

# Corporate Social Responsibility: Historical Perspective

Northern Trust receives continuous industry recognition for our dedication to diversity, philanthropy and the environment as well as workplace initiatives that attract the service of the most talented, capable employees. Following are some of the many efforts we have undertaken and recognitions we have received.



## 1912

Offers free group life insurance for employees – one of the first companies in the nation to do so.

## 1913

Introduces one of the nation’s first employee pension plans.

## 1930

Installs “manufactured weather” – a radical concept in its day – to reinforce Northern Trust as Chicago’s preferred workplace, making its headquarters the first air-conditioned office building in the city.

## 1940s

Works with the national Office of Price Administration to develop a procedure, which becomes the national standard, for ration standardization during World War II.

## 1948

Opens new facility that includes modern new addressograph and tabulating technology to replace handwritten and typed recordkeeping.

## 1949

Creates a pension and profit-sharing division to support the rapid expansion of employee benefit plans following World War II.

## 1960

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Installs fully integrated electronic accounting and check-processing system, a first for a Chicago bank and laying the foundation for later resource conservation efforts.

## 1966

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Forms a charitable trust to support not-for-profit organizations in Cook County, Illinois, where Northern Trust is headquartered.

## 1968

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Creates a cooperative education program to give promising high school seniors jobs.

## 1974

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Develops industry-leading U.S. asset and reporting services to address corporate clients' needs as a result of the Employee Retirement Income Security Act, which mandated that employee benefit fund assets be held in trust.

## 1984

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Establishes a neighborhood lending program to provide funding for income-qualified borrowers and properties in low- and moderate-income neighborhoods.

## 1988

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Forms the Black Affinity Group to support leadership development among employees of Black heritage.

Forms an Employee Stock Ownership Plan to give employees a stake in the corporation's success. As of year-end 2008, employees, directors and retirees beneficially own approximately 13% of Northern Trust stock.

## 1989

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Introduces Managing a Changing Workforce, a diversity training program for all managers and supervisors.

Introduces Global Opportunities in Leadership Development, a recruitment and management training program.

## 1990s

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Converts prime financial district real estate at Monroe and Wells streets, adjacent to the headquarters building, from drive-up banking facility into compact urban Chicago park, open to the public.

## 1990

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Opens the first employee childcare center in downtown Chicago designed to support the needs of working parents.

Organizes the first employee diversity councils to support diversity initiatives within business units.

Becomes a component security in the Domini 400 Social Index.



Announces first grant for Science/Math Advocacy and Recruitment for Teaching Program, a collaborative effort with Northwestern University and the Chicago Urban League to assist talented, disadvantaged Chicago high school students.

### 1991

Receives Employer of the Year designation by the International Association of Business, Industry and Rehabilitation and the Midwest Association of Business, Rehabilitation and Industry for our support of the disabled community.

Receives Voices for Illinois Children Award for our commitment to early childhood intervention and youth programs. This includes creation of the Centennial Fund for the Education of Children and our contributions to the Center for Successful Child Development in the low-income Robert Taylor Homes in Chicago.

### 1991 – 1998, 2000 – 2008

Working Mother magazine lists Northern Trust as among 100 Best Companies for Working Mothers in its annual survey.

### 1993

Introduces Diversity at Work, a program to prepare non-managers to become diversity advocates in the organization.

Receives Exemplary Partnership Award from Illinois State Council on Business-Education Partnerships for our adopt-a-school partnership with Wells Community Academy.

### 1994

Forms TNT Pride to champion a tolerant environment for all lesbian, gay, bisexual and transgendered employees.

Northern Trust Bank of Texas receives Habitat for Humanity's Long-Term Corporate Partner Award for pioneering development of 0% and low-interest financial programs in Dallas.

### 1995

Institutes the Chairman's Diversity Award to recognize employees who champion and make noteworthy contributions to our diversity efforts.

Receives the first Erie Neighborhood House Good Neighbor Award recognizing our commitment to that social service agency and to Chicago's West Town community.

### 1996

Receives the Department of Labor's Exemplary Volunteer Effort Award for our commitment to affirmative action efforts.

Receives our first Bank Enterprise Award from the U.S. Treasury Department recognizing our community development programs in Chicago.

### 1996, 2005, 2009

Receives Outstanding Buyer Award from the Chicago Minority Business Development Council for our outstanding record of purchasing from minority- and women-owned vendors.



## 1997

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Launches Private Passport®, offering online account access and bill payment to personal clients, with full integration to their trust, brokerage and mutual fund accounts and helping reduce client paper consumption.

## 1998

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Becomes only the second bank in the United States to offer domestic partner benefits to both same-sex and opposite-sex employees.

Receives award from the Illinois Governor's Commission on the Status of Women for excellence in work/life issues.

## 2000

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Fortune magazine names Northern Trust among the 100 Best Companies to Work for in America.

Becomes component security in the KLD Broad Market Social Index and the KLD Large Cap Social Index.

Receives the Catalyst Organization's award for significant progress in the advancement of women.

Forms the Asian Leadership Council to address the needs and concerns of Asian employees.

## 2001

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Receives Hannah G. Solomon Award from the Council of Jewish Women for "daring to make a difference."

## 2001 - 2003; 2005 - 2006

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Business Ethics magazine names Northern Trust to its list of 100 Best Corporate Citizens.

## 2001 - 2005; 2007 - 2009

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Becomes a component of the FTSE4Good Index.

## 2003

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Receives Equip for Equality's Corporate Award for employment of people with disabilities.

Receives Corporate Diversity Award from the Chicago Council on Urban Affairs.

Launches the Women in Leadership Forum to provide career development and organizational insight to female partners.

Receives recognition by Global Finance magazine as one of the World's Most Socially Responsible Companies.

## 2003 - 2006

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Receives Excellence through People Award from Enterprise Ireland.

## 2003 - 2009

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Computerworld magazine names Northern Trust to its Best Places to Work in IT annual list.

## 2004

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Receives Investor in People Leadership and Management Award from the United Kingdom Department for Education and Skills.



## 2005

Creates the Latin Heritage Leadership Council to help provide employees of Hispanic descent with leadership development, networking and mentoring opportunities.

Receives highest honor, The Success Award, from the Chicago Minority Enterprise Development Council.

Receives Minority Enterprise Development Week Recognition Award for our Minority and Emerging Investment Manager Program and our Supplier Diversity initiatives.

## 2006

Forms Disability Affinity Group for employees with disabilities and parents of special-needs children.

## 2007 - 2009

Fortune magazine names Northern Trust as one of America's Most Admired Companies.

ECPI E. Capital Partners adds Northern Trust to its Ethical Index GLOBAL, an SRI equity index tracking performance of 300 companies in 24 countries worldwide.

Creates the Black Business Resource Council to broaden the scope and capabilities established by the Black Affinity Group.

Introduces the emergency backup dependent care program to help employees address sudden family care needs on a daily basis.

Receives Exemplary Best Practices Corporation Award from Chicagoland Chamber of Commerce.

## 2008

Barron's magazine names Northern Trust to its list of America's 500 Best Companies.

Named one of Guernsey's Top Three Best Large Businesses.

Named to Latina Style magazine's list of Top 50 Companies for Latinas to Work in the United States.

Gains rating of 100 from Corporate Equality Index on the Human Rights Campaign Foundation's Best Places to Work.

Northern Trust launches the Partners Think Green sustainability brand.

Receives the Anderson C. Rasmussen Jr., Award from the Minority Business Enterprise Input Committee of the Chicago Minority Business Development Council for extraordinary commitment to expanding purchasing from minority companies.

## 2009

CRO magazine names Northern Trust as one of its 100 Best Corporate Citizens.

Business Week magazine names Northern Trust to its list of 50 Best-Performing American Companies.

National Association for Female Executives names Northern Trust as among the Top 50 Companies for Executive Women.

Real Estate & Construction Review selects new Northern Trust building in Fort Myers, Florida, as a Green Building of America Award-winning project for the Southeast region.

