



GRI Standards

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

Disclosure	Indicator	Profile	Reference	
General – Organisational Profile	102-1	Name of the organisation	London Stock Exchange Group plc.	
	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).	
	102-3	Location of headquarters	10 Paternoster Square, London, EC4M 7LS.	
	102-4	Location of operations	We operate globally, with offices in Australia, Canada, China, France, Hong Kong, India, Italy, Japan, Malaysia, Mexico, Taiwan, Sri Lanka, UAE, the UK and the US.	
	102-5	Ownership and legal form	LSEG is a public limited company registered in England and Wales (No. 5369106).	
	102-6	Markets served	The markets we serve, reviews distribution by business and geographic area, as well as customer profiles are included in our Annual Report.	
	102-7	Scale of the organisation	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.	
	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, organisational level and age group. We also include details on how data have been collected and verified.	
	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 2018 Modern Slavery Act Statement. In addition, our Supplier Code of Conduct is published on our website.	
				2018 Modern Slavery Act Statement: www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/modern-slavery-act-statement
				Supplier Code of Conduct: www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance
	102-10	Significant changes to the organisation and its supply chain	We provide a segmental review and a list of substantial shareholders.	Annual Report 2018, pages 22-35 and 179
	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); letter to the International Organisation of Securities Commissions; Time to Change Employer Pledge; UK Prompt Payment Code; Armed Forces covenant. FTSE Russell partnered with the UN to provide data and analysis that enables the quality of ESG disclosure across exchange and collaborates with The Transition Pathway Initiative (TPI). In addition, we are represented on the City of London's Green Finance Initiative and as an observer of the Green Bond Principles.	CS Report 2018, pages 15, 18-19, 37, 39 and 41	
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); the FC4S Network; 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 2018, pages 39 and 41	



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Disclosure	Indicator	Profile	Reference
General – Strategy	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 2018, pages 6-9 CS Report 2018, 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. Annual Report 2018, page 36 CS Report 2018, pages 6-8
General – Ethics and Integrity	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 2018, page 36 www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance
General – Governance	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. CR report 2018, page 37 Group CR Policy www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance
	102-19	Delegating authority	A diagram on sustainability governance is provided in the CS Report. CS Report 2018, page 37
	102-20	Executive-level responsibility for economic, environmental, and social topics	This information is presented in our published Group CS Policy. Group CR Policy pages 5 and 6 www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance
	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 2018, page 37
	102-22	Composition of the highest governance body and its committees	The Board structure and changes are reported in the Annual Report. Annual Report 2018, pages 59-61
	102-23	Chair of the highest governance body	The Chairman of the Group is independent on appointment. Annual Report 2018, page 59
	102-24	Nominating and selecting the highest governance body	We include the Report of the Nomination Committee in the Annual Report. Annual Report 2018, pages 72-73
	102-25	Conflicts of interest	We have established procedures whereby actual and potential conflicts of interest are regularly reviewed. Annual Report 2018, page 67
	102-32	Highest governance body's role in sustainability reporting	The Board reviews and approves the CS Report. Group CR Policy page 5 www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance



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Disclosure	Indicator	Profile	Reference	
General – Governance continued	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.	
	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		
General – Stakeholder Engagement	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 shareholders are described in our Annual Report.	Annual Report 2018, pages 82-100 Annual Report 2018, page 57 LSEG Code of Conduct, pages 4-6 www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/governance
	102-41	Collective bargaining agreements	We report the percentage of employees covered by collective bargaining agreements.	CS Report 2018, page 35
	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. For example, every two years, as a way to provide all colleagues with an opportunity to share their views on what it is like to work at LSEG, we organise the 'Have Your Say' engagement survey – surveys results are then analysed as a starting point to improve our social performance. Other examples of stakeholder engagement (panels, events and surveys) are presented in our CS Report.	CS Report 2018, pages 10-28
	102-44	Key topics and concerns raised	The different activities in which we participate to engage with our key stakeholders are considered as a starting point to inform and improve our ESG performance. As an example, following the 2016 'Have your Say' engagement survey, work has been done to provide feedbacks to our colleagues' main concerns, improving the 'Our People' performance – results are provided in our CS Report.	CS Report 2018, page 15
General – Reporting Practice	102-45	Entities included in the consolidated financial statements	A list of the Group's subsidiaries as at 31 December 2018 is included in the 'Notes to the financial statements'.	Annual Report 2018, page 138
	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 2018, page 7 "Your Guide to ESG Reporting", LSEG: www.lseg.com/esg
	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 2018, page 6

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Disclosure	Indicator	Profile	Reference	
General – Reporting Practice continued	102-48	Restatements of information	Figures on environmental performance have been updated on receipt of annual emissions factor guidance and/or actual data from suppliers.	CS Report 2018, page 34
	102-49	Changes in reporting	There has been no change in reporting in 2018.	
	102-50	Reporting period	We report on Calendar Year 2018 basis for both the Annual Report and CS Report.	
	102-51	Date of most recent report	31-Dec-17.	
	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 2018, page 1
102-54	Claims of reporting in accordance with the GRI Standards	<p>This report references the following GRI Standards:</p> <ul style="list-style-type: none"> 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 Labour, 2016 GRI 409: Forced or Compulsory Labour, 2016 GRI 415: Public Policy, 2016 		

Amendment: Reference to 'Core' in Disclosure 102-54 has been removed



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Disclosure	Indicator	Profile	Reference	
General – Reporting Practice continued	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 2018 was subject to both internal and external verification. Our CS Report 2018 was submitted to an internal verification process. Environmental, diversity and cash donation data was externally verified.	CS Report 2018, page 31
Management Approach	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 2018, pages 6-7
	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 2018, pages 10-28
Economic Performance	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 2018, pages 41-47 CS Report 2018, page 27
	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.	Annual Report 2018, page 38
	201-3	Defined benefit plan obligations and other retirement plans	The Group operates defined benefit and defined contribution pension schemes.	Annual Report 2018, pages 152-154
Anti-corruption	205-1	Operations assessed for risks related to corruption	100% of our businesses have certified compliance with our Anti-Bribery and Corruption policies.	Annual Report 2018, pages 36 and 40 CS Report 2018, pages 4 and 38
	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 2018.	CS Report 2018, pages 1 and 38
	205-3	Confirmed incidents of corruption and actions taken	No staff is disciplined or dismissed due to non-compliance with anti-corruption policies.	CS Report 2018, pages 38 and 44
Environmental Category – Energy	302-1	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.	CS Report 2018, pages 31-34
	302-3	Energy intensity	We include this in the Environment section of the CS Report.	CS Report 2018, pages 31-33
	302-4	Reduction of energy consumption	We include this in the Environment section of the CS Report.	CS Report 2018, pages 31-34



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Disclosure	Indicator	Profile	Reference	
Environmental Category – Water and Effluents	303-5	Water consumption	We include this in the Environmental section of our CS Report.	CS Report 2018, pages 32-33
Environmental Category – Emissions	305-1	Direct (Scope 1) GHG emissions	We include this in the Environment section of the CS Report.	CS Report 2018, pages 31-34
	305-2	Energy indirect (Scope 2) GHG emissions		
	305-3	Other indirect (Scope 3) GHG emissions		
	305-4	GHG emissions intensity	We include this in the Environment section of the CS Report.	CS Report 2018, pages 31-34
	305-6	Reduction of GHG emissions	We include this in the Environment section of the CS Report.	CS Report 2018, pages 31-34
Environmental Category – Effluents and Waste	306-2	Waste by type and disposal method	We include this in the Environment section of the CS Report, under 'Waste and Paper'.	CS Report 2018, page 34
Labour Practices and Decent Work Category – Employment	401-1	New employee hires and employee turnover	We report 4 year time series of comparable data of employee-based indicators.	CS Report 2018, pages 21 and 35
	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 2018, pages 19-22
Labour Practices and Decent Work Category: Occupational Health and Safety	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 2018, page 21
	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 2018, page 21
	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 2018, page 35
	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 2018, page 19
	403-9	Work-related injuries	We include this information in the Social Performance section of our CS Report.	CS Report 2018, page 35



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Disclosure	Indicator	Profile	Reference
Labour Practices and Decent Work Category – Training and Education	404-3 Percentage of employees receiving regular performance and career development reviews	We report 4 year time series of comparable data on training and education.	CS Report 2018, pages 21 and 35
Labour Practices and Decent Work Category – Diversity and Equal Opportunities	405-1 Diversity of governance bodies and employees	We include initiatives on diversity and inclusion, and report 4 year time series of comparable data on diversity and equal opportunity.	CS Report 2018, pages 18 and 35
Human Rights Category – Non discrimination	406-1 Incidents of discrimination and corrective actions taken	We report 4 year time series of comparable data on non-discrimination.	CS Report 2018, page 35
Human Rights Category – Child Labour	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, gives also an overview of due diligence process.	www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/modern-slavery-act-statement
Human Rights Category – Forced or Compulsory Labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour		
Society Category – Public Policy	415-1 Political contributions	We report 3 year time series of political contributions.	CS Report 2018, page 44