

# Environment Health and Safety

## **LSEG set compliance with local legislation as a minimum requirement for Environment Health and Safety (EHS) compliance.**

- We maintain a legal register for all countries in which we operate against which we align our management systems and application thereof. We have an EHS Assurance programme that schedules regular workplace inspections and audits around Group and local compliance along with focused audits to assess the quality of compliance and drive our commitment to continual improvement.
- Where required we ensure that local EHS Committees are in place to ensure actions or improvements are being captured and that suitable and sufficient support and governance is provided.
- LSEG is committed to continual improvement of our management systems and ways of working by carrying out post incident reviews and using lessons learned from audit and inspection findings to drive improvement of systems. As part of our quality management process, documents are reviewed annually as a minimum or as a result of an incident or significant finding.
- Targets are set to ensure assurance activities take place and that certain EHS deliverables are responded to within an agreed time period.
- We track KPIs of vendor partners delivering certain services on behalf of our EHS and Facilities teams.
- Our EHS (OHS) Policy is sponsored by the Chief Operating Officer and approved by the Board.

## **Office locations are regularly inspected for workplace hazards and a reporting mechanism for any unsafe situations or hazards is available to all employees.**

- The EHS team manage a Hazard Management List which records and monitors key hazards, inspections, audits, or process reviews that could have a potential impact on the health and safety of our employees, contractors, visitors, or members of the public.
- All findings have clear remediation actions and defined timelines for completion as agreed with the relevant owners to allow us to proactively drive improvement and provide resolutions.
- LSEG is a relatively low-risk EHS environment. We run a global ergonomic assessment process to ensure we are minimising the risk of screen fatigue and musculoskeletal disorders for our employees. This works at a number of levels depending on the severity of the risk and ranges from simple training to Operational Health support where required.
- We do not hold any external Health and Safety accreditations for our management system but align ways of working to ISO Standards.
- As part of our EHS Management System we have an incident investigation procedure that is followed by internal stakeholders and any third parties working on our behalf.
- Roles and responsibilities within the EHS Management system drive training needs analysis for individuals with specific roles and responsibilities. We also include EHS awareness within our induction process.
- Where relevant, EHS requirements are embedded within third-party contract deliverables.