

# Environmental, Health and Safety Policy

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Refinitiv is committed to conducting its business operations and activities in a manner that prevents injury and ill-health for employees, customers, visitors and contractors; protects the environment; conserves natural resources; and positions us as a responsible neighbor in communities where we operate.

## Key Principles

As a company, Refinitiv is committed to:

- Developing, implementing and continually improving policies, procedures and guidelines to ensure compliance with applicable regulations and support our values, commitments and expectations
- Minimizing adverse impacts that our operations have on the natural environment and promoting sustainable operating principles to achieve EHS excellence and contribute to the company's sustainability commitments
- Protecting the safety and health of all those associated with our operations by identifying and minimizing hazards that can lead to incidents, injuries and illnesses
- Providing EHS training, instruction, information and effective communication to all Refinitiv employees and those performing work at our locations relevant to their role and responsibilities
- Providing suitable and structured management systems to facilitate execution of EHS requirements
- Monitoring, collecting and analyzing data related to our environmental impact and health and safety conditions, and using the data to establish environmental, health and safety performance metrics, objectives and targets
- Developing management processes and solutions that mitigate risks, protect our people and environment and demonstrate value to our customers and stakeholders
- Communicating our policies and performance with interested parties
- Ensuring all employees and vendor partners are empowered to intervene should they see unsafe or environmentally unsound conditions

This policy will be reviewed and updated on at least an annual basis. The Refinitiv Executive Committee will receive an annual report on this policy, its implementation and our performance against established metrics.



Elaine Thomas  
Global Head of People Solutions and Service Delivery

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