

Diversity, Equity & Inclusion Policy

August 2023



LSEG

Introduction and purpose

This policy sets out how we approach diversity, equity and inclusion (DEI) at LSEG outlining our Philosophy; Ambitions; DEI lever framework; Expectations with regards to building a culture of belonging free from discrimination, harassment, and bias.

Our Diversity, Equity, & Inclusion (DEI) philosophy

We aim to create a culture of belonging, a workplace that is truly representative of all sections of society and our customers, that is fair and inclusive for all, where diverse perspectives are valued and leveraged throughout the Group.

We have 4 ambitions that support our philosophy above:

1. Creating a culture of belonging for all;
2. Creating equity in our processes that enable the attraction, retention and fair promotion of a global diverse pipeline of talent;
3. Building a global leadership team that's diverse in makeup and experiences, and accountable for our progress;
4. Leading the Industry in progressing the DEI agenda.

We drive our ambitions through 6 levers that enable us to focus on DEI across the talent life cycle and externally in our brand and in the communities in which we operate:

1. **Data** – we use simple metrics to identify opportunities and potential inequities and goals to keep us on track to drive diversity;
2. **Capability** – we will build our knowledge of DEI so our people have the tools they need to enable inclusive behaviours and decisions;
3. **Accountability** – is expected from our colleagues and People Leaders to drive diversity and build a culture of inclusion and belonging;
4. **Equity** – equal does not mean fair; we strive to make our policies, processes and practices fair and inclusive;
5. **Colleagues** – listening to and engaging with our colleagues to inform our understanding of different colleague needs and opportunities to learn;
6. **Brand and Communications** – ensuring we have a DEI lens on internal communications and externally engaging with our stakeholders to drive progress in DEI across the industry and beyond.

At LSEG, we are committed to complying with applicable laws, rules and regulations governing non-discrimination wherever we do business.



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This means that where local legislative requirements do not meet our internal policies, we will always expect that this policy is followed at a minimum.

We are committed to providing equitable employment opportunities through positive action¹ with regard to hiring, compensation, promotion, classification, training, apprenticeship, referral for employment and other terms of employment for all persons. We are committed to encouraging diversity, equity², and inclusion among our workforce, and eliminating unlawful discrimination.

We do not tolerate discrimination on the basis of:

- Age;
- Being pregnant or on maternity leave;
- Citizenship status;
- Disability;
- Gender identity or expression;
- Marital status;
- Race including colour, nationality, ethnic or national origin;
- Parental status
- Religion or belief;
- Sex;
- Sexual orientation;
- Trade union membership and activities;
- Veteran status.

In addition to the list of protected characteristics, certain countries have additional “protected characteristics” which will be protected in that country, as set out in local policies.

Scope and Application

This policy applies to all LSEG employees in all locations and to all subsidiaries and joint ventures in which the LSEG has a controlling interest.

Recruitment and Selection

Recruitment procedures are reviewed regularly to ensure that colleagues are treated on the basis of their relevant merits and abilities, and that a sufficiently diverse cross-section of the community is reached. We regularly review job selection criteria to ensure that they are justifiable on a non-discriminatory basis as being essential for the effective performance of the job.

¹ Positive action refers to the mitigation or elimination of barriers to opportunity, particularly affecting underrepresented groups. For example, LSEG encourages the practice of sourcing talent through diverse networks to ‘widen the gate’ and increase diverse talent pools in recruitment.

² Equality assumes we are all equal. Equity, however, recognises that there is a need to ‘level the playing field’ to overcome historical disadvantages often experienced by minority groups. At LSEG, we encourage equitable treatment of colleagues through positive action.

Staff Training, Promotion and Conditions of Service

We regularly monitor the composition and movement of colleagues at every level. Ensuring equity in our people processes forms an essential foundation for our commitment to DEI. Within our DEI approach, we continue to build on and develop measures and monitoring methods to ensure equity across the talent life cycle at LSEG and we recognise what needs to be done to create a fair environment for all.

Governance

The Group Chief People Officer is the Executive Sponsor of this Statement. The Head of Culture, Wellbeing and Inclusivity is the statement owner.
