

## IHS GROUP CODE OF CONDUCT AND BUSINESS PRINCIPLES

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## OUR VALUES

### CUSTOMER FOCUS

Understanding and exceeding our customers' needs  
Developing trusted, reliable and collaborative relationships  
Consistently operating highest standards of service and delivery

### INNOVATION

Constantly seeking new and improved ways to deliver our services Championing engineering and skills development  
Working to create a collaborative and supportive operating environment

### INTEGRITY

Being open and honest in everything we do  
Supporting financially and environmentally sustainable growth Making socially responsible decisions  
Treating stakeholders with respect  
Respect and adherence to the rule of law and upholding the highest ethical standards in our conduct

### BOLDNESS

Being courageous in expanding existing markets and developing new opportunities Demonstrating robustness and thoroughness in our analysis and decision making Confidently pursuing opportunities with appropriate financial returns  
Always being forward thinking and ambitious

## A MESSAGE FROM SAM DARWISH

Our success has been based on hard work and an unwavering commitment to honesty and integrity in everything we do. Today's business environment is complex and much has changed in recent years, but one thing that has never changed is our belief that maintaining our good reputation depends on each of us being personally responsible for our conduct.

An important step in meeting our day-to-day ethics and compliance responsibilities is to be mindful of our commitments to each other, to our customers, our business partners and to the communities where we work and live. This Code of Conduct and Business Principles provides information about our personal responsibilities, including complying with the law and applying our good judgment each and every day.

Of course, this Code cannot answer all of your questions or address every situation, which is why we have established avenues and functions to answer questions and follow up when problems occur. If you are unsure of what to do in particular circumstances or are concerned that the Code, our policies, or regulations are being broken, you have a responsibility to speak up. We have controls and safeguards in place to help identify problems but in addition we need your assistance. A problem cannot be resolved unless it has first been identified.

I believe the quality of our people and our commitment to ethics and compliance will not only enables us to succeed today but will help us to achieve long-term success. I am convinced that working together, with the help of this Code, we will not only meet our goals, but we will also continue to be proud of how we achieve success.

Yours sincerely,

A handwritten signature in black ink, appearing to read 'Sam Darwish', with a stylized flourish at the end.

Sam Darwish

Executive Vice Chairman and Group CEO

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## 1. GUIDED BY OUR VALUES

### 1.1. MEETING OUR RESPONSIBILITIES

Our Code of Conduct and Business Principles (“Code”) is intended to help us apply Our Values and make good decisions in day-to-day work situations. It sets out IHS Group’s commitment to the best standard of doing business and will help promote and reinforce consistency in maintaining and improving those standards.

As you’ll see, the Code includes sections on our responsibilities to one another, to our business partners and to the communities where we live and operate. In addition, the Code reflects our obligation to comply with laws and regulations. Of course, no code of conduct can cover every possible situation or applicable standard, which is why we must continue to rely on one another to use good judgment and to speak up whenever we have questions or concerns.

#### Who must follow our code

This Code applies to all employees, officers and directors who work for IHS Group, their subsidiaries and affiliates (the “Company”).

We also expect anyone acting on our behalf to act in a way that is consistent with our Code. This includes our business partners, contractors, part-time employees, and third party representatives. Appropriate measures may be taken if a business partner fails to meet applicable standards or their contractual obligations.

#### Crisis Management

We are committed to the creation of a secure and sustainable business environment. The IHS Business Continuity Policy, and associated framework, sets out requirements for ensuring that we respond quickly, effectively and appropriately to any events that have the potential for significant adverse impact on our people, business or reputation.

The Business Continuity Policy applies to all companies of the IHS Group (including joint ventures) and to all sites that are managed by IHS.

### 1.2. USE AND ADMINISTRATION OF THIS CODE

This Code is intended to help you apply Our Values and standards.

This Code should be read together with other IHS policies applicable at group level and/or at the local level and any additional business units and local procedures that may provide more guidance about certain local laws or customary business practices. As a general matter, should there be a conflict between the Code and any business unit, regional or department policy, the more restrictive policy will apply.

All employees and members of the Board of Directors must acknowledge that they have read, understood and will comply with the Code. Training on the Code will be provided to all employees and Board of Directors; awareness of the Code will be tested from time to time. This Code has been approved by the IHS Board of Directors.

### **1.3. COMPLYING WITH LAWS AND REGULATIONS**

We are committed to following all applicable laws, rules and regulations that apply to our businesses. Not only is it the right thing to do, but it also helps maintain and protect our reputation. Nothing in this Code should be read as an intention to amend, subtract from or replace law applicable to any company of the IHS Group.

Since we operate in several countries, we need to be especially aware of different laws, regulations and customs that apply. While we respect the norms of our customers, business partners and co-workers, in countries where the local laws are less restrictive than the Code, the provisions of the Code shall prevail. Should the applicable local laws be contradictory with the Code or more restrictive than the Code, local law shall prevail.

### **1.4. PROTECTING OUR REPUTATION**

#### **1.4.1. Employee Responsibilities**

All of us have a role to play in protecting our Company's reputation. Each of us is expected to meet the following responsibilities:

- Work as a team and treat others respectfully.
- Always act in a professional, honest and ethical manner when acting on behalf of the Company.
- Be familiar with the information contained in this Code as well as applicable laws and with Company policies. Pay particular attention to the policies that pertain to your job responsibilities.
- Promptly report concerns about possible violations of laws, regulations, this Code and policies to your manager or to the resources listed in this Code.
- Cooperate and tell the truth when responding to an investigation or audit.

#### **1.4.2. Additional Leadership Responsibilities**

If you are in a leadership position you are expected to meet the following additional responsibilities:

- Be a role model for ethical leadership and support your team members when they ask questions and raise ethical concerns:
- Create an environment where individuals feel comfortable speaking up. Listen and respond to concerns when they are raised.
- Make sure that no one who speaks up suffers retaliation.
- Help your team members understand the requirements of our Code, policies and applicable laws.

- Be consistent when enforcing our standards and holding people accountable for their behavior at work.
- Make a sincere effort to keep up with regulatory changes that affect your areas of responsibility. Never ask or pressure anyone to do something that you would be prohibited from doing yourself.
- If you supervise third parties, ensure that they understand their ethics and compliance obligations.

#### Making the right choice

If you're faced with an ethical dilemma and you're not sure what to do, ask the following questions:

- Does it comply with the Code and our policies?
- Is it consistent with our long-term goals and interests?
- Would I be comfortable with my decision if it was made public?

If your answer to any of these questions is "NO", then don't do it, contact your manager or use any of the other resources listed in this Code.

## 1.5. ASKING QUESTIONS AND REPORTING POSSIBLE VIOLATIONS

### 1.5.1. Whistleblowing Policy

Compliance is everyone's responsibility. Each of us has an obligation to report situations or activities that are, or even seem to be, violations of the Code, policies or the law. When you speak up to ask a question, or report questionable conduct, you are protecting your colleagues, and the reputation of IHS. Remember, an issue cannot be addressed unless it is brought to someone's attention.

The IHS Group encourages reporting of misconduct, or of areas of concern. This position is articulated in our IHS Group Whistleblowing Policy.

You can ask questions and report possible compliance, ethical or legal violations by using any of the following methods:

- In most instances, it will be best for you to first talk to your manager. They will be familiar with the laws, regulations and policies that relate to your work.
- If you are not comfortable talking with your manager, talk to your manager's manager or you can contact your local IHS legal department.
- If you report an issue to management or to any IHS legal function, you can request that your report remain confidential. In doing so, you are requesting that your identity not be revealed. However, in some instances, your identity might need to be revealed in order for an investigation or legal proceeding to move forward.
- If none of the above steps resolves your questions or concerns, or if you prefer, at any time you can contact Speak Up at <http://ihstowers.ethicspoint.com>

### 1.5.2. Non-Retaliation Policy

In accordance with the IHS Group Whistleblowing Policy, we will ensure that no retaliation action is taken against any person who reports in good faith, actual or suspected misconduct.

We take claims of retaliation seriously; they will be investigated and if substantiated, retaliators will be disciplined, which may include termination of employment. If you believe you have been retaliated against, you should contact your local HR representative.

#### Cooperating with investigations

All employees have a responsibility to fully cooperate with all investigations and audits; which includes internal investigations and audits, as well as those initiated by government authorities.

Misleading investigators, or failure to disclose what has been done, or not presenting the facts fully and honestly can be very harmful to both your own, and the Company's reputation, which may lead to possible sanctions and/ or fines.

Contact the IHS legal team or Group compliance for guidance if you are contacted by a government official conducting any kind of investigation.

### 1.6. ACCOUNTABILITIES AND DISCIPLINE

We will make every effort to address and remedy non-compliance with the Code, policies or regulation promptly and effectively.

Violations of this Code, our policies, laws and regulations can result in serious consequences for you individually and to the Company. Violations may result in disciplinary action, which may lead to termination of employment.

Others involved in non-compliance may also be subject to discipline. This includes those who fail to use reasonable care to detect a violation, persons who refuse to divulge information that may be material to an investigation, as well as managers who approve to, "look the other way," or attempt to retaliate to the whistleblower.

Violations of laws or regulations may result in legal proceedings and penalties including, in some circumstances, criminal prosecution and/ or fines.

### 1.7. WAIVERS AND EXCEPTIONS

Any amendment, other than cosmetic changes, or waiver of any provision of this Code must be approved in writing by the Board of Directors and promptly disclosed in accordance with the requirements of applicable laws and regulations.

## 2. OUR RESPONSIBILITIES TO CO-WORKERS, BUSINESS PARTNERS AND THE COMPANY

### 2.1. LOOKING OUT FOR ONE ANOTHER'S SAFETY AND SECURITY

Nothing is more important to us than your safety. We must be alert, disciplined, and always be looking out for one another.

- Only undertake work that you are qualified to perform.
- Be sure that your performance is not impaired by alcohol or by any drugs or other substances, which includes, but is not limited to prescription or over-the-counter medication.
- Speak up, if you observe any unsafe working conditions and listen to others who speak up. Help contractors and others we work with, to understand and follow our safety and security procedures.
- Report any accident, injury, or illness. Never assume that someone else has made the report. Threats, intimidation and violence undermine everything we stand for as an ethical company, will not be tolerated.
- Weapons should not be brought into the workplace unless you are authorized to do so.

### 2.2. BUILDING TEAMWORK THROUGH DIVERSITY AND RESPECT

We work best when we work as a team, when we treat one another with dignity and respect, and value the unique contributions of others.

We are committed to fair treatment of employees and prohibit discrimination and harassment based on gender, age, creed, religion, national origin or sexual orientation, or any other characteristic protected by law.

- Treat others with respect.
- Keep an open mind to new ideas and improvements and listen to different points of view. Understand that offensive messages, derogatory remarks and inappropriate jokes are inconsistent with our culture and beliefs and are never acceptable.
- Expect others we work with to act in a way that is consistent with our sense of fair treatment and equal opportunity.

#### Harassment and intimidation

The IHS Group promotes a professional, friendly, team oriented and open-minded working environment, free of any form any form of physical, mental, verbal or other abuse.

Any form of harassment or intimidation is strictly prohibited.

### 2.3. PROTECTING THE PRIVACY AND CONFIDENTIAL INFORMATION OF OTHERS

In recent years, individuals, companies and governments have grown increasingly concerned about the privacy and security of personal information. As a result, laws protecting the privacy of personal information and how it may be collected, shared and used are becoming more common.

Respect the privacy and the confidentiality of personal information. Only use personal information that it is needed to operate effectively or to comply with the law:

- Keep personal information safe and secure.
- Use care when you provide personal data to anyone inside or outside the Company and limit access to authorized individuals.
- When we use third parties to provide services for us, make sure they understand the importance we place on privacy and that they must uphold our standards.

### 2.4. KEEPING CONFIDENTIAL AND PROPRIETARY INFORMATION SAFE AND SECURE

One of our most valuable assets is information. The unauthorized release of confidential or proprietary information can cause us to lose a critical competitive advantage, embarrass the Company and damage our relationships with our customers and business partners.

Confidential or proprietary information means any information of whatsoever nature (including but not limited to: facts about the business, possible transactions with other parties, strategic plans, terms or fees offered to customers) that is not known to the general public or to any competitor of the IHS Group.

For these reasons, confidential and proprietary information must be treated carefully. Information received by employees, contractors or agents of the Company must not be used for any personal gain, nor should it be used for any purpose, beyond that for which it was given:

- Use and disclose confidential information only for legitimate business purposes.
- Properly label confidential or proprietary information to indicate how it should be handled, distributed and destroyed.
- Protect the confidential and proprietary information of business partners.
- Never discuss confidential information when others might be able to overhear what is being said (for example on planes, in elevators or when using mobile phones) and be careful not to send confidential information to unattended fax machines or printers, or those not password protected.

### 2.5. USING OUR ASSETS WISELY

We all have a responsibility to use Company assets and resources wisely, with care, and guard against misuse, damage, loss, theft and waste.

Company assets include facilities, property and equipment, tools, vehicles, supplies, computers and digital systems, time, confidential and proprietary information, intellectual property, corporate opportunities and funds:

- Make sure our assets are not lost, damaged, or misused.
- Guard our intellectual and proprietary property – and respect the intellectual and proprietary property rights of others.
- Email and voicemail systems and the content on them are considered Company records and property.
- You are expected to use Company property and systems for business purposes only, but limited personal use of our phones and computer systems is allowed as long as it does not have a negative impact on performance or productivity, or violates any Company policies.

#### Fraud

Acts of dishonesty against the Company or its customers, involving theft, destruction or misappropriation of property, including money, office equipment, or any other items of value, are prohibited.

Falsification, alteration or substitution of records for the purpose of concealing or aiding such acts is prohibited. The Company does not tolerate fraud of any kind, and will report fraud cases to relevant authorities.

## 2.6. RELATIONS WITH THIRD PARTIES

Third parties, including (but not limited too) contractors and agents, make significant contributions to our success and can also have a significant impact on our reputation. Our policy is to purchase supplies and select business partners based on need, quality, service, price, terms and other relevant conditions. We work with others who share similar values and our commitment to safety, quality, ethics and compliance:

- Conduct due diligence and Know Your Client (KYC) checks prior to engaging with third parties.
- Choose business partners in accordance with our Procurement Policy.
- Make supplier-related decisions in the best interest of the Company, not for any personal benefit or gain for you, a family member or any connected person.
- If you are in a leadership position and oversee our business partners, make sure they understand and follow our expectations for ethics and compliance and all contractual obligations.
- Watch for any signs that our business partners are violating applicable law or regulations. When we hire former employees of competitors, we respect their obligations not to use or disclose the confidential information of their former employers.

## 2.7. AVOIDING CONFLICTS OF INTEREST

A conflict of interest may occur when your actions, or personal interests, make it difficult to perform Company work, or exercise best judgment objectively and effectively in support of the Company's interests.

The IHS Group holds the trust and confidence of those with whom we deal, including clients, suppliers and employees fundamental to its success. Conflicts of interest potentially undermine the relationship of the Company with its partners and it is the responsibility of all employees to avoid any activities, which may create any potential conflict of interest.

It is impossible to describe every potential conflict, but the following are some examples:

- Holding an outside job or affiliation with a competitor, customer or supplier or which in any way interferes or may potentially interfere with your work or role within the IHS Group. Being in a position to oversee, hire or steer business to a relative.
- Taking advantage of business opportunities, you discover through the use of Company property, information or your position.
- Having investments in a competitor or business partner or connected with any person or entity that benefits from, or has a relationship with the company.

Each of us is expected to be proactive and whenever possible avoid situations that can lead to even the appearance of a conflict or potential conflict, but if you find yourself in a potential conflict of interest, talk with your manager or your local IHS legal department or Group compliance. Depending on the circumstances, some conflicts may be resolved if they are handled properly.

## 2.8. EXCHANGING GIFTS AND ENTERTAINMENT

We recognize that providing and receiving gifts and hospitality may be part of building normal business relationships. However, in order to help preserve and strengthen these relationships the Company has developed a Corporate Hospitality and Gifts Policy, which provide rules and guidelines concerning the conduct of its officers and employees aimed at minimizing the possibility of conflicts of interest and at avoiding risks associated with bribery and corruption:

- As a general rule, we do not accept or provide gifts or entertainment if the intent is to bias a decision or in return for any business, services or confidential information.
- Gifts or entertainment are only to be provided if:
  - The gift cannot be reasonably construed as payment or consideration for influence or reward for a decision or action.
  - It does not violate applicable law or the policies of the recipient or the IHS Corporate Hospitality and Gifts Policy, relating to the gift or entertainment provided.
  - If it was disclosed to the public, it wouldn't embarrass you or the Company.
- Receipt of personal gifts are prohibited. Any hospitality received should be at appropriate levels and not excessive. No such hospitality should be received or accepted if it could reasonably be construed to influence or reward for a decision or action: please refer to the IHS Gifts Policy.
- The following practices are never allowed:
  - Providing or accepting any gift of cash or a cash equivalent (gift cards, gift certificates);
  - Providing or accepting any gift or entertainment that could reflect negatively on our reputation or your reputation.
  - Any gift or entertainment that violates the policies of the recipient's organisation.

#### Government officials

- No gifts or other benefits, including entertainment, can be offered to government officials.
- Any request made to an employee by a government official for an improper payment must be reported immediately to the Group legal function OR Group compliance.

## 2.9. MAINTAINING ACCURATE AND COMPLETE RECORDS

Business partners, government officials and the public rely on our accurate and complete disclosures and business records. Such information is also essential within the Company so that we can make good decisions.

To ensure that our books and records can meet these various purposes, they must be in compliance with accepted accounting principles, our internal controls and corporate governance. Employees with a role in financial or operational recording or reporting have a special responsibility in this area, but all of us contribute to the process of recording business results and maintaining records:

- Follow applicable laws and policies when creating, storing, retaining or destroying documents including those in electronic formats.
- Report immediately any improprieties in accounting, internal controls, or auditing to the Director of Audit and Risk.
- Keep your records organized so they can be located and retrieved when needed.

#### Document retention

Documents should only be destroyed in accordance with our records retention schedules, and never in response to or in anticipation of an investigation, audit, claim, lawsuit or arbitration proceeding.

Contact your local IHS legal department if there is any doubt about the appropriateness of record destruction.

## 3. OUR RESPONSIBILITIES TO MEET OUR LEGAL OBLIGATIONS

### 3.1. ANTI-BRIBERY AND CORRUPTION

Bribery and corruption in all of its forms or shapes are completely contrary to our Values and business standards. The IHS Group has committed to a zero-tolerance policy on bribery and corruption for all of its business dealings.

Bribery is the provision or receiving of undue value (or offering to do so) to influence the behavior of someone in government or business in order to obtain business or financial or commercial advantage.

Corruption is the abuse of entrusted power for private gain.

Facilitation payments is any payment made to secure or speed up routine actions, usually by to Public Officials such as issuing permits, providing services or releasing goods held in customs.

- No employee, third parties' agent, contractor, or consultant acting on behalf of any company of the IHS Group shall:
  - Make any facilitation payment or engage with third parties who make facilitation payments;
  - Offer or accept any gift, gratuity, improper payment, kickback or bribe which is given to or accepted with the intention to retain or obtain business or any other advantage;
  - Grant any political donation other than in compliance with the guidelines applicable to such donations; and
  - Provide or receive any gift and/or hospitality other than in compliance with the IHS Group Corporate Hospitality and Gift Policy.
- Keep accurate books and records so that payments are honestly described and Company funds are not used for unlawful purposes.
- Carefully monitor third parties acting on our behalf. We must know who they are and what they are doing. If you supervise third parties, make sure they understand that they are required to operate in strict compliance with our standards and to maintain accurate records of all transactions.

The prevention, deterrence and detection of bribery and corruption cases is monitored by the Executive Ethics and Compliance Committee.

### **3.2. POLITICAL AND CHARITABLE ACTIVITIES**

The IHS Group is not affiliated, directly or indirectly, with any political party or charitable organisations:

- Make it clear that your personal, political views and actions are your own and not those of the Company.
- Never use Company funds, assets, or facilities to support any political candidate or party unless specifically permitted by law, authorized by the Executive Ethics and Compliance Committee, and disclosed to the Board of Directors.
- All political and charitable donations must be recorded and political donations must be declared in the Annual Report.
- Never pressure another employee, or business partner to contribute to, support or oppose any political candidate or party.
- Holding or campaigning for political office must not create, or appear to create, a conflict of interest with your duties.
- Do not solicit contributions or distribute political literature during work hours.
- Never make a political or charitable contribution with the intent to improperly influence someone.

### 3.3. FAIR COMPETITION AND ANTITRUST

We believe in free and open competition. We gain our competitive advantages through superior service delivery rather than through unethical or illegal business practices.

All of the countries where we operate have laws prohibiting practices that interfere with competition. These laws are complex. If you have a question about the legality of a certain practice, do not take any action without first seeking guidance and approval from your local IHS legal department.

#### Anti-trust “red flags”

Competition or antitrust laws – are complex and compliance requirements can vary depending on the circumstance, but in general, the following activities are examples of “red flags” and should be avoided and reported to Legal:

- Entering into anti-competitive agreements with competitors, including price fixing, bid rigging, market allocation and agreements to restrict supply.
  - Exchanging competitively sensitive information with competitors.
  - Imposing restrictions on customers or suppliers.
  - Abusing a position of market dominance.
- If you find yourself in a meeting, including trade association meetings, where a questionable discussion is taking place, state that you believe the discussion is inappropriate, break away from the discussion, and promptly inform your local IHS legal department.

### 3.4. INSIDER TRADING

In the course of business, you may become aware of material non-public information about publicly traded companies. Using this information for personal gain, sharing it with others, or spreading false rumors, is illegal.

Information is material if it is likely that an investor would want to know or benefit from having that information ahead of making an investment decision, or if disclosed, it would have an impact on the pricing of a security.

Information is non-public if it has not been released broadly to the market, for example, through widely disseminated company communications or press releases.

- Never buy or sell any securities of any company based on material, non-public information.
- Do not pass on material, non-public information or “tips” to others.
- When trading, use care even if you ‘think’ you are not relying on material, non-public information.

### 3.5. WORKING WITH GOVERNMENTS

Special rules apply when a government is our customer or business partner. We can face severe penalties including loss of current and future government contracts, penalties and even criminal charges for violating government procurement laws.

- When working with a government, be aware of their policies as well as ours. Know how their policies may impact our relationship.
- Contact your local IHS legal department regarding non-routine government requests for information.
- If you suspect any illegal or unethical conduct by an employee or business partner in connection with a government contract, report it immediately to your local IHS legal department or Group compliance.

### 3.6. GLOBAL TRADE

We abide by the trade laws of all countries in which we operate including economic sanctions, import and export laws. Most countries in which we operate impose various import/export trade restrictions.

- ❖ We will not tolerate, facilitate or support money laundering. Each entity of the IHS Group must conduct appropriate due diligence of any prospective business partners and implement necessary monitoring in order to detect any suspicious activity.
- ❖ Products intended for import or export must be classified in advance, and all required labeling, documentation, licenses and approvals completed.

#### Sanctions

Trade sanctions, including financial sanctions, are complex. If you are involved in international transactions, such as business dealings with a sanctioned country, entity, or person, you must ensure compliance with applicable trade laws.

If you have any degree of uncertainty about sanctions, contact your local IHS legal department immediately.

## 4. OUR RESPONSIBILITIES TO THE COMMUNITY AND THE GREATER GOOD

### 4.1. SUPPORTING OUR COMMUNITIES

We aim to maintain a reputation of being good citizens and neighbors. We believe in maintaining the health and welfare of the communities where we live and operate and recognize that charitable contributions and volunteerism are important components of this commitment.

Each of the companies of the IHS Group work with national and local governments, regulators and other organisations in order to meet legal requirements, manage our impact on the environment

and support and participate in the development of sustainable community projects and civic activities.

IHS aims to establish trust-based relationships with the communities around our operations. This commitment is reflected in our proactive initiatives to nurture these relationships, support host community participation and contribute to capacity building and enhancement of local community quality of life.

- Respects host communities, their traditional values and their cultural heritage. Building and maintaining relationships with host communities enables us to engage in consultation and ensure that mutual expectations are realistic and achievable.
- Non-governmental organisations (NGOs) often have an interest in what we do as a Company. It is in our mutual benefit to cooperate with them, but be sure to talk with your local IHS legal department or IHS Group Communications in advance.

#### **4.2. BEING CLEAR AND CANDID IN OUR PUBLIC COMMUNICATIONS**

We need a clear and consistent voice when providing information to the public and the media. For this reason, it is important that only formally designated employees speak with the press on behalf of the Company.

- If you're contacted by the media or by members of the investment community, contact our Associate Communications Director for advice.
- Unless you are authorized to do so, never give the impression that you are speaking on behalf of the Company in any communication that may become public.
- Use good judgment when using social media, including expressing ideas and opinions in a respectful manner. Ultimately, you are solely responsible for what you post online. Please refer to our Social Media Policy.
- If you see something online that could be potentially harmful to the Company, report it immediately to our Associate Communications Director. Don't respond to negative comments yourself.

#### **4.3. RESPECTING HUMAN RIGHTS**

We conduct our business in a manner that respects the human rights and dignity of all, and we support international efforts to promote and protect human rights. We will not tolerate abuse of human rights in our operations or in our supply chain.

#### **4.4. PROTECTING THE ENVIRONMENT**

We are committed to minimizing damage to the environment as well as any potential harm to the health and safety of employees, customers and the public.

In order to achieve the highest standard relating to the environmental matters, the IHS Group has undertaken to operate in compliance with not only all the applicable law and regulations, but also to implement performance standards in line with international standards.

- If you have any questions about compliance with environmental, health and safety laws and policies, contact your local legal department.
- Be proactive and look for ways that we can reduce waste and use energy and natural resources more efficiently.