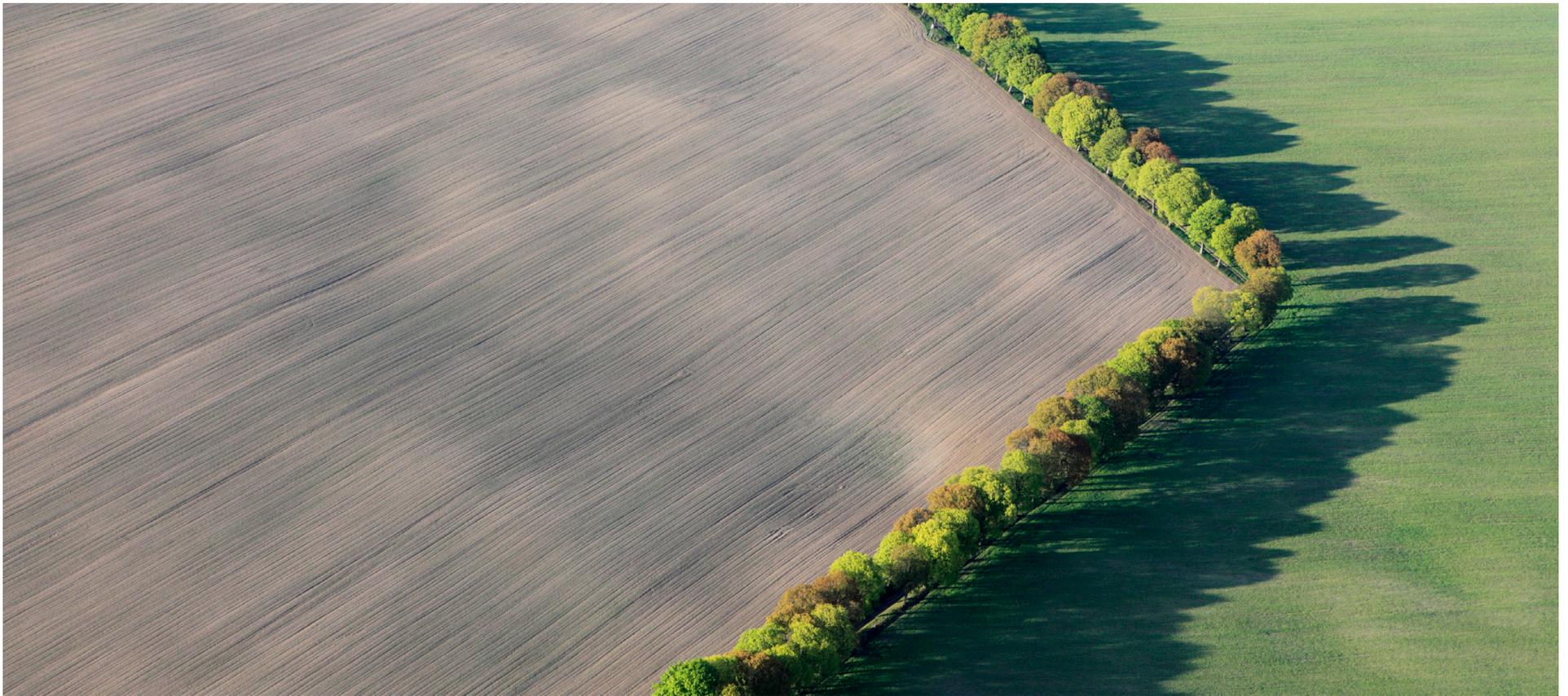


2015 Corporate Responsibility Report



S&P Global

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At S&P Global, Corporate Responsibility is **essential.**

From our CEO

This is an exciting time for our Company and for our clients, partners and communities as we introduce a fresh strategic approach to Corporate Responsibility (CR).

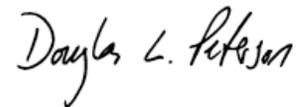
It is my privilege to lead the 20,000 men and women of S&P Global who develop and deliver the essential intelligence that helps companies, governments, communities and individuals make decisions with conviction. It is through their insights and expertise and through their volunteerism and support we endeavor to make an impact.

We demonstrate our commitment to stronger economies and communities, in a wide range of ways. At S&P Global CR is more than philanthropy. It is finding the essential connection between our skills and how to make the biggest difference in society and our communities. As such, we have chosen to channel our resources into three areas where our capabilities can have the greatest impact. In short, we want to **elevate people** by preparing them for workforce success, **promote sustainability** and **support women entrepreneurs**.

As we roll out our new CR program, I am especially excited by how our employees have stepped up to play a critical role. To build on this foundation, we recently established a network of CR champions in our Denver, Frankfurt, Houston and London offices to work alongside our Green Teams in advancing our strategy through employee engagement.

Today, our CR and business activities are more closely aligned than ever before, consistent with our values of Integrity, Excellence and Relevance. I hope you will take a few moments to learn about the CR progress we made in 2015 and the exciting new focus of our CR efforts in 2016 and beyond.

We welcome your feedback at cr@spglobal.com.



Douglas L. Peterson
President and Chief Executive Officer



Our Mission and Approach



Corporate Responsibility Mission

Our essential intelligence powers inclusive sustainable economies and thriving global communities.

Corporate Responsibility (CR) is more than philanthropy — it is about supporting the essential connections between our skills and the needs of society.

At S&P Global, we develop and deliver essential intelligence. Data and analytics meet strategic insight, in-depth research and trusted benchmarks, so that companies, governments and individuals can make decisions with conviction.

The same drive for relevance shapes our approach to Corporate Responsibility — we take an active role, making sure the work we do makes a genuine impact on the communities in which we live. We focus our efforts in three areas where our skills can make a real difference: Elevate People, Promote Sustainability and Support Women Entrepreneurs.

Corporate Responsibility is integral to how we live our values of Integrity, Excellence and Relevance. It is how we use our skills and capabilities to make meaningful change. And it is how we set the bar in creating economic opportunities and thriving communities.

Elevate People

Our Goal: Helping people develop vital skills builds a stronger workforce

Globally, millions of jobs in technology and finance remain unfilled, hindering innovation and economic growth. To help power more inclusive and sustainable economies, S&P Global promotes and accelerates skills development and job placement in our markets and communities, with a focus on the financial, data and technology sectors.

Our approach includes investing in our communities through science, technology, engineering and mathematics (STEM)-related programs, skills-based volunteering and mentoring and partnerships with nonprofits, community groups and colleges.

In 2015, S&P Global employees across 34 offices mentored high school students and entrepreneurs, with a focus on diversity.

5 million

vacancies in the U.S. alone contributing to the global technology and finance shortfall, according to [TechHire Initiative](#)

85%

of Fortune 500 organizations are unable to effectively exploit big data, according to [Gartner](#)

62%

of UK finance professionals believe a skills gap affects their industry, according to [MathWorks](#)

The global skills gap

Bridging the Skills Gap: Robotics

We leverage our highly skilled workforce as mentors for the next generation of business leaders. One key partner is [FIRST](#) (For the Inspiration and Recognition of Science and Technology), a U.S. nonprofit that supports and inspires students from diverse backgrounds to be science and technology leaders and innovators.

In 2015, our employees donated 1,585 hours to the FIRST Robotics program. Volunteers mentored 145 students in New York, New Jersey, Colorado and Texas helping them develop hard skills related to STEM and soft skills related to self-confidence, communication and leadership.

Unlocking Opportunities: Workforce Readiness

In the U.S., there are 1.8 million jobless or underemployed college-educated immigrants whose skills could contribute immeasurably to the economy. Nonprofit [Upwardly Global](#) helps skilled immigrants and refugees overcome employment barriers and join the U.S. workforce. S&P Global supports Upwardly Global as an Employer Network Partner, including through employee mentors who volunteer for one-on-one resume review, and coach job-seekers through mock interviews.

In 2015, nearly half of Upwardly Global job seekers landed professional positions. Our volunteers also benefited by developing leadership, communication and coaching skills.

Promote Sustainability

Our Goal: Providing tools for sustainable investments while minimizing our own footprint

The capital and commodities markets increasingly incorporate and value sustainability and transparency. To promote inclusive, sustainable communities and financial markets, S&P Global provides ESG products and services for clients and helps pave the way for policy makers and businesses to adopt effective risk management strategies. We also proactively minimize our own environmental footprint across 36 countries, improving operational efficiency and mitigating risks to our business.

Increase from 2012 to 2014, according to
[The Forum for Sustainable and Responsible Investment](#):

76%

to \$6.6 trillion
in the U.S.

33%

to €9.9 trillion
in Europe

Of \$6.6 trillion
U.S. socially
responsible
investment
in 2014,

74%

was made up of ESG-
related investments

The growing sustainable investment market

Driving Sustainable Markets

At S&P Global, we leverage the tremendous data and analytics capabilities of our products and services to help investors address ESG issues.

[S&P Global Ratings](#) provides high-quality market intelligence in the form of credit ratings, research and thought leadership. In 2015, it published new research on the booming green bond market and the financial impact of climate change.

[S&P Global Market Intelligence](#) collects, scrubs, interprets and analyzes large amounts of data on the global financial markets and the companies and industries that compose those markets and converts the content into actionable intelligence.

[S&P Dow Jones Indices](#) is the world's largest global resource for index-based concepts, data and research. In 2015, S&P Dow Jones Indices expanded its portfolio of 45 ESG-related indices, launching the S&P Green Bond Index and the S&P Long-Term Value Creation Global Index.

[S&P Global Platts](#) is the leading independent provider of information and benchmark prices for the commodities and energy markets, delivering greater transparency in over 150 countries. It also provides specialized products on carbon, biofuel and renewable energy markets.

Advancing the Global Climate Agreement

S&P Global is helping lead corporate efforts to take forward the COP21 agreement, which aims to limit rising global temperatures to 2°C above preindustrial levels. We play our part through research, partnerships and by providing tools and events for investors. Examples included:

Capital Market Solutions for Climate Finance, a December 2015 seminar for investors cohosted with CDP in Paris during COP21.

[The Energy Transition Risk \(ET Risk\) Project](#), cofounded by S&P Global in March 2016 to mobilize sustainable energy investment by transparently assessing risks and supporting investors with data, research and analytics.

[The Task Force on Climate-related Financial Disclosures](#), launched in January 2016, is developing voluntary disclosure guidelines for companies. Michael Wilkins, of S&P Global Ratings, is a member.

Support Women Entrepreneurs

Our Goal: Empowering women entrepreneurs makes economies thrive

Around the world, women entrepreneurs face systemic barriers, from accessing capital to confronting gender bias. We are committed to addressing these barriers and enabling women to fulfill their potential to make a huge positive impact on the global economy. Our approach includes leveraging our data and analytics expertise to connect women to financial services, supporting partners whose financial tools meet women's distinct needs and mentoring women entrepreneurs.

70%

of women-owned small businesses in the developing world lack financing — an estimated \$285 billion credit gap, according to [IFC](#)

>1.1 billion

women remain outside the formal financial system, according to [Global Findex](#)

\$12 trillion

could be added to global growth by 2025 by advancing women's equality, including economic participation, according to [McKinsey Global Institute](#)

90%

of the income women make is reinvested in family education, health and nutrition, compared to 40% for men, according to [UN Women](#)

Supporting Budding Entrepreneurs with MicroMentor

When women in business support each other, economies grow.

That is why S&P Global partners with [MicroMentor](#), a new and growing online community of entrepreneurs and volunteer mentors. With support from WINS, our employee resource group dedicated to inspiring women to develop their leadership abilities, our employees volunteer their skills and talents to support budding women entrepreneurs in the U.S. and around the world. MicroMentor's results are impressive. A recent survey of the program demonstrated that mentored entrepreneurs increased their revenue by 83%, compared to non-mentored entrepreneurs, who only reported a 16% growth in revenue.

Helping Women Access Digital Financial Services in India

Connecting more women to financial services is increasingly important to our clients and stakeholders, with governments, central banks and international financial institutions all setting gender-based targets.

S&P Global supports upcoming research by the nonprofit [Women's World Banking \(WWB\)](#) to understand women's motivations for, and barriers to, adopting digital financial services in India. The study will include insight from the [CRISIL Inclusix](#), a comprehensive S&P Global-owned index for measuring financial inclusion progress in the country. Our goal is to understand the needs of unbanked and under-banked women, explore how digital financial services can address them and provide recommendations to financial institutions for increasing uptake.

Barriers and opportunities for women in business

2015 Environmental, Social and Governance Performance

Increasingly, investors take environmental, social and governance (ESG) information into consideration when assessing companies' financial performance and their overall prospects. As a company that promotes the importance of ESG, S&P Global is mindful of, and prioritizes, its own performance in this area.

The information in this section provides insight into S&P Global's ESG performance for calendar year 2015. Aimed primarily at socially responsible investors, it reflects our commitment to transparent Corporate Responsibility (CR) reporting, providing program highlights and data covering our global operations, unless otherwise noted. (We refer to the Company throughout as S&P Global, including for data generated when the Company was named McGraw Hill Financial.)

For additional performance information, benchmarked against the Global Reporting Initiative (GRI), see the [GRI Index](#) to this report.



About S&P Global

S&P Global is a leading provider of transparent and independent ratings, benchmarks, analytics and data to the capital and commodity markets worldwide.

S&P Global
Ratings

S&P Global
Platts

S&P Global
Market Intelligence

S&P Dow Jones
Indices

An **S&P Global** Division

Awards and Rankings Included



MEMBER OF
Dow Jones
Sustainability Indices
In Collaboration with RobecoSAM



Headquartered in NYC, S&P Global has:



122

offices operating in 36 countries



20,400

employees, approximately



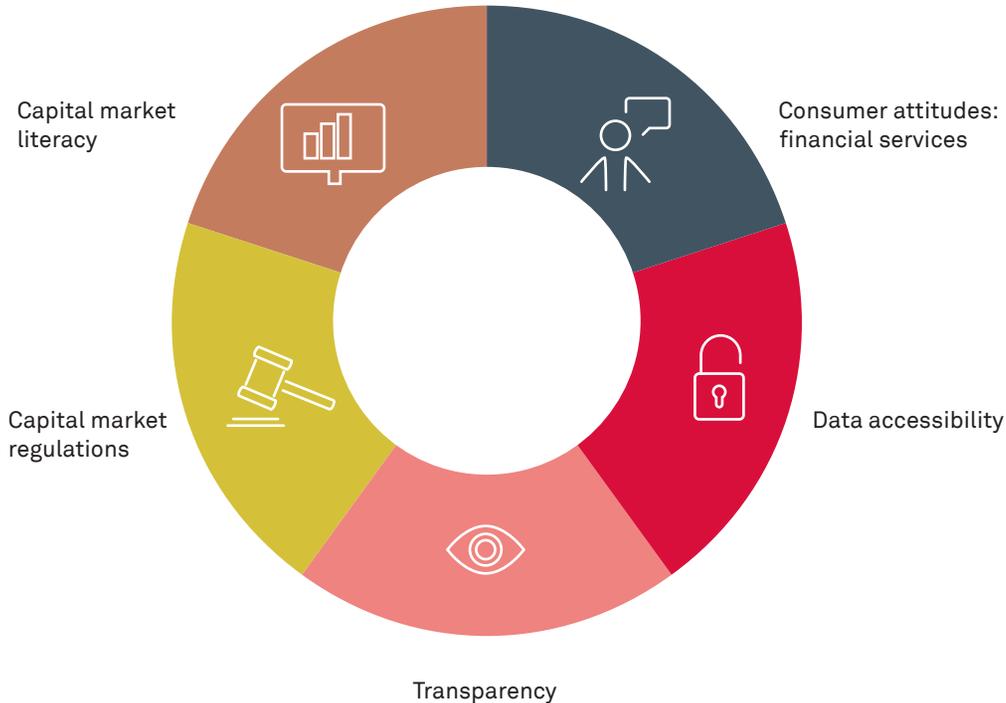
\$5.3 billion

in revenue in 2015

Material Issues

The results of our materiality assessment, conducted in late 2013, are shown below.

Most Material Issues



Other Significant Issues

- Consolidation of financial services
- Energy/commodities markets
- Financial services innovation
- Health of economy

- Lobbying
- Senior leadership diversity
- Social media

Stakeholder Engagement

We work with expert NGOs on our CR programs and initiatives, and with global organizations and peer companies to achieve common goals and inform our approach to responsibility issues. In 2015, we established CR champions in our Denver, Houston, London and Frankfurt offices to work alongside our Green Teams in advancing our strategy, through employee engagement. Activities to date include a UK expert panel session on the implications for ESG post-COP21, with employees who participated eligible for continuing education credits.

In 2015, we consulted, collaborated and/or partnered with the following prominent organizations, among others:

- Accion
- Aspen Network for Development Entrepreneurs
- Asian Women in Business
- Better Business Bureau's Military Line
- Boston College Center for Corporate Citizenship
- Business Roundtable's S.E.E. (Society, Environment, Economy) Change Initiative
- CECP (Committee Encouraging Corporate Philanthropy)
- Climate Bonds Initiative
- Council of Urban Professionals
- Council on Environmental Quality
- Global Banking Alliance for Women
- Human Rights Campaign
- National Organization on Disability
- Principles for Responsible Investment
- Oxford University Stranded Assets Programme
- United Nations Environment Programme
- United Nations Global Compact
- Working Mother Magazine
- Women's World Banking
- World Economic Forum Global Agenda Council

S&P Global and the UN Sustainable Development Goals

S&P Global actively supports the United Nations Sustainable Development Goals (SDGs) through CR activities in areas of shared value (examples below). For a complete list of how we support the SDGs, visit our [website](#).



Goal 5: Achieve gender equality and empower all women and girls

Through the [MicroMentor](#) online community, our employees volunteer their skills to help women entrepreneurs launch and grow businesses in the U.S. and around the world.

In 2016, we sponsored Catalyst Award grants for organizations in the [Aspen Network of Development Entrepreneurs \(ANDE\)](#) that offer innovative solutions, using data and technology, to address barriers facing women entrepreneurs in emerging economies.



Goal 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

In partnership with Gallup, The World Bank Research Group and George Washington University, we created the [2015 Global Financial Literacy Survey](#), the largest, most comprehensive global measurement of its kind.

We support the [Microfinance Information Exchange](#) in advancing basic banking services to millions of low-income people through data on more than 3,000 microfinance institutions (MFIs).

With [Accion](#) and [Opportunity Fund](#), we are sponsoring an impact assessment of the U.S. microfinance sector and with [Kiva](#), the world's largest microlending site, our employees support microloans that alleviate poverty and change lives.

Environmental Performance



Through our ESG products and services, and by proactively minimizing our own environmental footprint, we promote sustainability and mitigate risk for our customers and our business.

Operations

Energy and Climate Impact

S&P Global's most significant environmental impacts are greenhouse gas (GHG) emissions from energy use in our facilities. Since our baseline year of 2013, we achieved a 22% decline in Scope 1 and 2 energy use and a 4% reduction in water use. S&P Global's 2015 Scope 1, 2 and 3 GHG emissions (shown below) received third-party assurance from Trucost, a global environmental analysis firm.

Environmental Performance Against Goals	2018 Goal	Achieved Since 2013 Baseline
Scope 1 and 2 GHG emissions	-15%	-22%
Paper use	-15%	-30%
Recycled paper content	Maintain 40%	Increased to 44% in 2015

Environmental Data (2013 – 2015)	2013	2014	2015
Scope 1 and 2 GHG emissions (tons of CO ₂ e)	64,218*	50,579*	50,399
Scope 3 GHG emissions (tons of CO ₂ e)	11,362*	10,219*	17,611**
Total GHG emissions, Scopes 1-3 (tons of CO ₂ e)	75,580*	60,798*	68,010
Scope 1 and 2 energy use (MWh)	182,533*	120,144*	116,523
Scope 1 and 2 energy costs (USD, millions)	\$15	\$9.6	\$8.8
Waste diversion	46%	44%	39%
Paper use (tons)	148	121	103
Water use (gallons)	49,739,549	44,594,960	47,870,847

* Please note:

Emission Factors (EF) (implemented in 2012) were updated in 2015. In accordance with the GHG Protocol and due to the lag time in EF releases, the new set of EFs applies to 2013 as well, thus we had to retroactively update 2013 and 2014 data to reflect these changes.

** As part of S&P Global's efforts to proactively minimize our footprint we have started accounting for global air travel. This change is reflected in the increase from 2013 and 2014, when only North American air travel was measured.

Environmental Management and Green Building

Rigorous policies set global environmental standards for facilities across our business. For details, follow the links below.

- [Corporate Environmental Policy](#)
- [Corporate Real Estate Policy](#)
- [Paper Procurement Policy](#)
- [Supplier Code of Conduct](#)

We use site-based environmental management systems to identify environmental impacts, establish targets and collect, monitor and report environmental data. Nineteen major S&P Global facilities are energy-efficient certified, including eight LEED® Certified™ buildings. Our Canary Wharf UK facilities meet ISO 14001 and ISO 50001 standards.



Employee Engagement

Twelve employee-led Green Teams in six countries support our environmental targets and help lead initiatives, with more in development. We celebrated Earth Day 2015 with Green Team-led sustainability seminars and other initiatives, including:

New York

Hosted an eco-fair showcasing S&P Global's environmentally focused programs as well as local sustainable businesses. Employees brought along personal electronics to recycle.

Buenos Aires

Updated employees on the site's recycling efforts, handed out plants to be grown around the office and unveiled a new onsite green space.

Hyderabad

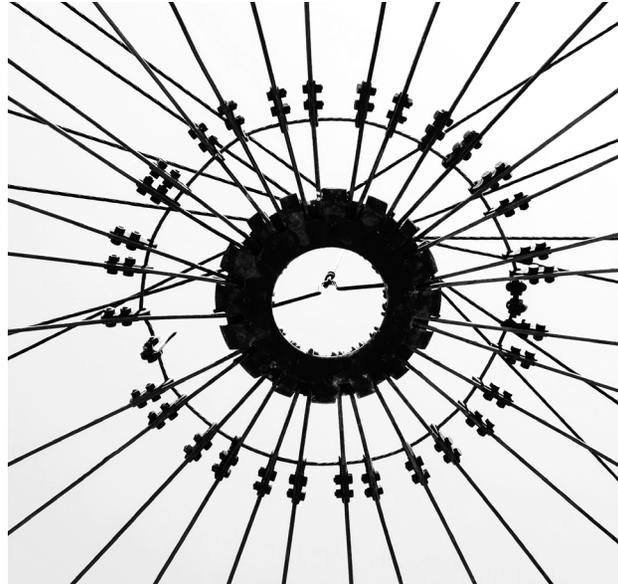
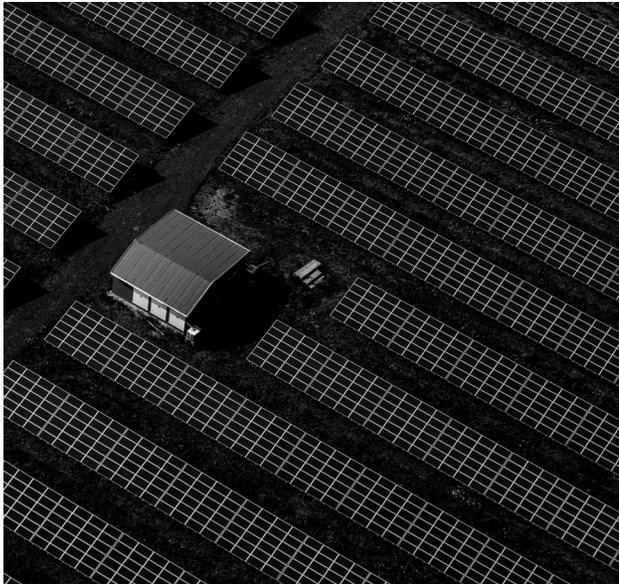
Promoted a Think.Eat.Save food waste reduction program and StairWell physical activity initiative encouraging employees to use stairs rather than elevators at work.

London

Engaged employees through an Eco Suitcase series of puzzles and quizzes that promoted easy energy-savings habits to adopt.



Products and Services



Environmental and Social Products

We provide a unique, expanding portfolio of products and services that serve the sustainability marketplace and policy makers, including ESG indices. Highlights from 2015 included:

- [S&P Global Ratings](#) showcases how ESG performance can affect companies' and countries' creditworthiness, and highlights financial risks from trends such as climate change. In 2015, it expanded environmental research to include the rapid growth of the green bond market and the financial impact of climate change. In early 2016, S&P Global Ratings co-developed and signed the [UN Principles for Responsible Investing Statement on ESG in Credit Ratings](#).
- [S&P Global Market Intelligence](#) teamed up with S&P Global Ratings to create a platform that provides credit risk assessments for commercial solar energy projects, combining Market Intelligence's credit analytics quantitative models with private credit assessments.

- [S&P Dow Jones Indices](#) launched several new ESG products including the S&P Green Bond Index and the S&P Long-Term Value Creation Global Index, measuring companies' potential long-term value based on sustainability criteria and financial quality. The world-leading Dow Jones Sustainability Index (DJSI) provided insights into the business practices and ESG performance of the largest global companies by sector, as assessed by analysts at RobecoSAM.

- [S&P Global Platts](#) provides global information on the energy, petrochemicals, metals and agriculture markets as well as specialized products on the carbon, biofuel and renewable energy markets. It routinely provides energy pricing data in the context of energy transformation and renewables and is beginning to analyze trends and regulation in biofuels production.

Thought Leadership

S&P Global is also an active player in sustainability thought leadership. We collaborate with, and support sustainability-focused agencies, academic institutions and initiatives including:

- [2° Investing Initiative](#)
- [Cities Climate Finance Leadership Alliance](#)
- [Climate Bonds Initiative](#)
- [Oxford University's Sustainable Finance Programme](#)
- [Task Force on Climate-related Financial Disclosures](#)
- [United Nations Environment Programme e-Risk Project and Finance Initiative](#)
- [United Nations Global Compact](#)
- [United Nations Principles for Responsible Investment](#)

Social Performance



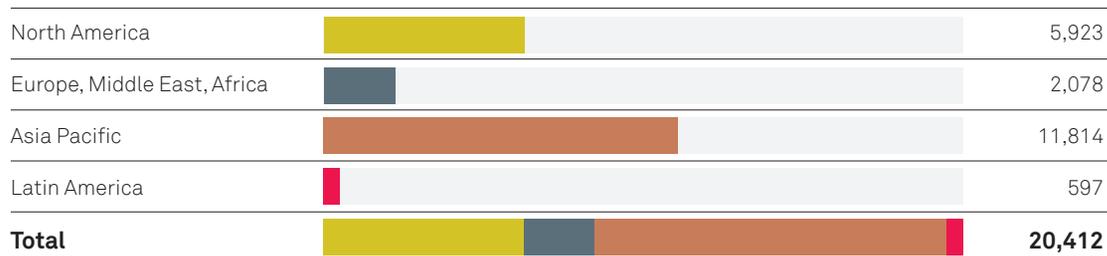
We provide the essential information and talent that power inclusive, sustainable economies and create thriving global communities. Our approach to social performance is to support a world-class workforce with diverse experiences and perspectives, promote a responsible supply chain and connect with our communities and markets through philanthropy and partnerships that support our CR priorities.

Employees

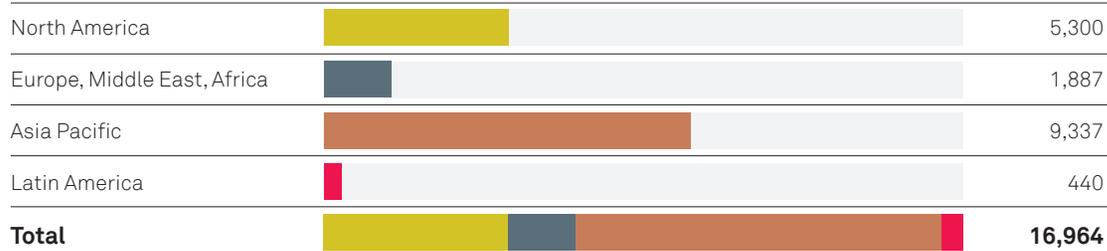
Workforce

Employees by Region

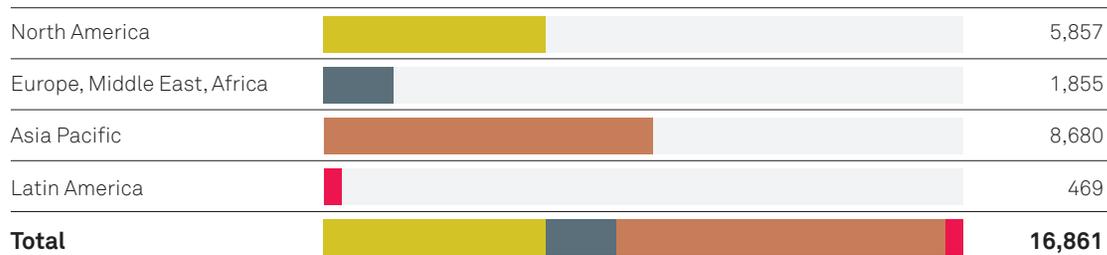
2015



2014



2013



Diversity and Inclusion

S&P Global Diversity and Inclusion leads our efforts to build a global workforce that reflects our varied customer base and communities. In 2015, we retained a score of 90 in the Human Rights Campaign's annual Corporate Equality Index. We will add gender reassignment surgery to our benefits plan during 2016.

U.S. Employee Diversity	2013		2014		2015	
	Women	Minorities	Women	Minorities	Women	Minorities
Overall representation	43%	33%	42%	34%	40%	33%
Executives and managers	36%	23%	32%	24%	36%	28%
Professionals	41%	38%	42%	37%	38%	29%
Sales workers	34%	18%	33%	12%	37%	20%
Office and clerical	83%	42%	94%	50%	79%	38%

■ Women ■ Minorities

Ratio of remuneration of female to male employees



Ratio at executive and management level

Ratio at nonmanagement level

Employee Resource Groups

More than 5,000 people are members of our eight global Employee Resource Groups (ERGs). In 2015, every group appointed a CR committee member responsible for community-related engagement and initiatives.



For more on the ERGs, and our policies and programs in this area, see our [Diversity and Inclusion webpage](#).

Investing in Our Employees

We aim to develop the knowledge, skills and leadership capabilities of every employee at S&P Global. A wide range of E-learning courses and instructor-led classes are available through our Learning Center portal. In 2015, the number of employees taking part in leadership and management courses more than doubled, to 12,900.

We also take the health and well-being of our employees very seriously, implementing occupational health and safety programs worldwide. Our employee development investments and health and safety record over the past three years are shown below.

Global Training	2013	2014	2015
Learning and development spend	\$5 million	\$5.9 million	\$8.1 million
Number of U.S. and UK employees receiving tuition reimbursement	171	176	116
Tuition refunds provided to U.S. and UK employees	\$675,000	\$443,441	\$426,889
Number of employees who participated in leadership and management courses	More than 1,000	More than 6,400	More than 12,900
Training provided for financial services analysts	25 hours minimum	25 hours minimum	25 hours minimum

Health and Safety in the U.S.*	2013		2014		2015	
Fatalities	0	0.000	0	0.000	0	0.000
Major injuries and work-related illnesses	2	0.000	0	0.000	0	0.000
All other injuries and work-related illnesses	15	0.003	9	0.002	11	0.001

* Occupational health and safety at S&P Global sites is monitored through internal and external audits

■ Number ■ Rate per employee

Employee Feedback

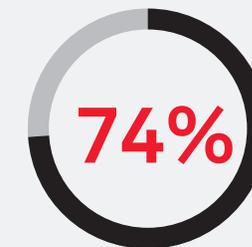
Our 2015 online Voice of the Employee survey, sent to 16,964 employees, received a 76% response rate and revealed a high level of satisfaction with the Company.



expressed pride in working for our Company.



agreed that 'managers operate with integrity and respect differences and that we have an overall culture of openness.'



agreed that S&P Global's Corporate Responsibility efforts 'make me feel very proud as an employee.'

We will use this data to address employee concerns and priorities and continue to improve how we engage our global workforce.

Supply Chain

Our efforts to promote diversity and inclusion, support human rights and conduct business ethically and responsibly extend to our supply chain.

Our [Human Rights Policy](#) covers suppliers as well as our own operations. We strive to partner with responsible suppliers, requiring firms to meet our comprehensive [Supplier Code of Conduct](#) before we agree to work with them. At least annually, we assess tier-1 suppliers' performance, using our CR Scorecard. Where appropriate, we survey supplier firms on areas of improvement, with the goal of reducing the environmental impacts of the goods and services we purchase as well as economic and social risks to our business. Key areas include:

- Diversity and inclusion
- Environmental impact
- Ethics and business conduct
- Health and safety
- Human rights
- Sustainable growth

Supply Chain Diversity

For more than 20 years, S&P Global has been a corporate member of the [U.S. National Minority Supplier Development Council](#). We also sponsor its New York and New Jersey affiliate, the NY/NJ Minority Purchasing Council.

Communities

S&P Global, along with its customers, employees and stakeholders, works to build better communities, create economic opportunities and strengthen global markets and economies. We strive to make a positive impact in the communities where we operate, giving back through employee volunteering and mentoring and targeted philanthropy.

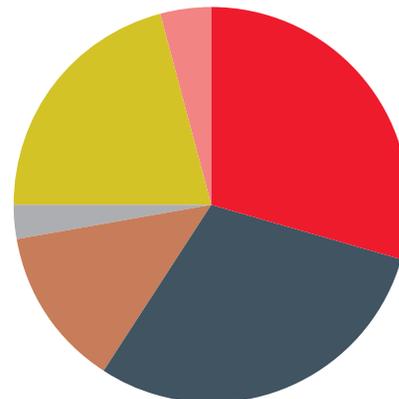
Philanthropy and Volunteering

Our philanthropic activities around the world support programs and partners that help close the global skills gap, expand access to financial services for the underserved and shed light on barriers to financial inclusion and entrepreneurship. In 2015, our philanthropic activities totaled \$3.7 million globally. This included cash contributions, employee volunteering and skills-based mentoring during paid working hours and in-kind giving.

During our second annual Community Impact Month in May 2015, 5,000 employees donated 30,135 hours of their time to local nonprofit organizations. We provided a \$2,000 grant for each of the 173 projects supported by our people in 17 countries.

Our Global Impact	2013*	2014	2015
Total philanthropic contributions, including in-kind giving	\$4.6 million	\$3.7 million	\$3.7 million
Total donated through employee matching gift program	\$765,533	\$314,000	\$473,240
Number of nonprofit beneficiaries from employee matching gift program	394	400	758
Number of employee volunteers	500	5,640	5,843
Number of volunteer hours	7,360	34,570	40,392

* 2013 data represents the McGraw-Hill Companies. Beginning in 2014, data represents S&P Global (formerly McGraw Hill Financial).



S&P Global Direct Giving by Category, 2015*

Community Engagement	30%
Employee Engagement and Giving	30%
Other	13%
Sustainability	3%
Women Entrepreneurs	21%
Skills Development	4%

* Data does not sum to 100% because of rounding

Our Community Partners

Our key community partnerships support programs to expand access to financial services, provide skills training and job preparedness, promote workplace diversity and inclusion, support entrepreneurs and connect our employees to the communities we serve. They include:



MORRIS HIGH SCHOOL FOR COLLABORATIVE STUDIES



Advancing Financial Inclusion

Our longstanding commitment to financial inclusion continued in 2015. In addition to continuing partnerships with organizations such as the SIFMA Foundation and Kiva (see below), we explored ways in which our business could promote the flow of resources and capital to enterprises owned and managed by women. In 2016, this focus became a pillar of our new CR strategy. Moving forward, maximizing the economic participation of women everywhere will be central to our efforts to build more inclusive and sustainable economies and communities.

Financial inclusion program and partnership highlights from 2015 included:

Microfinance

In partnership with Accion and Opportunity Fund, we sponsored a three-year impact assessment of the microfinance sector in the U.S. In association with Kiva, the world's first and largest microlending site, we give our employees the opportunity to loan \$25 or more to a developing country microentrepreneur of their choice. In 2015, S&P Global employees, friends, family and supporters lent \$5,250 to 181 entrepreneurs.

SME Lending Scorecard

S&P Global Market Intelligence developed a groundbreaking SME (Small and Medium Enterprises) scorecard for lending institutions to help the SME sector to grow and to bridge the enormous credit gap facing women who own small businesses in emerging markets. Our goal is to help commercial and development banks, in particular, provide underserved populations with loans that carry acceptable and sustainable risk levels while making a positive social impact.

Expanding Financial Services for Women Entrepreneurs

We work with several partners to understand and address the gender gap in access to capital. In 2015, we continued to sponsor the Global Banking Alliance for Women (GBA), which provides member financial institutions with the tools to understand the women's market and how to serve it.

In November 2015, we sponsored a high-level summit on Making Finance Work for Women by our global nonprofit partner, Women's World Banking, at the Federal Ministry for Economic Cooperation and Development in Berlin, Germany. Held alongside G7-led events, the meeting convened financial institutions, investors, philanthropists, private sector players and policy makers to discuss best practices and innovations to serve the women's market for financial services.

Governance



To earn the trust of our customers, other stakeholders and society, we conduct our business in an ethical and transparent manner. Across our operations, we promote a workplace culture that seeks to put our core values of Integrity, Excellence and Relevance into practice every day. For a complete list of policies governing aspects of our performance please see our [Governance Documents and Related Reports and Policies](#).

Our Leadership

S&P Global's [Board of Directors](#) steers the Company's strategy and oversees the executive leadership. In 2015, eight of our 10 directors were independent. As of April 2015, the Board included two female directors and one minority director.

CR Leadership

The Nominating and Corporate Governance Committee of our Board of Directors oversees CR and environmental sustainability policies and programs. The annually appointed Committee held seven meetings in 2015. Our Executive Vice President of Public Affairs updates the full Board on CR activities monthly. Our CR team implements activities with support from senior managers and representatives of corporate functions who manage CR policies and programs in our day-to-day operations.

In 2016, we reconstituted our executive level Corporate Responsibility Council. Its remit is to maximize CR impact and ESG reporting in ways that enhance the Company's reputation, minimize risk and advance talent. The Council will periodically review the CR strategy and priorities, monitor relevant emerging trends, stakeholder issues and legislative developments and evaluate CR performance. Additional committees that help direct and oversee CR progress include:

- Diversity and Inclusion Committee
- Environmental Action Committee

Learn more about our Board's composition and activities in our latest [Proxy Statement](#) and on our [Corporate Governance webpage](#).

Rewarding Executives

Effective January 1, 2015, the Board Compensation and Leadership Development Committee strengthened the Company's Pay Recovery Policy and expanded its reach to cover more executives. The amended Policy applies to incentive plan participants at Managing Director/Vice President levels and provides for clawbacks in the event of financial restatements and other circumstances

where an executive's behavior has damaged the Company's reputation. See our [Director Compensation webpage](#) for more information.

Managing Risk

S&P Global has around 165 risk and compliance professionals in 14 countries. Within our own operations, the Board's [Audit Committee](#) oversees risk management Company-wide, working closely with our Enterprise Risk Management team.

In 2015, we established a new enterprise-wide risk management function. Chief Risk Officers for each business unit now report to the Head of Enterprise Risk Management. A Risk Policy Committee, chaired by the CEO, executes the Risk Management Framework, including policies and risk tolerances. A newly appointed Chief Compliance Officer reports to our General Counsel.

For more on risk analysis and mitigation, see our [Form 10-K](#).

Code of Business Ethics

In all countries where permitted by law, S&P Global employees must certify that they have read and will abide by our [Code of Business Ethics](#) as a condition of employment. Every year all employees receive online refresher training. Failure to comply with the Code may result in disciplinary action, up to and including termination of employment.

In March 2015, we appointed a Chief Corporate Policy Officer to update the Code's provisions, strengthen employee commitment to our core values of Integrity, Excellence and Relevance and create related employee training programs.

S&P Global has zero tolerance for bribery and corruption. Employees receive detailed guidance on ethical behavior in our [Code of Business Ethics for Employees](#).

Reporting Concerns

Employees are encouraged to raise concerns about corruption or other workplace issues directly with their managers, the Compliance Department for their division or our corporate Human Resources and Financial Legal Departments.

Both employees and stakeholders outside the Company can report concerns anonymously using our global online reporting tool, [EthicsPoint](#), hosted by a third party provider. All reported concerns are appropriately investigated through a process managed by our Internal Audit Department. We prohibit retaliation against employees for filing a complaint in good faith or assisting our investigation of a complaint. Anyone retaliating in these circumstances will face disciplinary action.

Human Rights

Everywhere we operate, we strive to treat people with dignity and respect — whether they work for us or our suppliers, or live in our communities. We give employees clear guidance on human rights issues such as health and safety, nondiscrimination and respectful workplace behavior in our Code of Business Ethics.

We appropriately and promptly investigate all complaints of discrimination. Employees who engage in any form of harassment, unlawful discrimination or retaliation against a person bringing a claim are subject to disciplinary action, up to and including termination. S&P Global is a signatory to the [United Nations Global Compact](#), and our actions are guided by our [Human Rights Policy](#). Our expectations for suppliers are laid out in our [Supplier Code of Conduct](#).

Customer Privacy

The [S&P Global Customer Privacy Policy](#) sets clear guidelines on how we collect, store and use personal information. We update the policy as needed in line with new technologies, business practices and customer needs. We adapt privacy policy and processes in line with emerging privacy risks related to regulations. Our information security procedures also protect against loss of customer data.

Our Privacy & Information Security Committee oversees policy implementation and conducts an annual global review of privacy practices and compliance. Each S&P Global division has a dedicated privacy official and trains employees on privacy and security standards. In 2015, we instituted Privacy Fundamentals, a 30-minute privacy and security training course, which provides a Company-wide overview of basic policies and procedures, including safely handling customers' personal information and proprietary business information.

We welcome customer queries and feedback on privacy at privacy@spglobal.com.

Public Policy

We engage with policy makers and regulators on issues that have an impact on our business, advocating for a consistent, transparent regulatory environment that promotes financial stability and enhances access to capital.

Public policy issues relevant to our business include: advertising, copyright, digital, financial services, government information policy, human resources, Internet and e-commerce, postal, privacy, tax and trade. Our Global Governance and Public Policy Department leads our engagement activities, which include staging events around the world on key issues for our businesses and stakeholders. We also work with relevant industry trade associations, including the U.S. Chamber of Commerce, to help meet our business, legislative and regulatory objectives.

Political Contributions

The S&P Global Inc. Political Action Committee (S&P PAC) collects voluntary contributions from certain eligible employees, and makes limited contributions to the campaigns of candidates for federal office who share our Company's concerns, priorities and values. On a monthly basis, S&P PAC files a public report of its receipts and disbursements with the Federal Election Commission.

In 2015, S&P PAC contributed \$201,500 to the campaigns of federal candidates. In addition, pursuant to the Federal Lobbying Disclosure Act, S&P Global Inc. reported spending \$4 million in 2015 on expenses related to federal lobbying activities.

Please refer to our [Political Contributions and Payments Policy](#) for more information.

GRI Index

General Standard Disclosures

General Standard Disclosures	Location in Report (Except where noted otherwise)
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Strategy and Analysis

G4-1 Statement from most senior decision maker	From our CEO , p. 3
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Organizational Profile

G4-3 Organization name	About S&P Global , p. 9
G4-4 Primary brands, products and services	About S&P Global , p. 9 2015 Annual Report , pp. 7-10
G4-5 Headquarters location	2015 Form 10-K , p. 1
G4-6 Where the organization operates	About S&P Global , p. 9
G4-7 Nature of ownership and legal form	April 27, 2016 Letter to Shareholders from Douglas L. Peterson
G4-8 Markets served	2015 Annual Report pp. 6-10
G4-9 Scale of organization	About S&P Global , p. 9 2015 Annual Report pp. 6-10
G4-10 Total number of employees by type	Elevate People , p. 5
G4-11 Collective bargaining agreements	The Freedom of Association principle applies to all employees but due to the nature and makeup of S&P Global's business, the presence of labor and trade unions is slight.
G4-12 Supply chain description	S&P Global's supply chain is composed of professional and technical service providers, information technology software, and network and communications and hardware providers or licensors. Our suppliers include marketing, human resources, financial and other consultants, brokers, maintenance, repair and operations, facilities management and landlords, information technology and business process outsourcing providers. Suppliers that are specific to our industry are market data and research providers. Our supply chain also includes travel providers such as travel agencies, commercial airlines and hotel chains. For additional information, please refer to Promote Sustainability , p. 6.

General Standard Disclosures	Location in Report (Except where noted otherwise)
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Organizational Profile Cont'd.

G4-13 Organizational changes during the reporting period	From our CEO p. 3 2015 Form 10-K , pp. 6-7
G4-14 Precautionary principle	While S&P Global does not formally follow the precautionary principle, we have risk assessment and management processes intended to provide long-term benefits to our customers and the communities we serve. For detailed information please refer to our 2015 Form 10-K , pp. 10-19.
G4-15 External charters, principles or other initiatives	Promote Sustainability , p. 6 ESG Performance , pp. 10-12 S&P Global Corporate Human Rights Policy
G4-16 Membership associations	ESG , pp. 10, 21

Identified Material Aspects and Boundaries

G4-17 Entities included in financial statements	2015 Form 10-K , pp. 6-9
G4-18 Process for defining report boundaries and content	Executive Summary , pp. 4-7 ESG Performance , p. 10
G4-19 Material aspects included in the report	Executive Summary , pp. 4-7 ESG Performance , p. 10
G4-20 Descriptions of material aspect boundaries within the organization	Material Aspects in the Specific Standard Disclosures , pp. 25-29
G4-21 Descriptions of material aspect boundaries outside the organization	Material Aspects in the Specific Standard Disclosures , pp. 25-29
G4-22 Restatements	2015 Form 10-K , pp. 6-7
G4-23 Changes from previous reports in terms of scope and/or boundaries	There are no significant changes to report.

Stakeholder Engagement

G4-24 Stakeholder groups	ESG Performance , p. 10
G4-25 How stakeholders were identified	S&P Global's Corporate Responsibility (CR) team identifies external stakeholders based on their expertise in specific issues like financial inclusion and women-owned businesses. To identify stakeholders within the organization, the S&P Global CR team works with senior human resource leads to engage employee representatives on CR issues and programs. All S&P Global employees are also engaged through our annual Voice of the Employee. For additional information, please refer to ESG Performance , p. 10

Stakeholder Engagement Cont'd.

G4-26 Approach to stakeholder engagement	Ongoing engagement with stakeholders such as policy makers, NGOs, academics and other opinion leaders helps us gain a better understanding of important current and emerging issues, and how these relate to our business. For example, in April 2015, recognizing how important an external perspective is to furthering our Support Women Entrepreneurs goals, we brought together a dozen leading organizations that specialize in the delivery of financial inclusion and education programs to discuss tools that can direct capital to women-run small businesses. S&P Global also regularly reaches out to stakeholders to share information on issues specific to our business and engages stakeholders and influential decision makers in two-way dialogue on topical issues. Our public affairs team also shares information about S&P Global activities with relevant external stakeholders. For internal stakeholders, S&P Global conducts annual employee focus groups and engages employees globally through surveys. For additional information, please refer to ESG Performance , p. 10.
G4-27 Topics raised during stakeholder engagements	CR at S&P Global, p. 4 Please see G419, 24, 25, 26.

Report Profile

G4-28 Reporting period	ESG Performance , p. 10
G4-29 Date of most recent report	December 2015
G4-30 Reporting cycle	Annual
G4-31 Reporting contact	cr@spglobal.com
G4-32 "In accordance" option, GRI Index and report assurance	This report contains Standard Disclosures from the GRI Sustainability Reporting Guidelines. We have prepared this report using GRI G4 guidelines as a reference.
G4-33 Policy regarding report assurance	ESG Performance , p. 12

Governance

G4-34 Governance structure of the organization	ESG Performance , pp. 20-21 2016 Proxy Statement , pp. 8-14 Corporate Governance webpage
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Ethics and Integrity

G4-56 Code of conduct	Corporate Responsibility Policies webpage
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Specific Standard Disclosures

Material Aspects	Location in Report (Except where noted otherwise)
Environmental	
Energy	
DMA-EN: Disclosure on management approach	Our materiality assessment identified climate change as a material issue. The energy used in our facilities and offices is the largest contribution to greenhouse gas emissions. We manage energy consumption through global corporate policies that set environmental standards and site-based environmental management systems. For additional information, please refer to ESG Performance , p. 12-13 and Corporate Responsibility Policies webpage .
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Facilities Management and Corporate Responsibility.
G4-EN3 Energy consumption	ESG Performance , p. 12
G4-EN6 Energy reductions	ESG Performance , p. 12
Water	
DMA-EN: Disclosure on management approach	Our materiality assessment identified water scarcity as a material issue. Part of the impact of our facilities and offices on the environment is water use. We manage our water use through global corporate policies that set environmental standards and site-based environmental management systems. For additional information, please refer to ESG Performance , p. 12-13 and Corporate Responsibility Policies webpage .
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Facilities Management and Corporate Responsibility.
G4-EN8 Water consumption	ESG Performance , p. 12
Emissions	
DMA-EN: Disclosure on management approach	Our materiality assessment identified climate change as a material issue. The energy used in our facilities is the largest contribution to greenhouse gas emissions. We manage greenhouse gas emissions by adopting emissions reduction targets, implementing global corporate policies that set environmental standards, site-based environmental management systems and by pursuing building energy efficiency certifications such as LEED. For additional information, please refer to ESG Performance , p. 12-13 and Corporate Responsibility Policies webpage .
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Facilities Management and Corporate Responsibility.
G4-EN15 GHG emissions (Scope 1)	ESG Performance , p. 12
G4-EN16 GHG emissions (Scope 2)	ESG Performance , p. 12
G4-EN17 GHG emissions (Scope 3)	ESG Performance , p. 12
G4-EN19 Reduction of GHG emissions	ESG Performance , p. 12

Material Aspects	Location in Report (Except where noted otherwise)
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Social

Labor Practices and Decent Work	
Occupational Health and Safety	
DMA-LA: Disclosure on management approach	Our materiality assessment identified employee well-being as a material issue. Good health and well-being enables our employees to perform at their best. We manage employee well-being through a range of programs that support wellness, work-life balance and a culture of safety. Our Code of Business Ethics is the global corporate policy that covers well-being and provides clear guidance on health and safety. For additional information, please refer to our Code of Business Ethics , ESG Performance , p. 17.
Aspect boundary within S&P Global	The Aspect boundary within S&P Global is Human Resources.
G4-LA6 Injury type and rate	ESG Performance , p. 17
Training and Education	
DMA-LA: Disclosure on management approach	Our materiality assessment identified higher skills and education as a material issue. Training and education reinforces our commitment to operating with integrity, helps reward our employees for helping us succeed and develops new leadership. We manage training and education through compensation packages, a tuition refund program, our online Learning Academy and leadership development courses. In 2015, we strengthened our Customer Privacy Policy online training modules, requiring training for new employees working in these functions and for those who had not taken training in 2013. For additional information, please refer to ESG Performance , p. 17.
Aspect boundary within S&P Global	The Aspect boundary within S&P Global is Human Resources.
Aspect boundary outside of S&P Global	The Aspect boundary outside of S&P Global is community.
G4-LA10 Programs for skills management managing career endings	ESG Performance , p. 17
Diversity and Equal Opportunity	
DMA-LA: Disclosure on management approach	Our materiality assessment identified senior leader and employee diversity as a material issue. Knowledge, excellence and forward thinking are keys to our business. Cultivating a diverse and inclusive workforce enables us to better understand our customer's needs in a global market. We manage senior leader and employee diversity foremost through our Human Rights Policy, Code of Business Ethics and Diversity and Inclusion Committee. A Diversity & Inclusion scorecard tracks progress and maintains best practices across our business. Our eight Employee Resource Groups connect people in our business, attract and retain talent and promote professional development. For additional information, please refer to ESG Performance , p. 16 and G4-56, DMA-LA: Disclosure on Management Approach LA - Nondiscrimination and GRI G4 - HR3.
Aspect boundary within S&P Global.	The Aspect boundaries within S&P Global are Human Resources and Corporate Responsibility.
G4-LA12 Composition of governance bodies and employees	ESG Performance , p. 16

Material Aspects	Location in Report (Except where noted otherwise)
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Social Cont'd.

Labor Practices and Decent Work Cont'd.	
Equal Remuneration for Women and Men	
DMA-LA: Disclosure on management approach	Our materiality assessment identified employee and executive compensation and employee pay differential as material issues. We aim to be a leader in diversity, respecting and valuing every individual's contributions to our business. We manage employee and executive compensation and employee pay differential through our Board Compensation and Leadership Development Committee, our Pay Recovery Policy and our Code of Business Ethics. Employee progress is tracked through annual performance discussions and 360 degree feedback. PeopleFluent, our online talent management system, links employee compensation and performance. For additional information, please refer to ESG Performance , p. 16 and Corporate Responsibility Policies webpage and G4-56, DMA-LA: Disclosure on Management Approach LA - Nondiscrimination and GRI G4 -HR3.
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Corporate Governance and Human Resources.
G4-LA13 Ratio of basic salary and remuneration of women to men	ESG Performance , p. 16
Human Rights	
Nondiscrimination	
DMA-LA: Disclosure on management approach	Our materiality assessment identified human rights as a material issue. We recognize our responsibility as a business to respect human rights everywhere we operate. We manage human rights by being a signatory to the United Nations Global Compact, through our Human Rights Policy, Code of Business Ethics and Supplier Code of Conduct. For additional information, please refer to Corporate Responsibility Policies webpage and G4-56, DMA-LA: Disclosure on Management Approach LA - Nondiscrimination and G4 -HR3.
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Corporate Governance and Human Resources.
G4-HR3 Incidents of discrimination and corrective actions taken	We provide clear guidance on human rights issues such as health and safety, nondiscrimination and respect for employees in our Code of Business Ethics. We appropriately and promptly investigate all complaints of discrimination. Employees who engage in any form of harassment, unlawful discrimination or retaliation against a person bringing a claim are subject to disciplinary action, up to and including termination.
Supplier Human Rights Assessment	
DMA-LA: Disclosure on management approach	Our materiality assessment identified human rights as a material issue. We recognize our responsibility as a business to respect human rights everywhere we operate and whether people work for us, our suppliers, or live in the communities where we operate. We manage human rights by being a signatory to the United Nations Global Compact, through our Human Rights Policy, Code of Business Ethics and Supplier Code of Conduct. For additional information, please refer to ESG Performance , p. 18 and Corporate Responsibility Policies webpage .
Aspect boundary outside of S&P Global	The Aspect boundary outside of S&P Global is supply chain.
G4-HR10 Percentage of new suppliers screened	ESG Performance , p. 18

Social Cont'd.

Society	
Anti-corruption	
DMA-LA: Disclosure on management approach	Our materiality assessment identified anti-corruption and bribery as a material issue. We have a commitment to operate with integrity and have zero tolerance for bribery and corruption. We manage corruption and bribery as a signatory of the United Nations Global Compact and through our Code of Business Ethics .
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are Corporate Governance, Human Resources, Legal Department, Compliance Department and Corporate Responsibility.
Aspect boundary outside of S&P Global	The Aspect boundary outside of S&P Global is government.
G4-S04 Communications and training on anti-corruption	We require everyone who works for us globally to follow our Code of Business Ethics (COBE). It sets clear guidelines on issues such as workplace rights, conflicts of interest, improper payments, handling of confidential information and objective reporting and evaluation. In all countries where permitted by law, S&P Global employees must certify that they have read and will abide by the COBE as a condition of employment. Every year they receive online training to refresh their understanding of its provisions. Failure to comply with the COBE may result in disciplinary action, up to and including termination of employment. In March 2015, we appointed a Chief Corporate Policy Officer to update the COBE provisions, strengthen employee commitment to our core values of Integrity, Excellence and Relevance and create related employee training programs.
Public Policy	
DMA-LA: Disclosure on management approach	<p>Our materiality assessment identified climate change regulations and lobbying as material issues. We engage with policy makers and regulators on various issues that have an impact on our business. Our aim is to support the development of a consistent regulatory environment that promotes financial stability and enhances access to capital. We also encourage transparency on how financial systems and the laws and policies that regulate them work. Public policy issues relevant to our business include: advertising, copyright, digital, financial services, government information policy, human resources, Internet and e-commerce, postal, privacy, tax and trade. Our Global Governance and Public Policy Departments manages our engagement and leads our engagement activities, which include staging events around the world on key issues for our businesses and stakeholders, often featuring our CEO, Doug Peterson, and other key executives.</p> <p>Examples in 2015 included: providing a platform for the creation of a Credit Agency Working Group by the Institute of International Finance; hosting the second annual U.S. Infrastructure Summit at the Bipartisan Policy Center with representatives from S&P Global; creating the Energy Exchange series of roundtable discussions on Capitol Hill featuring experts from S&P Global Platts and cohosted with the American Council for Capital Formation; cohosting a high-profile Millennials event in Washington, D.C., with the U.S. Chamber of Commerce, Rock the Vote and LinkedIn featuring Beth Ann Bovino, Senior Economist at S&P Global Ratings, Congressman Will Hurd (R-TX) and Congressman Patrick Murphy (D-FL). We also work with relevant industry trade associations, including the U.S. Chamber of Commerce, to help meet our business, legislative and regulatory objectives.</p>

Material Aspects	Location in Report (Except where noted otherwise)
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Social Cont'd.

Society Cont'd.	
Public Policy Cont'd.	
Aspect boundary within S&P Global	The Aspect boundary outside of S&P Global is government.
Aspect boundary outside of S&P Global	The Aspect boundaries outside of S&P Global are investors and government.
G4-S06 Political contributions	<p>Through the S&P Global Inc. Political Action Committee (S&P PAC), we back U.S. federal candidates for office who support our business and regulatory objectives. All information related to the S&P PAC is publicly available through the Federal Election Commission.</p> <p>In 2015, S&P Global spent \$4 million on federal lobbying-related expenses, as defined by federal law. In addition, the S&P Global PAC contributed \$201,500 to authorized federal campaigns.</p>
Product Responsibility	
Customer Privacy	
DMA-LA: Disclosure on management approach	<p>Our materiality assessment identified privacy and data breaches as material issues. Customers trust us with their personal information and we take our obligation to safeguard their privacy seriously. We manage privacy and data breaches through our Corporate Privacy Policy. Annually, our Privacy & Information Security Committee reviews our global privacy practices and compliance. We update the policy as needed in line with new technologies, business practices and our customers' changing needs. We also adapt our privacy policy and processes to keep pace with emerging privacy risks related to regulations. Each S&P Global business unit has a dedicated privacy official and trains employees on our privacy and security standards. Our information security procedures provide further protection against loss of customer data. Customers are welcome to send us their privacy questions and feedback via email to privacy@spglobal.com.</p> <p>In 2015, we completed the global rollout of a standardized Privacy and Cookie Notice. This template makes it easier for existing and prospective customers to understand our practices for information collection and sharing, and to make informed choices about receiving marketing information. We also strengthened our Customer Privacy Policy online training modules during the year, requiring training for new employees working in these functions and for those who had not taken training in 2013. Our goal is to ensure that employees remain updated and knowledgeable about their privacy responsibilities. With data security a growing concern, we also participated in the National Cyber Security Alliance's Data Privacy Day and National Cyber Security Awareness Month. S&P Global's Corporate Security and Communications teams helped post numerous expert tips and articles to raise awareness among our employees of topical privacy and security issues.</p>
Aspect boundary within S&P Global	The Aspect boundaries within S&P Global are InformationTechnology and Corporate Governance.
G4-PR8 Complaints regarding breaches of customer privacy and losses of customer data	Corporate Privacy Policy

Nonmaterial Aspects	Location in Report (Except where noted otherwise)
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Economic Performance

Economic	
G4-EC2 Risks and opportunities due to climate change	ESG Performance , p. 12-14
G4-EC3 Organization's defined benefit plan obligations	S&P Global 2015 Annual Report , pp. 63-72, 2015 Form 10-K , pp. 79-85
Procurement Practices	
G4-EC9 Proportion of spending on local suppliers at significant locations of operation	S&P Global's proportion of spending on local suppliers is 3% to 4% of annual U.S. domestic leverageable spend. For more than 20 years, we have been a member of the U.S. National Minority Supplier Development Council, which seeks to promote business opportunities for minority business enterprises and connect them with corporate members. We also sponsor its New York and New Jersey affiliate, the NY/NJ Minority Purchasing Council.

Environmental

Environmental	
Effluents and Waste	
G4-EN23 Total weight of waste by type and disposal method	ESG Performance , p. 12
Supplier Environmental Assessment	
G4-EN32 Percentage of new suppliers screened	ESG Performance , p. 12

Labor

Supplier Assessment for Labor Practices	
G4-LA14 Percentage of suppliers screened	Our Supplier Code of Conduct sets out our expectations for suppliers. We require our business partners to adopt high standards of ethical conduct and to respect human rights. The Code covers areas including the right to a minimum wage and a discrimination-free workplace and the prohibition of forced and child labor. For additional information, see ESG Performance , p. 18.

Society

Local Communities	
G4-S01 Percentage of operations with implemented local community engagement, impact assessments and development programs	Executive Summary , pp. 5-7 and ESG Performance , pp. 11, 18-19
G4-S09 Percentage of new suppliers screened	Please see G4-LA14 and our Supplier Code of Conduct