



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 tenth GRI report and our fourth 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					
Organizational Profile								
102-1 Name of the organization	Bloomberg L.P.		Yes					
102-2 Activities, brands, products, and services	Bloomberg Professional® Services, Bloomberg Businessweek, Bloomberg Green, Bloomberg Industry Group (Bloomberg Government, Law, Tax), Bloomberg Intelligence, Bloomberg Markets, BloombergNEF, Bloomberg Radio, Bloomberg TV, QuickTake by Bloomberg		Yes					
102-3 Location of headquarters	731 Lexington Avenue, New York, NY 10022 United States		Yes					
102-4 Location of operations		2019 2018 2017 2016 2015 2007						
	Number of countries	72	72	72	73	74	64	Yes
	Significant operations	United States, United Kingdom, Germany, Japan, China, Singapore, Hong Kong (SAR), Australia, Brazil, India, United Arab Emirates.					Yes	
102-5 Ownership and legal form	Bloomberg L.P. is a privately held Delaware, USA Limited Partnership.		Yes					
102-6 Markets served	Bloomberg serves financial institutions, governments and others with an interest in financial news, data and analytics globally.		Yes					
102-7 Scale of the organization		2019 2018 2017 2016 2015 2007						
	Total number of employees	19,925	19,974	19,347	18,794	18,310	10,089	Yes
	Total number of operations	172	177	186	200	204	176	Yes
	Total revenue	\$10.9 Billion	\$10.5 Billion	\$10.0 Billion	\$9.8 Billion	\$9.5 Billion	\$5.4 Billion	Yes
	Total capitalization broken down in terms of debt and equity (for private sector organizations).	Bloomberg is a privately held limited partnership and therefore does not report its capitalization publicly. This information is considered proprietary.					Yes	
	Quantity of products or services provided (Bloomberg Professional® Service subscribers)	331,638	330,480	325,003	325,217	327,515	273,776	Yes
		View the Approach section of the Impact Report at www.bloomberg.com/impact for more details.					Yes	
102-8 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.							Yes
		2019 2018 2017 2016 2015 2007						
	FT Employees - North America	12,200	12,393	12,091	11,754	11,458	5,868	Yes
	FT Employees - Latin/South America	277	281	296	296	317	200	Yes
	FT Employees - EMEA	4,786	4,743	4,531	4,360	4,152	2,538	Yes
	FT Employees - Asia	2,662	2,557	2,429	2,384	2,383	1,483	Yes
	Non-FT Employees - North America	564	586	584	589	1,154	295	Yes
	Non-FT Employees - Latin/South America	31	28	26	33	39	8	Yes
	Non-FT Employees - EMEA	384	369	363	297	423	85	Yes
	Non-FT Employees - Asia	62	65	104	98	208	51	Yes
	Permanent employees by gender	Male: 67.0% Female: 33.0%	Male: 68.2% Female: 31.8%	Male: 68.5% Female: 31.5%	Male: 68.3% Female: 31.7%	Male: 68.2% Female: 31.8%	-	Yes
	Self-employed workers/contractors	A substantial portion of the organization's work is not performed by self-employed workers or employees of contractors.					Yes	
	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.					Yes	
		100% of Bloomberg's employees in France and Brazil are covered by collective bargaining agreements, as well as approximately 36% of Bloomberg Industry Group (formerly BBNA) employees. In 2019, that represented 3.5% of Bloomberg full time employees.					Yes	

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
102-9 Supply chain	For our products, both customer-facing and for internal use, we have more than 200 stocking locations globally, with five major distribution centers in New York, London, Hong Kong, Singapore, 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 third-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. For both Businessweek and Markets, EMEA and Asia-Pacific are serviced from Belgium.		Yes
102-10 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 2019: RegTek.Solutions		Yes
102-11 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 that they may be and disposed of responsibly by scrappers and recyclers that meet Bloomberg requirements.		Yes
102-12 External initiatives	This report has been prepared in accordance with the GRI Sustainability Reporting Standards; the Sustainability Accounting Standards Board (SASB) Standards and its industry-specific accounting standards; the FSB Task Force on Climate-related Financial Disclosures (TCFD) recommendations; and select content from the CDP. We are a signatory of the United Nations Global Compact and the PRI (Principles for Responsible Investment).		Yes
102-13 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) Healthy Markets – an investor-focused, buy-side oriented coalition focused on data-driven market reform. 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).		Yes
Strategy			
102-14 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		Yes
102-15 Key impacts, risks, and opportunities	The Approach section of the Bloomberg Impact Report, available to view and download at www.bloomberg.com/impact , 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.		Yes
Ethics and Integrity			
102-16 Values, principles, standards, and norms of behavior	The Bloomberg Employee Code of Conduct and Ethics, 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, 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.		Yes
102-17 Mechanisms for advice and concerns about ethics	Employees can reach out to managers and HR for advice and to report concerns. We have also partnered with a third party to establish an independent, secure, and confidential reporting channel for employees to use when they do not feel comfortable reporting directly to Bloomberg. The Bloomberg Ethics Hotline allows employees to submit concerns electronically by going to https://bloomberg.ethicspoint.com or by calling one of the toll-free numbers listed on that website. The hotline is accessible anytime to all employees and third parties.		Yes

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																																										
Governance																																													
102-18 Governance structure	Bloomberg's Management Committee oversees corporate strategy and operations. The Management Committee has seven members: the company Founder, Chairman, Vice Chairman, Global Head of Engineering, Global Head of Finance, Global Head of Financial Products, and the CEO of Bloomberg Philanthropies.		Yes																																										
102-19 Delegating authority		Confidentiality constraints: As a privately held company, the processes for evaluation are embedded in the owner-governance body relationship and are proprietary and not disclosed publicly.																																											
102-20 Executive level responsibility for economic, environmental, and social topics	In 2019, Bloomberg evolved its governance structure to embed sustainability into relevant business units, including Workplace Operations and our newly-formed Sustainable Finance Solutions group in Financial Products. Each business head, all of whom report directly into the Management Committee, is responsible for formulating the company's overarching sustainability strategy, including addressing climate-related risks and opportunities. The Management Committee is consulted and updated on a regular basis, and provides direction and resource allocation.		Yes																																										
102-21 Consulting stakeholders on economic, environmental, and social topic	Sustainability team members in Workplace Operations are engaged with multiple stakeholders – academics, working groups, advisory boards, non-profits – depending on the areas of focus. Members of our product teams engage with our clients through sales/analyst meetings, service desk interactions, and multiple advisory groups. Human Resources is continually assessing feedback and data with regards to our employee experience and our External Relations group, into which Corporate Philanthropy reports, is deeply engaged with our NGO and community partners and integrates their feedback and needs. Across all groups, stakeholder feedback is integrated into business plans and raised to the Management Committee, as appropriate.		Yes																																										
102-22 Composition of the highest governance body and its committees	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</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>8</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> <p>Board members' other significant positions and commitments, and the nature of the commitments</p> <p>Membership of under-represented social groups</p> <p>Competencies relating to economic, environmental and social impacts</p> <p>Stakeholder representation</p>		2019	2018	2017	2016	2015	2007	Board members	8	8	8	8	8	-	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	-		Yes
	2019	2018	2017	2016	2015	2007																																							
Board members	8	8	8	8	8	-																																							
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Tenure on governance body	Board members serve for an undefined duration																																												
Non-executives on Board	3	3	3	3	3	-																																							
102-23 Chair of the highest governance body	Peter Grauer was the Chairman of the Board in 2019 and continues to serve in this role. Mr. Grauer is one of the seven members of the Management Committee.		Yes																																										
102-24 Nominating and selecting the highest governance body		Confidentiality constraints: As a private company, details about the board of directors, their selection process and the board's construction are considered proprietary and are not disclosed publicly.																																											
102-25 Conflicts of interests		Confidentiality constraints: Bloomberg is a private company and the processes by which it addresses and avoids conflicts of interests represent proprietary information and are not disclosed publicly.																																											
102-26 Role of highest governance body in setting purpose, values, and strategy	Since 2008, Bloomberg has maintained a robust sustainability program with the assistance and approval of senior management, including the Management Committee. In 2013 we developed our 2020 sustainability strategy and targets. We utilize the annual business planning process and Impact Report to update the Management Committee on sustainability issues and opportunities, and progress against our strategy.		Yes																																										
102-27 Collective knowledge of highest governance body	Timely, relevant sustainability issues are brought to the Management Committee throughout the year by business leaders.		Yes																																										
102-28 Evaluating the highest governance body's performance		Confidentiality constraints: As a private company, details about board members, including evaluations of performance, are considered proprietary and are not disclosed publicly.																																											

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance												
102-29 Identifying and managing economic, environmental, and social impacts	The Management Committee entrusts the identification of environmental and social risks and opportunities to the Workplace Operations, Human Resources, Corporate Philanthropy, External Relations and Public Policy groups. 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. In addition, these groups collaborate with leading non-profits and peer groups to review and adopt best practices.		Yes												
102-30 Effectiveness of risk management processes	The Management Committee meets regularly with the groups that drive Bloomberg's environmental and social efforts, including risk and compliance.		Yes												
102-31 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.		Yes												
102-32 Highest governance body's role in sustainability reporting	Management Committee		Yes												
102-33 Communicating critical concerns	The Management Committee receives formal bi-annual updates during business planning and mid-year review meeting cycles.		Yes												
102-34 Nature and total number of critical concerns	We receive very few complaints on the Bloomberg Ethics hotline, and the types of issues raised typically include standard employment-related concerns that are investigated and resolved internally.		Yes												
102-35 Remuneration policies		Confidentiality constraints: 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.													
102-36 Process for determining remuneration															
102-37 Stakeholders' involvement in remuneration															
102-38 Annual total compensation ratio															
102-39 Percentage increase in annual total compensation ratio															
Stakeholder Engagement															
102-40 List of stakeholder groups	Environmental and social sustainability at Bloomberg is driven by the Workplace Operations, Human Resources, Corporate Philanthropy, External Relations and Public Policy groups. 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 collaborate continually engage with Bloomberg stakeholders, including employees, customers, vendors, leading non-profits and communities.		Yes												
102-41 Collective bargaining agreements	Percentage of Bloomberg's employee base covered by collective bargaining agreements.	<table border="1"> <thead> <tr> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>3.54%</td> <td>4.02%</td> <td>4.77%</td> <td>5.30%</td> <td>5.84%</td> <td>-</td> </tr> </tbody> </table>	2019	2018	2017	2016	2015	2007	3.54%	4.02%	4.77%	5.30%	5.84%	-	Yes
2019	2018	2017	2016	2015	2007										
3.54%	4.02%	4.77%	5.30%	5.84%	-										
102-42 Identifying and selecting stakeholders	Bloomberg collaborates with organizations that are aligned with core business operating issues and our corporate philosophy. Stakeholder engagement is detailed on page 6 of the 2019 Impact Report, available to view and download at www.bloomberg.com/impact .		Yes												

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
102-43 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"> • Bloomberg Intelligence (BI) ESG Industry primers 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. • 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. • 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. • 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. • 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. • We collaborated with Bank of America Merrill Lynch on their Green Bond Index. <p>Additionally the company provides:</p> <ul style="list-style-type: none"> • Continuous and diverse training for employees. • Frequent employee communication, including corporate emails, surveys and other means of engagement. • Visible and public action by corporate, including press releases advising of important corporate news and updates. • Vendor communication and performance analysis/assessments, with remedy for poor performers. • Customer education on risks/opportunities. • Engagement with leading voices in sustainable finance and renewable energy development via non-profit and industry association groups. <p>For the 2019 Impact Report, we engaged with a NGO partner for report review and feedback, and an overview of current industry best practices.</p>		Yes
102-44 Key topics and concerns raised	<p>Highlights of previous stakeholder feedback: Private company leadership, vision, and 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 Disclosures (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.</p>		Yes
Reporting Practice			
102-45 Entities included in the consolidated financial statements	As a private company, Bloomberg does not release financial statements publicly. For its Impact Report, all joint ventures, subsidiaries and leased facilities are included.		Yes
102-46 Defining report content and topic Boundaries	Bloomberg consulted online guidance provided by SASB, GRI and the Task Force on Climate-related Financial Disclosures (TCFD), and utilized each respective process for determining materiality. For an information services company, environmental impact is principally driven by energy consumption. All interested stakeholders – owners, customers, vendors, employees, communities, NGOs and government agencies – can reference the materiality assessment on page 7 of the 2019 Impact Report, available to view and download at www.bloomberg.com/impact .		Yes
102-47 List of material topics	Reference the materiality assessment on page 7 of the 2019 Impact Report, available to view and download at www.bloomberg.com/impact .		Yes
102-48 Restatements of information	For 2019, there are minor restatements of emissions associated with the following: <ul style="list-style-type: none"> • Minor retroactive adjustments in methodology • Minor corrections from prior years 		Yes
102-49 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.		Yes
102-50 Reporting period	Calendar year		Yes
102-51 Date of most recent report	This is our tenth GRI report. It is a full report covering 2019 operations. Our most recent previous report, which was compliant with the GRI standards, was issued in April 2019, covering 2018 operations.		Yes
102-52 Reporting cycle	Annual		Yes
102-53 Contact point for questions regarding the report	Erin Barnes, Sustainability Communications & Engagement, bsustainable@bloomberg.net		Yes

GRI Content Index

General Disclosures GRI 102: General Disclosures 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
102-54 Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Comprehensive option.		Yes
102-55 GRI content index	This GRI Index is in accordance with GRI Standards. The GRI index can be found under "Downloads" at www.bloomberg.com/impact .		Yes
102-56 External assurance	Both Bloomberg's GHG emissions and the 2019 Impact Report are externally assured (as prior years have been) by Cventure, an unaffiliated third party. Assurance reports can be found under "Downloads" at www.bloomberg.com/impact .		Yes

Management Approach

GRI 103: Management Approach 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
103-1 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 topics that are material to Bloomberg and what we reported in this index are: economic performance, market presence, indirect economic impacts, procurement practices, anti-corruption, anti-competitive behavior, materials, energy, water, emissions, effluents and waste, environmental compliance, supplier environmental assessment, employment, labor/management relations, occupational health and safety, training and education, diversity and equal opportunity, non-discrimination, freedom of association and collective bargaining, child labor, forced or compulsory labor, local communities, supplier social assessment, customer privacy, and socioeconomic compliance. Details on our materiality assessment are available on page 7 of the 2019 Impact Report, available to view and download at www.bloomberg.com/impact .		Yes
103-2 The management approach and its components			
103-3 Evaluation of the management approach			

Economic Performance

GRI 201: Economic Performance 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
201-1 Direct economic value generated and distributed	2019 gross revenue was \$10.9 Billion.	Confidentiality constraints: Bloomberg is a private company and does not publicly disclose any financial information other than annual gross revenue.	
201-2 Financial implications and other risks and opportunities due to climate change	Bloomberg now reports on our climate-related risks and opportunities in line with the TCFD recommendations. 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. View our climate scenario analysis on pages 12-14 of the Impact Report, available to view and download at www.bloomberg.com/impact .		Yes
201-3 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).		Yes
201-4 Financial assistance received from government	Bloomberg has never received assistance from governments.		Yes

Market Presence

GRI 202: Market Presence 2016

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

GRI Content Index

Indirect Economic Impacts

GRI 203: Indirect Economic Impacts 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
203-1 Infrastructure investments and services supported	Bloomberg L.P. 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.		Yes
203-2 Significant indirect economic impacts	The purchasing power Bloomberg manages and leadership role it plays in the financial community create indirect economic impact.	Confidentiality constraints: 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
204-1 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.	Confidentiality constraints: 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
		2019	2018	2017	2016	2015	2007	
205-1 Operations assessed for risks related to corruption	<p>Total number and percentage of operations assessed for risks related to corruption.</p> <p>Major company operations assessed on a risk based basis</p>	Major company operations assessed on a risk based basis	Major company operations assessed on a risk based basis	100% of all major operations	100%	100%	-	Yes
	Significant risks related to corruption identified through the risk assessment.	Bloomberg continuously assesses areas of corruption risk to the company and allocates resources accordingly.						Yes
205-2 Communication and training about anti-corruption policies and procedures	Bloomberg's anti-corruption policies and procedures are set forth in the company's Global Anti-Bribery & Anti-Corruption Policy and Procedure, which is available to all employees. All employees globally are required to take an online course specifically dedicated to Anti-Bribery & Anti-Corruption on an annual basis. Targeted live training is also conducted regionally using a risk-based approach.							Yes
205-3 Confirmed incidents of corruption and actions taken	During the relevant period, there were no confirmed incident of corruption.							Yes

Anti-Competitive Behavior

GRI 206: Anti-Competitive Behavior 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
		2019	2018	2017	2016	2015	2007	
206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices		0	0	0	0	0	-	Yes

Materials

GRI 301: Materials 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																					
301-1 Materials used by weight or volume		Information unavailable: We have not yet consolidated this data into a reportable format; we are continuing to work with our suppliers of customer-facing equipment to develop a reportable framework and collection process for this data. We hope to formulate a process to capture this data during 2020 and begin formally reporting it in 2021.																						
301-2 Recycled input materials used	0% – There is some recycled material in the components we purchase, but it is incidental and immaterial.		Yes																					
301-3 Reclaimed products and their packaging materials	Bloomberg-branded products, including but not limited to keyboards and monitors, are serially tracked (where applicable) 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.		Yes																					
		<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</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> </tr> <tr> <td>Packaging recovered</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>50%</td> <td>0%</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Products "sold"	100%	100%	100%	100%	100%	100%	Packaging recovered	50%	50%	50%	50%	50%	0%	
	2019	2018	2017	2016	2015	2007																		
Products "sold"	100%	100%	100%	100%	100%	100%																		
Packaging recovered	50%	50%	50%	50%	50%	0%																		
			Yes																					
			Yes																					

Energy

GRI 302: Energy 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																																																																													
302-1 Energy consumption within the organization																																																																																
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Total energy consumption (GJ)	1,318,721	1,306,004	1,298,716	1,245,086	1,225,507	922,241																																																																										
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		Yes																																																																													

Energy GRI 302: Energy 2016 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																					
302-2 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 under "Downloads" at www.bloomberg.com/impact .	Not applicable: 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.																						
302-3 Energy intensity	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Total energy (GJ) consumed within boundaries by year-end full-time employees</td> <td>66.18</td> <td>65.39</td> <td>67.13</td> <td>66.25</td> <td>66.92</td> <td>91.41</td> </tr> <tr> <td>Total energy (GJ) consumed within boundaries by year-end portfolio square footage</td> <td>0.26</td> <td>0.27</td> <td>0.24</td> <td>0.26</td> <td>0.24</td> <td>0.32</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Total energy (GJ) consumed within boundaries by year-end full-time employees	66.18	65.39	67.13	66.25	66.92	91.41	Total energy (GJ) consumed within boundaries by year-end portfolio square footage	0.26	0.27	0.24	0.26	0.24	0.32		Yes
	2019	2018	2017	2016	2015	2007																		
Total energy (GJ) consumed within boundaries by year-end full-time employees	66.18	65.39	67.13	66.25	66.92	91.41																		
Total energy (GJ) consumed within boundaries by year-end portfolio square footage	0.26	0.27	0.24	0.26	0.24	0.32																		
302-4 Reduction of energy consumption	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</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>397.897</td> <td>301,400</td> <td>267,201</td> <td>173,665</td> <td>148,850</td> <td>-</td> </tr> <tr> <td>Energy saved due to conservation and efficiency improvements (GJ natural gas saved from projects) and basis for calculating reductions</td> <td>N/A</td> <td>N/A</td> <td>4,883</td> <td>2,504</td> <td>4,959</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>		2019	2018	2017	2016	2015	2007	Energy saved due to conservation and efficiency improvements (GJ saved from projects) and basis for calculating reductions	397.897	301,400	267,201	173,665	148,850	-	Energy saved due to conservation and efficiency improvements (GJ natural gas saved from projects) and basis for calculating reductions	N/A	N/A	4,883	2,504	4,959	-	Not applicable: 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.	Yes
	2019	2018	2017	2016	2015	2007																		
Energy saved due to conservation and efficiency improvements (GJ saved from projects) and basis for calculating reductions	397.897	301,400	267,201	173,665	148,850	-																		
Energy saved due to conservation and efficiency improvements (GJ natural gas saved from projects) and basis for calculating reductions	N/A	N/A	4,883	2,504	4,959	-																		
	Report standards, methodologies and assumptions used																							
302-5 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 and Effluents 2018

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
303-1 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 172 offices globally, we are always looking for opportunities to reduce water-consumption in our facilities. We used an estimated 127 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"> • 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. • 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. • 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. 		Yes

GRI Content Index

Water GRI 303: Water and Effluents 2018 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance														
303-2 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.		Yes														
303-3 Water withdrawal	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Water withdrawn (gallons) - Essentially from municipal sources</td> <td>125,820,000</td> <td>121,891,980</td> <td>121,600,980</td> <td>119,650,020</td> <td>61,664,520</td> <td></td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Water withdrawn (gallons) - Essentially from municipal sources	125,820,000	121,891,980	121,600,980	119,650,020	61,664,520			Yes
	2019	2018	2017	2016	2015	2007											
Water withdrawn (gallons) - Essentially from municipal sources	125,820,000	121,891,980	121,600,980	119,650,020	61,664,520												
303-4 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.		Yes														
303-5 Water consumption	Bloomberg does not store water so consumption is the same as withdrawal.		Yes														

Emissions

GRI 305: Emissions 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance																					
305-1 Direct (Scope 1) GHG emissions	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Emissions in metric tonnes of CO₂ equivalent (includes CO₂, CH₄, N₂O)</td> <td>10,661</td> <td>12,915</td> <td>11,601</td> <td>9,519</td> <td>9,729</td> <td>6,085</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	10,661	12,915	11,601	9,519	9,729	6,085		Yes							
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Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	10,661	12,915	11,601	9,519	9,729	6,085																		
305-2 Energy indirect (Scope 2) GHG emissions	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Emissions in metric tonnes of CO₂ equivalent (includes CO₂, CH₄, N₂O)</td> <td>87,395</td> <td>98,235</td> <td>99,857</td> <td>104,412</td> <td>110,729</td> <td>102,084</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	87,395	98,235	99,857	104,412	110,729	102,084		Yes							
	2019	2018	2017	2016	2015	2007																		
Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	87,395	98,235	99,857	104,412	110,729	102,084																		
305-3 Other indirect (Scope 3) GHG emissions	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Emissions in metric tonnes of CO₂ equivalent (includes CO₂, CH₄, N₂O)</td> <td>67,884</td> <td>78,557</td> <td>73,144</td> <td>79,963</td> <td>87,598</td> <td>40,141</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	67,884	78,557	73,144	79,963	87,598	40,141		Yes							
	2019	2018	2017	2016	2015	2007																		
Emissions in metric tonnes of CO ₂ equivalent (includes CO ₂ , CH ₄ , N ₂ O)	67,884	78,557	73,144	79,963	87,598	40,141																		
305-4 GHG emissions intensity	<table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Total CO₂ equivalent emissions per \$1 million of revenue</td> <td>15.16</td> <td>18.11</td> <td>18.47</td> <td>19.87</td> <td>22.02</td> <td>27.23</td> </tr> <tr> <td>Total CO₂ equivalent emissions per year-end full-time employee</td> <td>8.33</td> <td>9.50</td> <td>9.54</td> <td>10.32</td> <td>11.36</td> <td>14.70</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Total CO ₂ equivalent emissions per \$1 million of revenue	15.16	18.11	18.47	19.87	22.02	27.23	Total CO ₂ equivalent emissions per year-end full-time employee	8.33	9.50	9.54	10.32	11.36	14.70		Yes
	2019	2018	2017	2016	2015	2007																		
Total CO ₂ equivalent emissions per \$1 million of revenue	15.16	18.11	18.47	19.87	22.02	27.23																		
Total CO ₂ equivalent emissions per year-end full-time employee	8.33	9.50	9.54	10.32	11.36	14.70																		
305-5 Reduction of GHG emissions	<p>In addition to the energy reduction initiatives in 302-4, we have undertaken initiatives in other operational areas to reduce our GHG emissions, including:</p> <ul style="list-style-type: none"> • Reducing the weight of the Bloomberg keyboard and packaging, significantly reducing overall shipping weight. • Encouraging public transportation in lieu of car service, and rail travel instead of air on heavily-traveled short routes. • Implementing global pantry initiatives, incorporating compostable cups/wares and bulk food/drink offerings to reduce landfill waste and increase waste "diversion" (to compost/recycling). • Utilization of waste-to-energy in London and New York City, eliminating landfill waste at those locations. • Utilization of FSC paper for all magazines. • Creating paper-sourcing hierarchy for other purchases to increase PCW%. • Expanding Bloomberg Markets and Businessweek printing to Europe to mitigate impact of distribution. • Shifting from air shipments to ground/sea shipments in global logistics. • Creation of BLP Ink print shop in London and Hong Kong <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. A "Performance by the Numbers" document which details our emissions reductions is available to view and download under "Downloads" at www.bloomberg.com/impact.</p> <table border="1"> <thead> <tr> <th></th> <th>2019</th> <th>2018</th> <th>2017</th> <th>2016</th> <th>2015</th> <th>2007</th> </tr> </thead> <tbody> <tr> <td>Reductions against "Business As Usual" 2007 baseline</td> <td>188,710</td> <td>151,023</td> <td>145,768</td> <td>134,349</td> <td>109,848</td> <td>-</td> </tr> </tbody> </table>		2019	2018	2017	2016	2015	2007	Reductions against "Business As Usual" 2007 baseline	188,710	151,023	145,768	134,349	109,848	-		Yes							
	2019	2018	2017	2016	2015	2007																		
Reductions against "Business As Usual" 2007 baseline	188,710	151,023	145,768	134,349	109,848	-																		
305-6 Emissions of ozone-depleting substances (ODS)	Bloomberg does not hold ozone-depleting substances.		Yes																					
305-7 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.		Yes																					

Effluents and Waste

GRI 306: Effluents and Waste 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
306-1 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.						Yes	
306-2 Waste by type and disposal method		2019	2018	2017	2016	2015	2007	
	Landfill Waste (MT)	1,189	1,320	1,568	1,486	1,395	2,250	Yes
	Waste-to-Energy (MT)	695	747	835	970	957	-	Yes
	Recycling (MT)	2,288	2,708	6,389	2,230	2,610	1,221	Yes
	Compost (MT)	1,969	1,734	771	695	602	-	Yes
	E-Waste (MT)	434	434	678	679	676	Unavailable	Yes
	Hazardous Waste (MT)	0	0	3.80	5.07	4.41	Unavailable	Yes
306-3 Significant spills	Bloomberg has not been involved in any spills.							
306-4 Transport of hazardous waste		2019	2018	2017	2016	2015	2007	
	Hazardous waste transported	0	0	0	0	0	-	Yes
	Hazardous waste imported	0	0	0	0	0	-	Yes
	Hazardous waste exported	0	0	0	0	0	-	Yes
	Hazardous waste treated	0	0	0	0	0	-	Yes
	Report the percentage of hazardous waste shipped internationally	0%	0%	0%	0%	0%	-	Yes
306-5 Water bodies affected by water discharges and/or runoff	As a non-manufacturing entity, Bloomberg's water discharge is almost entirely into municipal systems.							

Environmental Compliance

GRI 307: Environmental Compliance 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
307-1 Non-compliance with environmental laws and regulations		2019	2018	2017	2016	2015	2007	
		0	0	0	0	0	0	Yes

Supplier Environmental Assessment

GRI 308: Supplier Environmental Assessment 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
308-1 New suppliers that were screened using environmental criteria		2019	2018	2017	2016	2015	2007	
								Information unavailable: Bloomberg is currently revising its vendor management process. Once a new process is implemented this data will be available, but challenges could potentially push this implementation into 2021.
308-2 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

GRI 401: Employment 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
401-1 New employee hires and employee turnover		Confidentiality constraints: Bloomberg is a private company, views information related to employee turnover to be proprietary and therefore does not disclose it publicly.	
401-2 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.		Yes
401-3 Parental leave	Bloomberg provides generous parental leave to its employees. In 2019, we expanded our worldwide gender-neutral parental leave scheme from 18 weeks to 26 weeks.	Confidentiality constraints: Bloomberg is a private company and does not publicly disclose specific details on employees' return-to-work rates after parental leave.	

Labor / Management Relations

GRI 402: Labor / Management Relations 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
402-1 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.		Yes

Occupational Health and Safety

GRI 403: Occupational Health and Safety 2018

Disclosures	Page Number(s) or URL / Direct Answer	2019	2018	2017	2016	2015	2007	Omission	External Assurance	
403-1 Occupational health and safety management system	Percentage of workers whose work, or workplace, is controlled by the organization, that are represented by formal joint management-worker health and safety committees.	3%	3%	3%	2%	0%	-		Yes	
403-2 Hazard identification, risk assessment, and incident investigation										
	Incident Rate - North America	0.37%	0.15%	0.14%	0.08%	0.15%	-		Yes	
	Incident Rate - Latin/South America	0.00%	0.00%	0.00%	0.00%	0.00%	-		Yes	
	Incident Rate - EMEA	0.65%	0.62%	0.66%	0.64%	0.52%	-		Yes	
	Incident Rate - Asia	0.38%	0.04%	0.50%	0.00%	0.13%	-		Yes	
	Lost-Time Incident Rate - North America	0.17%	0.06%	0.14%	0.03%	0.00%	-		Yes	
	Lost-Time Incident Rate - Latin/South America	0.00%	0.00%	0.00%	0.00%	0.00%	-		Yes	
	Lost-Time Incident Rate - EMEA	0.10%	0.02%	0.14%	0.12%	0.05%	-		Yes	
	Lost-Time Incident Rate - Asia	0.26%	0.04%	0.00%	0.00%	0.04%	-		Yes	
	Total Lost-Time Days - Global	656	397	64	153	42	-		Yes	
	Lost Hours per 200,000 hours worked - Global	29.38	17.94	3.05	7.49	2.12	-		Yes	
	Total Global Fatalities	0	0	0	0	0	-		Yes	
	Global Absenteeism Rate	1.46%	1.39%	1.24%	1.38%	1.31%	-		Yes	
	Occupational Diseases	No occupational diseases identified globally.								Yes
	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.								Yes

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Occupational Health and Safety GRI 403: Occupational Health and Safety 2018 [Continued]

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
403-3 Occupational health services	Bloomberg employees are not subject to occupational activities that have a high incidence or high risk of specific diseases.		Yes
403-4 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.		Yes
403-5 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).		Yes
403-6 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).		Yes
403-7 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.		Yes
403-8 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).		Yes
403-9 Work-related injuries	In 2019, 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.		Yes
403-10 Work-related ill health	In 2019, there were no fatalities or cases of recordable work-related ill health.		Yes

Training and Education

GRI 404: Training and Education 2016

Disclosures	Page Number(s) or URL / Direct Answer						Omission	External Assurance
404-1 Average hours of training per year per employee		2019	2018	2017	2016	2015	2007	
	Total Hours of training	1,308,336	969,757	1,486,931	1,067,632	823,771	-	Yes
	Total Hours of training per employee	58.40	47.54	69.51	56.81	44.99	-	Yes
	Bloomberg does not track training by employee category.							
404-2 Programs for upgrading employee skills and transition assistance programs	Bloomberg provides tuition reimbursement to full-time employees for certain pre-approved, 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.							Yes
404-3 Percentage of employees receiving regular performance and career development reviews		2019	2018	2017	2016	2015	2007	
		100%	100%	100%	100%	100%	100%	Yes

Diversity and Equal Opportunity

GRI 405: Diversity and Equal Opportunity 2016

Disclosures	Page Number(s) or URL / Direct Answer					Omission	External Assurance
405-1 Diversity of governance bodies and employees	2019	2018	2017	2016	2015	2007	
Board Gender	Male = 7 Female = 2	Male = 7 Female = 1	-	Yes			
Board age group: under 30 years old, 30-50 years old, over 50 years old							Confidentiality constraints: Bloomberg is a private company and does not publicly disclose information on the age or ethnic makeup of the Board.
Board minority groups; other indicators of diversity where relevant							
Percentage of employees per category in each of the following diversity categories:							
Gender	Male: 67.0% Female: 33.0%	Male: 68.2% Female: 31.8%	Male: 68.5% Female: 31.5%	Male: 68.3% Female: 31.7%	Male: 68.2% Female: 31.8%	-	Yes
Age group:							
- Under 30 years old	26.5%	25.9%	24.5%	24.5%	25.5%	-	Yes
- 30-50 years old	59.6%	60.7%	62.4%	63.0%	62.9%	-	Yes
- Over 50 years old	13.9%	13.4%	13.1%	12.5%	11.6%	-	Yes
Minority groups:							
Black/African-American (U.S. Only)	3.9%	3.8%	3.8%	3.8%	3.9%	-	Yes
Hispanic/Latino (U.S. Only)	6.7%	6.2%	6.0%	5.8%	5.6%	-	Yes
Asian (U.S. Only)	33.3%	32.8%	31.5%	29.5%	29.1%	-	Yes
405-2 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.

Non-Discrimination

GRI 406: Non-Discrimination 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission	External Assurance
406-1 Incidents of discrimination and corrective actions taken			Confidentiality constraints: As a private Company, Bloomberg does not publicly disclose internal allegations of discrimination. Any publicly filed claims against the Company are available via public record.

Freedom of Association and Collective Bargaining

GRI 407: Freedom of Association and Collective Bargaining 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2019	2018	2017	2016	2015		2007
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk		None	None	None	None	None	-	Yes

Child Labor

GRI 408: Child Labor 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2019	2018	2017	2016	2015		2007
408-1 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.							Yes

Forced or Compulsory Labor

GRI 409: Forced or Compulsory Labor 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2019	2018	2017	2016	2015		2007
409-1 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.							Yes

Local Communities

GRI 413: Local Communities 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission					External Assurance	
		2019	2018	2017	2016	2015		2007
413-1 Operations with local community engagement, impact assessments, and development programs	In 2019, 12,915 employees in 80 cities took part in our Best of Bloomberg corporate volunteer program, contributing more than 158,000 hours of volunteer service. 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. Details on our Corporate Philanthropy initiatives are available on page 23 of the Impact Report, available to view and download at www.bloomberg.com/impact .							Yes
413-2 Operations with significant actual and potential negative impacts on local communities		0	0	0	0	0	0	Yes

Supplier Social Assessment

GRI 414: Supplier Social Assessment 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
		2019	2018	2017	2016	2015	2007	
414-1 New suppliers that were screened using social criteria								Information unavailable: Bloomberg is currently revising its vendor management process. Once a new process is implemented this data will be available, but challenges could potentially push this implementation into 2021.
414-2 Negative social impacts in the supply chain and actions taken								
	Number of suppliers assessed for social impacts	0	0	0	5	0	-	Yes
	Number of suppliers identified as having significant actual and potential negative social impacts	0	0	0	3	0	-	Yes
	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. Once a new process is implemented this data will be available, but challenges could potentially push this implementation into 2021.
	Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment							
	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							

Customer Privacy

GRI 418: Customer Privacy 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
		2019	2018	2017	2016	2015	2007	
418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data		0	0	0	0	0	0	Yes

Socioeconomic Compliance

GRI 419: Socioeconomic Compliance 2016

Disclosures	Page Number(s) or URL / Direct Answer	Omission						External Assurance
		2019	2018	2017	2016	2015	2007	
419-1 Non-compliance with laws and regulations in the social and economic area								
	Total monetary value of significant fines	€5 million	0	0	0	0	0	Yes
		The Company was fined €5 million in December 2019 by the Autorité des Marchés Financiers in France on account of the Company's 2016 publication (along with other media outlets) of headlines based on a hoax press release relating to a French issuer. The Company is currently appealing that fine to the Paris Court of Appeals.						
	Total number of non-monetary sanctions	0	0	0	0	0	0	Yes