



Human Rights Statement

Purpose and Scope

This statement provides an overview of how MarketAxess strives to meet its responsibility to respect human rights. MarketAxess' commitment to operating in an ethical and lawful manner, including to help protect the basic dignity and human rights of our employees, customers and clients, as well as the people in our supply chain, serves as the foundation for our relationships with our employees, clients and vendors, as well as with the countries and communities in which we operate. The statement further strengthens the commitment of the MarketAxess group (the "Group") to the international human rights principles encompassed by the United Nations Universal Declaration of Human Rights.

This statement applies to the whole of MarketAxess and its employees (including independent contractors, temporary workers and similar). We expect our business partners to uphold the principles in this statement and to embrace similar standards within their businesses.

Respect for Human Rights

MarketAxess respects human rights. MarketAxess believes in sustainable business development and considers respect for human rights and the proper adherence to labor rights as an integral component of responsible business behavior. The Company is also committed to identify, prevent, or mitigate adverse human rights impacts resulting from or caused by our business activities.

No Forced Labor and Human Trafficking

MarketAxess prohibits the use of all forms of forced labor, and any form of human trafficking as documented in its Slavery and Human Trafficking Statement that sets out our approach to preventing these practices in our workforce and supply chain. Across our operations, in our supply chain and all of our global activities, we seek to avoid the risk that MarketAxess might become linked through our business relationships to any form of modern slavery, including forced labor or human trafficking.

No Underage Workers

MarketAxess prohibits the employment of individuals under the applicable statutory minimum age for workers.

Safe and Healthy Workplace

At MarketAxess, the health, safety, and well-being of our employees and stakeholders are central to everything that we do. Our health and safety program focuses on a culture that strives for zero accidents and which promotes a proactive and preventive risk- and behavior based approach.



Environmental quality and human rights are inextricably linked. Environmental quality, including a safe and healthy working environment, impacts the right to life, health and adequate living standards, property, freedom of movement, and education and can contribute to modern slavery issues. The protection of the environment can facilitate the enjoyment of human rights and those rights can then be enjoyed without unnecessary damage to the environment.

Valuing Diversity

We believe that fostering a diverse MarketAxess in which we inspire people to be their true selves and reach their full potential will contribute to delivering exceptional outcomes for clients and society. We desire to have our workforce represent the diversity within the communities in which our operations are located and we track diversity developments both globally and at the regional level.

We aim to recruit, hire, place, train, compensate and advance people based on needs in the organization and qualifications, skills, experience and performance of our people. We are dedicated to fostering workplaces that are free from discrimination or harassment based on race, sex, national or social origin, religion, age, disability, sexual orientation, political opinion, or any other status protected by applicable law.

MarketAxess does not tolerate disrespectful or inappropriate behavior, unfair treatment, or unfair retaliation of any kind. Harassment is unacceptable.

Work Hours, Wages, and Benefits

MarketAxess compensates employees competitively relative to its industry and the local labor market. We follow applicable wage, work hours, overtime and benefits laws in the countries where it operates. MarketAxess promotes a good work-life balance for its employees and aims to apply workplace and worktime flexibility strategies to accommodate this. If our employees require time for dependent care, the Company aims to accommodate this.

Freedom of Association and Collective Bargaining

MarketAxess respects its employees' right to join, form or not to join a labor union, seek representation, bargain or not bargain collectively in accordance with local laws and without fear of reprisal, intimidation, or harassment. If employees are represented by legally recognized unions, we will aim to have constructive dialogues with their chosen representatives and bargain in good faith with such representatives.

Dealing with dilemmas; guidance to and reporting by employees



Our human rights and labor rights commitments are an integral part of our MarketAxess general business principles. Each individual employee of MarketAxess has the responsibility to work in a way that corresponds with the MarketAxess Code of Conduct.

MarketAxess management is primarily responsible for assuring an open climate where any related dilemmas, or potential dilemmas can be discussed, and issues are handled with due care.

We encourage our employees to address or report internal or external issues in line with internal reporting procedures, which allow for multiple avenues of escalating issues, including the use of an anonymous whistleblower phone line. ‘Issues’ can cover a very broad range of topics, and, in any case, includes suspected violations in areas of bribery and corruption, conflicts of interest, free enterprise and fair competition, human rights, labor rights, discrimination, harassment, and financial bookkeeping. MarketAxess trusts the judgment of employees to address and report issues or potential issues in good faith.

External engagement; Stakeholders

MarketAxess is committed to engaging in dialogue with stakeholders on human rights or labor rights issues related to our business, where appropriate.

Date: January 2021

Version Control

Version	Date	Changes/comments	Reviewed conducted by
1	January 5, 2021	Policy implementation	Legal and HR Departments