

# FactSet's UK Modern Slavery Act Statement 2024

This statement is made pursuant to section 54(1) of the United Kingdom Modern Slavery Act of 2015 and constitutes FactSet's group slavery and human trafficking statement for the financial year ending 31 August 2024.

## INTRODUCTION FROM PHIL SNOW, CHIEF EXECUTIVE OFFICER

As a global provider of flexible, open data and software solutions, we recognise that our company must act responsibly and thus are committed to combatting slavery and human trafficking in our business and supply chains. Employees are expected to report concerns, including any suspected violations of human trafficking laws, using appropriate reporting channels, and managers, in turn, are expected to act on any such reports. We are proud of the corporate social responsibility work we carry out in our local communities. As we expand into new markets and adopt innovative new technologies, we ensure that corporate social responsibility is a key part of our business strategic development plans.

## ORGANISATION'S STRUCTURE AND BUSINESS

We are a major supplier of online-integrated financial and economic information to the investment management and banking industries. FactSet Research Systems Inc. is the parent company of all our global subsidiaries, including our businesses in the United Kingdom ("FactSet"). FactSet has more than 12,000 employees worldwide in 35 office locations in 20 countries. The FactSet Charitable Foundation is a non-profit, nonstock corporation and is a separate legal entity from FactSet.

## OUR SUPPLY CHAINS

FactSet is not in an industry with a high risk of modern slavery or human trafficking. Our supply chains include suppliers based in locations around the world who provide a range of services and products, from data licensing to IT infrastructure and local food service. FactSet is committed to ethical business practices and compliance with the law, and we expect the same of all our suppliers. Our suppliers are expected to comply with all applicable laws and regulations.

## OUR VALUES AND POLICIES

At FactSet, we are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. As such, we have implemented our own FactSet Supply Chain Code of Conduct, available on our public website. We expect all our global suppliers and their respective supply chains to uphold similar standards of ethical conduct and to act in accordance with the FactSet Supply Chain Code of Conduct. This demonstrates our support and commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to ensure forced or child labour and human trafficking are not taking place anywhere in our supply chains.

Our Human Rights Policy, available on our public website, demonstrates our commitment to conduct appropriate due diligence on our business partners in order to identify and prevent human rights abuses to people in our

business and value chain. If we identify adverse human rights impacts resulting from or caused by our business activities, we are committed to mitigating those impacts and cooperating in their fair and equitable remediation.

## **EMPLOYEES**

As a global corporate citizen, we understand the importance of investing in the communities where we operate. Through our robust company-sponsored volunteer program, FactSet employees are contributing their time and talents to organisations that align with our 'Pillars of Service' turning passion into positive change. In financial year 2024, FactSet employees donated over 18,000 volunteer hours, working with our charity partners to address our priority cause areas: Inspire Tomorrow's Engineers, Educate to Elevate, Protect Our Environment, and Alleviate Food Insecurity. The programme is led by a global team and supported by local Corporate Responsibility committees who engage colleagues in strategic service projects to make a difference in our local communities. Through global campaigns with strategic nonprofit partners, FactSet employees volunteered with organisations to help prepare young people for future careers in technology and other industries; hosted a variety of awareness talks, volunteer events, sustainability challenges; and supported local and global communities to alleviate hunger and combat food insecurity.

The FactSet Charitable Foundation's cornerstone 'Signature Partners' grant programme is dedicated to empowering individuals from all backgrounds to become innovators and leaders in technology and finance. Through financial year 2024, the FactSet Charitable Foundation made ten charitable investments in six countries to help promising young people to transform their lives through education and professional enrichment programs. All FactSet and FactSet Charitable Foundation grants are made on the provision that the charity does not discriminate by race, creed, gender, gender identity, sexual orientation, age, religion, or national origin.

Our annual Sustainability Report is available on our public website and details how we manage our global business through our fair and transparent governance processes and equip our staff to uphold the highest standards of ethics.

Our Code of Business Conduct and Ethics is available on our public website and applies to all employees globally. The Code serves as a resource to help employees navigate the complex global business environment in which we operate, and ensures that our sense of integrity is at the forefront of each business transaction. All employees are required to affirm and recertify their commitment to the Code of Business Conduct and Ethics on an annual basis. Mandatory training programs educate new hires and other employees on how to conduct business in compliance with applicable laws, regulations, and our Code of Business Conduct and Ethics.

If employees have any concerns about any wrongdoing or breach of the law or our Code of Business Conduct and Ethics, these issues can be raised through appropriate channels. In situations where employees prefer to place an anonymous or confidential report, they are encouraged to do so (where consistent with local laws) using FactSet's Ethics Action Line which is available 24 hours a day, 7 days a week at <https://FactSetEthicsActionLine.com>. Our Whistleblower and Anti-Retaliation Policy supports the confidential, anonymous submission of misconduct concerns, and prohibits retaliation against any individual for reporting suspected misconduct.

## **NEXT STEPS**

We will continue to review the effectiveness of the steps we have taken to prevent slavery or human trafficking in our operations and our supply chains, and assess emergent risks, if any arise, regarding slavery and human trafficking in our business.

This slavery and human trafficking statement was approved by the board of FactSet Research Systems Inc., FactSet Europe Limited and FactSet UK Limited.

A handwritten signature in black ink that reads "Phil Snow". The signature is written in a cursive, flowing style.

Phil Snow  
Chief Executive Officer

Date: February 28, 2025