Human Rights Standard

LSEG

September 2025

Introduction

LSEG is committed to protecting the rights of people impacted by our operations – primarily our colleagues and the workers in our supply chain. This Standard sets out how we protect and respect Human Rights and defines our minimum requirements, roles and responsibilities, and governance processes to:

- Understand our global responsibilities to respect Human Rights.
- Identify potential and actual adverse Human Rights impacts.
- Prevent and mitigate adverse Human Rights impacts.
- Remedy adverse Human Rights impacts if they occur and take steps to avoid recurrence.
- Report on potential and actual adverse Human Rights impacts in line with regulatory requirements.

Our approach

Human Rights are the fundamental freedoms and protections that belong to every person, everywhere, from birth to death.[1] They apply equally to all people regardless of nationality, beliefs, or how they choose to live their lives. Human Rights are protected by international law and enshrined in national law in the countries where we operate.

Whilst we recognise the full spectrum of Human Rights, certain rights are more relevant than others to our business. These include freedom from discrimination, freedom from slavery and forced labour, the right to privacy, the right to leisure and rest, the right to work with equal and fair pay, and the freedom of peaceful assembly and association.

LSEG's approach to Human Rights is grounded in the following minimum standards:

Compliance: We comply with all applicable Human Rights laws and regulations.

International frameworks: We act in accordance with:

- The Universal Declaration of Human Rights.
- The UN Global Compact.
- The UN Guiding Principles on Business and Human Rights.
- The OECD's Guidelines for Multinational Enterprises on Responsible Business Conduct.
- The ILO's Declaration on Fundamental Principles and Rights at Work.

LSEG's salient Human Rights risks

Under the UN Guiding Principles on Business and Human Rights, all companies have a responsibility to identify which Human Rights are most relevant to their business and understand where they may cause, contribute to, or be directly linked to actual or potential Human Rights impacts.

To support this, LSEG has conducted a Human Rights saliency assessment across our supply chain, operations, and products and services. The table below sets out our salient Human Rights:

Human Rights Issue	Description	Value chain application
Working conditions	Ensuring safe, healthy and fair workplaces with secure employment, reasonable working hours, fair wages and the right to organise, join trade unions and take collective action.	Our own operations Our supply chain

[1] What are human rights? | EHRC

	It includes safeguarding workers from hazards and harsh treatment.	
Data protection and privacy	Protecting individuals' privacy by ensuring that collecting, aggregating, storing or processing only the personal information necessary for the stated purpose. This includes preventing unauthorised access, misuse, or breaches, and upholding individuals' rights to confidentiality and control over how their data is used.	Our own operations Our supply chain Our products and services
Equity, diversity and inclusion	Preventing discrimination or exclusion based on protected characteristics, and promoting fair treatment, equal opportunities and respect regardless of background.	Our own operations Our supply chain Our products and services
Modern slavery	Preventing exploitation through forced labour, human trafficking, debt bondage or child labour.	Our supply chain
Environment and Human Rights	Managing environmental impacts that could harm the rights, health, livelihoods, and well-being of individuals and communities.	Our own operations

Governance and related documents

This Standard is approved by LSEG's Sustainability Committee which is chaired by the Chief Risk Officer, and the Group Head of Sustainability is the Standard owner. The Standard supports our Sustainability Policy and should be read in conjunction with the Policy. The following documents are also relevant to this Standard:

- Employee Code of Conduct
- Supplier Code of Conduct
- Sustainability Risk Management Framework
- Modern Slavery Statement
- Equity, Diversity and Inclusion Policy
- Environment, Health and Safety Policy
- Speak Up Policy

Standard outcomes

This Standard ensures that LSEG delivers the following outcomes:

1) Identify and assess Human Rights risks

Identify and assess risks related to LSEG's own operations, third party relationships and management processes.

2) Embed Human Rights into business processes and policies

Integrate Human Rights considerations into business policies, risk management and third-party management.

3) Track and improve Human Rights performance

Monitor performance, assess effectiveness, and implement continuous improvements in line with best practice.

4) Communicate Human Rights performance, risks, and mitigation

Report on Human Rights risks and actions through annual disclosures and the Sustainability Report.

5) Remedy and mitigate Human Rights impacts

Develop and implement effective procedures to ensure accountability and manage related risks.

Responsibilities

The following teams have named responsibilities to implement the Human Rights Standard.

- Group Sustainability team
- Divisions and functions
- People function
- Procurement team
- Third Party Assurance Services team
- Speak Up team
- Sustainability Risk team
- External communications team

Please note, the full version of this Standard is available for internal use and contains additional detail to support implementation.