

# FactSet's UK Modern Slavery Act Statement 2017

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 2017.

## **INTRODUCTION FROM PHIL SNOW, CHIEF EXECUTIVE OFFICER**

As a major software and solutions provider globally, we recognise that our company must act responsibly and thus are committed to improving our practices to combat slavery and human trafficking. Employees are expected to report concerns, using the appropriate reporting channels, and management are expected to act upon them. We are proud of the corporate social responsibility work we carry out in our local communities. As we expand into new markets, 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 over 9,000 employees worldwide and over 60 office locations in more than 23 countries.

## **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 throughout the world that provide a range of services and products, from third party data providers to IT infrastructure and local food service. FactSet is committed to high professional standards and ethics and we expect the same from all our suppliers. All suppliers are expected to comply with all local and national laws and regulations.

## **OUR VALUES AND POLICIES**

Part of our values and culture is that we are an inclusive community, working together as a team and staying connected to our clients and each other. 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. We are currently exploring implementing supplier policies to support our commitment to act ethically and with integrity in all our business relationships. We seek to implement and enforce effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

## **EMPLOYEES**

Giving back to our communities is an integral part of our culture. FactSet employees have always driven our corporate social responsibility efforts, embracing volunteerism, giving, and sustainability initiatives. We have established a globally consistent programme grounded in four Pillars of Service – ‘Inspiring Tomorrow’s Engineers,’ ‘Elevate to Educate,’ ‘Alleviating Food Insecurity’ and ‘Protecting 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.

Examples of the volunteer work include: mentoring young future science and technology leaders; introducing young people to coding and computer science; supporting financial literacy programmes for school children and adults; providing books and desks to rural school children in India; supporting food banks and food rescue programmes in many of our offices globally; and working with conservation organisations to contribute to biodiversity studies and clean up green spaces in the communities in which we operate.

Our Code of Conduct and Ethics guides our employees and is available on our public website and our intranet site. If employees have any concerns about any wrongdoing or breaches of law, these can be raised through appropriate channels.

## **NEXT STEPS**

We will continue to review the effectiveness of the steps we have taken to ensure that there is no slavery or human trafficking in our supply chains, and assess emergent risks, if any arise, regarding slavery and human trafficking in our supply chains. We will also explore developing a supplier code of conduct for suppliers, setting out our standards and commitment to anti-slavery and human trafficking laws, as well other standards.

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



Phil Snow  
Chief Executive Officer

Date: April 13, 2018