
S&P Global

Title	Global Health, Safety and Environmental Policy
Effective Date	December 16, 2016
Update Date	March 1, 2022

Introduction

At S&P Global, we are committed to ensuring the health and safety of our employees, customers, clients, and other third parties. We strive to build more inclusive and sustainable communities through our people, products, and partnerships. We also strive to promote sustainability and minimize our environmental footprint by improving operational efficiencies.¹

Defined Terms

Certain terms are used in this Policy and defined as follows:

- **Health, Safety Environmental Advisor (HSEA):** This employee oversees the HSE program and reports to the SVP, Global Real Estate Services;
- **Facilities Manager:** An employee responsible for managing and operating S&P Global local offices where the Company conducts business. The function resides in Global Real Estate Services.
- **Manager:** An employee responsible for overseeing one or more employees.
- **Vendor:** An external third-party that the Company has entered into a contractual relationship with to provide business goods, services, functions or activities.

¹ This Policy is based on International (ISO 14001, ISO 50001, & ISO 45001) requirements. In jurisdiction with more stringent requirements, the Company will adhere to those law and regulations.

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Purpose and Scope

S&P Global (the Company) has adopted the S&P Global Health, Safety & Environmental Policy (Policy) to acknowledge and accept its statutory responsibilities for securing the Health, Safety, and Environment (HSE) of its employees and vendors working for the Company. This Policy covers all employees of S&P Global and all its subsidiaries. Company divisions may impose a more detailed policy, in which case, the more detailed policy would apply.

This Policy addresses S&P Global's approach to mitigating HSE risks and exposures and reflects the importance of protecting the HSE of all who may be affected by the Company's business activities.

Policy Statement

S&P Global's People, Global Real Estate Services, and Global Security and Crisis Management Departments (the HSE Function) will create and maintain safe and healthy working conditions and to protect the environment where we operate. In order to accomplish these goals, S&P Global will:

- Conduct its operations in **compliance** with applicable laws and regulations, published approved codes of practice, and other applicable standards concerning HSE;
- Provide and maintain safe equipment and facilities;
- Monitor work related accidents, illnesses and safety performance;
- **Protect the environment** by conducting operations in a manner that **avoids pollution of the environment**;
- Provide **HSE objectives** including a carbon action plan, which will be regularly reviewed;
- **Monitor our performance** against various systems, including inspections, audits and data gathering;
- **Regularly review** relevant environmental data to maintain compliance and continually improve environmental impact;
- **Regularly review** legal and regulatory developments, customer needs and community expectations in order to enhance the HSE's ability to help prevent injury and illness;
- **Seek input** from the workforce regarding potential improvements to the HSE management system and its processes, by holding regular forums with the senior admin team;
- Ensure that responsibilities for HSE are properly assigned, accepted and fulfilled at all levels;
- Provide adequate resources to implement HSE initiatives;
- Ensure that risks arising from work activities are assessed, effective control measures are implemented and suitable policies and procedures are provided, implemented and regularly reviewed;

This is a global policy that applies to S&P Global across all geographies; however, to the extent that local law or regulation conflicts with any provisions of this policy, local law and regulation will prevail.

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- Provide managers and employees with information, training, and supervision regarding HSE matters;
- Notify employees regarding HSE issues and changes to new or existing work practices;
- Provide appropriate site-specific information and instruction regarding HSE to the Company's visitors and contractors;
- Ensure employees working alone in Company sites and facilities, have appropriate support from Managers, building security and effective means of communication between the employee and persons capable of responding to employee's needs in case of an emergency;
- Communicate the Policy to employees via notice boards and Intranet (Global HSEQ page) and provide training as needed in order to support employees' understanding of their rights and responsibilities under this Policy;
- Produce the Policy to interested parties upon request;
- Regularly review the Policy to ensure it remains current and well-aligned to the health and safety needs of the Company and its employees.

S&P Global Real Estate Services will perform a regular review of this Policy to ensure that the highest standards of HSE are maintained and that the Policy remains relevant and appropriate. This Policy will also be reviewed annually, or when there is significant change to the business or relevant legislation. Any significant changes will be communicated to employees.

Responsibilities

1. Global Facilities Director

The Global Facilities Director is responsible for the management of facilities and the provision of adequate resources to ensure standards are fully implemented within the Company according to agreed objectives.

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2. Global Health, Safety and Environment Advisor (HSEA)

The Health, Safety and Environment Advisor is identified and provided by Global Real Estate Services and ultimately reports to the SVP, Global Real Estate Services. The responsibilities of this role include:

- Formulating an effective risk assessment process:
 - Coordinating production of risk assessments and HSE policies & procedures throughout the Company divisions;
 - Working with the Company divisions, managers, employees, contractors, enforcement agencies, consultants, and advisors to secure best practice HSE processes throughout the Company;
 - Ensuring the effective operation of the Health & Safety accident reporting procedures;
 - Coordinating the collection of accident/incident statistics, to identify trends and make recommendations to help reduce or mitigate adverse events;
 - Conducting audits of premises and providing reports detailing any necessary recommendations;
 - Assisting with the development and implementation of the HSE training program.
- Periodically reviewing the Company's HSE policies, procedures and training programs for effectiveness;
- Attending HSE related meetings providing advice as required and implementing agreed actions.

3. Managers

Managers responsibilities include:

- Reading and understanding relevant HSE policies and procedures and related risk assessments relevant to the work activities;
- Reviewing work locations and facilities to ensure that appropriate measures are identified and implemented to address any material risks arising from work activities within their control;
- Reporting HSE hazards or risks as needed to their Manager and the HSEA;
- Assisting the HSEA in identifying necessary safety procedures and suggesting improvements to HSE standards;
- Ensuring that employees under their control receive available HSE information, instruction and training commensurate with their job role and responsibilities;
- Taking appropriate action in accordance with the Company policies when employees or contractors under their control are observed working in an unsafe manner or breaching S&P Global's HSE policies & procedures;

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- Taking immediate action in the event of an accident to mitigate impact and prevent a recurrence;
- Ensuring that all accidents and incidents occurring in relation to operations within their control are reported and effectively investigated, and where necessary that suitable risk controls are identified and implemented to prevent a recurrence.

4. Employees and Other Individuals

All employees, contractors, visitors and third parties are expected to take an active role in managing workplace health and safety risks that may exist within their specific areas of responsibility and influence. Each individual is responsible for his/her own safety and for that of other persons who may be affected by his/her acts or omissions. Employees must cooperate with the implementation of the Health, Safety and Environment policy and the integration of safety into all Company activities. This includes reporting any work situation which may lead to serious or immediate danger to individuals. Managers have an additional responsibility to ensure their employees are aware of this policy.

Employees are expected to read and understand S&P Global's HSE policies and procedures and related risk assessments relevant to their work. Without limitation, employees must:

- Comply with the Company's HSE policies, procedures, rules and regulations and continuously practice safety while performing their duties;
- Report to work able to safely and competently perform their job duties. Employees unable to safely or competently perform their job duties must inform their manager, manager's manager or People Partner;
- Immediately report any unsafe working conditions observed or experienced;
- Be alert to hazards while carrying out job duties and make suggestions for safer work procedures as appropriate
- Ensure accidents/incidents are reported to their manager immediately upon occurrence or observation;
- Report suspicious packages or any defects in equipment to their manager;
- Follow appropriate procedures for working alone in Company sites and facilities by checking in with Site Managers, building security and ensuring communication channels are in place;
- Adhere to site rules governing restricted access areas;
- Report any matter likely to compromise fire safety in the building, and to cooperate with the emergency team during emergency or drill situations;
- Maintain a safe work environment to reduce the risk of accidents;

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- Only operate work equipment for which they have been specifically trained and in the correct manner;
- Use hazardous substances in accordance with local requirements and specific training;
- Use of computer Equipment in accordance with specific training.

5. Vendors

All vendors must comply with the Vendor Code of Conduct and all applicable laws and regulations in accordance with the Vendor Governance Policy. For additional guidance, see the Vendor Governance Policy.

6. S&P Global HSE Committees

S&P Global will establish an HSE Committee where required to comply with relevant legislation. This Committee will be comprised of members from Global Real Estate Services, People, and Global Security. HSE Committee would consider the following issues, not limited to:

- Establish additional standards and procedures as needed to ensure successful implementation of HSE requirements;
- Review and communicate HSE performance across divisions and locations;
- Oversee the implementation of risk assessments and the introduction of related policies and procedures throughout S&P Global;
- Assess and implement HSE training as needed;
- Periodically review local legislative requirements to ensure compliance with new standards and procedures.

7. Environmental Governance

Top Management are responsible for the Company's climate change and emission reduction efforts and establishing and monitoring the Company's Environmental Sustainability Strategy. Top Management meets yearly in Q4.

Climate Risk

At S&P Global, we are committed to reducing our impact on climate change and increasing our contribution to understanding sustainability issues, including climate change, through our information products. Some measures we are taking to reduce our impact include:

- Benchmarking the existing energy performance of all S&P Global buildings (owned and leased) - identify poor energy performers to target for improvement and reward higher performers through Energy Star or LEED certification;

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- Striving to meet our environmental performance targets to reduce the environmental impact of our operations over time;
- Continuing to engage employees through programs such as the Green Teams to reduce the Company's environmental footprint;
- Shaping the sustainability agenda through our product offerings;
- Continuing partnerships with industry groups, policymakers and organizations to advocate for positive change and support policy efforts on climate change.

Net Zero

In 2020, S&P Global made a commitment to become a net zero organisation across its value chain by 2040 and has set interim science-based emissions reduction targets to inform this journey. S&P Global's Scope 1,2 & 3 emissions target is to reduce these emissions 25% by 2025 from a 2019 base year (1.5oC SBT). S&P Global will look to reach this target by exploring opportunities for emissions reduction, increasing energy efficiency, purchasing renewable electricity, as well as other initiative types across the managed S&P Global facilities.

Failure to Comply

Failure to comply with this Policy may lead to disciplinary action up to and including termination of employment.

Contact Names for Further Information

Inquiries regarding this policy may be directed to S&P Global Chief Corporate Policy Officer or SVP Global Real Estate Services.