

## **MarketAxess CSR statement**

As an international business, MarketAxess and its subsidiaries aim to conduct their business in a socially responsible manner, to contribute to the communities in which they operate and to respect the needs of employees, investors, customers, suppliers, regulators and other stakeholders ('Stakeholders')

We endeavour to conduct our business in accordance with established best practice in each of the countries in which we operate. We aim to be a responsible employer and adopt values and standards designed to help guide our staff in their conduct and business relationships. MarketAxess recognises its responsibility and integrity in meeting best practice benchmarks when interacting with our Stakeholders.

We expect to deal with our Stakeholders in an open and co-operative way, ensuring full, transparent, fair, accurate, timely and understandable disclosure/public communication to encourage sustained and long-term mutually rewarding relationships. We have implemented a Code of Conduct, which is approved by the Board of Directors and available via our website on [www.marketaxess.com](http://www.marketaxess.com)

### **Employee involvement and employment practices**

We are committed to achieving the highest standards in our workplace. The policies and practices in place within the MarketAxess group of companies that are used to deter acts of harassment and discrimination are regularly monitored. MarketAxess undertakes training and maintains policies designed to prevent sexual harassment, discrimination and retaliation against individuals who report problems in our workplaces.

MarketAxess recognises the value of communication with employees at all levels and incentives and share ownership programs are run for the benefit of employees.

### **Equal opportunity and diversity policy**

MarketAxess is committed to employment policies that provide and promote equal employment opportunities for all employees and applicants and to maintaining a workplace that ensures tolerance, respect and dignity for all its employees. No employee, contract or temporary worker or job applicant will be treated less favourably, victimised or harassed on the grounds of their disability, sex, marital or civil partnership status, race, nationality, colour, ethnic or national origins, religious or similar philosophical belief, sexual orientation, age or any other class protected by applicable law.

### **Health and safety**

MarketAxess has health and safety policies which are managed by the HR Department. Regional health and safety functions ensure there is an effective structure for delivering compliance with the policy. Under the policies, all managers have the responsibility to ensure that a healthy and safe working environment is in place for all employees. As MarketAxess's employees work in office environments, there are no significant areas of risk on which to report.

**Environment**

The nature of MarketAxess's business activities means that the most significant impact on the environment is the emission of greenhouse gases as a result of running the MarketAxess's offices. MarketAxess seeks to reduce emissions by occupying offices that have LEED or BREEAM In-Use certification and recycling as much of the Group's waste as possible.

**Date: January 17, 2017**