



Human and Labor Rights Policy Statement

Introduction

Human rights are fundamental to Black Knight's core values of honesty, nobility and integrity. As such, Black Knight is committed to the principle that all of its employees should work in a respectful environment regardless of race, color, religion, gender, gender identity or expression, sex, sexual orientation, national origin, disability, age, and protected veteran or military family status and all other categories protected by applicable law. As part of our commitment to these fundamental rights, Black Knight encourages its suppliers and partners to adhere to these principles when providing materials and services to the Company. This policy statement is approved and overseen by the Corporate Governance and Nominating Committee of Black Knight's Board of Directors and Black Knight's senior leadership.

Human Rights Principles

At Black Knight, we are committed to the following human rights principles:

- Recognizing human rights in all parts of the world and opposing discrimination based on race, color, religion, gender, gender identity or expression, sex, sexual orientation, national origin, disability, age, and protected veteran or military family status, and all other categories protected by applicable law.
- Encouraging our partners and suppliers to adhere to the human rights principles embodied in our Code of Business Conduct and Ethics, Human and Labor Rights Policy Statement and other best practices related to human and labor rights.
- Banning the practice of recruiting children and exploiting child labor, as well as ceasing partnership with any third party involved in such practices.
- Prohibiting any form of abuse of employees, such as corporal punishment, as well as prohibiting the use of all forms of forced labor, including forced prison labor, indentured labor, bonded labor, or slave labor and the human trafficking associated with such abuses.
- Supporting human rights practices as outlined by the United Nations Universal Declaration of Human Rights.

Human Rights Strategy

Black Knight is committed to making a positive impact on the people and communities where we live and work. Black Knight is committed to fair, ethical, and responsible business practices in our interactions with our employees, clients, third parties and communities and include such practices in our internal policies and practices, such as our Employee Handbook, Code of Business Conduct and Ethics and this statement. The following policies and practices represent Black Knight's current strategy on protecting human rights:

Code of Business Conduct and Ethics

Black Knight is committed to maintaining the highest legal and ethical standards in every aspect of our business. Our Code of Business Conduct and Ethics provides information, support and resources to ensure that we act ethically and in compliance with the laws and regulations that affect our business. Our Code applies to all employees, officers and directors and is vital for Black Knight to continue to preserve its reputation for honesty, integrity and strong ethical standards and to remain a premier provider of software, data and analytics solutions to the U.S. mortgage and real estate markets.

The Black Knight Chief Compliance Officer is responsible for the administration of the Code of Business Conduct and Ethics under the direction of the Risk Committee of Black Knight's Board of Directors.

Forced and Child Labor

Black Knight's operations do not permit the use of forced (including slavery and human trafficking) or child labor, and we are committed to cease involvement with any party that we discover allows such practice. Employment must be freely chosen by workers, without threat or penalty of any sort.

Fair Compensation

Black Knight will fairly compensate employees, in compliance with relevant legislation and legally mandated work hours and overtime compensation. The same principles should be followed by all suppliers and third parties engaged with Black Knight.

Diversity, Equity and Inclusion

Black Knight is committed to ensuring all employees feel welcome, respected and included. Our organization is committed to providing equal opportunity for all employees at all levels regardless of race, color, religion, gender, gender identity or expression, sex, sexual orientation, national origin, disability, age, and protected veteran or military family status, and all other categories protected by applicable law. Our commitment includes but is not limited to recruitment, hiring, promotion, transfer, compensation, training, demotion or layoff. More information can be found in our [Policy Statement on Diversity, Equity & Inclusion](#).

Risk Management & Supplier Assessment

Black Knight maintains a comprehensive enterprise risk management (*ERM*) program that provides the framework for aligning our risk appetite and our risk management strategy with the enhanced management of enterprise risks, including ESG and information security risks, and risk-response decisions.

Through our ERM program, we analyze risk concentrations and risks inherent to our products, services and businesses, and develop appropriate plans to mitigate those risks to an acceptable level.

Black Knight's Third-Party Risk Management program includes a defined enterprise framework for managing third party risk. An inherent risk assessment is conducted prior to contracting with a new third party or engaging in new services or product offerings with an existing third party. The inherent risk associated with an engagement dictates the level of due diligence conducted and whether a security assessment is required.

Reporting, Accountability & Enforcement

Black Knight promotes ethical behavior and a culture of compliance across the enterprise. No adverse action will be taken against any employee, former employee, agent or third party for complaining about, reporting, participating in or assisting in the investigation of a suspected violation of the Company's Code of Business Conduct and Ethics, Company policy or applicable law.

Black Knight prohibits retaliation against any employee who reports a concern in good faith or participates in good faith in an investigation related to a report, whether the report is made to Black Knight or to a proper government official or agency.

Resources

If you have any questions regarding the best course of action in a particular situation, or if you suspect a possible violation of the law, this statement or any Company policy, promptly contact any of the following:

- Immediate supervisor
- Human Resources Department: Black.Knight.Human.Resources@bkfs.com
- Corporate Compliance Department: CorporateCompliance@bkfs.com
- Compliance and Ethics Hotline
- Legal Department
- Internal Audit Department: InternalAudit@bkfs.com

Black Knight maintains a toll-free Compliance and Ethics Hotline that is operated by an independent third-party vendor and is available 24 hours a day, 7 days a week. You may call the hotline to report suspected misconduct, raise concerns about compliance and ethics matters, or ask questions.

- **For Calls Within the U.S.:** 833.B.Knight (833.256.4448)
- **For India Calls:** 000-117 then, when prompted: 833.B.Knight (833.256.4448)
- **To Report Online:** www.blackknight.ethicspoint.com

Remediation

Black Knight's Corporate Compliance Department, Legal Department, Human Resources Department, Internal Audit Department or the Black Knight Board (or an appropriate committee thereof) may conduct investigations, as deemed appropriate, into suspected violations of the law, this statement or any other Company policy.

If it is found that misconduct has occurred, Black Knight is committed to taking prompt action to correct the situation and, when appropriate, discipline responsible individuals.

Training

All employees are required to acknowledge the Code of Business Conduct and Ethics upon commencing employment with Black Knight and all employees are required to complete additional compliance training annually.