



IHS Markit™

Human Rights and Labor Practices Policy

November 2016

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Purpose and Summary

Respect for human rights is deeply ingrained in IHS Markit values, in how we run our business, interact with stakeholders and engage with our communities around the world. At IHS Markit, we value diversity and equal opportunity and do not tolerate discrimination or harassment of any kind.

IHS Markit is committed to our colleagues, customers, future generations and the communities where we live and work. We encourage colleagues to fully capture their potential through training, development and personal growth and educational opportunities. We encourage colleagues to engage in community outreach activities and believe in giving back to our communities through financial support, volunteer efforts and team-driven community improvement initiatives.

This IHS Markit global policy communicates the company's expectations with respect to human rights issues and the high standard of conduct expected of colleagues at all IHS Markit locations worldwide. This includes but is not limited to human rights issues such as: non-discrimination, gender equality, freedom of association, collective bargaining, child labor, human trafficking, forced or compulsory labor and indigenous rights.

Scope

For the purpose of this global policy, IHS Markit colleagues include, but may not be limited to: full time, part-time, and fixed-term employees; contingent workforce, which includes consultants, temporary workers, and internal temporary workers; as well as third party vendors or consultants who may access IHS Markit systems for a period of time.

This includes but is not limited to human rights issues such as: non-discrimination, gender equality, freedom of association, collective bargaining, child labor, human trafficking, anti-slavery, forced or compulsory labor and indigenous rights.

Policy

IHS Markit adheres to the highest ethical conduct as outlined in the IHS Markit Business Code of Conduct in all aspects of business, including Human Rights, Labor, Anti-Slavery, Environment and Anti-Corruption. IHS Markit operates on a foundation of our core values of Teamwork, Respect,

Accountability, Integrity and Innovation which are expected to be followed by all colleagues, management and the board.

IHS Markit respects fundamental human rights and views them as a key component of responsible corporate citizenship. In addition to supporting the fundamental principles contained in the United Nations [Universal Declaration of Human Rights](#), we are committed to finding practical ways to apply those principles in our daily operations, interactions with customers and in our communities. We continue to work with suppliers to help uphold ethical human rights standards, as outlined in the IHS Markit Supplier IHS Markit Policy Statement. We are also a signatory to the [World Economic Forum Partnership Against Corruption \(PACI\)](#) and the [United Nations Women Empowerment Principles](#).

IHS Markit is committed to the following operational measures and international labor and workplace standards:

Operational measures

IHS Markit aims to implement the United Nations “Protect, Respect and Remedy” framework which was endorsed by the United Nations Human Rights Council. IHS Markit Recognizes that the [UN Guiding Principles on business and human rights](#) provide an authoritative global standard for preventing and addressing the risk of adverse impacts on human rights linked to business activity.

Risk assessment, prevention, and remediation

Should IHS Markit identify any risk of contributing to an adverse impact in the area of human rights or labor rights, it will take the necessary steps to cease or prevent its contribution and use its leverage with internal and external business networks to mitigate any remaining impacts to the greatest extent possible.

By doing so, and in accordance with its core business, IHS Markit pays special attention to International Labor standards such as:

- Non-discriminatory treatment
- Healthy and Safe work environment
- Minimum wages
- No child labor
- Voluntary employment
- Freedom of association
- Anti-harassment

- Anti-slavery
- Human trafficking

Reporting and Whistleblowing

Reporting and mitigation of issues and concerns on human rights and labor rights issues, occur as other reporting concerns, per our risk management processes and the IHS Markit Code of Conduct Hotline, per the IHS Markit Code of Conduct Hotline Policy.

Non-Discriminatory Treatment

We provide equal opportunity for all in recruiting, hiring, developing, promoting, and compensating without regard to age, color, sex, gender identify, disability, gender, national origin, race, religion, sexual orientation, pregnancy or any other basis that is protected under applicable law.

Healthy and Safe Work Environment

We are committed to the health and safety of our employees, per our Workplace Health and Safety Policy. We maintain a global program of regular education, emergency response planning and training to ensure individuals are equipped to identify and manage potential risks in the workplace.

Minimum Wages

We comply with local minimum wages. We use market and industry standards to apply fair wages where no wage law is in existence.

No Child Labor

We abide by local minimum age laws and do not employ child labor in any circumstance.

Voluntary Employment

We do not use forced or compulsory labor. All employment is voluntary.

Freedom of Association

We respect the right of our employees to freely participate in labor unions, or choose not to participate, and the right to collectively bargain, in accordance with local law.

Anti-Harassment

We prohibit ethnic, racial, religious, sexual or any other type of harassment. Examples of unacceptable practices include any behavior that is physical or verbal in nature that interferes with and obstructs performance in the workplace.

Anti-Slavery and Human Trafficking

Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor and human trafficking, all of which have in common the deprivation of a person's liberty by another in order to exploit them for personal or commercial gain.

IHS Markit has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships and to implementing and enforcing effective systems and controls to ensure modern slavery is not taking place anywhere in our own business or in any of our supply chains.

We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our supply chains, consistent with our disclosure obligations under the United Kingdom Modern Slavery Act 2015.

We expect the same high standards from all of our contractors, suppliers and other business partners, and as part of our contracting processes, we require commitments against the use of forced, compulsory or trafficked labor, or anyone held in slavery or servitude, whether adults or children, and we expect that our suppliers will hold their own suppliers to the same high standards.

We prohibit trafficking of all persons in a range of exploitative practices, as defined by [ochcr.org. section I, A.](https://www.ochcr.org/section-I-A)

Accountability

It is the obligation of every colleague to understand these responsibilities and to exercise proper judgment in compliance with this policy to avoid infringing on the human rights of others. We have clear processes and training in place to ensure we are able to identify, prevent, and mitigate adverse human rights impacts resulting from or caused by our business activities before or if they occur through human rights due diligence and mitigation processes.

Management is responsible for implementing, reviewing, and ensuring that the employees reporting to them are aware of the provisions in this document. All IHS Markit colleagues are expected to adhere to the conditions defined in this document. Any violations are considered violations of the IHS Markit Business Code of Conduct and are subject to the disciplinary actions stated therein.

Document Management:

Policy Name	Human Rights and Labor Practices Policy
Policy Owner	Human Resources and Sustainability
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Approved By	EVP and Chief Administrative Officer
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Contact person for questions or policy interpretation	Shelley Pettet, SVP, Human Resources Marilyn Johnson, Head of Sustainability
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