

Human Rights and Labor Standards Policy

Summary and Scope

At TransUnion we seek to treat all individuals fairly and create an inclusive environment. We respect human and labor rights standards, through our commitment to the principles of the Universal Declaration of Human Rights and all local laws where we do business. In addition, our policies, procedures and practices align with the United Nations Global Compact (“UNGC”) principles and International Labour Organization (“ILO”) conventions. This includes prohibitions against discrimination, employing underage children, slavery, human trafficking, forced labor and any form of physical punishment or abuse. Furthermore, TransUnion recognizes individuals’ right to water, freedom of association, equal pay and privacy. This policy applies to all TransUnion employees acting on behalf of TransUnion.

Statement

TransUnion’s Human and Labor Rights Policy and Code of Business Conduct are aligned with the values in the UNGC and stress our commitment to human and labor rights. We are committed to fair, ethical and responsible business practices, as we engage with our employees, consumers, customers, vendors and communities globally.

Privacy

As responsible information stewards, TransUnion recognizes the importance of privacy and security in an individual’s life, including data privacy, consistent with article 12 in the United Nations Declaration of Human Rights.

Prohibition on Discrimination

We are committed to an inclusive workplace environment free from acts of discrimination and harassment and strive to make all employment decisions based on job-related qualifications without regard to race, color, sex, gender identity or expression, sexual orientation, age, disability, medical condition, physical appearance, marital status, national origin, ancestry, alienage or citizenship status, pregnancy, ethnicity, religion/creed, disability, genetic information, military or veteran status, marital or familial status, status as a victim of domestic violence, stalking or sex offenses, or any other category protected by applicable law (“protected characteristics”).

Living Wage

We comply with local minimum wage laws. We use market and industry standards to offer living wages where no wage law is in existence.

Prohibition on Child Labor

We abide by local child labor laws and do not use or condone child labor in any circumstance.

Anti-Slavery and Human Trafficking

We do not use forced or compulsory labor. All employment is voluntary. Modern slavery is a crime and a violation of fundamental human rights. It takes various forms, such as slavery, servitude, forced and compulsory labor, and human trafficking, all of which have in common the deprivation of a person's liberty by another for personal or commercial gain. TransUnion has a zero-tolerance approach to modern slavery and we are committed to acting ethically and with integrity in all our business dealings and relationships. We are also committed to ensuring there is transparency in our own business and in our approach to tackling modern slavery throughout our organization consistent with our obligations under various countries' laws.

Oversight

This policy and the program will be reviewed and overseen for effective implementation, continuous improvements and monitoring by stakeholders in Human Resources, Sustainability, Legal, and other interested parties.

Employee Engagement

It is our expectation that employees participate in firm-wide activities and programs intended to inform, obtain feedback, meet with leaders and colleagues and encourage team building. There are robust transunion.com opportunities for employees to provide feedback, such as regular employee engagement surveys, quarterly global town hall meetings, and exit surveys, among others.

Communication and Training

All employees are expected to comply with this Human Rights and Labor Policy. In furtherance of this, managers and employees receive written policies and/or training on a number of human rights and labor related issues which may include equal employment opportunity, anti-harassment, Code of Business Conduct compliance, anti-corruption, and privacy. Furthermore, employees benefit from career growth trainings and career development advisors. Reporting Employees may report any concerns related to known or suspected violations to this policy through the regular procedures established by TransUnion, contacting their managers or by calling the Hotline. The TransUnion Hotline and Online Hotline are third-party managed services. The Hotlines are available to TransUnion employees to report business conduct that is suspicious, illegal, unethical, or in any manner does not conform to the behaviors described in the TransUnion Code of Business Conduct. You can also report concerns to Tueethics@transunion.com For more information on TransUnion's Hotline, including the list of phone numbers and reporting mechanisms, see our Code of Business Conduct.

Related references

- TransUnion Code of Business Conduct
- Local Policies on Corruption
- Local Policies on Insider Trading
- Local Policies on Conflicts of Interest
- Local Policies on Third Party Risk Management