



# Employee Health and Safety Policy

(April 2023)

## Introduction

Verisk is committed to protecting the health and safety of our employees working and traveling throughout the world. We have adopted the following Employee Health and Safety Policy (the “Policy”) to describe our commitment to offer programs and institute processes that promote the welfare of our workforce beyond the statutory and regulatory requirements applicable to the jurisdictions where we operate.

Verisk encourages employees to be active partners in this process by acknowledging a duty to act responsibly in terms of protecting themselves and others.

## Scope

Except as indicated, the provisions of this Policy shall apply to all Verisk employees, wherever located. This Policy also complements and should be read in conjunction with other Verisk policies that reflect our beliefs as a company, including our Human Rights Policy, Code of Business Conduct and Ethics, and Statement on Racial Equity and Diversity, among others. Such policies reinforce our insistence that all persons should be treated with respect. As a company, we seek to nurture an inclusive environment reflecting diverse perspectives, backgrounds, and people, to maximize the capabilities of our team, the value of our work, and its impact on stakeholders and society.

## Employee Health and Well-being

Verisk is committed to promoting the physical and mental well-being of employees by offering a range of services and benefits, some of which may vary by business unit and/or location, full-, part-time or temporary employee status, and employee preference. Those programs may include but are not limited to:

- Paid holidays, paid-time-off, and early closings to promote an appropriate work/life balance
- A hybrid work model and flexible daily work schedule
- Support for individual and family medical, dental, and vision care needs, including preventive care
- Counseling services
- Paid parental leave following the birth or adoption of children
- Paid time off and work accommodations during public health emergencies, such as the COVID-19 pandemic
- Short- and long-term disability programs providing paid leave for qualifying medical situations
- Corporate-wide wellness days
- Opportunities for personal care, such as support for exercise programs and smoking cessation
- Medical and other assistance to address personal emergencies that occur during business travel
- An Emergency Relief Policy for employees incurring losses or unanticipated expenses as the consequence of a natural disaster or comparative event, including a civil emergency such as a pandemic.

Verisk’s Human Resources Department is responsible for addressing employee needs related to health and well-being.

## Employee Safety

Verisk acknowledges that employee safety must be addressed on multiple levels.

1. **Building Safety:** In this context, a safe workplace requires adherence to local building, fire, health, and environmental codes; reasonable proximity to municipal emergency services, and the availability of in-office safety equipment such as fire extinguishers and defibrillators; appropriate measures to protect employees, contractors, vendors and other invitees during health emergencies, such as pandemics; secure entry and egress points that prevent unauthorized access; clean and sanitary conditions, including restrooms; adequate ventilation, lighting, heating, and air conditioning; and the availability of clean drinking water.

Building safety extends to mandatory periodic risk assessments addressing the threat of natural catastrophes such as severe weather, extreme heat, flood, and wildfires; the threat of man-made hazards such as political unrest and crime; and the implementation of appropriate mitigation efforts, education, training, and drills.

2. **Workplace Safety:** A safe workplace requires that Verisk take steps that serve to minimize the risk of physical and emotional harm within the workplace. All Verisk employees are subject to background screening prior to hiring; weapons of any kind are strictly prohibited within the workplace; and every employee must read and acknowledge Verisk's Employee Covenants ranging from Verisk's Zero Tolerance for Harassment to Smoke-Free Workplace policies at the time of hire and annually thereafter.

Verisk's zero-tolerance policy for violence includes but is not limited to inappropriate physical conduct, threats, intimidation, coercion, or brandishing weapons of any kind. All incidents involving workplace violence shall be immediately reported to Verisk's Global Protection Services and Human Resources departments, will be promptly investigated, and will be referred to civil authorities, if appropriate.

3. **Safety on the Job:** Verisk acknowledges that its approach to employee health and safety must be appropriately tailored to reflect the needs of different job categories. For example, the strategies for protecting in-office workers may differ from strategies protecting employees conducting on-site property surveys, which require the issuance of personal protective equipment such as safety vests.
4. **Vehicle Safety:** Verisk has implemented policies governing the use of automobiles in its fleet, which include mandatory vehicle safety inspections and driver training. The company has also adopted a Personally Owned Vehicle Policy, establishing rules and protocols applicable to any employee utilizing a personally owned vehicle in the performance of their work-related duties.

Verisk has designated its Global Protection Services ("GPS") team with responsibility for ensuring compliance with the aforementioned matters. Such responsibilities include creating policies and management protocols in alignment with ISO 45001 and 45003 standards. GPS shall collaborate with key internal stakeholders to discharge these responsibilities, including all Verisk's business units, and its Law, Human Resources, and Facilities departments, among others.

## Crisis Response and Command

The GPS team takes an all-hazards approach in providing Verisk's immediate response to safety and security incidents that potentially impact our employees around the world. Such response includes the analysis of information available from private and public sources; oversight, maintenance, and execution of a mass communication system, which facilitates rapid communication with employee populations during an emergency, and the coordination of Verisk's response to medical emergencies or accidents.

As circumstances warrant, Verisk will convene its Crisis Command Team to provide executive oversight. The Crisis Command Team is comprised of Verisk's GPS leader, along with the company's chief executive officer, chief financial officer, general counsel, chief human resources officer, and business unit presidents as required.



## Employee Health and Safety Committee

An Employee Health and Safety Committee has been appointed to oversee the implementation and operation of this Policy, including the associated communication of the Policy to employees, the resolution of alleged violations and grievances related to this Policy, and periodic reports to Verisk's Board of Directors. The Committee is comprised of the chief executive officer of Verisk and the senior leaders representing the following corporate functions: Enterprise Risk, GPS, Human Resources, Law, and Sustainability.

## Applicability to Acquisitions

Companies newly acquired by Verisk will be expected to demonstrate substantial compliance with the requirements of this Policy within twelve months of their acquisition.

## Feedback

The Company welcomes employee feedback through its annual engagement survey. Alleged violations of this Policy may be reported directly to the appropriate level of business unit management, to members of the Global Protection Services team, to members of the Employee Health and Safety Committee, or through Verisk's [Whistleblower Platform](#).

## Violations of this Policy

Violations of this policy may result in disciplinary action commensurate with the nature and circumstances of the offense and may include termination of employment. Retaliation against an employee for complying with this Policy, participating in any investigation related to this Policy, or making a Whistleblower complaint is strictly prohibited.