“Inclusion and diversity are critical to the success of IHS Markit.

Through being and feeling included, all our colleagues will be able to be themselves, deliver their best work and achieve their full potential. Through being inclusive we will build a diverse organization that reflects the societies in which we work, in turn developing broader thinking and innovation and a stronger organization for our people, customers and shareholders.

In this document we describe our approach to inclusion and diversity, the commitments that we have made, those we will initiate and those we commit to support. We encourage all our employees to participate in our inclusion and diversity agenda.

We want to make IHS Markit the company where everyone arrives every day with excitement and pride, where we are constantly learning, feel challenged, respected and valued, and we take the opportunity to grow and create impact.”

Lance Ugglia
Chairman and CEO
Inclusion and Diversity is good for business

Being inclusive and embracing diversity is plain and simple the right thing to do. It creates a sense of wellbeing and community, which in turn builds belonging and pride.

Wide independent research also consistently shows that inclusion drives stronger business results. As an organisation, we strive to lead the way in which we combine data, technology and our expertise. By enabling a culture that welcomes every individual’s input - where people can contribute and know that their thoughts are respected - we will drive diversity of thought, better decisions, improved innovation and stronger output. Equally, as people are allowed to question and challenge, we will reduce organisational risk, sustaining the long-term success of our business.

Inclusion and diversity: what this means for us

Inclusion builds a strong team culture where everyone has the opportunity to develop the career they want. We celebrate the uniqueness of each colleague and that together they bring a rich fabric of information and expertise. That’s what makes our company great. And we take pride in cultivating such a working environment. It is about moving beyond simple tolerance to embracing and celebrating the rich dimensions of diversity contained within each individual.

We aspire to have inclusion and diversity as part of our DNA - it is business as usual, not a tick box. If we get this right, it will shape and define our business, empower our people daily and ultimately our customers. As we develop and retain the best people, more people will want to join our company because they know they will fit in and through this we will establish a rich and thriving community, which consistently exceeds our clients’ expectations.

A diverse workforce within a culture of inclusivity is key to our vision for IHS Markit. Our aim is to ensure that all employees are given equal opportunities and that our organisation is a fair representation of all sections of society in which we operate.
Our Inclusion Council

Our inclusion and diversity council is the focal point of inclusion in the company. The council is formed through representation of our global networks, as well as each of our regions, so that as a group we can gather input and feedback to really understand what is important to our colleagues and how we can make a difference. The council will be accountable for the development and delivery of our inclusion and diversity commitments, with inclusion champions in each region supporting the delivery of initiatives locally. Goals will be published to ensure transparency across the organisation and for us to measure our progress.

The commitments below reinforce our promise in providing equality and fairness to all our employees regardless of age, disability, gender identity, gender expression, sexual orientation, marital status, civil partnership, pregnancy, parental status, race, ethnic origin, colour, nationality, national origin, religion or belief or any other personal attribute. It goes without saying that we are opposed to all forms of unlawful and unfair discrimination.

Our Board of Directors

Our board of directors believes that a diverse boardroom leads to better decision making and that it is important to support and develop diversity in the boardrooms of public companies. Although the Board has not set a formal policy or goals with respect to diversity, it believes the Board’s membership should be composed of experienced and dedicated individuals with diversity of backgrounds, perspectives, and skills. Candidates for director are selected based on character, judgment, diversity, age, tenure, skills, background, and experience, business acumen, and ability to act on behalf of all shareholders. Consistent with this philosophy, the Board is committed to including women and minority candidates in the pool of qualified candidates from which Board nominees are chosen. As of May 2020, we had 36% female independent board directors with a goal to reach 40% by 2021 and 50% by 2023.
Our global commitments

The commitments below are owned by our Executive Committee and delivered through the Inclusion and Diversity Council. While many of these are not new, others are, and we regularly review and amend this list. They are committed to making inclusion and diversity a fundamental part of our culture. We will:

Environment and culture
- Create an environment in which inclusive decision-making is promoted to ensure that individual's differences and the contributions of all team members are recognised and valued and that we celebrate and take pride in our diversity
- Ensure a working environment that promotes dignity and respect for everyone
- Create an open dialogue around inclusion and diversity to help learning and build understanding
- Encourage and support an annual Unity Week program in each of our offices in order to build and retain our culture of inclusion, pride in diversity as well as related global activities
- Support employee initiatives that seek to encourage inclusion and diversity

Policies and processes
- Encourage participation in our active and evolving affinity networks across our regions and support recommendations from the networks in order to improve the experience of everyone working in our organization
- Regularly profile role models from all our communities at all levels of the organization that champion and stand for inclusion and diversity

Gender
Multicultural
Disability and mental health
LGBTQ+
Socio-economic
Multigenerational

Engagement and participation
- Work with managers to have more open thinking, challenging their unconscious bias, in order to make more objective and bias-free people decisions which includes hiring and work allocation
- Make certain that training, development and progression opportunities are available to all
Communications

We want all our employees to know our inclusion and diversity commitments. It is the responsibility of our entire workforce to help meet our commitments and promote inclusion, diversity and fairness in the workplace. We encourage participation in our forums and, where possible, will support suggestions to broaden and grow our networks, their initiatives and achievements. Whilst we recognise that some initiatives derive from local legislation, external organizations or local forum initiatives, we aim to leverage these where we can to create a global standard. We also recognise that some locations require more specific initiatives and we are committed to supporting these.

We will communicate clearly and regularly with our customers, stakeholders and prospective IHS Markit employees.
Contact Us

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About IHS Markit

IHS Markit (NYSE: INFO) is a world leader in critical information, analytics and expertise to forge solutions for the major industries and markets that drive economies worldwide. The company delivers next-generation information, analytics and solutions to customers in business, finance and government, improving their operational efficiency and providing deep insights that lead to well-informed, confident decisions. IHS Markit has more than 50,000 business and government customers, including 80 percent of the Fortune Global 500 and the world’s leading financial institutions. Headquartered in London, IHS Markit is committed to sustainable, profitable growth.

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