



# Human Rights Policy

Last Updated: March 2024

## Our Commitment

At Equifax, we are determined to do the right thing and put people first as we strive to create economically healthy individuals and communities everywhere we do business. We are committed to upholding the values of the Universal Declaration of Human Rights. Our Human Rights Policy is focused on eight core tenets we believe to be critically important in respecting and supporting human rights globally and aligned with our [global commitments](#).

### 1 Diversity, Equity, and Inclusion

We believe that embracing and sustaining an inclusive workplace, where all contributions and perspectives are valued, creates an employee experience where everyone belongs and helps us deliver the best products and services to our customers and consumers. We work to nurture inclusive work environments across the globe, where diverse employees are celebrated for the things that make them unique and inspired to create a positive change.

We have policies in place that clearly communicate our position against racism and inequality, in all of its forms, including discrimination and harassment. We do not tolerate discrimination based on a person's race, color, religion, ancestry, age, sex/gender (including pregnancy, childbirth, related medical conditions and sex-based stereotypes and transgender status), sexual orientation, gender identity or expression, service in the Armed Forces, national origin, physical or mental disability, genetic information, citizenship status or any other status protected by law. [We are committed to an inclusive Equifax](#), where everyone can bring their whole self to work.

### 2 Employee Health and Safety

Operating a safe and healthy work environment is a responsibility we all share. We've implemented health and safety policies and procedures across the organization to help ensure our facilities are safe for employees and visitors, aligned with applicable health and safety laws and regulations. We enforce physical security requirements, including facility entry procedures, and are prepared to activate emergency response plans as necessary to protect our people.

### 3 Living Wage

We offer living wages to all employees and use market and industry standards to regularly review and analyze our pay structures. We comply with all applicable minimum wage and pay equality laws.

### 4 Data Privacy and Protection

As a steward of data, we understand that we have the responsibility to protect and appropriately use personal data as we power the world with knowledge. We focus on [five key privacy principles](#): (i) Quality; (ii) Stewardship; (iii) Discretion; (iv) Partnerships; and (v) Designing for Privacy, and are committed to embedding privacy into all aspects of our business. We believe that transparency builds trust and have aligned our internal privacy controls to the NIST Privacy Framework, a best-in-class privacy tool to help identify and manage privacy risk.

We are also committed to being an industry leader in security, and strive to exceed the expectations of the people, businesses, and government agencies that count on us. Security is embedded into everything we do - from our technology infrastructure, data fabric, and product development to our merger and acquisitions strategies, employee training, and to our individual incentive compensation plans.

As a steward of data, we understand that we have the responsibility to protect and appropriately use personal data as we power the world with knowledge.

## 5 Anti-Corruption and Anti-Bribery

We believe all Equifax employees must deal fairly, appropriately, and professionally with customers, suppliers, business partners, competitors, and consumers. We do not take unfair advantage through manipulation, concealment, abuse of privileged or confidential information, misrepresentation, fraudulent behavior, or any other unfair practice.

Equifax has a global commitment to integrity. We do not pay bribes or kickbacks, at any time, for any reason. As defined in our Global Financial Crimes Policy, Equifax strictly prohibits the offering, giving, solicitation or acceptance of any bribe, or corrupt inducement whether in cash or any other form. Employees may not give, offer or promise (directly or through others) anything of value to anyone, including government officials, clients, suppliers, or other business partners, if it is intended or appears intended to obtain some improper business advantage. This prohibition applies equally to agents and representatives of Equifax acting on our behalf.

## 6 Access to Grievance Mechanisms

We provide all Equifax employees the opportunity to report potential misconduct while remaining anonymous and doing so without fear of retaliation. Equifax maintains an Integrity Hotline, operated by an independent third party, that is available 24 hours a day, seven days a week to all global employees.

Equifax will not tolerate any retaliation against an employee who asks questions or makes good faith reports of possible violations of the [Equifax Code of Ethics and Business Conduct](#) and will keep all investigations as confidential as possible, consistent with a fair and thorough investigation of the reported conduct.

## 7 Environment and Carbon Emissions

Being good corporate citizens means taking care of the environment by minimizing our impact. As a technology company that does not manufacture physical products, we identify carbon emissions from the operation of our offices and data centers, purchase of goods and services (including capital goods), waste, employee commuting, and business travel, as the most significant areas of environmental impact generated by our company. These findings inform our environmental priorities and actions. We are committed to [reaching net-zero greenhouse gas emissions by 2040](#) along a science based pathway and our greenhouse gas emissions targets have been validated by the Science Based Targets initiative (SBTi).

## 8 Anti-Slavery and Human Trafficking

Equifax is committed to preventing acts of modern slavery and human trafficking from occurring within its business. Equifax complies with modern slavery requirements in applicable jurisdictions and imposes the same high standards on its suppliers. Equifax will not tolerate any failures in its supply chain to meet these standards; they are a prerequisite of doing business with us.

As part of our mission to help people live their financial best, we are committed to [supporting victims of human trafficking](#) through addressing issues with their credit reports, in accordance with applicable law.