

Community Investment Standard

Introduction

The Community Investment Standard sets out the expectations for all LSEG employees in relation to charity partner risk (in line with Group risk appetite) and enables LSEG's ambition to support the communities in which it operates. This standard sets out minimum requirements, roles and responsibilities and governance for:

- Making charitable donations
- Defining charity partner eligibility
- Volunteering
- Matching for employee donations and fundraising

Key concepts

The LSEG Foundation is an independent charitable incorporated organisation (CIO), regulated by the Charity Commission for England and Wales (Charity number: 1182952). It is the primary channel for LSEG's community investment and engagement activity, which has a focus on helping people from underserved communities' access economic opportunities and build a secure future with financial independence.

The LSEG Foundation works with charity and NGO partners to deliver a range of programmes internationally focused on education, employment, enterprise, disaster relief and sustainable financial markets. It receives its funds directly from LSEG plc and corporate and employee fundraising.

Additionally, LSEG's internal online platform, Giving, provides a quick, simple way for colleagues to discover volunteer opportunities, support charitable causes, create fundraising pages and apply for matching gifts through the LSEG Foundation.

Our approach

LSEG seeks to have a positive impact on the communities we operate in through:

- Displaying sensitivity to the cultural and social principles of the communities in which it operates.
- Aligning our community support to LSEG's company values.
- Providing financial support and grants to registered charities through the LSEG Foundation.
- Offering all full-time employees two days (or 16 hours) to volunteer during working hours each calendar year. This is pro-rated for part-time staff.
- Matching employees' qualifying personal charitable giving and fundraising efforts up to £2000, through the LSEG Foundation.
- Always operating with integrity in our community relations.

The LSEG Foundation pursues its objectives by supporting organisations with registered charitable status (by the relevant country's regulatory body) and non-profit organisations. The LSEG Foundation is committed to the principles of equality and inclusion and will not support organisations which hold or exercise discriminatory beliefs on the basis of any protected characteristic, including sex, race, age, nationality, ethnicity, maternity or pregnancy, gender identity or expression, disability, citizenship status, marital status, religion or belief, or sexual orientation.

The LSEG Foundation does not support employee volunteering, grants or fundraising efforts for political organisations or personal (crowdfunding) appeals. The LSEG Foundation only supports faith-based charities and non-profit groups where proceeds are not used to promote religious beliefs. Employees are wholly accountable for ensuring their volunteering and matching requests comply with this standard.

Key roles and responsibilities

Day-to-day management of this policy is the responsibility of the Head of the LSEG Foundation, who is supported by a small, dedicated team and three regional charity committees for the Americas, EMEA and Asia Pacific. Community Action Teams mobilise colleagues locally for fundraising and volunteering activities. The LSEG Foundation is governed by a dedicated trustee Board with independent and employee trustees.

Standard outcomes

This Standard ensures that LSEG delivers the following Outcomes:

1) LSEG provides financial grants to registered charities and non-profits via the LSEG Foundation

Grants are awarded through a structured and transparent process with relevant approvals from the Board of Trustees and the LSEG Foundation management team. Due diligence checks on all charitable partners are conducted, to ensure funding supports eligible and aligned partners.

2) Employees are encouraged to volunteer in the community

All employees are encouraged to give their time and skills to local causes, with two days' paid volunteer leave and access to volunteer opportunities through the Giving platform. Community Action Teams activate employee volunteering in LSEG locations around the world on an ongoing basis.

3) Employees are enabled to have their donations and fundraising matched by the LSEG Foundation

The LSEG Foundation team manages the matching programme, helping employees double the power of their generosity (up to £2000), supported by clear eligibility check and a streamlined process. Employees must report any known conflicts of interests, suspicion of financial crime, or eligibility concerns when applying for matching.

4) The LSEG Foundation is managed in accordance with best practice for an independent charitable entity

The LSEG Foundation operates with strong governance and full regulatory compliance as an independent charitable entity registered with the Charity Commission for England and Wales. The LSEG Foundation Board of trustees provides strategic oversight, supported by the LSEG Foundation management team and wider functions to ensure robust reporting, accountability and alignment with the LSEG Foundation's purpose.

Governance and supporting documents

This Standard is approved by the Sustainability Committee. The Executive Sponsors are the Chief Risk Officer and the Chief People Officer. The Group Head of Sustainability is the Standard owner. The Standard supports LSEG's Sustainability Policy and should be read in conjunction with it. It also supplements a broader suite of LSEG Foundation governance documents, which provides further information to support implementation.

Please note, the full version of this Standard is available for internal use and contains additional detail to support implementation.