

Experian plc

Slavery and Human Trafficking Statement

Introduction

Experian plc and its subsidiary companies are committed to protecting our organisation and those people at risk from exposure to slavery or people trafficking in our supply chain, both via directly employed staff and staff working on our behalf via third party vendors.

Organisational Structure and Background

We are the leading global information services company, providing data and analytical tools to our clients around the world. We help businesses to manage credit risk, prevent fraud, target marketing offers and automate decision making.

We also help people to check their credit report and credit score, and protect against identity theft.

Experian plc operates its business through its subsidiaries, the majority of which are wholly owned. It has a well developed system of internal authorities, controls and policies within the Group. Experian plc and its subsidiaries employ approximately 17,000 people in 37 countries. The Group corporate headquarters are in Dublin, Ireland with operational headquarters in Nottingham, UK; California, US; and São Paulo, Brazil.

Our Employees

Our employees are all provided with a written contract of employment and undertake training in relation to our ethical code and standards. Experian has a Global Code of Conduct and takes its responsibility for implementing this Code very seriously. We appreciate the key role that Experian employees play in maintaining high standards and the Code gives a clear understanding of Experian's approach to professional and ethical standards and to ensure that employees know exactly what is expected so that they can play their part in helping Experian meet those standards. Each employee has a personal responsibility to read the Code, as well as to ensure that they fully understand our obligations and the consequences associated with any breach of those obligations.

We provide a global confidential helpline where our employees can report concerns anonymously 24 hours per day. These reports are reviewed by the Head of Global Internal Audit.

Our Third Party Supply Chain

Each year Experian Group companies spend c\$1.5bn with external vendors on goods and services. The majority of this spend is on IT, data and professional services. Spend commitments are made using written contracts. We do not use cash payments for services.

Given the nature of Experian business we believe the risk of modern slavery in Experian's supply chain is low compared with businesses operating in other sectors.

However, we are not complacent and will continue to focus on improving our procedures and policies to ensure that there is no modern slavery in the Experian supply chain.

Most of our manufactured goods (typically IT equipment) are purchased from large multinational corporations who have their own supply chain principles and ethical standards in addition to agreeing to ours where appropriate.

The use of service provider contractors in our organisation is largely within our facilities support area, comprising: security guards, caterers and cleaners. In addition, the Group also uses IT contractors in parts of the business. We do not generally enter into individual arrangements for any of these roles and contract via reputable large facilities management and specialist IT resourcing companies.

In the three largest trading regions (UK & Ireland, North America and Brazil, representing circa 90% of Group revenue) all new procurement contracts include language requiring the vendor to agree to our minimum ethical standards – this includes language forbidding the use of forced labour, and the adoption of SA8000 as a guiding principle in the absence of local regulations.

Experian has a Global Procurement Policy supported by regional and functional policies. These make it clear that the responsibility for negotiating contractual terms with suppliers rests with the regional procurement teams. By keeping the regional procurement teams trained in modern slavery risks we are able to manage our exposure.

Plans for the next financial year

The Group will conduct a risk assessment of the risk of modern slavery in our supply chain (both as regards supplying goods and provision of services). Based upon the results of this assessment, where appropriate, any required risk-based monitoring or assurance programme will be developed and endorsed by the Group's Executive Risk Management Committee.

During FY17 we plan to have ethical language and the adoption of the SA8000 principles referenced in all our new standard procurement contracts globally.

We also plan to further communicate our ethical standards to our employees, and provide training on these issues in our employee training courses.

This statement is made pursuant to section 54(1) of the UK Modern Slavery Act 2015 and constitutes Experian plc's slavery and human trafficking statement for the financial year ending 31 March 2016.



Experian plc
George Rose
Deputy Chairman and Senior Independent Director
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