

# Human Rights Statement

## Introduction

This Statement sets out how the London Stock Exchange Group (LSEG) aims to respect and promote the human rights of people affected by our operations.

We are committed to operating in accordance with the International Bill of Human Rights (comprising of the Universal Declaration of Human Rights (UDHR)) and we also take into account the UN Framework and Guiding Principles on Business and Human Rights and the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work.

We monitor all current and emerging human rights-related regulation and as a UK headquartered business are committed to adhere to the UK Modern Slavery Act 2015.

We respect and promote human rights of our employees through our human resource policies and practices, of our suppliers through our supply chain management and through the provision of our products and services.

## Human Rights Statement

### Our responsibilities as an employer

We are committed to respecting and promoting the human rights of all employees and contractors. In practice this means we:

- uphold the freedom of association and the effective recognition of collective bargaining.
- eliminate all forms of forced and compulsory labour and the abolition of child labour.
- eliminate discrimination in respect of employment and occupation.

### Our responsibilities as a provider of financial services

The relationship between financial crime and human rights abuses is widely recognised. Financial crime, bribery and corruption have an adverse effect on communities wherever they occur. They can undermine the rule of law, democratic processes, and basic human freedoms, impoverishing states and distorting free trade and competition.

LSEG does not wish to be complicit in any abuse of human rights through our business relationships and the provision of our products and services. We have a responsibility to do everything we can to prevent our systems, services and operations being used in connection with financial crime e.g., fraud, bribery and corruption, or money laundering, or other illegal human-rights related activity such as human trafficking. Failure by a customer to resolve identified human rights breaches could result in LSEG terminating its business relationship with that customer.

### Our responsibilities when purchasing goods and services

LSEG seeks to protect human rights through our supply chain by encouraging supplier behaviours and practices that are in line with our own standards and policies. These behaviours and practices include health and safety, avoidance of any form of forced labour, avoidance of child labour, working hours, wages and benefits, freedom of association, and diversity and inclusion.

## Communication

We communicate and report on our activities in the human rights area via our Sustainability reporting and disclosures, Annual Report and Accounts, Modern Slavery Statement and the LSEG website.

## Governance

This statement is approved by the LSEG Board. The Sustainability Committee ensures that the content of this Statement and its associated monitoring and management systems are reviewed and revised as necessary to reflect current human rights requirements and expectations. The Group Head of Sustainability is the Statement owner.