

GRI G4

The table below summaries our governance disclosure mapped to GRI G4 indicators.

Disclosure	Indicator	Profile	Reference	
Strategy and analysis	G4-1	CEO message	We include a message from our Chief Executive, Xavier R Rolet, KBE in both the Annual Report and CR Report.	Annual Report 2016, pages 6-7 CR Report 2016, page 3
	G4-2	Key impacts, risks and opportunities	We provide an overview of key impacts and opportunities in 'Our corporate responsibility strategy' of our CR Report, where our Impact Framework is described.	CR Report 2016, page 6-7
Organisational profile	G4-3	Organisation name	London Stock Exchange Group plc	Annual Report 2016, page 176
	G4-4	Primary brands, products, services and operational structure	We describe the components of our Group, how the businesses link together and the way we add value. We also show an overview by business of the customers for our services, the way we derive revenues and the key metrics (KPIs).	Annual Report 2016, pages 8-11
	G4-5	Location of organisation's headquarters	10 Paternoster Square, London, EC4M 7LS	Annual Report 2016, page 176
	G4-6	Breadth of operation	Our operations span the globe, with offices in Australia, Canada, France, Hong Kong, India, Italy, Japan, Russia, Sri Lanka, the UK and the US.	Annual Report 2016, page 36
	G4-7	Nature of ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106).	Annual Report 2016, page 176
	G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	We report the markets we served including the geographical distribution of our revenue.	Annual Report 2016, pages 8-11
	G4-9	Organisation scale	At the end of 2016, we had 3,976 employees.	Annual Report 2016, page 8
	G4-10	Employee statistics	We provide a summary of employee statistics on employment, health and safety, training and education, diversity and equal opportunity and non-discrimination.	CR Report 2016, page 38
	G4-11	Employees covered by collective bargaining agreements	We provide a percentage for 2014, 2015 and 2016 respectively.	CR Report 2016, page 38
	G4-12	Organisation's supply chain	Our Supplier Code of Conduct is available on our website.	www.lseg.com/sites/default/files/content/documents/Group_Procurement_Supplier_Code_of_Conduct_November_2015_0.pdf
	G4-13	Significant changes during the reporting period regarding size, structure, or ownership	We provide a segmental review and a list of substantial shareholders.	Annual Report 2016, pages 20-35 and 175
	G4-14	Precautionary approach or principle	Given the nature of our product portfolio, we deem this aspect not material.	
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	We are signatories of the UN-supported Principles for Responsible Investment through FTSE Russell, and an Observer to the International Capital Markets Association's Green Bonds Principles (GBP). LSEG is a signatory of the Paris Pledge for Action.	CR Report 2016, page 11, 16 and 14
	G4-16	Membership associations	We are founding members of the UN-supported Principles for Responsible Investment, and a member of the Sustainable Stock Exchanges initiative, the Climate Bonds Initiative, the City of London's Green Finance Initiative and an Observer to the International Capital Markets Association's Green Bonds Principles (GBP). We are also members of a number of regional sustainable investment and finance associations, including UKSIF, Eurosif, Japan SIF, US SIF and Forum per la Finanza Sostenibile.	CR Report 2016, page 11, 15

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Disclosure	Indicator	Profile	Reference	
Identified material aspects and boundaries	G4-17	Entities included in the organisation's consolidated financial statements or equivalent documents	A list of the Group's subsidiaries as at 31 December 2016 is included in the 'Notes to the financial statements'.	Annual Report 2016, pages 164-168
	G4-18 G4-19 G4-20 G4-21	Material aspect boundaries	We assess the materiality of any CR initiatives or activities before reporting.	CR Report 2016, page 8
	G4-22	Restatements	In the Environment section of the CR Report 2015, the water consumption was by mistake stated in litres and not in m ³ . We have amended this mistake in the current report for the 2014-2016 figures.	CR Report 2016, page 35-36
	G4-23	Significant changes from previous reporting periods in the Scope and Aspect Boundaries	Due to the sale of Russell Investments over the course of 2016, scope boundaries have significantly changed with respect to 2015.	
Stakeholder engagement	G4-24	Stakeholder groups engaged by the organisation	The development of our ESG Reporting Guidance can be an example of stakeholder involvement. Our relations with shareholders are described in our Annual Report.	Annual Report 2016, page 58
	G4-25	Basis for identification and selection of stakeholders with whom to engage	Stakeholder engagement is mainly project and product based.	
	G4-26	Approach and frequency of stakeholder engagement	Stakeholder engagement is mainly project and product based. Our relations with shareholders are described in our Annual Report.	Annual Report 2016, page 58
	G4-27	Key topics and concerns that have been raised through stakeholder engagement	The development of our ESG Reporting Guidance can be an example of stakeholder involvement. Our relations with shareholders are described in our Annual Report.	Annual Report 2016, page 58
Report profile	G4-28	Reporting period of report	We report on Calendar Year 2016 basis for both the Annual Report and CR Report.	
	G4-29	Date of previous report	31 December 2015	
	G4-30	Reporting cycle	We report annually.	
	G4-31	Contact point for questions on the report	Contact details are provided in our CR Report.	CR Report 2016, page 2
	G4-32	GRI 'In accordance' option	This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines and the option adopted is 'In accordance - Core'.	
	G4-33	External assurance	Our Annual Report 2016 was subject to both internal and external verification. Our CR Report 2016 was submitted to an internal verification process. Environmental, diversity and cash donation data was externally verified.	CR Report 2016, page 33

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Disclosure	Indicator	Profile	Reference	
Governance	G4-34	Governance structure	A full breakdown of our governance structure can be found in our Annual Report.	Annual Report 2016, pages 58-101
	G4-35	Process for delegating authority for economic, environmental and social topics	A diagram on sustainability governance is provided in the CR Report.	CR Report 2016, page 42
	G4-36	Position with responsibility for economic, environmental and social topics	This is described in our publicly accessible Group CR Policy.	www.lseg.com/about-london-stockexchange-group/corporate-responsibility
	G4-37	Consultation between stakeholders and the Board on ESG topics	The Corporate Responsibility policy is a subject reserved for the Board, but we do not disclose the consultation process.	Annual Report 2016, page 42
	G4-38	Board composition	The Board structure and changes are reported.	Annual Report 2016, pages 54-55
	G4-39	Status of the Chair of the highest governance body	The Chairman of the Group is independent on appointment.	Annual Report 2016, page 54
	G4-40	Nomination and selection processes for the highest governance body	We include the Report of the Nomination Committee in the Annual Report.	Annual Report 2016, page 61
	G4-41	Process for conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed.	Annual Report 2016, page 58
	G4-48	The highest committee or position that reviews and approves the organisation's sustainability report	The Board reviews and approves the CR Report.	
	G4-51 G4-52 G4-53 G4-54 G4-55	Remuneration and incentives	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 2016, pages 70-95
Ethics and integrity	G4-56	Organisation's values, principles, standards and norms of behaviour	We state these in the governance section of the CR Report. The full Code of Conduct is available on our website.	CR Report 2016, pages 41-43 https://www.lseg.com/sites/default/files/content/documents/Code%20of%20Conduct.pdf
Economic performance and indicators	G4-EC1	Economic value generated and distributed	Our financial review is set out in the Annual Report. Our community investments are summarised in the CR Report.	Annual Report 2016, pages 38-43 CR Report 2016, pages 27-31
	G4-EC2	Risks and opportunities due to climate change	We are aware of the related risks and opportunities and have developed measures to address them.	CR Report 2016, pages 34-37
	G4-EC3	Defined benefit plan obligations	The Group operates defined benefit and defined contribution pension schemes.	Annual Report 2016, page 119

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Disclosure	Indicator	Profile	Reference	
Environmental indicators	G4-EN3	Energy consumption within the organisation	We report all of the emission sources required under the Companies Act 2006 (Strategic Report and Directors' Reports) Regulations 2013.	CR Report 2016, pages 34-37
	G4-EN5	Energy intensity	We include this in the Environment section of the CR Report.	CR Report 2016, pages 34-37
	G4-EN6	Reduction of energy consumption	We include this in the Environment section of the CR Report.	CR Report 2016, pages 34-37
	G4-EN15, G4-EN16, G4-EN17	Direct, energy indirect and other indirect Greenhouse Gas (GHG) emissions (Scope, 1,2 and 3)	We include this in the Environment section of the CR Report.	CR Report 2016, pages 34-37
	G4-EN18	GHG emissions intensity	We include this in the Environment section of the CR Report.	CR Report 2016, pages 34-37
	G4-EN19	Reduction in GHG emissions	We include this in the Environment section of the CR Report.	CR Report 2016, pages 34-37
	G4-EN23	Total weight of waste	We include this in the Environment section of the CR Report, under 'waste and paper'.	CR Report 2016, page 37
	G4-EN30	Environmental impacts of transporting members of the workforce	We include this in the Environment section of the CR Report, under 'business travel'.	CR Report 2016, page 36
Social indicators	G4-LA1	Number and rates of new employee hires and employee turnover	We report three-year time series of comparable data of employee-based indicators.	CR Report 2016, page 26
	G4-LA2	Benefits provided to full-time employees	We offer a number of rewards, and career opportunities and development for employees.	CR Report 2016, pages 23-25
	G4-LA5	Health and safety committee	In accordance with the Group Policy, health and safety is managed at a local level in each country while governance is managed through the health and safety forum.	CR Report 2016, page 26
	G4-LA11	Percentage of employees receiving regular performance and career development reviews	We report three-year time series of comparable data on training and education.	CR Report 2016, page 38
	G4-LA12	Diversity and equal opportunities	We include initiatives on diversity and inclusion, and report three-year time series of comparable data on diversity and equal opportunity.	CR Report 2016, pages 24 and 38
Human Rights indicators	G4-HR3	Total number of incidents of discrimination and corrective actions taken	We report three-year time series of comparable data on non-discrimination.	CR Report 2016, page 38
	G4-HR5, G4-HR6	Child labour and forced or compulsory labour	Our policy on human rights and anti-slavery commitment are available on our website in the Group CR Policy.	http://www.lseg.com/sites/default/files/content/documents/Group%20CR%20Policy_%20LSEG%20Board%20approved_WEB%20VERSION.pdf
Society indicators	G4-S03	Percentage and total number of business units analysed for risks related to corruption	100% of our businesses have certified compliance with our Anti-Bribery and Corruption policies.	CR Report 2016, page 43
	G4-S04	Percentage of employees trained in the organisation's anti-corruption policies and procedures	100% of our employees completed mandatory Anti-Bribery and Corruption training in 2016.	CR Report 2016, page 26
	G4-S05	Actions taken in response to incidents of corruption	No staff is disciplined or dismissed due to non-compliance with anti-corruption policies.	CR Report 2016, page 47
	G4-S06	Total value of political contributions by country and recipient/ beneficiary	The only political donations made in 2016 amounted to US\$41,500 by Russell Investments PAC, before its sale. The Group has made no other political donations.	CR Report 2016, page 47
	G4-S07	Total number of legal actions for anti-competitive behaviour, anti-trust, and monopoly practices and their outcomes	The Group has had no legal actions in these areas within the reporting period.	