

Title	Supplier Diversity Policy
Effective Date	September 15, 1976
Updated	October 4, 2018

1.0 Introduction

S&P Global is committed to partnering with the highest quality diverse product and service providers to ensure we deliver the essential intelligence that helps capital markets thrive around the world. At S&P Global, we believe that supplier diversity is essential to meeting this commitment and provides us with a significant position of strength in which to perform in the marketplace.

The Company's Global Supplier Diversity Policy is an expression of S&P Global's overall commitment to diversity and inclusion. This commitment is manifested in our internal activities and processes (such as talent acquisition, retention and development), as well as through the organizations we engage with externally. S&P Global is committed to partnering with all suppliers with integrity in an ethical manner, as well as supporting and encouraging the aspirations of diverse groups.

2.0 Scope of Policy

This Policy applies to all employees of S&P Global, its subsidiaries and divisions globally (the Company or S&P Global). All Company divisions will follow a uniform approach in the management and execution of this policy as defined by each country's specific amendment. This policy is not intended to cover every possible law or situation. Employees are expected to be thoughtful before making decisions and to always use their best judgment.

3.0 Policy Objective

The objective of the policy is to integrate and implement a measurable and high-quality Supplier Diversity process into all purchasing activities that support Strategic Sourcing and Procurement across all divisions. Sourcing and Procurement will monitor policy effectiveness and provide feedback for enhancements over time; and focus our efforts toward critical business issues as represented by S&P Global requirements.

4.0 Policy Statement

We provide fair and equal sourcing and procurement opportunities for all high performing competitive suppliers. We welcome businesses owned by diverse suppliers as defined in each country's amendment. Partnering with diverse suppliers is a significant component of our company's overall commitment to seek a diverse and inclusive workplace and workforce, and aligns with S&P Global's Diversity and Inclusion Program.

S&P Global recognizes the importance of supplier diversity and is committed to integrating diversity into our strategic sourcing and procurement processes. We believe that the success of diverse businesses contributes to a nation's economic growth. Our commitment is to maximize the participation of diverse suppliers through a transparent request for proposal process, clearly-communicated expectations for performance and ethical behavior, and a commitment to providing feedback to enable continuous improvement of products and services provided.

Our policy of encouraging and assisting diverse businesses is a reflection of our commitment to diversity and the communities where we work and live. When diverse suppliers flourish and prosper, so do their communities. This commitment is emphasized by the highest levels of management and is communicated to all employees.

5.0 Products and Services

S&P Global seeks to engage with diverse businesses across all products and services that our employees purchase in day-to-day business, including, but not limited to: Enterprise Services, IT, Legal, HR, Consulting, and Facilities.

6.0 What S&P Global Seeks in Suppliers

S&P Global considers the following in awarding contracts to prospective suppliers:

1. **Quality** – S&P Global sets high standards of performance for itself and the products and services we produce. We expect the same standards from our suppliers, in the areas such as quality, responsiveness and service commitments.
2. **Customer Focus** - We seek suppliers who highly value customer service excellence.
3. **Cost Savings** – We seek suppliers who continually look for ways to help us lower our costs through savings in all areas.
4. **Innovative Business Solutions** - We seek suppliers who have a continuous product and process improvement mindset.
5. **Technology** - We seek suppliers who take advantage of technology to create and sustain a competitive edge that is reflected in their products and services.

7.0. What Suppliers Can Expect from S&P Global

1. **Information** - We will strive to be open and transparent in our Sourcing Process and Request for Proposal (RFP) process, including our detailed project/product/service requirements, RFP timing expectations, quality control expectations, privacy policy requirements, IT or systems considerations, as well as timing as to when a decision will be made to award the contract.
2. **Fair treatment** – We will strive for fair and ethical treatment of all suppliers throughout the proposal process.
3. **Feedback** – We will strive to provide on-going feedback, including the RFP process and product/service performance.

8.0. Who Can Participate?

S&P Global’s Supplier Diversity Policy encourages and solicits proposals from Diverse Suppliers as listed in each country amendment. This policy is effective in those countries/regions once a specific amendment has been approved.

9.0 Outreach and Education

The Sourcing Diversity leaders will work to promote the participation of diverse suppliers in S&P Global’s sourcing process. Such coordinated activities include, but are not limited to, the following:

1. Conducting and/or attending vendor fairs that encourage minority-owned and/or women-owned vendors to participate in S&P Global’s sourcing process.
2. Educating and providing technical support to vendors about S&P Global’s sourcing process and opportunities for obtaining contracts with S&P Global.
3. Promoting consideration of diversity vendors in S&P Global’s process, including educating all sourcing staff about the importance of having a diverse contractor community and conducting market research and outreach to increase the pool of potential suppliers to include diversity vendors.
4. Reviewing prospective supplier lists for selected request to bid opportunities and providing input on how such lists could be augmented to include qualified minority-owned and/or women-owned vendors.
5. Reviewing selected Statements of Work and providing input on how the scope or substance of the work described therein could be revised to encourage participation of diversity vendors in S&P Global’s sourcing process.
6. Making recommendations to the Sourcing and Procurement lead about how to increase contracting opportunities for diversity vendors.

10.0 Violations of this Policy

S&P Global takes violations of any Policy seriously. Failure to comply with this Policy, Company policies, the law or applicable regulations, may result in disciplinary action, up to and including, termination of employment.

11.0 Related Reference Documents

Additional guidance is available in:

[Supplier Diversity Policy Amendment 1](#)

[Vendor Governance Policy](#)

[Code of Business Ethics](#)

12.0 Contact Names for Further Information

All business units of S&P Global are expected to participate to the fullest extent possible in the Supplier Diversity Program. Global Sourcing & Procurement have the responsibility of administration and control of the Supplier Diversity Program.

Those business units that have contracts with the Federal Government should familiarize themselves with their specific obligations, if any, under those contracts with respect to identifying and using small, minority, disadvantaged and woman-owned business suppliers.

Inquiries or further information regarding this Policy may be e-mailed to S&P Global's Supplier Diversity Program: supplier.diversity@spglobal.com.