



Statement on Modern Slavery

June 2019

Company Overview

Verisk Analytics is a leading data analytics provider serving customers in insurance, energy and specialized markets, and financial services. Using advanced technologies to collect and analyze billions of records, we draw on unique data assets and deep domain expertise to provide first-to-market innovations that are integrated into business workflows. Customers rely on our predictive analytics and decision support solutions in a variety of fields, including rating, underwriting, claims, catastrophe and weather risk, global risk analytics, natural resources intelligence, and economic forecasting. For more information about the Company, please visit www.verisk.com and www.verisk.com/csr.

As a knowledge-based business, Verisk carefully integrates the skills and talents of nearly 8,200 employees worldwide. Our highly credentialed team holds advanced degrees and professional certifications specializing in actuarial science, chemistry and physics, commercial banking and finance, commodity analytics, data science and artificial intelligence, economics, engineering, GIS mapping, meteorology, natural resources, predictive analytics, supply chain, and other fields.

The employee population was determined as of December 31, 2018, and represents an increase of approximately 1,100 positions over the prior reporting year due to a combination of organic growth and acquisition activity. Approximately 85 percent of Verisk's employees are based in the United States, Canada, and the United Kingdom. Another 6 percent are based in India, with the remainder serving in 29 countries across the globe.

During 2018, *Forbes* magazine named Verisk to its World's Best Employers List.

Verisk does not engage in manufacturing operations, and none of our Tier 1 procurement spending is directed at agricultural or extractive businesses frequently associated with a higher risk of modern slavery. Procurement expenses continue to be generally proportionate to the geographic dispersion of employees and the nature of our operations. As in our prior Statements, the largest procurement spending categories include the aggregate cost of office leases, utilities, furnishings, building services, and office supplies; IT-related hardware, software, and services; professional services and consulting fees; data purchased from public and nonpublic entities; business air travel and associated lodging and meals; and insurance.

Without significant changes affecting Verisk's business, employee, and procurement parameters, the Company's direct exposure to modern slavery risk is likely to be limited. Nevertheless, we remain conscious of the possibility of indirect risk through our supply chain, including providers of goods and services using lower-skilled and lower-paid workers.

Modern Slavery Risk Assessment

Before adopting our initial Statement and action plan in June 2017, we carried out a country-by-country analysis of the risk of exposure to modern slavery using research and information prepared by Verisk Maplecroft—a Verisk Analytics business and recognized leader in analyzing, quantifying, and enabling global organizations to identify and mitigate extra-financial risk to operations and supply chains. We have since repeated the analysis with the latest indices from Verisk Maplecroft along with updated employee demographics and 2018 procurement spending information—and our conclusions remain the same:

- In terms of Verisk’s workforce, we do not believe that we are at risk of modern slavery. Even so, as a proactive measure, our action plan continues to emphasize employee awareness and responsibility through the development of training programs.
- We recognize the need to address the subject of modern slavery with Verisk’s Tier 1 suppliers. This is necessitated by Verisk’s procurement spending in countries with higher risk of modern slavery, however small in absolute terms, as well as the possibility of adverse activity involving suppliers or subcontractors further down the supply chain.

Commitment and Progress

We are pleased to report progress consistent with the steps outlined in Verisk’s Statements and associated action plans, published June 2017 and June 2018, respectively:

- **We amended our Code of Business Conduct and Ethics to specifically prohibit modern slavery.** Employees, suppliers, or business partners that aid, abet, or are complicit in acts of modern slavery may be subject to sanction, including termination of employment or contract. The Code further encourages all parties to report incidents that may involve modern slavery to Company management or through Verisk’s confidential Whistleblower Hotline.

https://s21.q4cdn.com/228342955/files/doc_downloads/governance_docs/Code-of-Business-Conduct-and-Ethics.pdf

- **We implemented a Supplier Code of Conduct, specifically addressing modern slavery within supply chains.**

The Supplier Code of Conduct was developed and distributed to Verisk’s suppliers.

https://s21.q4cdn.com/228342955/files/doc_downloads/governance_docs/Supplier-Code-of-Conduct.pdf

Suppliers are expected to reject any form of slave, forced, bonded, indentured, or involuntary labor or human trafficking. They are further obligated to communicate the provisions of the Supplier Code of Conduct to their employees, agents, and subcontractors assigned to service the Verisk account.

For our part, Verisk reserves the right to conduct announced and unannounced on-site audits of the supplier’s facilities and conduct confidential worker interviews in conjunction with such audits. Verisk will address all violations, pursuing the appropriate remedial action, including contract termination,

depending on the circumstances of the violation and subject to the terms and conditions of the underlying contract.

- **We monitor current and prospective Tier 1 suppliers for modern slavery risk.**

As part of our third-party credentialing process, we contract with a leading risk and compliance organization to determine whether our Tier 1 suppliers are subject to sanctions and to scan content daily from news sources in approximately 200 countries to identify instances where such suppliers have been implicated in unlawful activity, including modern slavery or other human rights abuses.

During 2018, 9,588 suppliers were subject to the screening process. Nearly 2,000 triggered risk alerts, requiring additional research before being cleared. None of the risk alerts involved allegations of modern slavery.

- **We implemented a mandatory training program to raise awareness about modern slavery for all staff serving in countries with a higher risk of modern slavery and all procurement-related and human resources-related staff regardless of location.**

During 2018, a 45-minute online, interactive modern slavery training program developed by Verisk Maplecroft was assigned to 1,382 employees. Participants are required to correctly answer several questions at the end of the program before being credited with completion. As of March 31, 2019, 1,280 employees (92.6 percent) had successfully completed the training; management is following up with the remainder.

We intend to repeat the training at periodic intervals, consistent with the risk associated in new countries where Verisk is doing business, and to ensure that new employees in procurement and human resources are introduced to the subject.

- **We promoted awareness of modern slavery among our broader employee population.**

During 2018, the Verisk Women Network at our New Jersey headquarters sponsored an educational and awareness event featuring representatives of Nomi Network, a global nonprofit organization that supports economic development to fight human trafficking. The event was reported on The Veriskope (our company intranet) and in Verisk's *2018 Corporate Social Responsibility Report*.

2019 Action Plan

During 2019, we will continue the activities associated with the credentialing process and completion of the mandatory training program.

In addition, we will introduce a voluntary modern slavery training program for **all** Verisk employees regardless of location or position. We will actively promote the program and encourage participation through our internal communications and employee engagement channels.

We will continue to monitor Verisk's exposure to modern slavery and update this Statement annually. For more information about Verisk Analytics or our Statement on Modern Slavery, please contact:

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This Statement on Modern Slavery has been adopted by Verisk's Board of Directors as of June 14, 2019, and is to be published on the Company's main website, www.verisk.com.



Scott G. Stephenson
Chairman, President, and Chief Executive Officer

