As we approach the 10th anniversary of establishing Global Citizenship, our corporate social responsibility mandate at Edelman, we distinguish 10 milestones. These citizenship accomplishments reflect how we live our fourth value, The Commitment to Positively Impact Society. As our 2019 Trust Barometer illuminated, a strong desire for trust exists within the workplace. Edelman continues to build this trust among four key pillars: our clients, our people, our communities, and our world. For more information about our initiatives, please visit www.edelman.com/about-us/citizenship

### HOW WE GOT HERE:

**2010**
- Established a Global Citizenship function dedicated to embedding corporate social responsibility throughout the firm

**2011**
- Developed Edelman’s first corporate social responsibility report
- Introduced the Community Investment Grant program that awards funds to nonprofits where Edelman employees volunteer
- Began tracking and reporting global greenhouse gas emission data

**2013**
- Established a policy that gives employees eight hours of paid time off for pro bono and volunteering activities
- Introduced the C-score, a measurement tool to analyze the corporate social responsibility efforts of each Edelman office around the globe

**2014**
- Established the annual Ruth Edelman Citizenship Award that honors the pro bono project best demonstrating the firm’s commitment to positively impact society
- Achieved global Carbon Trust Standard certification worldwide that recognizes Edelman’s commitment to reducing our environmental impacts year over year

**2016**
- Established the annual Ruth Edelman Citizenship Award that honors the pro bono project best demonstrating the firm’s commitment to positively impact society
- Achieved global Carbon Trust Standard certification worldwide that recognizes Edelman’s commitment to reducing our environmental impacts year over year

**2017**
- Initiated a sustainable procurement program
- Aligned with the U.N. Sustainable Development Goals, which seek to grow a global partnership to find peace and prosperity in every country

**2018**
- Achieved EcoVadis Gold rating, placing Edelman among the top 5% of companies for CSR efforts
- Received CTS recertification

**2019**
- Began Peakon, a periodic employee engagement tool
- Incorporated our fourth corporate value: The Commitment to Positively Impact Society
- Began implementing a vendor management program
- Maintained EcoVadis Gold rating

**2020**
- Established a fourth corporate value: The Commitment to Positively Impact Society
- Completed FIVE Carbon Disclosure Project submissions
- Launched Peakon survey tool to measure employee engagement
- Instituted mandatory ethics, IT/security and workplace behavior training for all employees
- Achieved Carbon Trust Standard certification twice
- Attained EcoVadis Gold certification twice
- Instituted mandatory ethics, IT/security and workplace behavior training for all employees
- Established 6 global and local Employee Network Groups

**Awarded over 800 Community Investment Grants, totaling $1.2 m**

**Reduced carbon emissions by one-third since 2012**