

FactSet's Human Rights Policy

Effective Date: June 5, 2019

Last review: September 23, 2021

Respect for Human Rights

FactSet believes in the fundamental responsibility to respect international human rights standards, which means not to infringe on people's rights and to address adverse human rights impacts. We respect and promote human rights in accordance with the UN Guiding Principles on Business and Human Rights. FactSet supports and is committed to the human rights principles expressed in the UN International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights of Work.

Our Code of Business Conduct and Ethics embodies fundamental principles of ethical and legal conduct, which applies to all employees, directors, and officers. We train all staff on this Code periodically. We commit to open and transparent reporting on human rights issues and report to our audit committee on an annual basis. This Human Rights Policy is overseen by FactSet's executive leadership team, including the Chief Executive Officer, the Chief Compliance Officer and the Board of Directors. We expect our suppliers to adhere to local laws and legislation, uphold human rights principles, and adopt similar policies within their own businesses.

Labor

We prohibit the use of all forms of forced labor, modern forms of slavery and human trafficking and publish our annual Modern Slavery Statement on our public website. FactSet prohibits child labor and adheres to all local hiring laws. FactSet is committed to equal opportunity. We treat all employees fairly and honestly regardless of where they work, complying with local labor and pay law requirements. Employees are treated with dignity and respect. We promote a work environment free from harassment, including physical, verbal, and psychological. The health and safety of our employees is paramount, and we ensure we maintain a safe and healthy working environment for our employees globally.

Communities

Giving back to our communities is an integral part of our culture. FactSet encourages our employees to embrace volunteerism, giving, and sustainability initiatives. We believe that by combining our financial support with the talents and energies of our employee volunteers, we can truly create positive social impact. We established a globally consistent program grounded in four pillars of service to: Inspire tomorrow's engineers, Elevate to educate, Alleviate food insecurity, and Protect our environment. We work with our non-profit partners to develop projects within our pillars that are both highly impactful for our communities and engage our employees in meaningful volunteer opportunities.

Diversity and Inclusion

FactSet values and promotes diversity, equity and inclusion in the workplace as a critical aspect of good people management and as a competitive advantage. It is vital to FactSet that everyone in the organization is valued as an individual. In 2017, our CEO signed the CEO Action for Diversity and Inclusion Pledge, demonstrating the company's commitment to these principles. We also provide Unconscious Bias training courses globally. FactSet has developed a strategic plan to build on existing efforts under five main pillars: Leadership Commitment, Retention and Advancement, Recruitment, Inclusive Culture, and Measurement. In 2018, we focused on our recruiting practices and creating additional initiatives, such as sponsorship and mentorship programs for employees and employee resource groups.

Women in Technology and Finance

FactSet is at the intersection between technology and finance, and women are often underrepresented in both industries. Therefore, FactSet has set up programs designed to support the career growth of women. Furthermore, and in line with development goals, female engineers attend the Grace Hopper Celebration, the world's largest gatherings of women technologists. We continue to support women and encourage their career progression at FactSet through mentoring programs and Women's Business Resource Groups. In addition, FactSet has three women on its nine-member board of directors, which we believe leads to more productivity and a more diverse board bringing a wealth of experience to better solve problems.

Human Rights Due Diligence and Remediation

FactSet shall continue to develop due diligence to identify and prevent human rights risks to people in our business and value chain. Where we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to provide for, or cooperate in their fair and equitable remediation. We seek to encourage remediation of potential adverse impacts through our relationships with third parties and stakeholders as well as through our FactSet Ethics Action Line.

Questions and Reporting

If you have questions or need to report violations of our Code of Business Conduct and Ethics or this Policy, please contact the Chief Compliance Officer at compliance@factset.com. Anonymous concerns or questions may be reported, where permissible under applicable laws, through the FactSet Ethics Action Line: <https://FactSetEthicsActionLine.com>.