



# Verisk Analytics Supplier Code of Conduct

August 2019 (v2.0)

Verisk Analytics, Inc., and its staff (Verisk) work diligently to protect the single most important asset of its business: integrity. Integrity underlies the professional expertise of its team, the quality of its analytics and services, and its reputation to thousands of customers throughout the world. Suppliers likewise have a duty to demonstrate the highest standards of business conduct, integrity, and adherence to the law.

The Verisk Analytics Supplier Code of Conduct (Code) sets out the basic principles and expectations for Suppliers. Suppliers are responsible for knowing the requirements of this Code, operating in accordance with its principles, and periodically checking to see if any updates or changes have been made to the Code.

The Code does not constitute an employment contract, and nothing contained herein is intended to convey any rights, actions, or remedies to Suppliers or to create an employment relationship between Verisk and the Supplier or the Supplier's employees. In addition to the terms of a Supplier's contract with Verisk, the following provisions set forth the behavioral expectations governing the business relationship.

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## Scope

A Supplier is any third party, firm, or individual that provides a product or service to Verisk. The following persons, entities, and organizations (collectively referred to as Suppliers) are covered by this Supplier Code of Conduct and thereby subject to its provisions:

- Suppliers, vendors, consultants, agents, brokers, distributors, facilitators, contractors, temporary workers, and third parties working on behalf of Verisk
- The owners, officers, directors, employees, and downstream contractors and subcontractors of these organizations and entities

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## Protection of Human Rights

Verisk supports the protection of internationally proclaimed human rights. Verisk will not engage in business or supplier relationships that make Verisk complicit in human rights abuses. Verisk expects its Suppliers to conduct their activities in a manner that respects human rights as set out in the United Nations Universal Declaration of Human Rights. In addition, Suppliers shall uphold the following labor practices:

- **Freedom of Association:** Suppliers shall respect the rights of workers to associate or not associate with any groups, as permitted by and in accordance with all applicable laws and regulations.
- **Employment Status:** Suppliers shall employ workers who are legally authorized to work in their location and facility. Suppliers are responsible for validating employees' eligibility-to-work status through appropriate documentation.

- **Employment Practices:** Suppliers employ all employees on a voluntary basis and shall not use any form of slave, forced, bonded, indentured, or involuntary labor. Suppliers shall not engage in human trafficking or exploitation and shall not retain employees' government-issued identification, passports, or work permits as a condition of employment.
- **Zero Tolerance for Harassment:** Verisk has a zero-tolerance policy for harassment of any kind. No form of physical, sexual, psychological, or verbal harassment or abuse shall be tolerated. Verisk's zero-tolerance policy covers all forms of harassment, including sexual harassment and unwelcome verbal, visual, physical, or other conduct that creates an intimidating, offensive, or hostile work environment. Suppliers shall create a work environment in which employees feel valued and respected for their contributions.
- **Antidiscrimination and Fair Treatment:** Verisk is an equal opportunity employer. Suppliers that work with Verisk shall not discriminate in worker recruitment, compensation, advancement, or retention based on any criteria prohibited by law, including, but not limited to, race, creed, color, religion, national origin, ancestry, alienage or citizenship status, age, disability or handicap, sex, marital status, familial status, veteran status, and sexual orientation or gender identity and/or expression. The Supplier's employment decisions must be based on qualifications, skills, performance, and experience. Suppliers shall ensure that employees are treated, and treat each other, fairly and with respect and dignity.
- **Underage Labor:** Suppliers shall ensure that no underage labor is being used or has been used in the production or distribution of their goods or services.
- **Wage and Benefits:** Suppliers shall ensure that their workers are paid lawful wages and benefits, including overtime, premium pay, and equal pay for equal work, without discrimination and in accordance with all applicable laws.
- **Provide a Safe Workplace:** Suppliers shall ensure that they are in compliance with all employee health and safety laws and regulations in all areas where they have responsibility for workers. Suppliers shall have systems to prevent, detect, and respond to potential risks to the safety, health, and security of all employees and ensure that all workers receive communication and training on emergency planning and safe work practices.

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## Diversity

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Verisk is committed to diversity and inclusion within the company and seeks to do business with a diverse mix of Suppliers, including businesses owned by minorities, women, and veterans, among others. Verisk encourages its Suppliers to commit likewise, seeking greater diversity through their subcontracting arrangements committed to diversity in race, color, religion, national origin, ancestry, alienage or citizenship status, age, disability or handicap, sex, marital status, familial status, veteran status, and sexual orientation or gender identity and/or expression.

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## Anti-Bribery and Corruption

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Verisk is subject to the U.S. Foreign Corrupt Practices Act and the U.K. Bribery Act as well as other anti-bribery and corruption laws adopted by the countries where it conducts business. It is Verisk's policy that directors, officers, employees, and all Suppliers are prohibited from offering or paying, directly or indirectly, any bribe to any employee, official, or agent of any government, commercial entity, or individual in connection with Verisk's business or activities. Likewise, acceptance of any bribe in connection with Verisk's business or activities is also prohibited. Verisk's Anti-Bribery and Corruption Policy can be found at <https://investor.verisk.com/corporate-governance/governance-documents/default.aspx>.

### **Accounting Books and Records**

Suppliers shall maintain accurate and transparent accounting books, records, and accounts to demonstrate compliance with anti-bribery and corruption laws and other applicable laws and regulations and this Code.

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### **Environmental Responsibility**

Verisk seeks to do business with Suppliers that exercise good judgment in preserving the natural environment, limiting resource consumption, reducing emissions, and recycling waste.

Verisk encourages Suppliers of goods and services to suggest options that lessen the associated environmental impacts, particularly in areas such as air emissions; waste reduction; recovery and management; water use and disposal, including responsible wastewater disposal; proper disposal of hazardous materials; and greenhouse gas emissions.

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### **Privacy and Confidentiality**

Suppliers have a duty to protect confidential information. Suppliers are expected to comply with all privacy and security laws and regulations and all other applicable confidentiality laws and regulations governing the protection, use, and disclosure of Verisk proprietary, confidential, and personal information. Suppliers may use confidential Verisk information to perform work on behalf of Verisk. Suppliers must safeguard the confidential information of third parties, including anything that Suppliers learn or create while providing services.

Suppliers must be aware of and follow all local laws and regulations regarding the privacy of individuals, including employees and customers. Suppliers should never disclose personal information to anyone outside of Verisk except as required by legal or regulatory process and permitted by the Supplier contract.

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### **Compliance with Laws and Regulations**

Verisk expects all Suppliers to operate in full compliance with all laws and regulations wherever they conduct business.

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### **Obligations to Communicate These Expectations**

By agreeing to do business with Verisk, Suppliers acknowledge an obligation to the following:

- Communicate the expectations contained in this Code of Conduct to all employees, contractors and subcontractors, and third parties assigned to service the Verisk account.
  - Ensure that all employees are trained as required by all applicable laws and regulations, including, but not limited to, anti-bribery and corruption, modern slavery and human trafficking, privacy and security, and employee health and safety.
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## Whistleblower Process

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Verisk provides a whistleblower hotline, operated and maintained by a leading company independent of Verisk. The whistleblower hotline provides Verisk's stakeholders, including Suppliers, a way to safely report alleged financial misconduct, bribery and corruption, modern slavery, or other concerns relating to Verisk, as well as other potential improprieties, including those that fall under the provisions of this Supplier Code of Conduct. Suppliers agree that anyone making a whistleblower report shall not be retaliated against.

Whistleblower reports can be made online or by phone. Online reports can be submitted at <https://Verisk.tnwreports.com>. Reports by phone can be made using the global phone numbers found at <https://Verisk.tnwreports.com/media/show/hotline.pdf>. Both online and phone reporting are available 24/7/365 in local languages across the globe.

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## Compliance Monitoring

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To measure a Supplier's compliance with this Code, Verisk reserves the right to conduct announced and unannounced on-site audits of the Supplier's facilities, operations, books, and records as well as conduct confidential worker interviews in connection with such audits. Verisk shall also require the Supplier to complete an annual Supplier Attestation acknowledging compliance with all requirements outlined in this Code.

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## Acknowledgment

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By accepting any contract from Verisk, the Supplier acknowledges acceptance of Verisk's Supplier Code of Conduct and represents that it is in compliance with the Code's provisions. The Supplier understands that Verisk may refuse to continue doing business with the Supplier if the Supplier fails to comply with this Code, subject to the terms and conditions of the contract.

