

# Experian Statement on Salient Human Rights

We strive to create a better tomorrow for our employees, our customers, and the communities we serve. Experian is committed to respecting human rights by upholding the United Nations Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPR) and the International Labour Standards (ILO) across Experian. We have identified the following salient human rights to be of key importance.

## Salient Issues:

### Health and Safety working conditions

At Experian, we have a duty to promote the health, safety, and welfare within our work environment. We are committed to maintaining a safe and healthy place to work through execution of our Global Health and Safety Policy. We continue to embrace flexible ways of working and building a safe, inclusive workplace.

### Workplace security

The safety and security of our employees and guests is of extreme importance at Experian and is evident in our policies and training across the company. We expect all employees to be respectful of each other and those with whom we interact. We will not tolerate acts of bullying, harassment, or victimisation. Our culture sets the tone for a safe environment at our business locations, on business trips, work related events, and social engagements with colleagues both within and outside working hours.

### Freedom of Association

As a fundamental right to a free society, Experian respects and supports the rights of all employees to freedom of association and complies with all laws and regulations regarding such rights. We support the International Labour Organization (ILO) convention 87 - the Freedom of Association and Protection of the Right to Organise Convention, 1948, and align with it unless it conflicts with legal requirements in the individual countries in which we operate.

### Diversity, Equity and Inclusion

A key component to Experian's core philosophy and purpose is to create a better tomorrow by making positive change in the world. One of the ways we do this is by actively supporting efforts to close the financial wealth gap of under-served communities. We actively support diversity – in thought, style, sexual orientation, gender identity, race, ethnicity, disability, culture, and experience.

### Modern Slavery and Forced Labour

We are committed to protecting people at risk from exposure to slavery or people trafficking, both within our organisation or those working on our behalf via third party vendors. If we have suspicions of modern slavery within our operations or in our third-party suppliers there are three immediate priorities: 1. Protect and support at-risk individuals, 2. Report concerns to the authorities, and 3. Capture and protect any evidence for external investigation.

### Access to grievance mechanisms

We encourage all employees to raise genuine concerns about the way in which we run our business as soon as possible and without fear of reprisal. We commit to take those concerns seriously and investigate them appropriately. To support employees who may feel uncomfortable in reporting directly to their manager, employees can utilise our Confidential Helpline. The Helpline is administered by an independent third party to ensure upmost confidentiality and is provided in the various languages used in Experian.

### Data Protection and Privacy

As a steward of data we collect and use, we have a responsibility to ensure the security, accuracy, privacy and transparency of that data. We continually enhance our security infrastructure, practices, and culture across the business. We are committed to obtaining, processing, and using data compliantly and responsibly. We believe use of data must benefit both businesses and individuals, while meeting regulatory and consumer privacy expectations.

### Environment and Carbon Emissions

We carefully consider our environmental impacts, however small, and work across our operations to minimise them. We are committed to becoming carbon neutral in our own operations by 2030 and have a validated Science-Based Target to help us achieve this. We also evaluate risks and opportunities to our business arising from climate change, and work actively to identify, manage and control any material risks; and to develop any opportunities that can help our customers protect the environment and be more resilient.

We recognise that other human rights issues may become relevant to Experian in the future. We review our salient issues on a regular basis to ensure we identify those important to Experian both internally and externally.

Signed: Brian Cassin, Chief Executive Officer



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