

# FactSet's UK Modern Slavery Act Statement 2020

This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015 and constitutes FactSet's group slavery and human trafficking statement for the financial year ending 31 August 2020.

## **INTRODUCTION FROM PHIL SNOW, CHIEF EXECUTIVE OFFICER**

As a major software and solutions provider globally, we recognise that our company must act responsibly and thus are committed to improving our practices to combat slavery and human trafficking. Employees are expected to report concerns, using the appropriate reporting channels, and management are expected to act upon them. We are proud of the corporate social responsibility work we carry out in our local communities. As we expand into new markets, we ensure that corporate social responsibility is a key part of our business strategic development plans.

## **ORGANISATION'S STRUCTURE AND BUSINESS**

We are a major supplier of online-integrated financial and economic information to the investment management and banking industries. FactSet Research Systems Inc. is the parent company of all our global subsidiaries, including our businesses in the United Kingdom ("FactSet"). FactSet has 10,484 employees worldwide in 48 office locations in 22 countries.

## **OUR SUPPLY CHAINS**

FactSet is not in an industry with a high risk of modern slavery or human trafficking. Our supply chains include suppliers based throughout the world that provide a range of services and products, from third party data to IT infrastructure and local food service. FactSet is committed to high professional standards and ethics and we expect the same from all our suppliers. All suppliers are expected to comply with all local and national laws and regulations.

## **OUR VALUES AND POLICIES**

Part of our values and culture is that we are an inclusive community, working together as a team and staying connected to our clients and each other. We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As such, we have implemented our own FactSet Supply Chain Code of Conduct, available on our public website. We expect all of our global suppliers and their respective supply chains to uphold similar standards of ethics and conduct and to act in accordance with the FactSet Supply Chain Code of Conduct. This demonstrates our support and commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Our Human Rights Statement is available on our public website and demonstrates our commitment to develop due diligence to identify and prevent human rights risks to people in our business and value chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for or cooperate in their fair and equitable remediation.

## EMPLOYEES

Giving back to our communities is an integral part of our culture. We invest in the communities where we work through employee volunteerism and charitable giving. Our global consistent programme is grounded in four Pillars of Service— 'Inspiring Tomorrow's Engineers', 'Elevate to Educate', 'Alleviating Food Insecurity' and 'Protecting our Environment'. The programme is led by a global team and supported by local Corporate Responsibility (CR) Committees who engage colleagues in strategic service projects to make a difference in our local communities.

Despite the obstacles in 2020, we pivoted to engage employees remotely, directed our charitable giving to those organisations on the frontlines of the pandemic response, and remained committed to our charity partners who continued to see an unprecedented demand for their services.

Examples of the volunteer work include: In keeping with our commitment to *Inspire Tomorrow's Engineers*, FactSet launched a global partnership with leading technology education charity, helping girls all over the world to learn about technology through a global mobile app development competition. Collectively with our educational partners in fiscal year 2020, we helped 10,000 children gain skills, qualifications, or move into work. In support of our commitment to *Alleviate Food Insecurity*, we provided 2.4 million meals to people in need through our corporate giving, volunteerism, and employee fundraising efforts. We also created 90,000 data points to empower environmental research and disaster response.

Our Annual Corporate Social Responsibility Report is available on our public website and details how we manage our global business through our fair and transparent governance processes and equip our staff to uphold the highest standards of ethics.

Our Code of Business Conduct and Ethics is available on our public website and applies to all employees globally and embodies fundamental principles of ethical and legal conduct to ensure we continue to be guided by our values. The Code helps all employees navigate the highly complex, regulated, and challenging global business environment in which we operate, and ensures that our sense of integrity is at the forefront of each business transaction. Mandatory new hire and compliance training programs educate our employees on how to conduct business in compliance with applicable laws, regulations, and our Code of Business Conduct and Ethics.

If employees have any concerns about any wrongdoing or breaches of law, these can be raised through appropriate channels. In situations where employees prefer to place an anonymous or confidential report, they are encouraged to use FactSet's Ethics Action Line which is accessible on our intranet site. Our updated whistleblower and non-retaliation policy supports the confidential, anonymous submission of misconduct concerns, and prohibits retaliation against the individual reporting the alleged misconduct.

## NEXT STEPS

We will continue to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, and assess emergent risks, if any arise, regarding slavery and human trafficking in our supply chains.

**FACTSET** › SEE THE ADVANTAGE

This statement was approved by the board of FactSet Research Systems Inc., FactSet Europe Limited and FactSet UK Limited.

A handwritten signature in black ink, appearing to read "Phil S", with a stylized flourish at the end.

Phil Snow

Chief Executive Officer Date: March 30, 2021