting team also advises the newsroom on writing about vulnerable groups and reviews potentially offensive content.		<a href="#">Yes</a>
<b>103-3</b>	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>

## Human Rights

### Media Sector-Specific Topic: Cultural Rights

Management Approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	Management approach regarding cultural rights	Bloomberg respects local laws and cultures in its news gathering.		<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>

## Human Rights

### Media Sector-Specific Topic: Intellectual Property

Management Approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	Management approach to ensuring that all disseminated content acknowledges and respects the intellectual property rights of all authors	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization. Bloomberg's Legal department advises the newsroom on intellectual property matters. The Bloomberg Way forbids claiming another person's work as one's own.		<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>

## Human Rights

### Media Sector-Specific Topic: Protection of Privacy

Management Approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	Management approach to the protection of privacy of people in content, gathering content, and undertaking business activities	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization. The 2017 edition of the Bloomberg Way has an additional section on privacy, stating that reporting of private facts must serve a public interest. A newsroom attorney and the Standards team train newsroom staff on local laws and other issues pertaining to privacy.		<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>



## Product Responsibility

### Media Sector-Specific Topic: Content Creation

Management Approach	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	<p>Management approach to ensure the alignment of content creation activities with the content values and policies defined by the media organization.</p> <hr/> <p>Mechanisms to assess ethical and quality standards in line with the content values</p> <hr/> <p>Scope and frequency of assessment methods</p> <hr/> <p>Results obtained from assessment methods</p> <hr/> <p>Extent to which the assessment methodologies include original, acquired and advertising content</p>	<p>In order to assess and maintain ethical and quality standards in line with content values, Bloomberg incorporates the following into our processes:</p> <p>a) Editorial Management Committee, described in G4-34.</p> <p>b) Fact checking process: Bloomberg has outlined steps to ensure accuracy in reporting:</p> <ul style="list-style-type: none"> <li>• Reporters are encouraged to be transparent and explain how we know what we know.</li> <li>• Confirm the name and title of anyone we interview.</li> <li>• Check facts pulled from earlier stories. Make sure what is asserted as history is consistent with our reporting to date.</li> <li>• Reporters are responsible for the integrity of their reporting, and editors must validate what is published and broadcast.</li> <li>• Print the story, when possible. Review the printout and check off each fact, spelling and calculation.</li> <li>• Reporters need to sign off on the final version of their stories before publication. Editors should flag any material changes.</li> </ul> <p>c) Standards Team, which works with their journalist colleagues to correct any errors promptly and completely. All major corrections are brought to the attention of a team leader and managing editor, and elevated to the standards team, and possibly to the newsroom lawyer, when the complainant is dissatisfied with the team's actions</p> <p>As part of our process, assessment methods pertaining to ethical and quality standards are on-going and part of our day-to-day business process for all content. Bloomberg tracks the results of the assessments, takes corrective actions where necessary and implements learnings into best practices.</p>	Confidentiality Constraints: As a private company, aside from scope and frequency of assessment methods, Bloomberg provides no further information on this management approach.	<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>
M3 Actions taken to improve adherence to content creation values, and results obtained	<p>Mechanisms to improve performance related to content quality and editorial independence</p> <hr/> <p>Initiatives to ensure the plurality and diversity of sources of information and the participation of all sectors of society in the media</p> <hr/> <p>Report results and impacts of actions of the mechanisms reported above</p>	<p>In order to improve performance related to content quality and editorial independence, the following mechanisms are incorporated into Bloomberg's process, which is an extension of the process outlined in G4-M2:</p> <p>a. Editorial Management Committee, described in G4-34.</p> <p>b. Fact checking process, detailed in G4-M2</p> <p>c. Standards Team, described in G4-M2</p> <p>In 2017 we appointed a senior executive editor for standards, diversity, talent and training. The move added Diversity to our existing Standards and Training team – formally making Diversity one of the ways Bloomberg Editorial &amp; Research measures itself and holds itself to account. We have made it a priority to add more diverse talent and leadership to our staff, and in 2018, we added more diverse voices to Bloomberg stories and in broadcast reports.</p> <p>As part of our due process, actions taken to improve adherence to content creation, values are on-going and part of our day-to-day business process for all content. Bloomberg tracks the results of the adherence to content creation values and associated results. The Company takes corrective actions where necessary and implements learnings into best practices.</p>		<a href="#">Yes</a>
			As a private company, specific results and impacts of the actions and mechanisms reported above are not disclosed.	<a href="#">Yes</a>

## Product Responsibility

### Media Sector-Specific Topic: Content Dissemination

Management Approach and Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	Management approach to ensure the alignment of content dissemination activities with the content values and policies defined by the media organization.	The Bloomberg Terminal's news and data content have been a force for transparency in markets globally.		<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>
M4 Actions taken to improve performance in relation to content dissemination issues (accessibility and protection of vulnerable audiences and informed decision making) and results obtained	<p>Bloomberg TV is broadcast globally via traditional Satellite and MVPD delivery mechanisms and is also available via free livestream on Bloomberg's digital and mobile properties, along with Roku TV, Apple TV, Amazon Fire TV, and Android TV without requiring authentication. This is because we do not put the live-streamed content behind a registration requiring authentication as the livestreamed product is delivered without the Jscreen experience which is exclusive to traditional distribution for paying subscribers on the TV distribution platforms globally.</p> <p>Bloomberg launched a new news service called TicToc by Bloomberg, a global news network built for the mobile social world that is reimagining social video news for the next generation of leaders who are on-the-go. TicToc is a signal in the noise that is news on social media, and provides verified, unbiased news in the formats that are preferred today. TicToc's primary output is short, social news videos that are under a minute and news is delivered in a way that it can be experienced with or without sound. All of TicToc's videos maximize the screen space to show what's happening through data, text, images and video, and every second is crafted with intention to ensure it is providing "nutrient rich" information.</p> <p>Bloomberg in 2018 also successfully introduced a metered paywall across all digital properties, with initial subscriber growth far exceeding early estimates. As part of the subscription launch, Bloomberg also completed a full redesign of Bloomberg.com, engineered to help improve users' access to content in all environments and through all consumption modalities. The redesign came with the launch of a text-to-audio functionality, bringing voice into the user experience, making all articles available via audio. Bloomberg has also rolled out a new app feature, The Bulletin, an AI-powered automated list of the "top 3 things to know right now" in the news. It uses a proprietary machine learning technology to provide a brief yet comprehensive summary of the news that goes beyond a headline. The adaptive AI technology instantly mines content from Bloomberg's network of 2,700 journalists and analysts in more than 120 countries to extract only the most salient details that convey the entire story in a single snapshot.</p>			<a href="#">Yes</a>
M5 Number and nature of responses (feedback/complaints) related to content dissemination, including protection of vulnerable audiences and informed decision making and accessibility, and processes for addressing these responses	<p>Bloomberg has a Standards team that is responsible for training of editorial staff on company and industry best practices as well as for escalation of assessing feedback and complaints associated with our journalism. There is a process for escalating complaints which is outlined in G4-M2.</p> <p>The Standards team's responsibilities include making sure our reporting adheres to the Bloomberg Way. The team responds to complaints about news stories and any concerns raised about content produced by Bloomberg on all its editorial platforms.</p> <p>The Standards Team works closely with our newsroom lawyers, both on a day-to-day basis and in terms of newsroom training and escalation of issues as warranted.</p>			<a href="#">Yes</a>

## Product Responsibility

### Media Sector-Specific Topic: Audience Interaction

Management Approach and Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
103-1	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
103-2	Management approach to establish effective feedback and interaction with the audience	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization. Bloomberg makes reporter and editor contact information available at the bottom of stories, and invites readers to contact the Standards editors with complaints about news coverage. The News Desk in charge of top news reviews letters to the editor for publication and responds to the reader. Bloomberg uses social media to engage with audiences through its primary corporate accounts. Through a social content management system, Bloomberg monitors comments and private messages and will respond to inquiries about the company's brand, products, services or career opportunities. This monitoring occurs during east coast business hours. The company's internal policies outline proper response protocols and escalation practices.		<a href="#">Yes</a>
103-3	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>

**Product Responsibility** Media Sector-Specific Aspect: Audience Interaction [Continued]

Management Approach and Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>M6</b> Methods to interact with audiences and results	Bloomberg interacts with its customers through social media. The company has multiple Twitter (48), LinkedIn (34), Instagram (9), YouTube (19) and Facebook (32) accounts dependent on Product Lines and Audiences. Bloomberg also provides the personal Twitter handle of its journalists when readers click on a news story's byline.			<a href="#">Yes</a>
	Total Social Media audience 27.75 Million Twitter: 16.3 Million LinkedIn: 2.7 Million Instagram: 553,000 YouTube: 2.4 million Facebook: 5.8 Million			

**Product Responsibility**

Media Sector-Specific Topic: Media Literacy

Management Approach and Disclosures	Description of Disclosure	Page or Link / Direct Answer	Omissions	External Assurance
<b>103-1</b>	Explanation of the material topic and its Boundary	Bloomberg follows reporting boundaries of operational control. The Media Sector Disclosures apply specifically to our Editorial & Research organization.		<a href="#">Yes</a>
<b>103-2</b>	Management approach to empower audiences and society at large	Bloomberg supports projects that promote media and digital literacy. News coverage empowers audiences by bringing transparency to markets and business. As stated in the Bloomberg Way, we strive to write in a way that is meaningful for specialists and accessible for laymen.		<a href="#">Yes</a>
<b>103-3</b>	Evaluation of the management approach	The Journalistic Code of Conduct and the "Bloomberg Way" set out the standards we expect our employees to follow. Our Standards team ensures adherence to these policies, and reports to an Editorial Management Committee.		<a href="#">Yes</a>
<b>M7</b> Actions taken to empower audiences through media literacy skills development and results obtained	Launched in 2014 by Mike Bloomberg, the Bloomberg Media Initiative Africa (BMIA), a pan-African program that aims to advance business journalism by increasing the pipeline of skilled financial journalists and analysts and to encourage a data-driven journalism culture across Africa. With an initial focus on Kenya, Nigeria and South Africa, the initiative convenes pan-African forums to examine worldwide media best practices and supports research to improve access to reliable, timely economic data on Africa. To date, 568 mid-level journalists, business and communications professionals have completed the six-month executive program.  Bloomberg also supports the Tsinghua Global Business Journalism Program at Tsinghua University in Beijing and last year launched a co-branded postgraduate course in financial journalism with the Asian College of Journalism in Chennai, India. In January and in September 2018, Bloomberg organized a business and financial journalism training course in Dubai for aspiring Saudi journalists.  In May 2018, Bloomberg expanded its Business Journalism Diversity Program with two week-long workshops in partnership with journalism schools at the University of North Carolina and the University of California at Berkeley. The program teaches students how business journalists report on what's most at stake in the economy, global stock and bond markets, government regulations and the job market.			<a href="#">Yes</a>