

Sustainability Accounting Standards Board (SASB) - FY23

The Index below shows our reporting against the SASB metrics for the professional and commercial services sector for FY23.

Data Security		
Activity Metric	Code	Response
Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See the Data security section of our Annual Report (pages 45-46).
Description of policies and practices relating to collection, usage, and retention of customer information	SV-PS-230a.2	See the Treating data with respect section of our Annual Report (pages 45-49), which includes our Global Data Principles. This section details the processes we follow to ensure accuracy of data, the regulations we comply with and the consumer websites where we detail our approach to data privacy
Number of data breaches, percentage involving customers' confidential business information or personally identifiable information, and number of customers affected	SV-PS-230a.3	In the event of a serious breach, we would disclose information about the incident and commit to contact any affected data subjects in a timely way. We do not publicly disclose vulnerabilities or lapses due to client sensitivities. To the extent that any relevant regulator should find fault with our data breach management or data security practices, they will publish their findings and any related sanctions. There were no new findings or sanctions in FY23.
Workforce Diversity and Engagement		
Activity Metric	Code	Response
% of gender and racial/ethnic group representation for executive management and all other employees	SV-PS-330a.1	We report gender and racial/ethnic diversity in the ESG performance data available on our website , with our US racial/ethnic diversity shown in accordance with the EEO-1 categories. For further information, see the Inspiring and supporting our people section of our Annual Report (pages 51-53) and our DEI Report .
Voluntary and involuntary turnover rate for employees	SV-PS-330a.2	We report both voluntary and involuntary turnover rates in the ESG performance data available on our website . In FY23 voluntary turnover was 11.9%, involuntary turnover was 6.4%.
Employee engagement (%)	SV-PS-330a.3	We report employee engagement as one of our key performance indicators for the business, and it is reported in the ESG performance data on our website . See the Inspiring and supporting our people section of our Annual Report (pages 51-53) for further information. Our employee engagement score in our FY23 Great Place To Work survey was 82%, up four points from the previous year.
Professional Integrity		
Activity Metric	Code	Response
Description of approach to ensuring professional integrity	SV-PS-510a.1	See our Data Principles (page 45) and the Working with integrity section of our Annual Report (pages 54-55). This latter section outlines the importance of our Global Code of Conduct , designed to give everyone a clear understanding of our approach to professional and ethical standards and ensure employees all know exactly what is expected of them individually, and the role they play in helping Experian live up to those standards. This code has been approved by the Experian plc Board and we are fully committed to implementing it across our business.
Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Material monetary losses associated with legal proceedings, sanctions or fines that are a matter of public record are disclosed in our Annual Report (see page 188). In the case of pending and threatened litigation claims, management applies judgment as to the likelihood of ultimate liability and recognises the liability where the likelihood of potential loss arising is possible rather than probable and having a potentially material impact.
Activity Metrics		
Activity Metric	Code	Response
Number of employees: full-time and part-time, temporary and contract	SV-PS-000.A	We report this data in the ESG performance data available on our website . In FY23 our employees were: 93% full time, 4% part time, 3% temporary, 0% contract.
Employee hours worked and % billable	SV-PS-000.B	Not applicable to our business.