

FactSet's UK Modern Slavery Act Statement 2019

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 2019.

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 9,800 employees worldwide in 60 office locations in 24 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.

Our Human Rights Statement is available on our public website and demonstrates our commitment 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.

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 developed dozens of new community partnerships and established Corporate Social Responsibility (CSR) Committees led by 150 employees across 26 offices who are engaging our colleagues in service projects within our pillars that are both highly impactful for our communities and engage our employees in meaningful volunteer opportunities.

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 fiscal year. As a result, we expanded our collective impact in communities around the world. Examples of the volunteer work include: Alleviating Food Insecurity which through our financial support and volunteerism, provided 1.2 million meals for people in need, helping to meet basic human needs; our global Season of Service in FY19, engaging more than 2,000 employees who served more than 15,939 volunteer hours across our four pillars; mentoring young future science and technology leaders helping 375 children gain skills, qualifications, or move into work; introducing young people to coding and computer science; supporting financial literacy programmes for school children and adults; 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 over 479k square feet of land in the communities in which we operate.

Our Corporate Social Responsibility 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 and embodies fundamental principles of ethical and legal conduct to ensure we continue to be guided by our values. As a global organisation 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. Mandatory new hire and quarterly compliance training programs educate our 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 breaches of law, these can be raised through appropriate channels. In situations where employees prefer to place an anonymous or confidential report, they are encouraged to use FactSet’s Ethics Action Line which is accessible on our intranet site. 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.

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.

FACTSET › SEE THE ADVANTAGE

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

A handwritten signature in black ink, appearing to read "Phil S", with a stylized flourish at the end.

Phil Snow
Chief Executive Officer

Date: March 30, 2020