

Title	<b>Health, Safety and Environmental Policy</b>
Effective Date	<b>December 16, 2016</b>
Update Date	<b>March 21, 2025</b>

## 1.0 Introduction

At S&P Global, we are committed to ensuring the health and safety of our Team Members, 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 negative environmental impact by improving operational efficiencies.<sup>1</sup>

## 2.0 Defined Terms

Certain terms are used in the Health, Safety and Environmental Policy (hereafter “Policy”) and defined as follows:

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

## 3.0 Purpose and Scope

S&P Global, Inc., its affiliated entities and Divisions (the “Company”) have adopted the Health, Safety & Environmental Policy (hereafter “Policy”) to acknowledge and accept the statutory responsibilities for securing the Health, Safety, and Environment (HSE) of its Team Members and vendors working for the Company. 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. This Policy covers all Team Members of the Company. 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.

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<sup>1</sup> 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.

#### **4.0 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 work to minimize our negative environmental impact in the communities 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;
- Minimize negative environmental impact by pursuing more efficient and sustainable operational practices;
- Provide HSE objectives including a carbon footprint reduction 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;
- Provide People Leaders and Team Members with information, training, and supervision regarding HSE matters;
- Notify Team Member 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 Team Member working alone in Company sites and facilities, have appropriate support from People Leaders, building security and effective means of communication between the Team Member and persons capable of responding to the Team Member's needs in case of an emergency;
- Communicate the Policy to Team Member via notice boards and Intranet ([Global HSEQ page](#)) and provide training as needed in order to support Team Members' 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 Team Members.

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 Team Members.

## **5.0 Responsibilities**

### **5.1 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.

### **5.2 Global Health, Safety, Environment and Quality Advisor (HSEQA)**

The Health, Safety, Environment and Quality 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, People Leaders, Team Members, 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;

### **5.3 People Leaders**

People Leader 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 People Leader and the HSEQA;
- Assisting the HSEQA in identifying necessary safety procedures and suggesting improvements to HSE standards;
- Ensuring that Team Members 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 Team Members or contractors under their control are observed working in an unsafe manner or breaching S&P Global's HSE policies & procedures;
- 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.

#### **5.4 Team Members and Other Individuals**

All Team Members, 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. Team Members 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. People Leaders have an additional responsibility to ensure their Team Members are aware of this Policy.

Team Members are expected to read and understand S&P Global's HSE policies and procedures and related risk assessments relevant to their work. Without limitation, Team members 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. Team member unable to safely or competently perform their job duties must inform their People Leader, the People Leader'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 a People Leader immediately upon occurrence or observation;
- Report suspicious packages or any defects in equipment to their People Leader;
- 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;
- 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.

## **5.5 Vendors**

All vendors must comply with the Vendor Code of Conduct and all applicable laws and regulations in accordance with the [Vendor Sourcing and Procurement Policy](#).

## **5.6 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.

## **6.0 Environmental Governance**

Our Senior Leaders 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.

## **7.0 Climate Risk and Net-zero**

At S&P Global, we are committed to reducing our impact on climate change, reducing our risk to climate-change impacts on our operations and increasing our contribution to understanding sustainability issues, including climate change, through our products and services. In 2020 the Company made a commitment to achieving net-zero emissions by 2040, encompassing its entire value chain. Therefore, we look to opportunities for reducing our climate footprint, increasing energy efficiency, and other efforts to achieve our goal.

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.
- 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.
- Empower communities and business stakeholders with transparent information on a broad range of sustainability business risks and opportunities through our product offerings.



- Continuing engagement with industry groups, policymakers and organizations to better understand and support policy efforts on climate change.

## **8.0 Failure to Comply**

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

## **9.0 Related Reference Documents**

- [S&P Global Code of Business Ethics \(COBE\)](#)
- [Vendor Sourcing and Procurement Policy](#)

## **10.0 Contact Names for Further Information**

Inquiries regarding this policy may be directed to [spglobalpolicies@spglobal.com](mailto:spglobalpolicies@spglobal.com) or the SVP, Global Real Estate Services.

**Last Reviewed March 2025**