

# GRI Index

The table below summarises our governance disclosures mapped to GRI Standards indicators:

Disclosure	Indicator	Profile	Reference	
General – Organizational Profile	102-1	Name of the organization	London Stock Exchange Group plc	Annual Report 2019, page 208
	102-2	Activities, brands, products, and services	We describe our business model, the components of our Group and how they link together, and how we add value. We also show an overview by business for our services, their associated customers, how we generate revenue and key performance indicators (KPIs)	Annual Report 2019, pages 10–13
	102-3	Location of headquarters	10 Paternoster Square, London, EC4M 7LS	Annual Report 2019, page 208
	102-4	Location of operations	We operate globally, with offices in Australia, Canada, China, France, Hong Kong, India, Italy, Japan, Malaysia, Mexico, Romania, Taiwan, Sri Lanka, UAE, the UK and the US	CS Report 2019, page 3
	102-5	Ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106)	Annual Report 2019, page 208
	102-6	Markets served	The markets we serve, revenue distribution by business and geographic area, as well as customer profiles are included in our Annual Report	Annual Report 2019, pages 10–13 and 166–167
	102-7	Scale of the organization	Financial information (including revenues and assets and liabilities) is provided in the Annual Report. The number of employees is also provided in the CS Report.	Annual Report 2019 pages 143–146 CS Report 2019, page 43
	102-8	Information on employees and other workers	We provide an overview of employee statistics in our CS Report including breakdowns of information by region, contract type, gender, organizational level and age group. We also include details on how data have been collected and verified.	CS Report 2019, pages 35 and 43
	102-9	Supply chain	An overview of our supply chain and of the way in which we collaborate with our suppliers is contained in our 2019 Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website.	2019 Modern Slavery Act Statement and Supplier Code of Conduct: <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
	102-10	Significant changes to the organization and its supply chain	We provide a segmental review and a list of substantial shareholders	Annual Report 2019, pages 26–39 and 207
	102-11	Precautionary Principle or approach	Given the nature of our product portfolio, we deem this aspect not material	
	102-12	External initiatives	We are signatories of the following initiatives: letter of support for the recommendation from the Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD); Time to Change Employer Pledge; UK Prompt Payment Code; Armed Forces covenant.  In addition, we are represented on the FCA Climate Risk Forum and as an observer of the Green Bond Principles.	CS Report 2019, pages 18,25,26 and 46
	102-13	Membership of associations	We are a member of: the Green Finance Task Force; the Green Finance Institute; the Technical Expert Group on sustainable finance (TEG); a number of investor ESG collaborative bodies and initiatives including the UN backed PRI, UK SIF, US SIF, Euro SIF, ICGN, Japan SIF and RIAA.	CS Report 2019, page 46

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<b>General – Strategy</b>	102–14	Statement from senior decision-maker	A message from our CEO, David Schwimmer, is included in the CS Report and Annual Report	Annual Report 2019, pages 6–9 CS Report 2019, page 2
	102–15	Key impacts, risks, and opportunities	An overview of key impacts and opportunities is described in 'Our corporate sustainability strategy' in the CS Report, where our Impact Framework is described. In terms of ESG risks, we are working to further integrate these considerations into our enterprise risk management framework and progress on this is described in our Annual Report.	Annual Report 2019, page 40 CS Report 2019, page 6–8
<b>General – Ethics and Integrity</b>	102–16	Values, principles, standards, and norms of behavior	The values and the principles to which we adhere in carrying out our activities are clearly stated in the governance section of our CS Report. The Code of Conduct, then, further explains the ethical framework that we expect our employees to operate in.	CS Report 2019, page 45 <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
<b>General – Governance</b>	102–18	Governance structure	An overview of our sustainability governance is presented in our CS Report; further explanation is provided in our Group Corporate Responsibility Policy	CS report 2019, page 7 Group CS Policy <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
	102–19	Delegating authority	A diagram on sustainability governance is provided in the CS Report	CS Report 2019, page 7
	102–20	Executive-level responsibility for economic, environmental, and social topics	This information is presented in our published Group CS Policy	Group CS Policy pages 5 and 6 <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
	102–21	Consulting stakeholders on economic, environmental, and social topics	The Corporate Sustainability Policy is a subject reserved for the Board. We do not disclose the consultation process	CS Report 2019, page 7
	102–22	Composition of the highest governance body and its committees	The Board structure and changes are reported in the Annual Report	Annual Report 2019, pages 76–78
	102–23	Chair of the highest governance body	The Chairman of the Group is independent on appointment	Annual Report 2019, page 75
	102–24	Nominating and selecting the highest governance body	We include the Report of the Nomination Committee in the Annual Report	Annual Report 2019, pages 88–89
	102–25	Conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed	Annual Report 2019, page 83
	102–32	Highest governance body's role in sustainability reporting	The Board reviews and approves the CS Report	Group CS Policy: <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
	102–35	Remuneration policies	A full summary of compensation and remuneration within the Group can be found in the Directors' Report on Remuneration in our Annual Report	Annual Report 2019, pages 98–128
	102–36	Process for determining remuneration		
102–37	Stakeholders' involvement in remuneration			
102–38	Annual total compensation ratio			
102–39	Percentage increase in annual total compensation ratio			

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<b>General – Stakeholder Engagement</b>	102–40	List of stakeholder groups	The list of our key stakeholders is provided in our published Code of Conduct. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement	Annual Report 2019, pages 51–52 LSEG Code of Conduct, pages 4-6. <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
	102–41	Collective bargaining agreements	We report the percentage of employees covered by collective bargaining agreements	CS Report 2019, page 43
	102–42	Identifying and selecting stakeholders	Stakeholder engagement is mainly project and product-based	
	102–43	Approach to stakeholder engagement	Stakeholder engagement is mainly project and product based however, the way in which we involve with different stakeholder groups depends on their specific characteristics. Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement	Annual Report 2019, pages 51–52
	102–44	Key topics and concerns raised	Details on our relationship with stakeholders are described in our Annual Report, including our Section 172(1) statement.	Annual Report 2019, pages 51–52
<b>General – Reporting Practice</b>	102–45	Entities included in the consolidated financial statements	A list of the Group's subsidiaries as at 31 December 2019 is included in the 'Notes to the financial statements'	Annual Report 2019, pages 200–203
	102–46	Defining report content and topic Boundaries	In determining the reporting content we follow the recommendations of our Guidance on ESG reporting. Every year, prior to reporting, all CS initiatives and activities are assessed for their materiality within our CS strategic framework. In addition, we draw from a range of international frameworks and standards, many of which interrelate, including FTSE Russell's ESG methodology, GRI Standards, Sustainability Accounting Standards Board indicators, CDP and the UN Sustainable Stock Exchanges initiative.	CS Report 2019, page 8 Your Guide to ESG Reporting, LSEG: <a href="http://www.lseg.com/sites/default/files/content/images/Green_Finance/ESG/2018/February/LSEG_ESG_report_January_2018.pdf">www.lseg.com/sites/default/files/content/images/Green_Finance/ESG/2018/February/LSEG_ESG_report_January_2018.pdf</a>
	102–47	List of material topics	On the basis of our materiality assessment six impact areas are considered as material to LSEG, they are listed and described in our CS Report.	CS Report 2019, page 8
	102–48	Restatements of information	There has been no restatements of information in 2019	
	102–49	Changes in reporting	There has been no change in reporting in 2019	
	102–50	Reporting period	We report on Calendar Year 2019 basis for both the Annual Report and CS Report	
	102–51	Date of most recent report	31-Dec-19	
	102–52	Reporting cycle	We report annually	
	102–53	Contact point for questions regarding the report	Contact details are provided in our CS Report	CS Report 2019, page 1

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<b>General – Reporting Practice</b>	102–54	Claims of reporting in accordance with the GRI Standards	This report references the following GRI Standard: GRI 102 General Disclosure, 2016 GRI 103 Management Approach, 2016 GRI 201: Economic Performance, 2016 GRI 205: Anti-Corruption, 2016 GRI 302: Energy, 2016 GRI 303: Water and Effluents, 2018 GRI 305: Emissions, 2016 GRI 306: Effluents and Waste, 2016 GRI 401: Employment, 2016 GRI 403: Occupational Health and Safety, 2018 GRI 404: Training and Education, 2016 GRI 405: Diversity and Equal Opportunity, 2016 GRI 406: Non discrimination, 2016 GRI 408: Child Labor, 2016 GRI 409: Forced or Compulsory Labor, 2016 GRI 415: Public Policy, 2016	
	102–55	GRI content index	The present GRI content index has been prepared in accordance with the disclosure requirements.	
	102–56	External assurance	Our Annual Report 2019 was subject to both internal and external verification. Our CS Report 2019 was submitted to an internal verification process. Environmental data was externally verified	CS Report 2019, pages 35 and 42
<b>Management Approach</b>	103–1	Explanation of the material topic and its Boundary	Every year, prior to reporting, our CS initiatives are assessed for their materiality. The materiality review is presented in our CS Report: while clearly stating our key impact areas, it explains why activities are material and progresses towards objectives' achievement.	CS Report 2019, pages 8–10
	103–2	The management approach and its components	For each material topic, we provide an overview of our management approach, including commitments, actions and initiatives, in our CS Report.	CS Report 2019, pages 13–33
<b>Economic Performance</b>	201–1	Direct economic value generated and distributed	Our financial review is set out in the Annual Report. Our community investments are summarised in the CS Report	Annual Report 2019, pages 53–59 CS Report 2019, page 33
	201–2	Financial implications and other risks and opportunities due to climate change	Being aware of climate-related financial risks and opportunities, in June 2017 LSEG signed a statement of support for the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD). Details on LSEG's alignment to TCFD recommendations are reported in our Annual Report and our CS Report.	Annual Report 2019, page 49 CS Report 2019, pages 52–53
	201–3	Defined benefit plan obligations and other retirement plans	The Group operates defined benefit and defined contribution pension schemes.	Annual Report 2019, pages 179–182

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<b>Anti-corruption</b>	205-1	Operations assessed for risks related to corruption	The Group continues to maintain systems and controls to mitigate compliance risk. In 2019 100% of our staff were trained on our Anti-Bribery and Corruption policies.	Annual Report 2019, pages 50 and 71 CS Report 2019, page 45
	205-2	Communication and training about anti-corruption policies and procedures	In compliance with the UK Bribery Act, we make clear the specific responsibilities of all of our employees and business partners and we require all our employees, partners, agents, suppliers and customers to comply with the regulation. Accordingly, 100% of our employees participated and completed mandatory Anti-Bribery and Corruption training in 2019.	Annual Report 2019, pages 50 and 71 CS Report 2019, page 45
	205-3	Confirmed incidents of corruption and actions taken	No staff was disciplined or dismissed due to non-compliance with anti-corruption policies in 2019.	CS Report 2019, page 43
<b>Environmental Category – Energy</b>	302-1	Energy consumption within the organization	We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013	CS Report 2019, pages 36-42
	302-3	Energy intensity	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
	302-4	Reduction of energy consumption	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
<b>Environmental Category – Water and Effluents</b>	303-5	Water consumption	We include this in the Environmental section of our CS Report	CS Report 2019, pages 36-42
<b>Environmental Category – Emissions</b>	305-1	Direct (Scope 1) GHG emissions	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
	305-2	Energy indirect (Scope 2) GHG emissions	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
	305-3	Other indirect (Scope 3) GHG emissions	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
	305-4	GHG emissions intensity	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
	305-6	Reduction of GHG emissions	We include this in the Environment section of the CS Report	CS Report 2019, pages 36-42
<b>Environmental Category – Effluents and Waste</b>	306-2	Waste by type and disposal method	We include this in the Environment section of the CS Report, under 'Waste'	CS Report 2019, page 41
<b>Labor Practices and Decent Work Category – Employment</b>	401-1	New employee hires and employee turnover	We report three year time series of comparable data of employee-based indicators	CS Report 2019, page 27
	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	We offer a number of rewards, and career opportunities and development for employees	CS Report 2019, pages 21-28

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<b>Labour Practices and Decent Work Category: Occupational Health and Safety</b>	403-1	Occupational health and safety management system	In compliance with local legal requirements, a health and safety management system is implemented at the Group level. An update on H&S policy and systems improvements is presented in the "Our People" section of the CS Report.	CS Report 2019, page 27
	403-3	Occupational health services	LSEG is committed to high standards of health and safety management. Updates on how the Group ensures the quality of H&S services are presented in our CS Report.	CS Report 2019, page 27
	403-4	Worker participation, consultation, and communication on occupational health and safety	100% of total LSEG workforce is represented in formal joint management-worker health and safety committees.	CS Report 2019, page 43
	403-6	Promotion of worker health	We have implemented a broad wellbeing programme for our employees, spanning across five different areas: financial, mental, physical, social purpose, and work-life Balance.	CS Report 2019, pages 26-27
	403-9	Work-related injuries	We include this information in the Social Performance section of our CS Report.	CS Report 2019, page 43
<b>Labor Practices and Decent Work Category – Training and Education</b>	404-3	Percentage of employees receiving regular performance and career development reviews	We report three year time series of comparable data on training and education	CS Report 2019, pages 24 and 43
<b>Labour Practices and Decent Work Category – Diversity and Equal Opportunities</b>	405-1	Diversity of governance bodies and employees	We include initiatives on diversity and inclusion, and report three-year time series of comparable data on diversity and equal opportunity	CS Report 2019, pages 25 and 43
<b>Human Rights Category – Non discrimination</b>	406-1	Incidents of discrimination and corrective actions taken	We report three year time series of comparable data on non-discrimination	CS Report 2019, page 43
<b>Human Rights Category – Child Labor</b>	408-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	In compliance with the Modern Slavery Act 2015, every year LSEG publishes a Modern Slavery Act Statement, reaffirming its commitments of combating every form of modern slavery and human trafficking by improving its supply chain management and procurement process. The Statement, while providing a description of our approach to risk assessment, also gives an overview of due diligence process.	<a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
<b>Human Rights Category – Forced or Compulsory Labor</b>	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Details on our approach to and risks of modern slavery can be found in our Modern Slavery Statement, published on our website	<a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-sustainability">www.lseg.com/about-london-stock-exchange-group/corporate-sustainability</a>
<b>Society Category – Public Policy</b>	415-1	Political contributions	We report three year time series of political contributions	CS Report 2019, page 50