



REUTERS/Vijay Mathur

CBBC WORKSHOP – Carswell Experience

CARSWELL, A THOMSON REUTERS BUSINESS

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Introduction

- My role - CTO & VP of Information Technology at Carswell
- Carswell – the largest legal & regulatory information business in Canada, founded in 1865
- One of many companies owned by Thomson Reuters
- Our products include: books, loose-leaf, magazines, CD's, online research tools, workflow tools & services, etc.
- We serve lawyers, judges, police, government, tax & accounting professionals, HR professionals, corporations, the academic market, etc.
- I've been with the company in this role for almost 12 years

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PROFESSIONAL RESOURCES FROM CARSWELL AND CANADA LAW BOOK

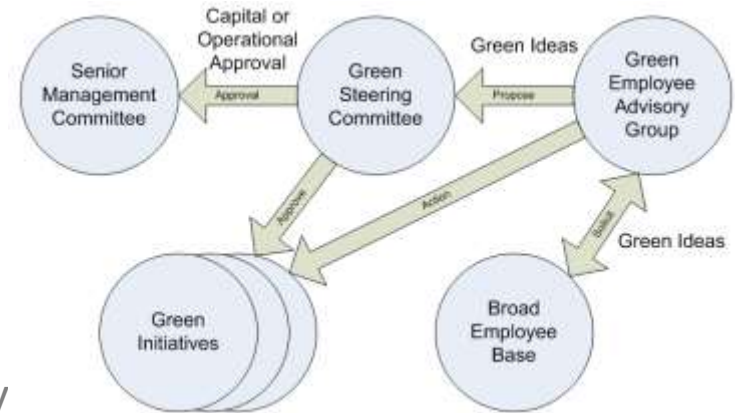
About 4 years ago...

- We had no real corporate programs or agenda re environmental awareness
- Brought to the attention of Carswell senior management
- Employee engagement surveys reaffirmed need
- Got senior management approval to proceed
- This is critical to move this type of agenda forward within a corporation



The first steps...

- Our initial focus into this was:
 - Determining a governance model
 - Establish mission, guiding principles, etc.
 - Getting more people involved
 - Doing an inventory of what we already did as a company
 - Figuring out our first priorities
- Early on we set up a green steering committee
- Later on we set up a green advisory group, but they have merged together over time



The first initiatives...

- Drive awareness within Carswell
- Generated good will & ideas
- ECONEWS was born
- Next was relatively small low hanging fruit such as:
 - Styrofoam containers / stir sticks
 - More recycle bins
 - PC hibernation defaults to 10 minutes
 - Eliminate screen savers program
 - Printer cartridge recycling, etc.



Feedback mechanisms & alignment...

- Carswell runs annual employee engagement surveys
 - One year after we implemented our local “Green Team”, employee ratings on the question **“I believe Thomson Reuters is environmentally responsible”** increased 10%
 - Year 2 another 6%
 - It was apparent that **Environmental Sustainability practices** are important to the employee base
- Thomson Reuters environmental thinking becomes more important
 - Green Teams to be established globally



More ambitious initiatives...

- Positive results = ability to get buy-in on bigger initiatives. They include:

- On-Demand / Dual Sided Printing
- Carswell Forest Stewardship Council (FSC) Certification
- Supplier FSC certification
- Green Charity
- Green Vendor Day
- Green Space Cleanup



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Key learning from our experience ...

1. Buy in at the top is critical
2. Additional costs must = corporate net benefit
3. Small changes add up
4. Program sustainability = grass roots level participation
5. Keep at it



Environmental Costs



Source: PetrolCorp



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Thanks for your time!

