



FACTSET › SEE THE ADVANTAGE

› 2019

FACTSET CORPORATE  
RESPONSIBILITY REPORT

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## GRI STATEMENT

FactSet Corporate Responsibility Report. This document is FactSet's third annual corporate responsibility (CR) report and covers fiscal year 2019, ending August 31, 2019. Our most recent report was published on April 29, 2019. Like our annual report, it includes all FactSet global businesses. This report references the Global Reporting Initiative Sustainability Report Standards. The referenced standards are listed in the [GRI Index on page 18](#) of this report. The content of this report was guided by our ongoing stakeholder engagement efforts. We regularly reach out to investors, employees, clients, and vendors for feedback on our business and their relationship with us. To give feedback on this report, please email [csr@factset.com](mailto:csr@factset.com).

## INVESTING IN OUR PEOPLE & OUR COMMUNITIES

Not many companies can say they have achieved 39 consecutive years of top line revenue growth while also growing faster than the market. FactSet, however, has been able to achieve this because we consistently evolve and innovate as a company by prioritizing our clients, communities, and employees.

These priorities continue to drive our company in fiscal 2020 and are evident in the Corporate Responsibility update that I am happy to share with you. We are proud of the steps we have taken over the past 12 months, including the launch of company-sponsored Business Resource Groups to further our commitment to a diverse and globally inclusive culture, and we look forward to further expansion this year.

In this year's Corporate Responsibility Report, you will also find details on how we operate our business with the highest standard of corporate conduct, equip and empower our employees for success, and combine sustainability and employee well-being in our new global headquarters. And while our commitment to corporate citizenship is built into all aspects of our business, it is our people who bring it to life. In fiscal 19, we expanded our collective impact in communities around the world, increased the number of volunteer service projects by 40 percent, and doubled the number of employees who volunteered compared to the prior year.

I am proud of our team's efforts this year and there is a lot to be excited about as we look ahead to fiscal 2020. We will continue to solve our clients' greatest challenges with the power of collaboration and create new ways to discover what's possible, led as always by our people, who daily demonstrate our commitment to our clients and communities.



**Phil Snow**  
Chief Executive Officer, FactSet

We increased the number of volunteer service projects by 40% and doubled the number of employees who volunteered in FY19.



FactSet delivers superior content, analytics, and flexible technology to help more than 126,000 users see and seize opportunity sooner. We give investment professionals the edge to outperform with informed insights, workflow solutions across the portfolio lifecycle, and industry-leading support from dedicated specialists.

Headquartered in Norwalk, CT, we are proud to have been recognized with multiple awards for our analytical and data-driven solutions and repeatedly ranked as one of Fortune's 100 Best Companies to Work For® and Best Workplace in the United Kingdom and France.

From more than 34 locations in 22 countries, we serve financial professionals around the world in all areas of the industry, helping them stay ahead of market trends, access extensive company and industry intelligence, monitor portfolio risk and performance, and execute trades. Our comprehensive datafeeds, portfolio analytics, web and mobile applications, and market-leading client service transform the way our users discover, decide, and act on opportunity.

FactSet offers access to more than 30 proprietary content sets. Additionally, the company's range of analytics and trading solutions delivers data continuity and powerful, open solutions to evaluate portfolios and trade across multiple asset classes and strategies. Our flexible technology includes a comprehensive data marketplace, a configurable mobile and desktop platform, digital portals, APIs, and more. FactSet's dedicated teams support clients across their entire investment workflows, understand their most complex challenges, and design solutions and services to make them more efficient.

22

COUNTRIES

9,681

NUMBER OF EMPLOYEES

126,822

TOTAL USERS

\$1.48B

TOTAL ASV + PROFESSIONAL SERVICES

39

CONSECUTIVE YEARS OF REVENUE GROWTH

FY19 data shown above



## › OUR PURPOSE: DRIVE THE INVESTMENT COMMUNITY TO SEE MORE, THINK BIGGER, AND DO THEIR BEST WORK

In 2019, we affirmed the purpose that defines the work we do and excites us to come to work each day. Our reason for being—to drive the investment community to see more, think bigger, and do their best work—resonates in all that we do. We bring our purpose to life through three fundamental commitments to our clients and to ourselves, which serve as our long-term strategic goals. Fulfilling these goals will be critical to our success. As we continue to grow and evolve as an organization, we remain grounded in the values established by our founders. These values shape the norms of our culture and drive how we do business.

### MISSION

Solve our clients' greatest challenges with the power of collaboration

### PURPOSE & STRATEGIC GOALS

Drive the investment community to see more, think bigger, and do their best work



Expand the universe of knowledge that clients trust



Share intelligence how, where, and when clients want it



Create new ways to uncover what's possible, together

### VALUES



#### Who we are

We are an inclusive community unified by the FactSet spirit of going above and beyond. Our best ideas can come from anyone, anywhere, at any time.



#### How we work

We roll up our sleeves to solve tough problems together. We learn from our successes and failures and continually push each other to do better.



#### How we compete

Our clients see us as part of their team. We win as a team and we celebrate our wins together.



#### What we promise

We continuously look ahead to advance the future of our industry. We relentlessly seek value for our clients because their success is our success.



#### What we aspire to

As big as we grow, as far as our reach, and as successful as we become, we stay connected to our clients and to each other.



### DEDICATED TO THE HIGHEST STANDARD OF CORPORATE CONDUCT

We believe strongly that maintaining a culture of accountability and transparency is the best way to serve the long-term best interests of our employees, shareholders, and clients. Comprised of nine members, our [Board of Directors](#) is responsible for ensuring that FactSet continues to advance in line with our values. Only independent directors sit on the three committees that govern our business.

7

INDEPENDENT  
NON-EMPLOYEE  
DIRECTORS

3

FEMALE  
DIRECTORS

FactSet's strong governance is rooted in review and revision (when appropriate) of our governance committee charters.

AUDIT  
COMMITTEE

[Read the charter](#)

COMPENSATION  
& TALENT  
COMMITTEE

[Read the charter](#)

NOMINATING  
& CORPORATE  
GOVERNANCE  
COMMITTEE

[Read the charter](#)



## ETHICS & COMPLIANCE

The FactSet Code of Business Conduct and Ethics applies to all employees globally and embodies fundamental principles of ethical and legal conduct to ensure we continue to be guided by our values, no matter how quickly we grow or large we become. As a global organization operating in more than 20 countries, the Code helps all employees navigate the highly complex, regulated, and challenging business environment in which we operate and ensures that our sense of integrity is at the forefront of each business transaction.



Our suite of policies address compliance risks, including anti-bribery, corruption, cybersecurity, data privacy, harassment and discrimination, intellectual property, insider training, and trade sanctions. Quarterly employee training is conducted globally and is designed to navigate those risks. The new *Mutual Respect in the Workplace* live training continued this year to help maintain a work environment that is supportive, productive, and inclusive.

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. We completed the rollout of an independent third-party hotline globally to ensure that employees can anonymously report unethical business practices where anonymous reporting is permitted by law. FactSet's global hotline is accessible at [factset.ethicspoint.com](https://factset.ethicspoint.com).



## SECURITY & PRIVACY

We continue to further mature FactSet's security posture as our cybersecurity program focuses on ensuring our clients', employees', and our data is appropriately safeguarded. Led by our Chief Information Security Officer and senior steering committee, FactSet's comprehensive security program is designed to protect our enterprise environment, manage cyber risk, and maintain compliance with regulations, policies, and client requirements. We educate our employees to identify risks, implement protective measures to provide services securely, and protect data privacy. Established policies and procedures govern the management of client data, application development lifecycles, and incidents. We maintain a forward-looking stance to ensure that we have the systems and tools to address potential and evolving security concerns.

FactSet's Full Security Overview

FactSet's Privacy Policy

### EQUIPPING AND EMPOWERING OUR PEOPLE FOR SUCCESS

Exceptional talent fuels every aspect of FactSet's business. Our diverse global community encourages collaboration and the unique blend of perspectives, experiences, and cultures makes us stronger and ready to deliver superior solutions. As we continue to grow, we rely on new ideas and creative thinking to maintain our position on the cutting-edge of financial services and software. We equip and empower our employees with training and resources so that they can contribute at the highest level and advance their own career goals.

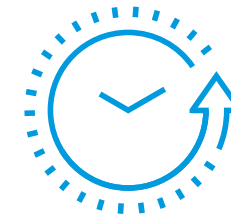


### EQUIPPING OUR LEADERS

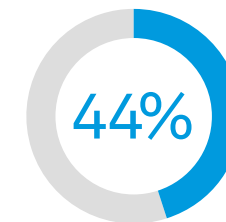
Launched in fiscal year 2019, the Communities of Learning is a six-month program for new and experienced managers to share knowledge, collaborate on best practices, and build networks so that they can develop their management and leadership skills. This community will enable managers to gain confidence and skills to support team members in their professional development and career goals.

### EMPOWERING OUR EMPLOYEES

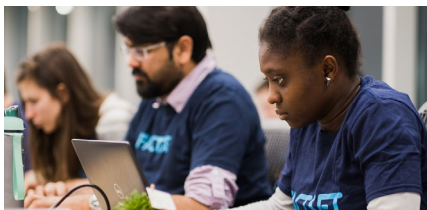
In 2019, we focused on helping our people develop meaningful goals and establish regular communication with their manager. We elevated the visibility of employees' career profiles and encouraged them to articulate their skills, accomplishments, and interest areas to make smarter decisions about development opportunities.



**123,583**  
hours of live instruction



**44%**  
Increase in client eLearning usage



**133** employees passed levels 1, 2, or 3 of the CFA® certification exam, including 26 who passed level 3



## PROMOTING HEALTH & WELLNESS

In addition to professional development opportunities, FactSet provides a host of benefits to support work/life balance, promote health and wellness, and create an inclusive and productive culture for our diverse workforce. While our programs and perks vary by location, our comprehensive benefits offering is an integral component of our total rewards approach:

- Comprehensive health coverage for employees and their families
- Retirement savings vehicles to provide financial security and help employees plan for the future
- Life insurance, personal accident insurance, disability coverage, and business travel accident insurance to provide financial protection and peace of mind in the event of unforeseen circumstances
- Paid time off for personal, vacation, and parental leave
- Alternative Work Arrangements (AWA) to help employees balance their work and personal obligations (U.S. and UK offices)
- Perks to make each workday easier such as subsidized lunch in the office Monday through Thursday in most locations



- Discounted services at gyms and wellness facilities
- Extensive training and development opportunities to support employees in their pursuit of lifelong learning, including certification reimbursement for eligible expenses related to the CFA, CIPM, CAIA, and FRM exams
- A robust social community involved in volunteerism, intramural sports, and in-office team building events



In fiscal year 2019, FactSet extended health insurance benefits to domestic partners of the same gender in India. As part of the company's wellness initiative, we coordinated several workshops focused on employee health and safety, including self-awareness and personal safety, cancer awareness and risk prevention, and tips for staying healthy and fit during the peak summer months.

## OUR CONTINUED COMMITMENT TO ADVANCING DIVERSITY AND INCLUSION

FactSet is committed to supporting and growing our workforce diversity. We recognize that our best ideas can come from anyone, anywhere, at any time to help us solve our clients' greatest challenges, so diversity and inclusion are both critical to our success.

We continue to evolve our diversity and inclusion strategy by focusing on our leaders' visible commitment to diversity and inclusion, developing and implementing a diversity recruiting strategy, retaining and advancing our diverse talent pipeline, and continuing to foster an inclusive culture.

FactSet scored 100 on the 2020 Corporate Equality Index™, the Human Rights Campaign Foundation's national benchmarking tool on policies and practices pertaining to LGBT employees, earning the distinction of Best Place to Work for LGBT Equality for the fifth straight year.



### Leadership commitment

Our commitment to diversity and inclusion begins with our CEO Phil Snow and the entire leadership team who set expectations and measure progress critical to our continued success in diversity and inclusion. Our senior leaders also serve as Executive Sponsors for our Business Resource Groups providing visible commitment and actionable support for our employee networks.



### Retention, growth & advancement

In fiscal year 2019, we continued to build our retention, growth, and advancement efforts to support the success of our future leaders from diverse backgrounds. With the goal of building a diverse pipeline of talent, we supported the success of our pilot sponsorship program, launch of mentoring programs, and expansion of career development initiatives.



### Recruitment

Core to our diversity and inclusion strategy is a focus on hiring talent who contribute diverse backgrounds, perspectives, and experiences. The Talent Acquisition team has implemented a diversity recruiting strategy focused on increasing our diversity sourcing and hiring globally. To support this strategy, we are diversifying our pool of universities, diversity networks, and external partnerships.



### Inclusive culture

In fiscal year 2019, we continued to provide diversity education including 1,850 hours of unconscious bias learning. More than 2,000 employees engaged in other diversity education programs throughout the fiscal year. We continue to expand and scale our diversity education programs so all employees can benefit from these offerings.

PERCENT GLOBAL  
REPRESENTATION  
OF WOMEN

36.8

PERCENT U.S.  
REPRESENTATION  
OF WOMEN

29.3

BUSINESS  
RESOURCE GROUP  
LEADERS GLOBALLY

120+

HOURS OF  
UNCONSCIOUS  
BIAS LEARNING

1,850

EMPLOYEES  
ENGAGED IN D&I  
PROGRAMMING

2,000



**BUSINESS RESOURCE GROUPS**

A major focus of our diversity and inclusion efforts in fiscal year 2019 was on launching our employee networks, called Business Resource Groups (BRGs), which are organized around common dimensions of diversity to facilitate increased awareness, employee engagement, and networking.

BRGs are company-sponsored and employee-led diversity initiatives with a mission to champion the full participation of our employees at all levels. While each BRG focuses on a specific dimension of diversity, they are all guided by our core value of inclusion and open to all employees, regardless of their origin or background. We encourage participation from all employees. FactSet supports the following BRGs with more in additional stages of development.



**FACTSET**  
ASIAN BRG



**FACTSET**  
LATINX BRG



**FACTSET**  
PRIDE BRG



**FACTSET**  
VETERANS BRG



**FACTSET**  
BLACK BRG



**FACTSET**  
FAMILIES BRG



**FACTSET**  
WOMEN'S BRG

### INVESTING IN OUR COMMUNITIES

While our commitment to corporate citizenship starts at the top, it is our employees who bring it to life. Motivated by a personal passion for making a difference both inside the company and in their communities, FactSetters around the world are lending their time and talent to make positive social and environmental change. By engaging colleagues, we build pride in our organization, live our values, and make a difference for the community.



VOLUNTEER  
EVENTS

475

VOLUNTEER  
ROLES  
FULFILLED

5,079

VOLUNTEER  
HOURS SERVED

15,939



COMMUNITY IMPACT

879

Young people gained skills, qualifications, or moved into work

1.2M

Meals provided to people in need

64K

Data points created for environmental research



PILLARS OF SERVICE

We unite around FactSet’s four Pillars of Service, partnering with leading nonprofit organizations that are contributing to the causes that matter most to us. Led by a global network of 150 employee leaders, our CSR Committees increased the number of volunteer service projects by 40 percent in fiscal year 2019, and twice as many employees volunteered at least once as compared to the prior year. As a result, we expanded our collective impact in communities around the world.



**Inspire tomorrow’s engineers**

Providing the spark that young people need to become future science and technology leaders.



**Elevate to educate**

Preparing young people for success with basic math and literacy skills, business and finance knowledge, and employability skills.



**Alleviate food insecurity**

Ensuring that our neighbors have access to safe, nutritious food.



**Protect our environment**

Preserving natural resources and community green spaces in the places where we work.

We are committed to **inspiring and preparing students**—particularly young women and other underrepresented groups—for career opportunities in computer science and technology. In fiscal year 2019, we launched partnerships with four leading nonprofit organizations committed to preparing a future diverse workforce with the skills, competencies, and pathways to pursue careers in technology.



**AMERICA ON TECH, NEW YORK**

America On Tech is preparing the next generation of technology leaders by creating pathways for young people to thrive in technology and innovation. Hosted onsite and taught by FactSet engineering volunteers, 45 high school students participated in the web development fundamentals course at FactSet in fiscal year 2019. On average, 85% percent of program graduates pursue degrees in computer science.



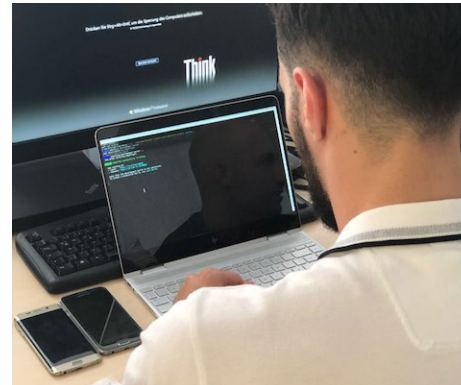
**INNOV'AVENIR, FRANCE**

In France, our partnership with Innov'Avenir helps young people become part of the digital culture and find pathways into technical careers. FactSetters have supported events teaching coding and digital skills. Our support of the app-building competition, *Challenge Innov'Avenir*, helped children to learn coding and entrepreneurial skills, including the winning HandyCarPark app, which helps users to locate accessible parking in Paris.



**TECHSTART, LONDON**

TechStart helps students explore their interest in technology careers through mentorship, workshops, and work experience. In 2019, FactSetters mentored 10 students, helping them to learn about the technology sector and to develop skills like researching, presenting, resume writing, and interviewing. This is our second year of running the program, which has seen 100 percent of past graduates pursue additional technical study or work.



**CODEDOOR, GERMANY**

Our partnership with CodeDoor in Frankfurt helps students to move into work by studying coding and gaining employability skills like resume writing and presentation making. Three months after graduation, 85 percent of students are in work, and we welcomed our first graduate into full-time work at our Frankfurt office.

## CONTRIBUTING TO RESPONSIBLE INVESTING

FactSet's products and services are an integral part of our sustainability strategy. As responsible investing becomes more prominent, FactSet is uniquely positioned to provide the investment community with information they need to make informed, responsible investment decisions that drive sustainable growth. Leveraging our products and content presents new opportunities for investors, along with wide-ranging benefits to the environment and broader society.

Environmental, Social, and Governance (ESG) analysis has gone from niche to mainstream over the past few decades. ESG data helps identify risk, aid in portfolio construction, and increase engagement with investors. Today, the everyday investor sees sustainability research as an indispensable source of insight into the successful management of investment risks and opportunities.

FactSet remains committed to the ESG space as we continue to add industry-leading, high-quality data to our offerings. Financial institutions leverage FactSet to screen for ESG factors across an investible universe, incorporate ESG content into portfolio and risk analytics, and even generate research ideas across features like ESG scores, ESG peer group classification, ESG signal-building, management governance details, activism reports, and more.

Additionally, the [Open:FactSet Marketplace](#) offers FactSet's unique datasets alongside those of carefully selected data providers so that clients can find, select, and receive exclusive data in flexible delivery formats. As a platform providing premier datafeeds to investment professionals, the Marketplace is powered by ESG research and ratings from industry [top providers](#).

## THE EVOLVING LANDSCAPE OF CORPORATE GOVERNANCE AND ESG

ESG data continues to expand and evolve as thematic areas now include water scarcity, data protection, political spending, and human rights risks in companies' supply chains. Other trends include investors challenging the composition of company boards and the structure of executive compensation. The new addition of ISS data on Open:FactSet creates a powerful offering around these themes, so the investment community can easily evaluate the impact of corporate ESG rankings and executive pay decisions.

New providers fall within three themes:

1. Commitment to providing global ESG data
2. Focus on corporate governance and quality of executive leadership teams
3. Attentiveness to climate change and corporate environmental responsibility



The number of ESG vendors has doubled in the last year between Workstation and Open:FactSet

Visit [FactSet.com](#) to learn more about FactSet's ESG offerings

[Learn more](#)



**FACTSET'S NEW HEADQUARTERS FACILITY COMBINES ADVANCED SUSTAINABLE DESIGN AND CONSTRUCTION WITH AN ENVIRONMENT THAT SUPPORTS EMPLOYEE HEALTH AND WELLNESS.**

We recognize the importance of being good stewards to the environment and understand our responsibility to manage our global impact. Our offices and server host environments account for approximately 1.4 million rentable square feet in 22 countries, occupied by nearly 9,700 employees. Through our office design and construction, we work to positively impact our employees' health and wellness. We strive to purchase recyclable materials for use in our pantries and our offices take advantage of recycling programs to reduce the amount of waste sent to landfills.

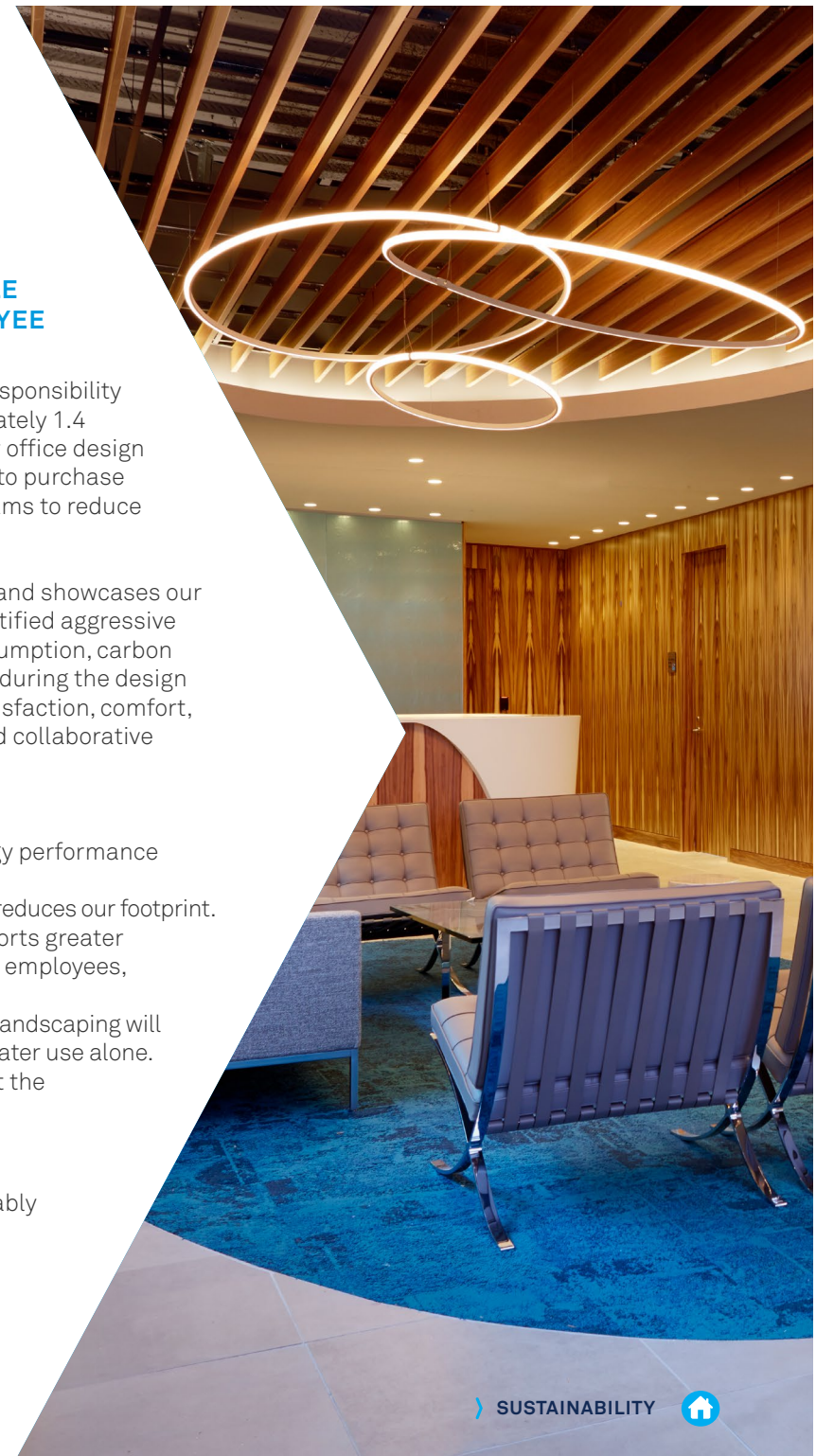
Our new global headquarters building in Norwalk, Connecticut opened on December 7, 2019, and showcases our commitment to sustainability and employee well-being. From the start of our project, we identified aggressive goals for sustainable design and construction, including reductions in energy and water consumption, carbon dioxide and greenhouse gas emissions, and overall waste. We prioritized health and wellness during the design process and made design decisions influenced heavily by the latest research in employee satisfaction, comfort, and productivity. Even more, each area has been designed to support a wide range of work and collaborative postures to best support choice and flexibility throughout.

**Sustainable Building Design and Construction**

- The FactSet global headquarters has an EnergyStar Score of 85, placing the building's energy performance in the top 15% of commercial office buildings in a similar climate.
- Dimmable LED lighting with sophisticated on/off control sensing improves energy efficiency and reduces our footprint.
- Raised flooring throughout the space allows for underfloor air distribution (UFAD) that supports greater occupancy control than other systems, provides greater thermal comfort and satisfaction to employees, and results in overall higher quality of indoor air (IAQ).
- Water-saving fixtures in the restrooms and pantries and efficient drip irrigation on the terraced landscaping will help reduce consumption by at least 30 percent, or about 500,000 gallons per year in indoor water use alone.
- Sustainably sourced and non-VOC emitting products and materials can be found throughout the global headquarters.

**AROUND THE WORLD**

When leasing new offices, we strive to have our buildings and interior designs meet, or preferably exceed, local efficiency and sustainability standards. Around the world, several FactSet-leased locations include sustainable design, construction, and outfitting features. Currently, more than half of our employees work in buildings that are LEED-certified or local equivalency.



DISCLOSURE	DESCRIPTION	LOCATION
102-01	Name of organization	Page 1
102-02	Activities, brands, products, services	Page 4, Page 16
102-03	Location of headquarters	Page 4
102-04	Location of operations	<a href="http://www.factset.com/company/locations">www.factset.com/company/locations</a>
102-05	Ownership and legal form	Annual Report
102-06	Markets served	Page 4
102-07	Scale of organization	Page 4
102-08	Partial information on employees and other workers	Page 11
102-10	Significant changes to the organization's size, structure, ownership, or supply chain	Annual Report
102-14	Statement from the most senior decision maker	Page 3
102-16	Values, principles, standards, and norms of behavior	Page 5
102-17	Mechanisms for advice and concerns about ethics	Page 7
102-18	Governance structure	Page 6
102-20	Executive-level responsibility for EES topics	FactSet Sustainability Statement
102-22	Composition of highest governance body and its committees	Page 6
102-23	Chair of the highest governance body	Page 6
102-24	Nominating and selecting the highest governance body	Page 6
102-25	Conflicts of interest	Our Conflicts of Interest Policy prohibits board memberships, direct investment or controlling stakes in business partners, and related party transactions that do not comport with applicable laws. Conflicts of interest disclosures are made annually, and there is an escalation policy to review and approve any Related Party Transactions.

DISCLOSURE	DESCRIPTION	LOCATION
102-33	Communicating critical concerns	Our audit committee charter (posted on Factset.com) states that the Audit Committee oversees and is responsible for Compliance concerns and enterprise risks; we have the FactSet Ethics Action line (available via the web, the Underground, and posters in all offices) to provide for reporting critical concerns of any nature, and decision matrix and investigation protocol and escalation guidance (subject to attorney-client privilege) to review, escalate and address concerns.
102-36	Process for determining remuneration	<a href="#">Proxy statement</a>
102-37	Stakeholders' involvement in remuneration	<a href="#">Proxy statement</a>
102-38	Annual total compensation ratio	<a href="#">Proxy statement</a>
102-40	List of stakeholder groups	<a href="#">Page 2</a>
102-43	Approach to stakeholder engagement	<a href="#">Page 6</a>
102-45	Entities included in the consolidated financial statements	<a href="#">Annual Report</a>
102-50	Reporting period	<a href="#">Page 2</a>
102-51	Date of most recent report	<a href="#">Page 2</a>
102-52	Reporting cycle	<a href="#">Page 2</a>
102-53	Contact point for questions regarding the report	<a href="#">Page 2</a>
102-54	Claims of reporting in accordance with GRI standards	<a href="#">Page 2</a>
102-55	GRI content index	<a href="#">Pages 18-20</a>
201-1	Direct economic value generated and distributed	<a href="#">Annual Report</a>
205-1	Operations assessed for risks related to corruption	We conduct periodic reviews in accordance with our Anti-bribery and Corruption policy (on the Underground) and consistent with relevant laws. We have identified no significant risks as we have a low risk profile.
205-2	Communication and training about anti-corruption policies and procedures	<a href="#">Page 7</a>

DISCLOSURE	DESCRIPTION	LOCATION
302-4	Partial: Reduction in energy consumption	<a href="#">Page 17</a>
404-2	Programs for upgrading employee skills and transition assistance programs	<a href="#">Page 8</a>
405-1	Diversity of governance bodies and employees	<a href="#">Page 6, Pages 10-12</a> Employee headcount: Global: 9,681; Asia Pacific: 6,048; Europe: 1,282; United States: 2,351
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="http://www.factset.com/privacy">www.factset.com/privacy</a>
412-02	Employee training on human rights policies or procedures	We have conducted live training (1 hour for employees; two hours for managers) worldwide on Mutual Respect in the Workplace (harassment and discrimination). Because our industry is low risk for human rights violations such as child labor or slavery, we do not need to spend significant time training on these topics.
413-1	Operations with local community engagement, impact assessments, and development programs	<a href="#">Pages 13-15</a>