

# GRI G4

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

<b>Disclosure</b>	<b>Indicator</b>	<b>Profile</b>	<b>Reference</b>	
Strategy and analysis	G4-1	CEO message	CR Report 2015, page 3	
Organisational profile	G4-3	Organisation name	London Stock Exchange Group plc	
	G4-4	Primary brands, products, services and operational structure	A summary of our key brands, products and services, and operational structure can be found in our Annual Report	Annual Report 2015, page 8-11
	G4-5	Location of organisation's headquarters	The Group is headquartered at 10 Paternoster Square, London	
	G4-6	Breadth of operation	Our operations span 6 continents, with offices in Australia, Canada, France, Hong Kong, India, Italy, Japan, Russia, Sri Lanka, the UK and the US	
	G4-7	Nature of ownership and legal form	We are a Public Limited Company, incorporated in England and Wales, and have a premium listing on the Main Market of the London Stock Exchange	
	G4-8	Markets served (including geographic breakdown, sectors served, and types of customers/beneficiaries)	A summary of the main markets in which we operate can be found in our Annual Report	Annual Report 2015, page 8-9
	G4-9	Organisation scale	At the end of the reporting period we had 5,245 employees.	
	G4-10	Employee statistics	A summary of our social performance disclosure can be found in our CR Report	CR Report 2015, page 37
	G4-11	Employees covered by collective bargaining agreements	This is summarised in our social performance disclosure in our CR Report	CR Report 2015, page 37
	G4-12	Organisation's supply chain	Our Supplier Code of Conduct, which includes a summary of our supply chain, is available on our website	<a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance">www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance</a>
	G4-13	Significant changes during the reporting period regarding size, structure, or ownership	A table of the significant shareholders of LSEG can be found in our Annual Report	Annual Report 2015, page 155
	G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organisation subscribes or which it endorses	The Group supports and works with a number of organisations that encourage sustainability, including the CDP, the UN backed Sustainable Stock Exchange Initiative, the Principles for Responsible Investment (PRI), UK SIF, EuroSIF, US SIF, Japan SIF, ICGN, RIAA and the Social Stock Exchange	
	Identified material aspects and boundaries	G4-17	Entities included in the organisation's consolidated financial statements or equivalent documents	
G4-18		Material aspect boundaries	We have described the process and decisions behind the material in the CR Report on our Materiality page	CR Report 2015, page 7
G4-19				
G4-20				
G4-21				

## GRI G4 continued

<b>Disclosure</b>		<b>Indicator</b>	<b>Profile</b>	<b>Reference</b>
Stakeholder engagement	G4-26	Approach and frequency of stakeholder engagement	Our relations with shareholders are described in our Annual Report. Other stakeholders are engaged in relation to specific initiatives. For example a range of stakeholders will be consulted as we develop guidance on best practice ESG reporting	Annual Report 2015, page 59
Report profile	G4-28	Reporting period of report	We are reporting on a Calendar Year 2015 basis	
	G4-29	Date of previous report	Our previous report was published on 25 March 2015, covering the period 1 April to 31 December 2015, this was due to a change to our financial year end	
	G4-30	Reporting cycle	We report annually	
	G4-31	Contact point for questions on the report	Contact details are described in our CR Report	CR Report 2015, page 2
	G4-33	External assurance	Our 2015 Annual Report was subject to both internal and external verification. Our 2015 CR Report was subject to internal verification. Our environmental statistics were subject to external verification, as described in the Environment section on page 36	CR Report 2015, page 36
Governance	G4-34	Governance structure	A full breakdown of our governance structure, including committees, reporting procedures, and avoidance of conflict of interest, can be found in our Annual Report	Annual Report 2015, pages 57-91
	G4-35	Process for delegating authority for economic, environmental and social topics	The management of Group corporate responsibility process is described in Our CR strategy, on page 6. Our Environmental Management Group is described on page 31	CR Report 2015, pages 6 and 31
	G4-36	Position with responsibility for economic, environmental and social topics	This is described in our publicly accessible Group CR Policy	<a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-responsibility">www.lseg.com/about-london-stock-exchange-group/corporate-responsibility</a>
	G4-38	Board composition		Annual Report 2015, pages 54-56
	G4-39	Status of the Chair of the highest governance body	Our Chairman is separate from our executive officers	
	G4-40	Nomination and selection processes for the highest governance body	We have a nomination committee, who's report is published in our Annual Report	Annual Report 2015, page 61
	G4-41	Process for conflicts of interest	We explain our process for conflicts of interest in our Annual Report	Annual Report 2015, page 59
	G4-48	The highest committee or position that reviews and approves the organisation's sustainability report	The Board reviews and approves the sustainability 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 2015, pages 70-87
	Ethics and integrity	G4-56	Organisation's values, principles, standards and norms of behaviour	We discuss our values, behaviours and code of conduct in our governance section of our CR Report. Our full code of conduct is available on our website

## GRI G4 continued

Disclosure	Indicator	Profile	Reference
Economic performance indicators	G4-EC1	Economic value generated and distributed	Our financial review is set out in the Annual Report. Our Community investments are set in the CR Report
	G4-EC2	Risk and opportunities due to climate change	CR Report 2015, page 36
	G4-EC3	Defined benefit plan obligations	Annual Report 2015, page 115
Environmental indicators	G4-EN3	Energy Consumption within the organisation	CR Report 2015, pages 32-36
	G4-EN5	Energy intensity	CR Report 2015, page 34
	G4-EN6	Reduction of energy consumption	Data centres and offices statistic tables and commentary
	G4-EN15, G4-EN16, G4-EN17	Direct, energy indirect and other indirect Greenhouse Gas (GHG) emissions (Scope, 1,2 and 3)	Overall performance statistic table and commentary
	G4-EN18	GHG emissions intensity	Overall performance statistic table and commentary
	G4-EN19	Reduction in GHG emissions	Overall performance statistic table and commentary
	G4-EN23	Total weight of waste	Waste and paper statistic table and commentary
	G4-EN30	Environmental impacts of transporting members of the workforce	Business travel statistic table and commentary
Social indicators	G4-LA1	Number and rates of new employee hires and employee turnover	In the people based KPIs table
	G4-LA2	Benefits provided to full-time employees	Employees with fixed-term contracts have access to the same or equivalent development opportunities and benefits as those with permanent full-time or part-time contracts
	G4-LA5	Health and safety committee	CR Report 2015, page 23
	G4-LA11	Percentage of employees receiving regular performance and career development reviews	Please see the social table under training and education
	G4-LA12	Diversity and equal opportunities	Please see the social table under diversity and equal opportunity
Human Rights indicators	G4-HR3	Total number of incidents of discrimination and corrective actions taken	Please see the social table under non-discrimination
	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 <a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance">www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance</a>
Society indicators	G4-S03	Percentage and total number of business units analysed for risks related to corruption	All business areas are analysed for risks related to corruption as stated in our anti-corruption policy
	G4-S04	Percentage of employees trained in the organisation's anti-corruption policies and procedures	All employees receive training in our anti-corruption policies and procedures
	G4-S05	Actions taken in response to incidents of corruption	The Group has had no incidents of corruption within the reporting period
	G4-S06	Total value of political contributions by country and recipient/beneficiary	The Group did not make any political donations to EU or non-EU organisations, or incur any political expenditure within the reporting period
	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

## Additional disclosures

<b>Further disclosure</b>	<b>Indicator</b>	<b>Profile</b>	<b>Reference</b>
Governance and risk management	Risk management	A full list of our principal risks and details of our system of risk management and internal control can be found in our Annual Report	Annual Report 2015, pages 44-53 and 60
	Staff engagement	This report highlights a number of staff engagement initiatives within the Group, in particular in the Our People section of our CR report. We also have a suggestion box and encourage staff to give feedback	CR Report 2015, pages 20-23
Policies and procedures	Mission statement	The Group mission statement and strategy can be found in our Annual Report	Annual Report 2015, pages 16-17
	Policies	<p>We have a number of internal and public policies. These include:</p> <ul style="list-style-type: none"> <li>- Anti-bribery and corruption</li> <li>- Business continuity management</li> <li>- Business protection and physical security</li> <li>- Capital management</li> <li>- Code of conduct</li> <li>- Conflicts of interest</li> <li>- Confidentiality</li> <li>- Corporate responsibility</li> <li>- Data protection and security</li> <li>- Disclosure</li> <li>- Diversity</li> <li>- Employee information security</li> <li>- Employee practices</li> <li>- Financial crime and money laundering</li> <li>- Grievance reporting</li> <li>- Health and safety</li> <li>- IT operations</li> <li>- Media and communications</li> <li>- New products (market)</li> <li>- Outsourcing</li> <li>- Procurement</li> <li>- Project management</li> <li>- Supplier code of conduct</li> <li>- Tax governance</li> <li>- Travel and expenses</li> <li>- Treasury</li> <li>- Whistleblowing</li> </ul>	<a href="http://www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance">www.lseg.com/about-london-stock-exchange-group/corporate-responsibility/ethics-and-governance</a>

## Additional disclosures continued

<b>Further disclosure</b>	<b>Indicator</b>	<b>Profile</b>	<b>Reference</b>
	Monitoring procedures	We have a number of procedures in place for monitoring our ESG performance, as set out in the methodology section of our CR Report, and is reviewed by the Group's Board. These include the use of CREDIT360, a specialist environmental activities monitoring system, and WorkDay, a specialist human capital management system, to track social activities across the Group. For further information regarding our efforts in this area, please feel free to contact us directly	CR Report 2015, pages 30-31
Stakeholder engagement in ESG issues	Staff engagement in ESG issues	There are a number of initiatives across to Group to raise staff awareness of ESG issues and increase staff involvement	
	Client engagement in ESG issues	We encourage our customers to engage with sustainability issues, such as through the UK Stewardship Code	
	Supplier engagement in ESG issues	Our Procurement Policy also encourages our suppliers to act in accordance with our Supplier Code of Conduct, incorporating human rights, environmental, diversity and inclusion elements	