



IHS Markit™

# Human Rights and Labor Practices Policy

June 2020

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## Purpose and Summary

Respect for human rights is deeply ingrained in our values, in how we run our business, interact with stakeholders, and engage with our global community. At IHS Markit, we value diversity and equal opportunity and do not tolerate discrimination or harassment of any kind.

IHS Markit is committed to our employees, customers, future generations, and the communities where we live and work. This policy communicates our expectations with respect to human rights and labor practices and the high standard of conduct expected of our employees worldwide. This includes, but is not limited to, ethical and lawful practices concerning discrimination, workplace health and safety, freedom of association, collective bargaining, child labor, human trafficking, forced or compulsory labor, and indigenous rights.

## Scope

This policy 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.

## Policy

IHS Markit adheres to the highest ethical conduct as outlined in the [IHS Markit Business Code of Conduct](#) in all aspects of business including inclusion and diversity, anti-discrimination and harassment, workplace safety, privacy, anti-corruption, human rights, and corporate sustainability. IHS Markit operates on a foundation of our core values of accountability, customer focus, inclusiveness, innovation, integrity, and partnership which are expected to be followed by all employees, management and the board.

IHS Markit respects fundamental human rights and views them as a key component of responsible corporate citizenship. In addition to supporting the fundamental principles contained in the United Nations Universal Declaration of Human Rights, we are committed to applying those principles in our daily operations, interactions with customers and vendors, and in our communities. We continue to work with suppliers to help uphold ethical human rights standards, as outlined in the IHS Markit [Third-party/Vendor Code of Conduct](#). We are also a signatory to the [World Economic Forum Partnership Against Corruption \(PACI\)](#), the United Nations Women Empowerment Principles and the UN Global Compact.

## Framework and principles

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IHS Markit aims 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.

## Risk assessment, prevention, and remediation

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It is the responsibility of management to be alert to any potential violations and to ensure compliance with this policy. If a potential violation arises, then the manager must promptly notify our Corporate Compliance department and/or their Human Resources representative.

Our board level [Risk Committee](#) receives periodic reports from management regarding our efforts to monitor and control any major risks. Risk committee responsibilities also include ensuring compliance with laws and regulations and reviewing complaints received from our Code of Conduct Hotline. The Risk Committee reports to the Board periodically of any recommendations or issues that arise. It is the ultimate responsibility of the Executive Officer and senior management to assess and manage any exposure to risk associated with human and labor rights.

Should IHS Markit identify any risk of contributing to an adverse impact in the area of human or labor rights, it will take the necessary steps to cease or prevent its contribution and use its leverage with internal and external business networks to mitigate any remaining impacts to the greatest extent possible.

By doing so, and in accordance with its core business, IHS Markit pays special attention to international labor standards such as:

- Non-discriminatory treatment and anti-harassment
- Workplace health and safety
- Minimum wages
- No child labor
- Voluntary employment
- Freedom of association
- Anti-slavery and human trafficking

## Non-discriminatory treatment and anti-harassment

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We are committed to an inclusive workplace environment free from acts of discrimination and harassment and strive to make all employment decisions based on job-related qualifications without regard to race, color, sex, age, disability, medical condition, physical appearance, marital status, national origin, ancestry, alienage or citizenship status, pregnancy, ethnicity, religion/creed, disability, genetic information, gender (including gender identity or gender expression, or status as a transgender person), sexual orientation, military or veteran status, marital or familial status, status as a victim of domestic violence, stalking or sex offenses, or any other category protected by applicable law ("protected characteristics").

## Workplace health and safety

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We are committed to the health and safety of our employees, per our [Workplace Health and Safety](#) and Global Workplace Anti-Violence policies. 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.

## **Minimum wages**

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We comply with local minimum wages. We use market and industry standards to apply fair wages where no wage law is in existence.

## **No child labor**

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We abide by local minimum age laws and do not use or condone child labor in any circumstance.

## **Working hours**

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We abide by all local working hour laws including local statutory limits on weekly hours worked. All overtime and/or statutory holiday hours are administered fairly; recorded accurately; paid correctly; and compliant with applicable employment standards legislation for the purposes of overtime pay.

## **Voluntary employment**

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We do not use forced or compulsory labor. All employment is voluntary.

## **Freedom of association**

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We respect the right of our employees to freely participate in labor unions, or choose not to participate, and the right to collectively bargain, in accordance with local law.

## **Anti-slavery and human trafficking**

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Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person's liberty by another for personal or commercial gain.

IHS Markit has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the United Kingdom Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we require commitments against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

We prohibit trafficking of all persons in a range of exploitative practices, as defined by the United Nations Office of the High Commissioner for Human Rights.

Also see our [Modern Slavery and Human Trafficking](#) statement on our website.

## Reporting and whistleblowing

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Reporting and mitigation of issues and concerns on human rights and labor rights issues, occur as other reporting concerns, per our risk management processes and the [IHS Markit Code of Conduct Hotline](#), per the [IHS Markit Code of Conduct Hotline Policy](#).

## Document Management

Policy Name	Human Rights and Labor Practices Policy
Policy Owner(s)	Legal, Human Resources and Corporate Sustainability
Applies To	IHS Markit directors, officers, colleagues and third-party representatives worldwide
Effective Date	November 2016
Last Update	June 2020
Related Documents	IHS Markit Business Code of Conduct; IHS Markit Code of Conduct Hotline Policy; IHS Markit Third-party/Vendor Code of Conduct; IHS Markit Health and Safety Policy; Global Workplace Anti-Violence Policy; Risk Committee Charter
Approved By	Lance Ugglu, Chairman and CEO
Supersedes	Human Rights and Labor Practices Policy (2016)
Contact for questions or policy interpretation	<a href="mailto:Sustainability@ihsmarkit.com">Sustainability@ihsmarkit.com</a>