



IHS Markit™

# Corporate Sustainability Policy Statement

**Our practices and commitments towards managing material economic,  
environmental and social (ESG) issues**

March 2020

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## Purpose and Summary

Beyond just philanthropy and the environment, sustainability underpins our organization as a philosophy of best business practices. In this document we outline our key commitments and actions towards advancing material ESG issues that may impact IHS Markit. This statement does not cover every aspect of our ESG policies so please refer to our external individual policies, procedures and guidelines for further detail, including the documents found [here](#).

## Scope

This statement applies globally to 1) all IHS Markit employees including full time, part-time, and fixed-term employees; and 2) contingent workforce, including consultants, temporary workers and third-party vendors or consultants engaged on our behalf.

## Statement

Our commitment to corporate sustainability means we will act responsibly and with care in all we do to ensure and advance economic, social and environmental sustainability:

- **Corporate governance:** we manage risk and make ethical decisions that support the long-term profitability and viability our company. We maintain strong corporate governance policies and practices around risk management, ethics and transparency, corporate and board governance, codes of conduct, customer relationship management and tax strategies. Our actions are governed by our values and principles, which are reinforced at all levels within the company. This includes our board-level risk committee that reviews compliance with global laws and regulations and receives periodic reports (at minimum annually) from management pertaining to ESG strategy and initiatives
- **Human rights:** we support the fundamental principles contained in the United Nations Universal Declaration of Human Rights, including zero tolerance for modern slavery or human trafficking in our organization or supply chain. We aim to abide by and uphold the principles of the Corporate Responsibility to Respect Human Rights that are part of the United Nations “Protect, Respect and Remedy framework.” IHS Markit also recognizes the UN Guiding Principles on Business and Human Rights as the global standard for identifying, preventing, and addressing the risk of adverse impacts on human and labor rights linked to our business activity. We are a signatory to the [World Economic Forum Partnership Against Corruption \(PACI\)](#) and the [United Nations Women Empowerment Principles](#)
- **Inclusiveness and diversity:** we embrace a diverse and inclusive environment as the foundation that defines our business and empowers our people. We always treat others with dignity and contribute to a workplace and society that is characterized by inclusiveness and equity. Discrimination or harassment based on a person's race, color, religion, sex, sexual orientation, gender identity or expression, national origin, disability, age, pregnancy, veteran status or any other characteristic protected by law is never acceptable
- **Corporate philanthropy:** we partner with not-for-profit charities and causes by investing in our communities through financial and in-kind donations including [volunteerism](#), product and pro bono services, and providing tangible assets like furniture, medicine, food and clothing. We are dedicated to advancing education with a priority on STEM, practicing environmental stewardship, and improving the health and wellness of our communities (see our Corporate Philanthropy policy [here](#))
- **Workplace health & safety:** we maintain a global program of regular education, emergency response planning and training to ensure individuals are equipped to identify and manage

potential risks in our office workplaces and abide by any local laws and regulations where we have operations

- **Talent attraction and career development:** we empower our highly skilled workforce by developing policies and programs that invest in employee education, training and development
- **Environmental stewardship:** we incorporate practices that optimize waste and energy usage by taking steps towards resource reduction, including mitigating the effects of climate change. As a professional services company, our impacts are largely related to office operations, events, travel and our supply chain. Current practices include:
  - Purchase of carbon offsets and energy attribute certificates to further carbon neutrality and zero emissions from our scope 1, 2 and 3 emissions
  - Reduction of office waste, including paper and single-use plastic items at our global offices
  - Repurposing and recycling of office products when possible
  - Use of post-consumer, environmentally certified, or energy efficient office products when possible
  - Incorporation of sustainable design in new offices and remodels
  - Consolidation and virtualization of our external data centers
  - Employee engagement in environmental stewardship through volunteering
  - Compliance with all local environmental regulations or laws where we have operations
- **Environmental management system (EMS):** we use a basic and informal EMS that aligns with the criteria and guidance provided by the US Environmental Protection Agency. This includes the ability for self-audit and evaluation of our environmental performance using a structure and approach that enables us to understand our global environmental footprint, set targets, and identify gaps and opportunities. We actively collaborate with our key functional corporate departments (i.e., Workplace Resource, Procurement, IT) on material ESG issues and have developed a global network of sustainability champions that advance employee environmental awareness and stewardship
- **ESG reporting:** At minimum, we annually measure and report our progress and achievements on our external website, including annual external scorecards and goals from our internal corporate services (i.e., Legal, Workplace Resources, Travel, etc.) focused on material ESG issues (see link [here](#)). This includes regular reporting to the CDP and any other relevant third-party assessment that provides an objective assessment of our ESG program. We also strive to incorporate universal reporting frameworks, such as GRI, SASB and the UN SDGs, into our ESG reporting.
- **Innovation:** we drive product innovation to help our customers advance their sustainability goals and strategies (see link [here](#)).
- **Vendor management:** we mitigate ESG risk in our supply chain by using vendors that are aligned with our code of conduct and this sustainability policy statement. Our suppliers and business partners are required to conduct business according to the standards laid out in our Third Party Code of Conduct (formerly known as the Vendor Code of Conduct).

## Document Management and Endorsement

Document Name	Corporate Sustainability Policy Statement
Document Owner(s)	Corporate Sustainability
Applies To	All IHS Markit employees (full, part and fixed term employees) and operations
Effective Date	March 2020
Related Documents	Business Code of Conduct; Human Rights and Labor Practices Policy; Policy Prohibiting Discrimination, Harassment and Retaliation; Corporate Philanthropy Policy; Volunteering Policy; Third-Party Code of Conduct; Workplace Health and Safety Policy (Documents can be found <a href="#">here</a> ).
Approved By	Will Meldrum, Senior Vice President and Chief Sustainability Officer
Supersedes	IHS Markit Sustainability Policy (2017)
Contact for questions or policy interpretation	Head of Sustainability ( <a href="mailto:Sustainability@ihsmarkit.com">Sustainability@ihsmarkit.com</a> )