

# Independent Assurance of S&P Global's Impact Report 2022 Data

ISAE 3000 (2020) Statement

April 2023



---

# Independent Assurance of S&P Global's Impact Report 2022 Data: ISAE 3000 (2020) statement

## The Nature of the Assurance

This is a report by Corporate Citizenship (part of SLR Consulting Limited (SLR) for the Management of S&P Global. The assurance covers the period from 1st January 2022 – 31st December 2022.

Unless otherwise indicated, the scope of the assurance is as set out in the *About This Report* section of *S&P Global's Impact Report 2022*.

SLR has undertaken limited assurance of the data listed in the Appendix where relevant against the WRI/WBCSD Greenhouse Gas Protocol Corporate Standard (2015 revised edition), the GHG Protocol Corporate Value Chain (Scope 3) Standard, the GHG Protocol Scope 3 Calculation Guidance, and the appropriate GHG conversion factors for company reporting as published by UK Department for Business Energy & Industrial Strategy (BEIS) and the International Energy Agency (IEA) and against the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

S&P Global is entirely and solely responsible for the production and publication of the data assured, and Corporate Citizenship for its assurance in the *S&P Global's Impact Report 2022*.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

---

## Assurance work performed

The assurance work was commissioned in December 2022 and was completed on 21st April 2023. Detailed records were kept of meetings and correspondence relating to the assurance. A team of five, led by a Director, undertook the assurance and commentary process. An assurance specialist acted as adviser to the group.

The assurance engagement was undertaken to a **limited** level, and involved the following activities:

### With regard to the environmental data sets:

- A review of the 2022 S&P Global Inventory Management Plan used for data collection and reporting;
- A review of underlying data sources and substantiating evidence to support this year's reporting, to assess robustness of monitoring and reporting systems;
- A review of year-on-year environmental performance trends to identify any significant changes in operational eco-efficiency and investigate the reasons behind these trends;
- A review of GHG calculations and emission factors for accuracy and consistency with best practice guidelines;
- A review of group-wide environmental data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting.

### With regard to the non-environmental data sets:

- Received and checked data returns for 2022 from each data owner;
- Considered year-on-year trends shown by data returns and, where necessary, interrogated data owner about these trends;
- Carried out spot checks on data received;
- Where necessary, had further call to resolve any remaining queries regarding evidence or data management systems;
- Retained full record of transactions with data owners.

## Independence

We have worked with S&P Global on sustainability topics since 2011. This is the seventh year that we have provided assurance. During the 2022 reporting period, our work with S&P Global focused on data assurance.

## Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that the data listed in the Appendix is not prepared, in all material respects, in accordance with the WRI/WBCSD Greenhouse Gas Protocol Corporate Standard (2015 revised edition), the GHG Protocol Corporate Value Chain (Scope 3) Standard, the GHG Protocol Scope 3 Calculation Guidance, and the appropriate GHG conversion factors for company reporting as published by UK Department for Business Energy & Industrial Strategy (BEIS) and the International Energy Agency (IEA) and against the GRI Principles of: Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.

SLR Consulting Limited

London

21st April 2023

## APPENDIX

### ENVIRONMENTAL

Scope	Source	Unit	Quantity
Scope 1 GHG emissions <sup>1</sup>	Refrigerants, Natural Gas, CNG, LPG	Metric tons CO <sub>2</sub> e	3,717
Scope 2 GHG emissions (location-based)	Purchased electricity	Metric tons CO <sub>2</sub> e	22,786
Scope 2 GHG emissions (market-based)	Purchased electricity	Metric tons CO <sub>2</sub> e	23,191
Scope 3 GHG emissions		Metric tons CO <sub>2</sub> e	358,457
1. Purchased Goods and Services		Metric tons CO <sub>2</sub> e	254,090
2. Capital Goods		Metric tons CO <sub>2</sub> e	7,657
3. Fuel- and energy-related activities		Metric tons CO <sub>2</sub> e	6,339
4. Upstream transportation and distribution		Metric tons CO <sub>2</sub> e	57,297
5. Waste generated in operations		Metric tons CO <sub>2</sub> e	151
6. Business travel		Metric tons CO <sub>2</sub> e	27,702
7. Employee commuting		Metric tons CO <sub>2</sub> e	4,532
8. Upstream leased assets		Metric tons CO <sub>2</sub> e	267
9. Downstream transportation and distribution		Metric tons CO <sub>2</sub> e	Not material, not calculated
10. Processing of sold products		Metric tons CO <sub>2</sub> e	Not material, not calculated
11. Use of sold products		Metric tons CO <sub>2</sub> e	Not material, not calculated
12. End-of-life treatment of sold products		Metric tons CO <sub>2</sub> e	Not material, not calculated
13. Downstream leased assets		Metric tons CO <sub>2</sub> e	381
14. Franchises		Metric tons CO <sub>2</sub> e	Not material, not calculated

<b>15. Investment</b>	Metric tons CO <sub>2</sub> e	41
<b>Total Energy</b>	MWh	61,589
<b>Water Consumption</b>	Gallons	42,391
<b>Recycling</b>	Short Tons	320
<b>Composting</b>	Short Tons	0
<b>Waste to Landfill</b>	Short Tons	308

<b>KPI</b>	<b>Unit</b>	<b>Quantity</b>
<b>Coverage</b>	113 offices in 44 Countries	
<b>Total Scope 1-3 emissions</b>	Metric tons CO <sub>2</sub> e	385,365
<b>Emissions per employee: Scopes 1-2 (Market based)</b>	Metric tons CO <sub>2</sub> e per FTE	0.67
<b>Emissions per unit of revenue: Scopes 1-2 (Market based)</b>	Metric tons CO <sub>2</sub> e per million dollars of revenue	2.41
<b>Scope 1 emissions per square foot</b>	tCO <sub>2</sub> e/M	782
<b>Scope 2 emissions per square foot (market-based)</b>	tCO <sub>2</sub> e/M	4,879
<b>Total Renewable Energy</b>	MWh	5,639
<b>Energy Cost</b>	US\$	7,460,119
<b>Renewable Energy Percentage</b>	%	9.2
<b>Recycling Percentage</b>	%	51

<b>Waste to Landfill Percentage</b>	%	49
<b>ISO 14001 locations</b>	number of locations	13
<b>ISO 14001 workforce coverage</b>	%	47
<b>ISO 14001 office area coverage</b>	%	49

## SOCIAL & GOVERNANCE DATA

Chapter Heading	KPI	Unit	Quantity
<b>About S&amp;P Global</b>	Number of countries with employee presence	Countries	44
<b>Business Ethics and Integrity</b>	COBE training completion rate	% of employees completed	100
<b>Business Ethics and Integrity</b>	Confirmed incidents of corruption	Recorded incidents	Zero
<b>Community Impact</b>	Total community investment	\$m	13.6
<b>Community Impact</b>	Donation in-kind	\$	200,000
<b>Community Impact</b>	Corporate Contributions	\$m	2
<b>Community Impact</b>	Foundation giving	\$m	11.5
<b>Community Impact</b>	Disaster Relief and the Environment	\$m	1.85
<b>Community Impact</b>	COVID-19 Relief	\$m	1.1
<b>Community Impact</b>	Inclusive Economy & Skills Gap	\$m	1.9
<b>Community Impact</b>	Employee Programs	\$m	4.7
<b>Community Impact</b>	Equity & Inclusion	\$m	1.6
<b>Community Impact</b>	Enterprise	\$	345,000
<b>Community Impact</b>	Number of Foundation Nonprofit partners	Number of non-profit partners	71
<b>Community Impact</b>	Giving footprint by countries	Number of countries	15

<b>Community Impact</b>	Foundation Board gender	Individuals	4 female, 3 male board members
<b>Community Impact</b>	Foundation Board ethnicity	Individuals	1 Black, 2 Asian, 4 White board members
<b>Community Impact</b>	Volunteer events engagements	Unique events	284
<b>Community Impact</b>	Volunteer participants	Unique individuals	1,926
<b>Community Impact</b>	Volunteer hours	Hours	19,520.45
<b>Community Impact</b>	Number of active cities in employee volunteerism	Cities	59
<b>Community Impact</b>	Number of countries where employee volunteers are based	Countries	27
<b>Community Impact</b>	Nonprofits supported through volunteerism	Nonprofits	221
<b>Community Impact</b>	Matching Gift contributions	\$m	4
<b>Community Impact</b>	Matching Gift participants	Individuals	2,444
<b>Community Impact</b>	Nonprofits supported with Matching Gifts	Nonprofits	2,540
<b>Diversity, Equity &amp; Inclusion</b>	Percentage of U.S. workforce self-identified as LGBTQ+	%	1.88
<b>Diversity, Equity &amp; Inclusion</b>	Percentage of U.S. workforce disclosed with a disability	%	0.38
<b>Diversity, Equity &amp; Inclusion</b>	Percentage of U.S. workforce reported being a veteran	%	0.80
<b>Diversity, Equity &amp; Inclusion</b>	Global employees	% and individuals	APAC: 17,805 (52%) North America: 10,297 (30.1%)



			EMEA: 5,410 (15.82%) LatAm: 694 (2%)
<b>Diversity, Equity &amp; Inclusion</b>	Global age groups	% and individuals	<30 years old: 9,267 (27.1%) 30-50 years old: 20,987 (61.4%) >50 years old: 3,936 (11.5%)
<b>Diversity, Equity &amp; Inclusion</b>	Global gender representation	Female % and individuals	Global: 13,070 (38.2%) Senior Management: 24 (30%) Junior Management: 2,171 (32.5%) Management: 3,543 (31.1%) Revenue-generating functions: 6,592 (39.7%) STEM: 4,355 (31.7%)
<b>Diversity, Equity &amp; Inclusion</b>	U.S. ethnicity	% and individuals	White: 5,085 (53.4%) Asian: 1,827 (19.2%) Hispanic/Latinx: 542 (5.7%) Black: 436 (4.6%) Two or more races: 183 (1.9%) Native American or Alaskan Native: 31 (0.3%) Other: 7 (0.0%) Unspecified: 1,406 (14.7%)
<b>Diversity, Equity &amp; Inclusion</b>	U.S. ethnicity by female	% and numbers	White: 1,863 (36.6%) Asian: 744 (40.7%) Hispanic/Latinx: 244 (45.0%) Black: 204 (46.8%) Two or more races: 71 (38.8%)

			<p>Native American or Alaskan Native: 8 (25.8%)</p> <p>Other: 3 (42.9%)</p> <p>Unspecified: 446 (31.7%)</p>
<b>Diversity, Equity &amp; Inclusion</b>			<p>White Male: 651 (57.0%)</p> <p>Asian Male: 156 (13.6%)</p> <p>Hispanic/Latinx Male: 69 (6.0%)</p> <p>Black Male: 44 (3.8%)</p> <p>Other Male: 24 (2.1%)</p> <p>Not Specified Male: 197 (17.2%)</p> <p>White Female: 315 (50.1%)</p> <p>Asian Female: 129 (20.5%)</p> <p>Hispanic/Latinx Female: 46 (7.3%)</p> <p>Black Female: 22 (3.5%)</p> <p>Other Female: 12 (1.9%)</p> <p>Not Specified Female: 104 (16.5%)</p> <p>All White: 966 (54.4%)</p> <p>All Asian: 286 (16.1%)</p> <p>All Hispanic/Latinx: 115 (6.5)</p> <p>All Black: 66 (3.7%)</p> <p>All Other: 36 (2.0%)</p> <p>All Not Specified: 304 (17.1%)</p>
<b>Diversity, Equity &amp; Inclusion</b>	U.S. Analytical Roles by gender and ethnicity	% and individuals	<p>White Male: 651 (57.0%)</p> <p>Asian Male: 156 (13.6%)</p> <p>Hispanic/Latinx Male: 69 (6.0%)</p> <p>Black Male: 44 (3.8%)</p> <p>Other Male: 24 (2.1%)</p> <p>Not Specified Male: 197 (17.2%)</p> <p>White Female: 315 (50.1%)</p> <p>Asian Female: 129 (20.5%)</p> <p>Hispanic/Latinx Female: 46 (7.3%)</p> <p>Black Female: 22 (3.5%)</p> <p>Other Female: 12 (1.9%)</p> <p>Not Specified Female: 104 (16.5%)</p> <p>All White: 966 (54.4%)</p> <p>All Asian: 286 (16.1%)</p> <p>All Hispanic/Latinx: 115 (6.5)</p> <p>All Black: 66 (3.7%)</p> <p>All Other: 36 (2.0%)</p> <p>All Not Specified: 304 (17.1%)</p>
<b>Diversity, Equity &amp; Inclusion</b>	U.S. Commercial Roles by gender and ethnicity	% and individuals	<p>White Male: 646 (65.3%)</p> <p>Asian Male: 44 (4.4%)</p>

	Hispanic/Latinx Male: 57 (5.7%)
	Black Male: 44 (4.4%)
	Other Male: 28 (2.8%)
	Not Specified Male: 170 (17.2%)
	White Female: 372 (62.6%)
	Asian Female: 49 (8.2%)
	Hispanic/Latinx Female: 56 (9.4%)
	Black Female: 32 (5.4%)
	Other Female: 19 (3.2%)
	Not Specified Female: 66 (11.1%)
	All White: 1,019 (64.2%)
	All Asian: 93 (5.8%)
	All Hispanic/Latinx: 113 (7.1%)
	All Black: 76 (4.8%)
	All Other: 47 (2.9%)
	All Not Specified: 239 (15%)

**Diversity, Equity & Inclusion**

U.S. In-Demand Technology Roles by gender and ethnicity

% and individuals

White Male: 74 (47.1%)
Asian Male: 44 (28%)
Hispanic/Latinx: 4 (2.5%)
Black Male: 12 (7.6%)
Other Male: 3 (1.9%)
Not Specified Male: 20 (12.7%)
White Female: 31 (41.3%)

			Asian Female: 28 (37.3%) Hispanic/Latinx Female: 2 (2.6%) Black Female: 2 (2.6%) Other Female: 2 (2.6%) Not Specified Female: 10 (13.3%) All White: 106 (45.3%) All Asian: 72 (30.7%) All Hispanic/Latinx: 6 (2.5%) All Black: 14 (5.9%) All Other: 5 (2.1%) All Not Specified: 31 (13.2%)
<b>Diversity, Equity &amp; Inclusion</b>	Ratio of basic salary and remuneration of women to men	%	84
<b>Diversity, Equity &amp; Inclusion</b>	Mean gender pay gap	%	14
<b>Diversity, Equity &amp; Inclusion</b>	Mean gender bonus gap	%	29
<b>Employee Health, Safety and Wellbeing</b>	Workers covered by an occupational health and safety management system		London office (Ropemaker) location certified. All other locations follow the ISO 45001 management system without being certified
<b>Employee Health, Safety and Wellbeing</b>	Fatalities		0
<b>Employee Health, Safety and Wellbeing</b>	Major injuries and work-related illnesses		0
<b>Employee Health, Safety and Wellbeing</b>	All other injuries and work-related illnesses		0

<b>Employee Health, Safety and Wellbeing</b>	Total Recordable Incident Rate (TRIR)		0
<b>Employee Health, Safety and Wellbeing</b>	Total Recordable Incident Rate (TRIR) Target		0.45
<b>Employee Health, Safety and Wellbeing</b>	Accident severity rates		0
<b>Employee Health, Safety and Wellbeing</b>	Occupational disease rates		0
<b>Employee Health, Safety and Wellbeing</b>	Minimum personal Paid Time Off (PTO)	Days	Unlimited
<b>Employee Health, Safety and Wellbeing</b>	Minimum paid care leave	Days	10
<b>Employee Health, Safety and Wellbeing</b>	Minimum paid sick leave	Days	10
<b>Employee Health, Safety and Wellbeing</b>	Number of paid parental leave	Weeks	26
<b>ESG Products &amp; Data</b>	SPGI 2022 actuals - ESG revenue	\$m	244
<b>ESG Products &amp; Data</b>	Ratings 2022 actuals	\$	5,515,000
<b>ESG Products &amp; Data</b>	Market Intelligence 2022 actuals	\$	71,564,000
<b>ESG Products &amp; Data</b>	Commodity Insights 2022 actuals	\$	113,053,815
<b>ESG Products &amp; Data</b>	Indices 2022 actuals	\$	30,881,438
<b>ESG Products &amp; Data</b>	Mobility 2022 actuals	\$	22,918,000
<b>ESG Products &amp; Data</b>	Engineering Solutions 2022 actuals	\$	2,914,000
<b>ESG Products &amp; Data</b>	Number of headline ESG indices	Count	Offers around 200

<b>ESG Products &amp; Data</b>	Datapoints per company captured by the CSA	Count	1,000
<b>ESG Products &amp; Data</b>	CSA – companies invited	Count	13,800
<b>ESG Products &amp; Data</b>	CSA – companies participated	Count	More than 3,000
<b>ESG Products &amp; Data</b>	CSA - companies participated - Y-o-Y percentage increase (%)	%	34%
<b>ESG Products &amp; Data</b>	Companies covered under Trucost analysis	Count	2.5 million
<b>ESG Products &amp; Data</b>	Climate indices Assets under License	\$	4,838,381,709
<b>ESG Products &amp; Data</b>	Thematic indices Assets under License	\$	16,763,372,545
<b>ESG Products &amp; Data</b>	Fixed Income ESG indices Assets under License	\$	77,699,938
<b>ESG Products &amp; Data</b>	Core ESG indices Assets under License	\$	11,704,922,639
<b>ESG Products &amp; Data</b>	Total sustainability-focused indices Assets under License (Ending ESG ETF AUM)	\$	33,384,376,831
<b>ESG Products &amp; Data</b>	Total ESG Indices AuL (Ending ETF AUM)	\$	2,466,242,288,365
<b>ESG Products &amp; Data</b>	Dataset of estimated emissions from upstream oil and gas production (EDIN and Enerdeq)	Onshore wells included in the client-facing dataset	6.8 million
<b>ESG Products &amp; Data</b>	Dataset of estimated emissions from upstream oil	Assets and projects included in the client-	60,000+

	and gas production (EDIN and Enerdeq)	facing dataset	
<b>ESG Products &amp; Data</b>	Dataset of estimated emissions from upstream oil and gas production (EDIN and Enerdeq)	Fields included in the client-facing dataset	33,000+
<b>Innovation &amp; Technology</b>	VIBE Innovation (Being innovative in my job is encouraged at S&P Global)	%	83
<b>Innovation &amp; Technology</b>	VIBE Technology (S&P Global provides me opportunity to increase my understanding of critical and emerging technologies)	%	76
<b>Innovation &amp; Technology</b>	Mobility: Internal vs external hires	Individuals	602 internal hires 1,319 external hires
<b>Innovation &amp; Technology</b>	Mobility: Number of non-technology employees in all divisions who moved into technology roles	Individuals	18
<b>Innovation &amp; Technology</b>	Mobility: Number of technology employees who moved into new technology roles	Individuals	584
<b>Innovation &amp; Technology</b>	Total number of tech training hours	Hours	141,625
<b>Innovation &amp; Technology</b>	Total number of tech training course completions	Courses completed	110,180
<b>Innovation &amp; Technology</b>	External tech hires	Individuals	1,319

<b>Innovation &amp; Technology</b>	Vitality Index (revenue impact of innovation)	%	10.8
<b>Innovation &amp; Technology</b>	Total R&D Spend	\$m	125
<b>Policy Influence and Transparent Engagement</b>	PAC contribution to candidate campaign committees	\$	124,000
<b>Policy Influence and Transparent Engagement</b>	Company expenses related to federal lobbying	\$m	1.23
<b>Policy Influence and Transparent Engagement</b>	Company contribution to trade associations or tax-exempt groups (e.g. think tanks)	\$	594,626
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Percentage of spend with U.S. diverse suppliers	%	7.3
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Percentage of spend with global diverse suppliers	%	5.8
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Count of US diverse suppliers	Number of suppliers	295
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Count of global diverse suppliers	Number of suppliers	332
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Percentage of U.S. and global sourcing events including diverse suppliers	%	11
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Percentage of U.S. sourcing events including diverse suppliers	%	12.96
<b>Responsible Sourcing &amp; Supply</b>	Percentage of U.S. and global sourcing	%	3.3



<b>Chain Management</b>	events awarded to diverse suppliers		
<b>Responsible Sourcing &amp; Supply Chain Management</b>	Percentage of U.S. sourcing events awarded to diverse suppliers	%	3.7
<b>Talent Attraction &amp; Development</b>	New employee hires	Individuals	5,184
<b>Talent Attraction &amp; Development</b>	Total employee turnover rate	%	17.1
<b>Talent Attraction &amp; Development</b>	Voluntary employee turnover rate	%	13.3
<b>Talent Attraction &amp; Development</b>	Number of total employees represented by an independent trade union or covered by collective bargaining agreements	Individuals	868
<b>Talent Attraction &amp; Development</b>	Percentage of total employees represented by an independent trade union or covered by collective bargaining agreements	%	2.5%
<b>Talent Attraction &amp; Development</b>	Number of employees participating in Career Coaching	Individuals	947
<b>Talent Attraction &amp; Development</b>	Number of coaching sessions	Sessions	2,105
<b>Talent Attraction &amp; Development</b>	Total coaching hours	Hours	1,328
<b>Talent Attraction &amp; Development</b>	Career Coaching representation by ethnicities	%	Black: 9.23 Hispanic: 5.01 Asian: 15.57 White: 68.34 Others: 1.85

<b>Talent Attraction &amp; Development</b>	Career Coaching representation by gender	%	Female: 56.87 Male: 43.13
<b>Talent Attraction &amp; Development</b>	Learning and development spend	\$m	20.3
<b>Talent Attraction &amp; Development</b>	Number of completed training courses	Courses	889,973
<b>Talent Attraction &amp; Development</b>	Number of learning hours	Hours	714,854
<b>Talent Attraction &amp; Development</b>	Number of employees receiving tuition reimbursement	Individuals	452
<b>Talent Attraction &amp; Development</b>	Tuition refunds for employees	\$	3,126,935.39
<b>Talent Attraction &amp; Development</b>	Average hours training and development per full-time employee	Hours	20.9
<b>Talent Attraction &amp; Development</b>	Average amount spent on training and development per full-time employee	\$	593.46
<b>Talent Attraction &amp; Development</b>	Percentage of employees who received training	%	94.89
<b>Talent Attraction &amp; Development</b>	VIBE employee engagement	%	86
<b>Talent Attraction &amp; Development</b>	VIBE employee engagement: I would recommend S&P Global as a great place to work	%	88
<b>Talent Attraction &amp; Development</b>	VIBE employee engagement: I am proud to work for S&P Global	%	90
<b>Talent Attraction &amp; Development</b>	VIBE employee engagement: My work gives me a	%	85

	feeling of personal accomplishment		
<b>Talent Attraction &amp; Development</b>	VIBE employee engagement: I would like to be working with S&P Global one year from now	%	83
<b>Merger, Synergy &amp; Integration</b>	Percentage of displaced colleagues who engaged with the Global Redeployment Team	%	83
<b>Merger, Synergy &amp; Integration</b>	Locations consolidated after merger	Number of locations	28

**Peter Truesdale**

Director

**E:** peter.truesdale@corporate-citizenship.com

**W:** www.corporate-citizenship.com

**Twitter:** @CCitizenship

**LinkedIn:** <https://www.linkedin.com/company/corporate-citizenship>



**London**



**Melbourne**



**New York**



**San Francisco**



**Santiago**



**Singapore**