

UN Global Compact Communication on Progress 2016

As a signatory to the United Nations Global Compact (UNGC), one of our commitments is to produce an annual Communication on Progress (COP) detailing how we uphold the UNGC's 10 principles in the conduct of our business.

This document provides information on our self-assessment compliance with the UNGC's 21 advanced criteria with links to relevant information in our [2016 Corporate Responsibility Report](#).

RELX Group is a provider of information and analytics. We employ over 30,000 people and operate in 40 countries around the world. We positively impact society through our unique contributions as a business across four business units. Elsevier helps scientists make new discoveries through products that advance science and health, like ScienceDirect, the world's largest scientific database; Risk and Business Analytics, which includes LexisNexis Risk Solutions, protects society through tools that detect fraud, including Global WatchList which supports the fight against money laundering; LexisNexis Legal & Professional help lawyers and judges make better decisions through resources like Lexis Advance that promotes the rule of law and access to justice; and Reed Exhibitions foster communities through exhibitions like World Future Energy Summit and World Travel Market that bring buyers and sellers together and advance markets, including for renewable energy and sustainable tourism.

We have attempted to highlight alignment with the **SDGs** wherever possible.

Implementing the Ten Principles into Strategies & Operations

Criterion 1: The COP describes mainstreaming into corporate functions and business units

2016 CR Report location

Our Chief Executive Officer, Erik Engstrom, noted in his introduction to the 2016 Corporate Responsibility (CR) Report, "We are pleased with our progress but not complacent. Our vision for 2020 is to achieve more, including to use our unique contributions to society to advance the United Nations Sustainable Development Goals (SDGs), 17 goals for people and the planet to be realised over the next decade and beyond. We will take a step toward this in 2017 with the launch of a free SDG Resource Centre with content curated from across RELX Group on behalf of our customers as well as researchers, governments, nongovernmental organisations and citizens. We will need help from key partners, including the UN Global Compact (UNGC), to which we are a signatory. We embed the UNGC's 10 principles in our Code of Ethics and Business Conduct and in our Supplier Code and participate in their responsible business initiatives that drive forward our non-financial performance."

CR underpins our business strategy to deliver improved outcomes for our customers by combining content and data with analytics and technology across

[CEO statement](#)

[Our Approach to CR](#)

[Unique Contributions](#)

[Internal engagement](#)

[Annual Report – Corporate Responsibility](#)

[Annual Report –](#)

global platforms. It helps us build leading positions in our markets by leveraging our skills and assets. We focus on our unique contributions as a business where we make a positive impact through our knowledge, resources and skills, including universal sustainable access to information, advance of science and health, protection of society, promotion of the rule of law and justice and fostering communities. Elsevier contributes to advancing human welfare and economic progress through its science and health information, Risk & Business Analytics provides essential insight to protect people and industry, LexisNexis Legal & Professional promotes justice through its legal intelligence and Reed Exhibitions fosters communities, enhancing productivity and efficiency. **SDGs 3, 4, 8, 9, 10, 12, 16 and 17**

Our objectives in 2016 reflected these priorities. We created a disaster relief strategy so that we can quickly deploy our products and services to help people in need when a disaster strikes. We launched an Innovations in Health Information programme to advance African-driven research that can improve medical practice with partners like Médecins Sans Frontières and the Epicentre Niger Research Center. We used our technological expertise to develop a new platform for the ADAM programme to make it faster and easier for the National Center for Missing and Exploited Children to find missing children. We highlighted the role for business in supporting the rule of law by building a Rule of Law Impact Tracker to explore the correlation between the rule of law and social and economic development. At World Travel Market, one of our flagship exhibitions, we spotlighted the impact of responsible tourism on communities around the world.

The CEO has responsibility to the Boards for CR. They and senior management, as well as the CR Forum, chaired by a senior leader and involving individuals representing key functions and business units, set and monitor CR performance. This includes our CR objectives, which reflect the views of a range of internal and external stakeholders as described in our 2016 [CR Report](#). The CR Director provides formal updates to the Boards and engages on key issues with senior management, who have CR-related Key Performance Objectives; see page 93 in the [Annual Report](#).

As an example, our CEO is responsible to the Board for environmental performance. Our business unit CEOs are responsible for complying with environmental policy and relevant government legislation and regulations and the CFO is our most senior environmental advocate.

We involve some 800 colleagues throughout the Group in our CR activities through networks such as the Accessibility Working Group; CR as a Sales Tool Working Group; Diversity and Inclusion Advisory Group and Working Group; Editorial Policy Working Group; Environmental Champions Network; Health and Safety Champions; Quality First Principles Working Group; RE Cares Champions; and the Socially Responsible Supplier Group, among others. They reach thousands of people across the company. Our internal audit function provides regular reviews of our CR governance, reporting and supply chain activities,

[Principal Risks](#)

[Appendix 4 –
Global Reporting
Initiative Index](#)

highlighting areas where we are performing well, along with suggestions for improvement.

We prioritise relevant, comprehensive reporting (see Appendix 3 of the 2016 CR Report for how we align with the indicators of the Global Reporting Initiative). We also include CR as an integral part of our Strategic Report in the RELX Group Annual Report, and the Chairman, CEO and CFO make reference to relevant CR issues in their statements within the Annual Report. In addition, CR factors into our evaluation of principal risks evidenced in areas such as listening to and meeting customer needs; the importance of ethical practice in our supply chain; and the priority placed on our people and the environment.

Criterion 2: The COP describes value chain implementation

2016 CR Report location

Downstream:

We actively contributed to networks such as the Responsible Media Forum, Business in the Community, Publishers' Database for Responsible Environmental Paper Sourcing, Publishing Industry Product Safety Forum and the Uptime Institute; spoke at/participated in CR meetings, including the Mercer Responsible Employment Forum and KPMG Environment Roundtable. We engage with external stakeholders who inform our CR objectives, provide insight into risks and opportunities and best-practice. Each year we hold a Stakeholder Forum to hear internal and external viewpoints on an important aspect of CR for our business. In 2016, the theme was the SDGs, with a session covering the implications and role for business. Speakers included Dr. Harold Goodwin, advisor to Reed Exhibition's World Travel Market on responsible tourism; Glynn Roberts, Senior Partner at CR consultancy Carnstone; Flavio Villanustre, Vice President of Technology at LexisNexis Risk Solutions; Ian McDougall, General Counsel at LexisNexis Legal & Professional and RELX CR Director Márcia Balisciano. The event was live streamed and following, also made available to all employees on the global intranet.

We recognise that the growth and future of our company is built on our ability to deliver sustainable, essential information and services to customers and their willingness to accept the value placed on them. For example, we are committed to improving access to our products and services for all users, regardless of physical ability. Our [Accessibility Policy](#) leads us in providing accessibility solutions to customers with products that are operable, understandable and robust. In 2016, we continued to pursue our tiered model for accessibility, with the support of Chief Technology Officers across the business. Throughout the year the Elsevier Accessibility Working Group met regularly with universities and experts to continually test key products, like ScienceDirect (the world's largest scientific database) for accessibility. They also logged over 150 accessibility projects. Elsevier's Global Books Digital Archive fulfilled more than 4300 disability requests, 15% of them through AccessText.org, a service we helped establish. Ahead of product launches and updates in 2016 – including for

[Code of Ethics and Business Conduct](#)

[External engagement](#)

[Customers - Accessibility](#)

[Supply chain – Why it matters](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

[Supply chain – Supplier training and surveys](#)

ScienceDirect, Elsevier Animation Collection, College of Direct Support, Charts in Scopus and SciVal and Elsevier Performance Manager LMS – we held 15 user feedback sessions with people who are blind or visually impaired to ‘bake’ in good accessibility from the start. **SDGs 3, 4 and 10**

Upstream:

We uphold RELX Group values in our supply chain by requiring our suppliers to meet the same high standards we set for our own behaviour. Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment, as indicated in the 10 principles of the UNGC to which we are a signatory.

These principles are reflected in the [Supplier Code of Conduct](#) (the Supplier Code), which we ask suppliers to sign and display prominently in the workplace. The Supplier Code contains standards on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. It also precludes retaliation, stating, “Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Supplier Code, or who assists in the investigation of any such report.”

In accordance with the UK’s Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association’s Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices. The Supplier Code requires a remediation process to assist any children found working. It stipulates that where required by law, suppliers will have employment contracts signed with all employees and requires mechanisms for reporting grievances. We maintain a confidential reporting line so employees of suppliers can report concerns in good faith without fear of retaliation. Our Supplier Code states, “Failure to comply with any RELX Group term, condition, requirement, policy or procedure...may result in the cancellation of all existing orders and termination of the business relationship between RELX Group and supplier.” In 2016, our key suppliers demonstrated interest and ability to remediate their noncompliance issues in accordance with the Supplier Code.

The Supplier Code helps suppliers spread best practice through their own supply chain by requiring subcontractors to enter into a written commitment to uphold the Supplier Code. The Supplier Code makes clear that where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards.

Given the importance of an ethical supply chain to us, we have developed a Socially Responsible Supplier (SRS) programme encompassing all of our businesses, supported by a working group comprised of colleagues with operations, distribution and procurement expertise, and a dedicated SRS

Director from the Global Procurement team. As part of the SRS programme, we maintain a database with comprehensive information, including Supplier Code versioning and signing, initiative tracking, audit dates, remediation plans and compliance. **SDGs 8 and 12**

Robust Human Rights Management Policies & Procedures

Criterion 3: The COP describes robust commitments, strategies or policies in the area of human rights

2016 CR Report location

RELX Group is committed to the protection of human rights. We are guided by the [Universal Declaration of Human Rights](#), the [UNGC's Human Rights Principles](#), the [Women's Empowerment Principles](#), the [OECD Guidelines](#) and the [UN Guiding Principles on Business and Human Rights](#). We have considered where and how we operate and have concluded that there is low human rights risk in our direct employment activities.

Our [Code of Ethics and Business Conduct](#) (the Code), disseminated to every employee and publicly available at www.relx.com, sets the standard for our corporate and individual behaviour. It incorporates the 10 principles of the [UNGC](#), stressing our commitment to respecting human rights, supporting fair labour standards, protecting the environment and preventing corruption. The Code begins with a message from our CEO, making clear its importance to our business. It describes our standards on key ethics and compliance matters, including: safeguarding company interests and assets; protecting data privacy; relationships with business partners, customers, suppliers and competitors; dealings with governments; respecting colleagues and communities; and employees' responsibilities to report wrongdoing. The Code is available in 14 languages to ensure that all employees understand it.

We uphold RELX Group values in our supply chain by requiring our suppliers to meet the same high standards we set for our own behaviour. Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment, as indicated in the 10 principles of the UNGC to which we are a signatory.

We focus on our unique contributions as a business where we can make a positive impact through our knowledge, resources, and skills. LexisNexis Legal & Professional promotes the rule of law through its products and services that enable customers to excel in the practice and business of law, helping justice systems, governments and other businesses to function more effectively and efficiently. It supports transparent legal systems as a fundamental element of a healthy society and growing economy, and clear laws that are easily accessible to all. LexisNexis Legal & Professional further promotes the rule of law through outreach and advocacy, educational forums and free dissemination of, and training on, its legal solutions.

[People – why it matters](#)

[Protecting Human Rights](#)

[Code of Ethics and Business Conduct](#)

[Governance – Ensuring the highest ethical standards](#)

[Supplier Code of Conduct](#)

[Supply chain](#)

[Unique contributions – Legal](#)

[Unique contributions – Scientific, Technical & Medical](#)

In 2016 LexisNexis Legal & Professional collaborated with the Australian Human Rights Commission to develop [RightsApp](#), the world's first mobile application to allow users to quickly and easily search international human rights conventions and declarations by topic and right. **SDG 16**

Elsevier, the world's leading provider of scientific, technical and medical information, plays an important role in advancing human welfare and economic progress through its science and health information, which spurs knowledge and enables critical decision making. To ensure access to this information, Elsevier supports key programmes in places where resources are often scarce. Among them is [Research4Life](#) which, in partnership with UN agencies and approximately 200 publishers, provides researchers in more than 100 developing countries with free or low-cost access to core and cutting-edge scientific information. As a founding partner, we contribute more than a quarter of the 77,000 peer reviewed resources in Research4Life, encompassing Scopus and ScienceDirect, including approximately 2,500 Elsevier journals and 20,000 e-books. In 2016, there were over 4m Research4Life article downloads from Elsevier's ScienceDirect. After a request to support refugees outside Research4Life eligible countries, in the year, we and other Research4Life partners, approved access to content for UNHCR-designated planned/managed refugee camps no matter where they are in the world. We provide technical and communications expertise to advance Research4Life, and have committed to the programme through 2020. **SDGs 3, 4, 10**

Criterion 4: The COP describes effective management systems to integrate the human rights principles

2016 CR Report location

To help employees comply with all laws, we supplement the Code with other policies in areas critical to our business, including anti-bribery, competition, data privacy and security, trade sanctions and workplace conduct.

To facilitate understanding of the Code and our other policies we require cyclical mandatory training and use a range of communication tools, including video. All employees completed required training on the Code, and its key elements were reinforced throughout the year with regular emails and articles for all employees, and targeted messages for specific audiences. The Code is supplemented by other policies to further assist employees in complying with laws in key areas, such as anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment. Like the Code, these policies are reinforced through frequent communications, periodic mandatory training, and a popular security awareness video series. We achieve 100% completion rates for all courses within 90 days of issuance. Courses also highlight resources available to help those with questions or concerns.

We continue to maintain compliance committees for all parts of RELX Group.

[Governance – Ensuring the highest ethical standards](#)

[Supply chain](#)

[Supply Chain - SRS Risk Ranking](#)

Employees are expected to report suspected violations of the Code or law to their manager, a human resources representative, a company lawyer or the appropriate compliance committee. We also offer employees a confidential reporting line, managed by an independent third party, which is accessible by telephone or online 24 hours a day, 365 days a year. As allowed under applicable law, employees may submit reports to the Confidential Line anonymously. Reports of violations of the Code or related policies are promptly investigated, with careful tracking and monitoring of violations and related mitigation and remediation efforts by our Compliance Group. We train investigators to investigate issues around employee relations, data security, financial misconduct and other relevant matters. The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code breaches are subject to disciplinary action, up to and including termination of employment.

Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment, as indicated in the 10 principles of the UNGC. These principles are reflected in the Supplier Code of Conduct (the Supplier Code), which we ask suppliers to sign and display prominently in the workplace. The Supplier Code contains standards on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. It also precludes retaliation, stating, "Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Supplier Code, or who assists in the investigation of any such report."

As stated above, in line with the UK Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices. The Supplier Code requires a remediation system to assist any children found working. It stipulates that where required by law, suppliers will have employment contracts signed with all employees and a mechanism for reporting grievances. In 2016, we published our [Modern Slavery Act Statement](#) to highlight how we are working to avoid slavery and human trafficking in our supply chain as well as our direct activities.

As part of ongoing due diligence, we actively track key suppliers. Suppliers are designated as 'key' based on criteria that includes spending over \$1m in a given year with them, or consistently spending over \$100k if a supplier is located in a high risk country as designated by our Supplier Risk Tool, which incorporates indices covering human rights and labour, environment, research and development, and governance equality. In 2016, we continued refining our supplier classification and supplier hierarchy data, which contributed to a slight decrease in the number of suppliers tracked over 2016 (from 399 in 2015 to 383).

In addition to internal audits, the SRS programme [Terms of Reference](#) stipulate

that external audits be performed on a regular basis (suppliers with repeat code violations are subject to annual external audits). In 2016, we conducted 89 independent external audits of suppliers located in high risk countries through specialist auditors Intertek, using their Workplace Conditions Assessment (WCA) template to benchmark their performance against our Supplier Code, local laws and management standards. **SDGs 8, 9, 12**

Criterion 5: The COP describes effective monitoring and evaluation mechanisms of human rights integration

2016 CR Report location

All employees completed required training on the Code of Ethics and Business Conduct, and its key elements were reinforced throughout the year with regular emails and articles for all employees, and targeted messages for specific audiences. The Code is supplemented by other policies to further assist employees in complying with laws in key areas, such as anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment. Like the Code, these policies are reinforced through frequent communications, periodic mandatory training, and a popular security awareness video series. We achieve 100% completion rates for all courses within 90 days of issuance.

As part of the SRS programme, we maintain a database with comprehensive information, including Supplier Code versioning and signing, initiative tracking, audit dates, remediation plans and compliance. To strengthen adherence to our Supplier Code, we embedded it into purchase order terms and conditions. In 2016, we processed more than 37,000 purchase orders valued at nearly \$600m, all of which included the Supplier Code.

Suppliers are designated as 'key' based on criteria that includes spending over \$1m in a given year with them, or consistently spending over \$100k if a supplier is located in a high risk country as designated by our [Supplier Risk Rankings](#), which incorporates indices covering human rights and labour, environment, research and development, and governance equality. In 2016, we continued refining our supplier classification and supplier hierarchy data, which contributed to a slight decrease in the number of suppliers tracked over 2016 (from 399 in 2015 to 383).

By the close of 2016, 96% of suppliers on the tracking list for at least three years were signatories to the Supplier Code – our goal for 2016 was 95%. An additional 2,504 suppliers that do not meet our SRS tracking criteria are also Supplier Code signatories as a result of having embedded the signing of the Supplier Code into our e-sourcing tool.

In addition to internal audits, the SRS programme Terms of Reference stipulate that external audits be performed on a regular basis (suppliers with repeat code violations are subject to annual external audits). In 2016, we

[Governance – Ensuring the highest ethical standards](#)

[Supply chain – Upholding standards](#)

[Supply chain - SRS risk rankings](#)

conducted 89 independent external audits of suppliers located in high risk countries through specialist auditors Intertek, using their Workplace Conditions Assessment (WCA) template to benchmark their performance against our Supplier Code, local laws and management standards. The average overall 2016 audit score was 81 (out of 100), which is slightly better than our external auditor Intertek’s global average of 78.

Of 89 completed audits, 43 were Workplace Conditions Assessments WCA and 46 were Corrective and Preventative Actions process (CAPA) re-audits triggered by WCA remediation findings. An incidence of non-compliance triggers continuous improvement reports summarising audit results; remediation plans and submission dates are agreed and signed by the auditor and the supplier. Intertek staff review evidence of corrections and accept or reject it, working with suppliers until full remediation is reached. Audit locations in 2016 included Brazil, China, India, Vietnam, Mauritius, and the Philippines. Of the 89 completed audits, there were 1,254 non-compliance findings: (768 through Workplace Conditions Assessments and 486 through CAPA); 13 suppliers were in full compliance (3 WCA and 10 CAPA).

In the year, LexisNexis produced [Hidden in Plain Site](#), a report showing that throughout the construction sector and its material supply chains, forced labour and other exploitation are common, concealed and subject to inadequate prevention, policing and prosecution. The report provides regional analysis (Europe, Middle East, North and South America, Africa and Asia), relevant international regulation and standards frameworks, country legislative measures and the role for business and the media in combating modern slavery. **SDGs 3, 5, 8, 11, 12**

Robust Labour Management Policies & Procedures

Criterion 6: The COP describes robust commitments, strategies or policies in the area of labour

We are guided by the [Universal Declaration of Human Rights](#), the [UNGC’s Human Rights Principles](#), the [Women’s Empowerment Principles](#), the [OECD Guidelines](#) and the [UN Guiding Principles on Business and Human Rights](#).

The [Code of Ethics and Business Conduct](#) (the Code), disseminated to every employee and publicly available at www.relx.com, sets the standard for our corporate and individual behaviour. As stated above, it incorporates the 10 principles of the UNGC, stressing our commitment to respecting human rights, supporting fair labour standards, protecting the environment and preventing corruption. The Code is available in 14 languages to ensure that all employees understand it.

2016 CR Report location

[Code of Ethics and Business Conduct](#)

[Supplier Code of Conduct](#)

[People – Why it matters](#)

[People - Promoting diversity](#)

[Health & Safety Policy](#)

The [Supplier Code of Conduct](#) contains standards on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. It also precludes retaliation, stating, “Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Supplier Code, or who assists in the investigation of any such report.”

Valuing our approximately 30,000 people means being an employer of choice, known for best practice in retaining and recruiting the best staff. Only by attracting and keeping good people – and being acknowledged as a company where they can do their best work – will we be able to achieve our objectives and meet the expectations of our customers and other shareholders. RELX Group is an accredited [Living Wage Employer](#) in the UK.

We are committed to building a workforce that reflects the diversity of our customers and communities. Our [Diversity and Inclusion \(D&I\) Statement](#) articulates our commitment to a diverse workforce and an environment that respects all individuals and their contributions regardless of their gender, race, or other characteristics. The Statement is supported by our D&I Strategy, which indicates, “Diversity and inclusion are not just aspirational social concepts. Rather, they are a cornerstone of a successful global business.” Among its commitments is maintaining a D&I Advisory Group comprised of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. Commitments include understanding the state of D&I across the Group, with plans to address areas for improvement.

The importance of employee health and safety is emphasised in the [Code of Ethics and Business Conduct](#) and also in our [Health and Safety Policy](#) which covers the whole of RELX Group. These documents commit us to providing a healthy and safe workplace for all employees, as well as safe products and services for clients. The CEO is responsible for health and safety on behalf of the RELX Group Boards. Good practice is reinforced through a network of Health and Safety Champions reporting to business unit CEOs. They receive support from Health and Safety Managers and other colleagues in the business, encompassing bi-monthly calls, a Health Resources intranet site and Health and Safety Champions meetings. We consult with employees globally on health and safety through staff and works councils. Adopting a risk-based approach, we have dedicated safety committees at relevant locations that meet monthly (or as needed) to review safety concerns and any incidents. We provide tailored health and safety training to employees at higher risk of injury in the workplace, including warehouse, facilities and sales staff who regularly lift or carry products. In the US, we engage a third-party specialist to inspect locations that had high incident rates in the previous year. We also concentrate on safety at our exhibitions, where risks include working at height particularly during the build and breakdown phases of a show, heavy lifting and forklifts. For example, Reed Exhibitions UK runs accredited health and safety management training for

operational staff, as well as two exercises a year to ensure operational teams can appropriately respond to any incident. **SDGs 3, 8**

Criterion 7: The COP describes effective management systems to integrate the labour principles

2016 CR Report location

We maintain compliance committees for all parts of the business. Employees are encouraged to report suspected violations of the Code or law to their manager, an HR representative, a company lawyer or the appropriate compliance committee. We also offer employees a confidential reporting line, managed by an independent third party, which is accessible by telephone or online 24 hours a day, 365 days a year. As allowed under applicable law, employees may submit reports to the Confidential Line anonymously. The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code breaches are subject to swift disciplinary action, up to and including termination of employment.

We ensure our labour and employment policies and practices are compliant with the principles of the UNGC regarding fair and non-discriminatory labour activities. We work closely with our staff/works councils in Europe, the US and elsewhere to engender positive employer/labour relations. We are an equal opportunity employer and are committed to freedom of association and treating all employees and applicants with respect and dignity. In the year, we made presentations on CR to our European Works Council, among others.

The [Code of Ethics and Business Conduct](#) (the Code), translated into 14 languages and disseminated to every employee and publicly available at www.relx.com, sets the standard for our corporate and individual behaviour. It incorporates the 10 principles of the UNGC, stressing our commitment to respecting human rights, supporting fair labour standards, protecting the environment and preventing corruption.

The [Supplier Code](#) contains standards on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. It also precludes retaliation, stating, “Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Supplier Code, or who assists in the investigation of any such report.”

Valuing our approximately 30,000 people means being an employer of choice, known for best practice in retaining and recruiting the best staff. Only by attracting and keeping good people – and being acknowledged as a company

[Governance – Ensuring the highest ethical standards](#)

[People – Why it matters](#)

[People – Health, safety, and wellbeing](#)

[Appendix 3 EY assurance statement 2016](#)

[Supply chain – Upholding standards](#)

where they can do their best work – will we be able to achieve our objectives and meet the expectations of our customers and other shareholders.

We are committed to building a workforce that reflects the diversity of our customers and communities. Our [Diversity and Inclusion \(D&I\) Statement](#) articulates our commitment to a diverse workforce and an environment that respects all individuals and their contributions regardless of their gender, race, or other characteristics. It states, “Diversity, and its expression, inclusion, is important to our future. We need people with a wide range of backgrounds, experience, and ideas to achieve real innovation for our customers around the world. We know our success is built on providing a place where people can do their best work, a place to which they can bring their whole selves.”

We maintain a D&I Advisory Group comprised of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. We are committed to collecting and analysing our D&I data to understand the state of D&I across the Group, with plans to address areas for improvement.

The importance of employee health and safety is emphasised in the [Code of Ethics and Business Conduct](#) and also in our [Health and Safety Policy](#) which covers the whole of RELX Group. These documents commit us to providing a healthy and safe workplace for all employees, as well as safe products and services for clients. The CEO is responsible for health and safety on behalf of the RELX Group Boards. Good practice is reinforced through a network of Health and Safety Champions reporting to business unit CEOs. They receive support from Health and Safety Managers and other colleagues in the business, encompassing bi-monthly calls, a Health Resources intranet site and an annual Health and Safety Champions meeting. We consult with employees globally on health and safety through staff and works councils. Adopting a risk-based approach, we have dedicated safety committees at relevant locations that meet monthly (or as needed) to review safety concerns and any incidents. We provide tailored health and safety training to employees at higher risk of injury in the workplace, including warehouse, facilities and sales staff who regularly lift or carry products. In the US, we engage a third-party specialist to inspect locations that had high incident rates in the previous year. We also concentrate on safety at our exhibitions, where risks include working at height particularly during the build and breakdown phases of a show, heavy lifting and forklifts.

All parts of the business are covered by the Global Health and Safety Policy. In 2016, 94% of the business reported accident data, which is assured by EY. Health and safety performance data covers all reported work-related accidents that result in more than one day of lost time from work (we use an average of 220, eight-hour work days a year to calculate total hours worked). Locations outside the US must follow local regulatory frameworks, and we continue to harmonise local reporting with our global group health and safety reporting guidelines. Read the [EY assurance statement](#). The number of lost time reportable accidents increased in the year (22 in 2015 vs 26 in 2016). There was

a reduction in the incidence and severity rates primarily due to a reduction in time lost to manual handling, slip, trip and fall incidents. There were no fatalities reported in the year.

During 2016, the Health and Safety Manager, accredited by the Institution of Occupational Safety and Health, delivered Managing Safely courses to event organisers and facilities managers at major UK locations. In addition to the Global Health and Safety Policy, Risk & Business Analytics in the UK has a Health and Safety Management System certified to the OHSAS 18001 standard which evaluates workplace risk reduction efforts. **SDGs 3, 5, 8, 10**

Criterion 8: The COP describes effective monitoring and evaluation mechanisms of labour principles integration

2016 CR Report location

All employees completed required training on the Code of Ethics and Business Conduct, and its key elements were reinforced throughout the year with regular emails and articles for all employees, and targeted messages for specific audiences. The Code is supplemented by other policies to further assist employees in complying with laws in key areas, such as anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment. Like the Code, these policies are reinforced through frequent communications, periodic mandatory training, and a popular security awareness video series. We achieve 100% completion rates for all courses.

We also provide in-depth in-person and webinar sessions on key compliance topics to employees for whom the topics are particularly relevant. This includes, for example, privacy training for employees with access to personal or regulated data, and preventing bribery and competition law training for employees in higher risk positions and geographies.

As stated in our [Code of Ethics and Business Conduct](#), “We prohibit discrimination. We recruit, hire, develop, promote, discipline and provide other conditions of employment without regard to race, colour, religion, national origin, gender, sexual orientation, marital status, age, disability, or any other category protected by law. This includes accommodating employees’ disabilities or religious beliefs or practices.” Consistent with this policy, we prohibit discrimination or harassment of any kind.

Hearing directly from our people is an important driver for improvement. We undertake a triennial Global Employee Opinion Survey to help us understand staff views. Last conducted in 2015, 85% of all employees globally shared their views, our highest response rate. 84% of staff said RELX Group is a company that treats them with respect and fairness. We have been working to address areas

[Governance – Ensuring the highest ethical standards](#)

[People - Promoting diversity](#)

for improvement and checking our progress through more frequent pulse surveys across our business.

We offer the Leaders' Toolkit to all employees, in partnership with Harvard Business Publishing, which includes worksheets, video clips and articles to foster good listening skills and tips for giving and receiving feedback. We encourage managers, through 360 degree appraisals, to understand what their employees really think and suggest they share results when appropriate.

We offer an online D&I course that all employees can take at their leisure, and are members of Business in the Community's Opportunity Now in order to tap into additional D&I expertise. During 2016, we continued to take steps to embed inclusive leadership as a core management competency, engaging our heads of talent on a common definition and reviewing our competency frameworks across the company. We have also sought advice from outside experts, including at Columbia Business School.

CEO Erik Engstrom signed the 2014 Women's Empowerment Principles, a joint initiative of the UN Global Compact and UN Women, which aim to help companies empower women and promote gender equality. We have been trialling a WEPs tool to show our existing practices relative to the WEPs. In 2016, Elsevier achieved the [EDGE Assess](#) level of gender equality certification, which involved employee surveys across eight countries and external review of policies and procedures. Elsevier, with the support of CEO Ron Mobed, is now working toward the next certification level, Edge Move. **SDGs, 3, 5, 8, 10**

Robust Labour Management Policies & Procedures

Criterion 9: The COP describes robust commitments, strategies or policies in the area of environmental stewardship

RELX Group has an impact on the environment through consumption of natural resources in our direct operations and supply chain as well as customer use of our products and services. By continually improving our environmental performance, we are committed to reducing any negative environmental impact of conducting our business. Although all our environmental impacts are important, we prioritise climate change, minimising the use of natural resources and waste generated in our own operations.

We assess, prioritise and mitigate environmental risks as part of our overall risk management process. In addition, our Global Environmental Policy applies to all areas of the business and is supported by a global Environmental Management System (EMS), aligned with the ISO14001 environment standard. Official certification against the standard across the company by headcount increased to 15% of the business in 2016. It outlines our obligation to "manage the

2016 CR Report location

[Environment – Why it matters](#)

[Environment – Risks and opportunities](#)

[Environment – Our impact](#)

[Environment - Water](#)

[Environment - Paper](#)

[Supply chain –](#)

environmental risks of our activities” and stipulates that “environmental risk is part of the overall risk assessment which business units are required to complete on an annual basis.” It indicates that we must consider, among other risks, those that require legislative compliance; have significant cost implications for the business; and which may affect our reputation.

Throughout 2016, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies. We made good progress on reaching our 2020 targets, achieving our goal to reduce waste sent to landfill from our reporting locations by 40% against a 2010 baseline.

We are a [Science Based Targets Committed Company](#) and set our carbon reduction target using the Sectoral Decarbonisation Approach designed by CDP, the UN Global Compact, the World Resources Institute and WWF. It aligns our carbon reductions with those deemed necessary by climate scientists in order to avoid the worst impacts of climate change. Progress against the target is measured in combined Scope 1 and Scope 2 (location-based) emissions as defined by the Greenhouse Gas (GHG) Protocol.

We support progressive environmental legislation, and, in 2016, continued our involvement with the [Aldersgate Group](#), which engages with the UK government on environmental issues. In the year, we were a signatory to a letter to key government ministers reaffirming the importance of the UK’s low carbon economy, supporting the Paris Climate Agreement and maintaining strong UK action on climate change.

Sustainable paper for the manufacture of our printed products continues to be one of our material environmental risks despite the on-going shift of business to electronic formats. As founding members of PREPS, we have helped create the PREPS database to capture the technical specifications of the pulps and forest sources of our papers. Our Paper Policy commits us to increasing the proportion of paper we buy with recycled and certified content and to only purchase PREPS grade 3 or 5 paper wherever possible. We have a target to achieve 100% of papers graded on PREPS as Grade 3 or 5. With help from our paper suppliers, by the close of 2016, 92% of the Group’s papers by weight were graded on PREPS, 100% of which achieved Grade 3 or 5. For our full environmental targets and performance in 2016 see the Environment section of the [CR Report](#).

We uphold environmental standards in our supply chain by requiring our suppliers to meet those we set for ourselves. Suppliers must adhere to all laws, including on the environment, embody and promote best practice in business operations, treat employees well, and respect the environment, as required of a UNGC signatory.

We also use our expertise across the group to promote environmental stewardship. At World Water Week in 2016 we released [Waterscape](#) – a report which provides insight into scientific research in the field of water and sanitation – following on from Elsevier’s [Sustainability Science in a Global Landscape](#) report

Criterion 10: The COP describes effective management systems to integrate the environmental principles

2016 CR Report location

We assess, prioritise and mitigate environmental risks as part of our overall risk management process. In addition, our Global Environmental Policy applies to all areas of the business and is supported by a global Environmental Management System (EMS), aligned with the ISO 14001 environmental standard. It outlines our obligation to “manage the environmental risks of our activities” and stipulates that “environmental risk is part of the overall risk assessment which business units are required to complete on an annual basis.” It indicates that we must consider, among other risks, those that require legislative compliance; have significant cost implications for the business; and which may affect our reputation.

Our network of Environmental Champions, together with colleagues throughout the business – including those from communications, finance, legal, HR, IT, procurement, and real estate – as well as external stakeholders like NGOs and investors, help with advice, ranking, and tracking of our environmental risks and opportunities. They are reviewed during Environmental Checkpoint Meetings, chaired by the CFO. Additionally, Green Teams, employee-led environmental groups representing nearly 15,000 employees in 40 key facilities, help us implement our EMS and achieve environmental improvements at the local level.

To improve our environmental performance, we engage in constant dialogue with a range of stakeholders, from employees to NGOs such as Earthwatch. We participate in sector initiatives such as the Publishers’ Database for Responsible Environmental Paper Sourcing (PREPS) and further our understanding through environmental benchmarking activities such as CDP.

Among material environmental risks we have identified are regulation on climate change, green taxes, and sustainable paper. Opportunities include increased demand for the environmental information we produce and cost savings as a result of efficiencies.

Throughout 2016, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies. We made good progress on reaching our 2020 targets, achieving our goal to reduce waste sent to landfill from our reporting locations by 40% against a 2010 baseline.

We set science-based targets and are a member of RE100 which a collaborative, global initiative of businesses committed to 100% renewable electricity, working to increase demand for - and delivery of - renewable energy. We measure

[Annual Report – Principal Risks](#)

[Environment – Risks and opportunities](#)

[Environment – Our impact](#)

[Environment - Employee action](#)

progress on our climate change targets by combining Scope 1 (market-based) and Scope 2 (location-based) emissions as defined by the Greenhouse Gas (GHG) Protocol. **SDGs 6, 7, 15**

Criterion 11: The COP describes effective monitoring and evaluation mechanisms for environmental stewardship

2016 CR Report location

Our data summary on page 10 of the [CR Report](#) shows performance in key environmental metrics since 2012. Third party verification of our environmental data gives us confidence in its reliability. Environmental data covers a full calendar year and all global operations for which we have operational control.

We agree with scientific opinion that we must reduce the quantity of absolute greenhouse gases in the atmosphere – as stated in our environmental publications, such as Elsevier’s [Global Environmental Change](#) – to avoid the most significant impacts of climate change. For this reason, our carbon target aims for an absolute reduction in carbon emissions from our operations, in line with the required global carbon reductions calculated by climate scientists.

Our carbon target was set using the [Science Based Targets Sectoral Decarbonisation Approach](#) tool. We are striving to achieve a 40% reduction in combined Scope 1 and Scope 2 (location-based) emissions by 2020. We continue to expand reporting on our indirect Scope 3 emissions.

We will be aiming to improve efficiency in energy and fuels, and will continue our focus on increasing the amount of renewable electricity we purchase. We will strive to decrease total water used across our business.

To realise efficiencies, we work with Environmental Champions and dedicated engineering, design and real estate specialists to identify improved efficiency wherever possible in our portfolio. We engage employees in our reduction efforts by creating competition between offices through our Environmental Standards programme.

In 2016, our Environmental Standards were flagged to all staff in a communication from the CFO on World Environment Day and supported by local management and real estate teams. In 2016, the performance criteria for the Environmental Standards was made more challenging. As a result, we saw the number of locations achieving five or more standards decrease to 33%, but we expect that to increase as we make efforts to achieve our global environmental targets. To support the Group’s Environmental Standards, we issued 2016 building scorecards to clearly summarise a location’s environmental performance. The scorecards, issued to all key locations, allow employees to see where they are doing well and where improvement is needed. **SDGs 6, 7, 13, 14**

[Key CR data](#)

[Appendix 3 - EY assurance statement 2016](#)

[Environment - Targets and standards](#)

[Environment – Climate change](#)

[Environment - Energy](#)

[Environment - Water](#)

[Environment - Paper](#)

Criterion 12: The COP describes robust commitments, strategies or policies in the area of anti-corruption

2016 CR Report location

The Code of Ethics and Business Conduct (the Code), disseminated to every employee and publicly available at www.relx.com, sets the standard for our corporate and individual behaviour. It incorporates the 10 principles of the UNGC, stressing our commitment to respecting human rights, supporting fair labour standards, protecting the environment and preventing corruption.

The Code is supplemented by other policies to further assist employees in complying with laws in key areas, such as anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment. Like the Code, these policies are reinforced through frequent communications, periodic mandatory training, and a popular security awareness video series. We achieve 100% completion rates for all courses. We also provide in-depth in- person and webinar sessions on key compliance topics to employees for whom the topics are particularly relevant. This includes, for example, privacy training for employees with access to personal or regulated data, and preventing bribery and competition law training for employees in higher risk positions and geographies.

We set relevant objectives 2016 which were completed successfully:

- We developed a compliance plan for impending EU General Data Protection Regulations (GDPR)
- Developed an email retention policy for improved consistency and efficiency
- Expanded our network of global compliance investigators

We uphold RELX Group values in our supply chain by requiring our suppliers to meet the same high standards we set for our own behaviour. Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well, and respect the environment, as indicated in the 10 principles of the UNGC to which we are a signatory. These principles are reflected in the Supplier Code of Conduct, which we ask suppliers to sign and display prominently in the workplace.

Our Risk and Business Analytics business unit produce products that help in the fight against corruption. For example, Global WatchList helps banks and other institutions avert money laundering. And as detailed in our [2016 CR Report](#), last year LexisNexis Risk Solutions teamed with Elliptic, a blockchain intelligence company (blockchain is the technology underlying Bitcoin), to remove that roadblock by exposing money launderers and others who use Bitcoin to make dark web purchases. The alliance integrates LexisNexis Risk Solutions anti-money laundering data from its Bridger Insight XG platform into Elliptic's Bitcoin

[Governance – Ensuring the highest ethical standards](#)

[Code of Ethics and Business Conduct](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

transaction monitoring and compliance products. Bitcoin entities are now automatically screened for links to sanctions, enforcements, politically exposed persons, adverse media and state owned companies. **SDG 16**

Criterion 13: The COP describes effective management systems to integrate the anti-corruption principle

2016 CR Report location

We offer employees a confidential reporting line, managed by an independent third party, which is accessible by telephone or online 24 hours per day, 365 days a year. As allowed under applicable law, employees may submit reports to the Confidential Line anonymously. Reports of violations of the Code or related policies are promptly investigated, with careful tracking and monitoring of violations and related mitigation and remediation efforts by our Compliance Group. We train investigators to conduct employee relations, data security, financial misconduct and other relevant matters. The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code breaches are subject to disciplinary action, up to and including termination of employment.

The Code is available in 14 languages to ensure that all employees understand it. All employees completed required training on the Code, and its key elements, including anti-corruption, which were reinforced throughout the year with regular emails and articles for all employees, and targeted messages for specific audiences. The Code is supplemented by other policies and training to further assist employees in complying with laws in key areas, including anti-bribery and competition.

We also provide in-depth in-person and webinar sessions on key compliance topics to employees for whom the topics are particularly relevant. This includes preventing bribery and competition law training for employees in higher risk positions and geographies.

[Governance – Ensuring the highest ethical standards](#)

[Code of Ethics and Business Conduct](#)

Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anti-corruption

2016 CR Report location

The Boards, senior management, and the Corporate Responsibility Forum (chaired by a senior leader and involving individuals representing all key business functions and business units) oversee corporate responsibility objectives and monitor performance against them; this includes compliance with the Code of Ethics and Business Conduct and its anti-corruption provisions.

We maintain compliance committees for all parts of the business. Employees are encouraged to report suspected violations of the Code or law to their

[Our Approach to CR](#)

[Governance – Ensuring the highest ethical standards](#)

[Code of Ethics and Business Conduct](#)

manager, an HR representative, a company lawyer or the appropriate compliance committee. We also offer employees a confidential reporting line, managed by an independent third party, which is accessible by telephone or online 24 hours a day, 365 days a year. As allowed under applicable law, employees may submit reports to the Confidential Line anonymously.

In 2016, we ensured more extensive training of internal investigators to address issues that might arise such as bribery and financial misconduct. We also strengthened relationships with global partners such as law and audit firms to ensure we have external investigation support when needed. Our Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code breaches are subject to swift disciplinary action, up to and including termination of employment.

Robust Anti-Corruption Management Policies & Procedures

Criterion 15: The COP describes core business contributions to UN goals and issues

2016 CR Report location

We continually work to further UNGC principles within RELX Group and beyond. We demonstrated leadership in 2016 by serving on the UNGC UK Advisory Group, the UNGC Supply Chain Advisory Group and the Caring for Climate Steering Group. Throughout the year, we sought ways of promoting the UNGC's Business for the Rule of Law and the Guide for General Counsel on Corporate Sustainability and took part in the UNGC's 2016 Leaders Summit. We were invited to attend the Paris Agreement Ratification Ceremony as a UNGC stakeholder.

On behalf of the UNGC CEO Water Mandate, we serve on the board of the Alliance for Water Stewardship, assisting with the development of an international standard for water stewardship and we announced the winners of the sixth RELX Environmental Challenge at the CEO Water Mandate's World Water Week conference in Stockholm, Sweden.

In 2016, with the UNGC UK, we hosted a roundtable with peer companies and members of the legal and NGO community on the ideas behind B4ROL. In the year, LexisNexis Legal & Professional CEO Mike Walsh highlighted B4ROL at Lex Mundi's annual conference, a prestigious network of independent law firms and we also highlighted it during a presentation on Peaceful, Just, and Inclusive Societies for Sustainable Development: Delivering on the 2030 Agenda during the 2016 UN General Assembly.

CEO Erik Engstrom signed the Women's Empowerment Principles (WEPs), a joint initiative of the UNGC and UN Women, which aim to help companies empower women and promote gender equality. We have been trialling a WEPs tool to how our existing practices relative to the WEPs.

[Commitment to UNGC](#)

[Unique contributions – Across RELX Group](#)

[Unique contributions – Scientific, Technical & Medical](#)

Our Elsevier business unit is a founding contributor to Research4Life, run by the World Health Organisation in partnership with other UN agencies. We help Research4Life provide more than 8,000 institutions in more than 100 developing world countries with free or low- cost access to leading-edge scientific content including 77,000 peer-reviewed resources, of which Elsevier provides approximately 3000 journals and 20,000 e-books. In 2016, there were over 4m article Research4Life downloads through our ScienceDirect database.

In 2016 LexisNexis Legal & Professional collaborated with the Australian Human Rights Commission to develop RightsApp, the world’s first mobile application to allow users to quickly and easily search international human rights conventions and declarations by topic and right.

In the year, we also made progress on our SDG Resource Centre launching in 2016 showcasing the latest in science, law, business, events and more, that can help drive forward the SDGs, drawing on content from across the whole of our company and from key partners as well. The aim is to support the UN in implementation and to inform understanding for among others, our customers, governments, researchers, companies, NGOs and individuals. **SDGs 3, 4, 5, 8, 10, 16**

Criterion 16: The COP describes strategic social investments and philanthropy

2016 CR Report location

At RELX Group, CR is not a programme or prescriptive set of activities, it is how we do what we do on a daily basis – working to maximise our positive impact, while minimising any negative consequences of conducting our business. This focus adds to our competitive advantage by building good relations with current and future employees, customers and investors, as well as governments, non-governmental organisations (NGOs) and the communities in which we live and work.

We believe we have the most significant impact when we apply our expertise to areas such as universal, sustainable access to information, advancing of science and health, protection of society, promotion of the rule of law and access to justice, and fostering communities. In focusing on our unique contributions, we benefit others and add value to RELX Group by building trust with internal and external stakeholders and creating new opportunities. Examples, such as Elsevier’s involvement with Research4Life, can be found in the Unique contributions section of the 2016 [CR Report](#).

Contributing to our local and global communities is both an opportunity and a responsibility. It helps us inspire employees, assist beneficiaries, improve our reputation, and meet our obligations.

[Our Approach to CR](#)

[Community](#)

[Unique Contributions](#)

[Internal engagement](#)

[External engagement](#)

Our global community programme, RE Cares, supports employee and corporate engagement that makes a positive impact on society through volunteering and giving. We align our central donations programme with our unique contributions, inviting staff across the company to nominate relevant charities for funding from a central budget. It is made effective by a global network of approximately 210 RE Cares Champions, representing all our businesses. In our last global employee opinion survey (2015), 87% of staff said that we are a company that supports community engagement.

In 2016, we used the LBG framework to develop impact measurement in order to better understand the benefits for stakeholders of our community activities. As a result, for the first time, we were able to share key impact data in our 2016 Corporate Responsibility report, including that:

- 90% of employees experienced a positive change in behaviour or attitude as a result of volunteering
- 87% of employees said their motivation and pride in the company had increased as a result of volunteering
- 79% of employees said their team spirit had increased as a result of volunteering

This data has informed the strategic direction of RE Cares this year. For example, one of 2016 publicly stated objectives is to increase skills-based volunteering.

In 2016, RE Cares Champions donated approximately \$360,000 in central funds to 30 charities. In 2016, we donated £3.4m in cash (including through matching gifts) and £3.7m in products, services and staff time, with a market value of approximately £16.5m. 39% of employees were engaged in volunteering through RE Cares. In the year, we increased employee volunteering by 8%. 39% of employees were engaged in volunteering through RE Cares. In the year, we increased employee volunteering by 8%. According to LBG data, the average volunteering rate is approximately 14% for the media sector as well as 14% for all sectors.

We engage with stakeholders who inform our views on our CR objectives, risks and opportunities, and best practice. For example, we collaborate on key issues and projects with NGOs such as SOS Children's Villages, Alliance for Water Stewardship and Oxfam.

Book Aid International is one of our longest standing charity partners: we have worked with Book Aid International for more than 20 years. And since 2004, we have donated more than 724,000 books including some 60,000 in 2016 (nearly double our donation in 2015), the majority from our Linn, Missouri warehouse. In 2016, we continued to support Book Aid International's library development programme in Cameroon.

As an example of action on our unique contributions, in 2016, we agreed a \$300,000 three-year partnership grant to support Doctors Without Borders/ Médecins Sans Frontières (MSF) and their research and training partner, Epicentre, to improve medical practice within Niger and MSF overall. We will also be providing access to and training on critical Elsevier content including ScienceDirect, the world’s largest scientific database; Scopus, the biggest abstract and citation database of peer-reviewed literature; Clinical Key, the largest collection of clinical resources, covering all medical, surgical and nursing specialties; Embase, the most comprehensive biomedical literature database; and Mendeley, a free reference manager and academic social network. **SDGs 1, 2, 3, 4, 5, 6, 10, 16, 17**

Criterion 17: The COP describes advocacy and public policy engagement

2016 CR Report location

In 2016, we engaged in one-to-one communication with governments as well as through networks such as the European Network for Sustainable Business; the UK Aldersgate Group (e.g., on protecting natural assets and low carbon priorities); the UK All Party Parliamentary Corporate Responsibility Group; the responsible business section of the International Chamber of Commerce; and the Business Tax Forum, a UK HM Revenue and Customs committee.

Each year we work to further UNGC principles within RELX Group and beyond; we demonstrated leadership in 2016 by serving on the UNGC UK Advisory Group, the UNGC Supply Chain Advisory Group and the Caring for Climate Steering Group. Throughout the year we sought ways of promoting the UNGC’s Business for the Rule of Law and the Guide for General Counsel on Corporate Sustainability and took part in the UNGC’s 2016 Leaders Summit. We were invited to attend the Paris Agreement Ratification Ceremony as a UNGC stakeholder.

We support progressive environmental legislation, and, in 2016, continued our involvement with the UK Aldersgate Group, which engages with government on environmental reporting and other key issues.

We are a member of the [UNGC CEO Water Mandate](#), which brings together businesses to address the challenges posed by water scarcity and quality to communities and ecosystems.

Our [Climate Change Statement](#) supports the scientific community’s opinion that human activity is contributing to climate change; we back the global intention to limit climate change to 2°C or below. We support mitigation activities to reduce climate change, including reducing deforestation and protecting rainforests (e.g., by committing to only purchase sustainable paper for production purposes). It also outlines our commitment to mitigation and adaptation and our belief in ambitious, robust and equitable policies on

[External engagement](#)

[Commitment to UNGC](#)

[Environment – Risks and opportunities](#)

[Environment - Water](#)

[Environment – Climate change](#)

climate change. We engage with governments on climate change regulation accordingly. As an endorser of the UN Global Compact's Caring for Climate and through the European Network for Sustainable Business, we share good practice.

In producing our products and services we have an impact on the environment in areas such as carbon emissions, energy and water usage. But arguably bigger and more important is our growing portfolio of environmental products and services which spreads good practice, encourages debate and aids researchers and decision makers. The most recent results from the independent market analysis system show our share of citations in environmental science represented 33% of the total market and 64% in energy and fuels.

Reed Exhibitions organised 30 conferences and trade fairs on the environment, such as Pollutec which showcased sustainable cities, industry, aquatic environments, coastlines and agriculture, attracting 2,206 exhibitors and more than 60,000 visitors. To promote innovation, there were Inno Spots – dedicated spaces to bring together organisations interested in knowledge sharing and collaboration. The second [PSI Sustainability Awards](#) (images above) were organised by PSI, the largest European trade show for the promotional products industry; winners included Manaomea GmbH which produces pens made from textile waste. **SDGs 3, 6, 7, 8, 9, 11, 12, 13, 14, 15, 17**

Criterion 18: The COP describes partnerships and collective action

2016 CR Report location

Our 2016 CR Report highlights our many partnerships and collective action to advance the UNGC's ten principles, including: Médecins Sans Frontières; the International Red Cross; the National Center for Missing and Exploited Children and Missing People; the International Bar Association; the Australian Human Rights Commission; the UN World Tourism Organisation; Sense About Science; National Council for Tertiary Education; Bookshare, Book Aid International; the Aldersgate Group; and RE100, among a number of others.

In another example of partnership, the [RELX Group Environmental Challenge](#) supports projects that improve access to good water and sanitation in the developing world where it is presently at risk, advancing among other SDGs, 6 focused on clean water and sanitation. Winner of the 2016 \$50,000 first prize, Loowatt Ltd., is developing a proprietary waterless and energy-generating toilet system that is clean and odourless, creating social and environmental benefits that include water savings, carbon emissions reduction, improved health and job creation. As part of their win, Loowatt has received access to Elsevier's ScienceDirect.

[External engagement](#)

[Unique Contributions](#)

[Good Partners](#)

We engaged with approximately 400 key suppliers through our Socially Responsible Supplier programme, encompassing Supplier Code of Conduct awareness activities, training, audits, remediation and surveys; further embedded US Supplier Diversity programme, identifying and inviting tenders from diverse suppliers and providing feedback. We highlight good partners in our CR reporting, including Bulgaria's A Data Pro, which provides us with data conversion and other services.

We actively contributed to CR networks such as the Responsible Media Forum, Business in the Community, Publishers' Database for Responsible Environmental Paper Sourcing, Publishing Industry Public Safety Forum and the Uptime Institute. We attended and spoke at CR meetings including the including the Mercer Responsible Employment Forum and KPMG Environment Roundtable.

SDGs 3, 4, 5, 6, 9, 10, 13, 14, 15, 16, 17

Our businesses work with others to advance our unique contributions to society. For example:

- Elsevier supports key programmes in places where resources are often scarce. In partnership with the African Journal Partnership Project (AJPP), involving partners such as the US National Library of Medicine and the US National Institutes for Health, the Elsevier Foundation launched a second [Research without Borders](#) programme to boost African health research and its discoverability within the global health community. With a grant of \$204,000 over the course of 2016–2018, Elsevier Research without Borders volunteers will provide training to the nine AJPP journals in Ghana, Malawi, Ethiopia, Sierra Leone, DRC, Uganda, Mali, Kenya, and Rwanda
- The [Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World](#) recognize excellence in research achieved by scientists in developing countries in partnership with the Organization for Women in Science for the Developing World and The World Academy of Sciences for the advancement of science in developing countries
- LexisNexis Risk Solutions' Automated Delivery of Alerts on Missing Children (ADAM) programme support the work of the US National Center for Missing and Exploited Children (NCMEC). ADAM sends a missing child poster to recipients within a specific geographical search area – 2.1m in 2016 – to police, news media, schools, businesses, medical centres and others. The new ADAM platform now allows NCMEC staff to map search areas, prioritise poster distribution queues, and reach more people through email as well as fax. In 2017, our colleagues will be working to encourage US consumers to register to receive alerts when a child goes missing in their area
- Collaborating with the Australian Human Rights Commission to develop RightsApp, the world's first mobile application to allow users to quickly

and easily search international human rights conventions and declarations by topic and right

- Partnering with the International Bar Association on eyeWitness to Atrocities, the first smartphone app to collect, document and safeguard images of human rights atrocities so they can be used in a court of law
- Since 2006, Elsevier has partnered with Sense about Science (SaS), an independent charity championing evidence, scientific reasoning and public discussion of scientific issues. Over the past ten years, Elsevier and SaS have worked together to promote understanding of peer review among journalists, policy makers and the public, and engaged thousands of early career researchers in public debates about science through the Voice of Young Science programme (VoYS)

Corporate Sustainability Governance and Leadership

Criterion 19: The COP describes CEO commitment and leadership

2016 CR Report location

The Chief Executive Officer (CEO) has responsibility to the Boards for CR. The CR Director engages with the senior management team and also provides formal updates to the Boards. Senior leaders have CR-related Key Performance Objectives.

Our Chief Executive Officer, Erik Engstrom, shows his support of UN initiatives in his statement at the start of our 2016 CR Report regarding RELX Group's work: "We are committed to making a difference. This is what I hear from colleagues across the whole of RELX Group: those working to further science and improve health, create tools that reduce crime, strengthen the rule of law, and build communities... We are pleased with our progress but not complacent. Our vision for 2020 is to achieve more, including to use our unique contributions to society to advance the United Nations Sustainable Development Goals (SDGs), 17 goals for people and the planet to be realised over the next decade and beyond. We will take a step toward this in 2017 with the launch of a free SDG Resource Centre with content curated from across RELX Group on behalf of our customers as well as researchers, governments, nongovernmental organisations, and citizens."

Our Code of Ethics and Business Conduct, which incorporates the 10 principles of the UNGC, begins with an introduction from the CEO and sets out our standards on key ethics and compliance matters, including: policies related to protecting company interests and assets; relationships with business partners, customers, suppliers, and competitors; dealings with governments; respecting colleagues and communities; and data protection.

[CEO statement](#)

[Governance – maintaining the highest ethical standards](#)

[Our Approach to CR](#)

Criterion 20: The COP describes Board adoption and oversight

2016 CR Report location

The Boards, senior management and the CR Forum (chaired by a senior leader and involving individuals representing all key business functions and businesses) oversee CR objectives and monitor performance against them. The CEO has responsibility to the Boards for CR. The CR Director engages with the senior management team and also provides formal updates to the Boards.

Senior leaders have CR-related Key Performance Objectives, see p.93 in the Annual Report: for both the CEO and CFO.

The principal risks facing RELX Group, which have been considered by the Audit Committees and Boards, include reputational risks such as ethics and the environment.

[Our Approach to CR](#)

[Annual Report – Director’s Remuneration Report](#)

[Annual Report – Principal Risks](#)

Criterion 21: The COP describes stakeholder engagement

2016 CR Report location

To understand which issues we should focus on, we consider our business priorities and engage broadly with stakeholders. We recognise some issues have a greater potential impact on our business performance.

Impacts ranked by score

Impacts on RELX Group	Impacts on society
1. People	1. Unique contributions
2. Customer needs	2. Environmental impacts
3. Governance	3. Communities
4. Editorial	4. Supply chain
5. Access to information	5. Governance
6. Health, safety & wellbeing	6. Access to information
7. Unique contributions	7. Health, safety & wellbeing
8. Supply chain	8. Editorial standards
9. Environmental impacts	9. Customer needs
10. Reporting	10. People
11. Diversity	11. Diversity
12. Communities	12. Reporting
13. Tax, pensions, investments	13. Tax, pensions, investments
Data privacy and security*	Data privacy and security*

*Data privacy and security was highlighted by stakeholders as a RELX Group priority to be added and was not ranked; in 2017, we will undertake our next comprehensive stakeholder consultation and will include it for ranking. We will also invite stakeholders to identify any other priority areas we may not have listed.

[Our Approach to CR](#)

[People – Listening](#)

[Internal engagement](#)

[External engagement](#)

[Stakeholder engagement examples](#)

[Supply chain – supplier training and surveys](#)

We involve some 800 colleagues across the Group in CR networks. In 2016, we established new cross-business working groups including: an internal focus group for the RELX SDG Resource Centre; a taskforce comprising HR business partners for the Women in Technology mentoring programme; the Disaster and Emergency Relief Working Group; and Modern Slavery Act Working Group. They reach thousands of people across the company. Our internal audit function provides regular reviews of our CR governance, reporting and supply chain activities, highlighting areas where we are performing well, along with suggestions for improvement.

Throughout 2016, we carried out pulse surveys to hear from and respond to our people. We also took steps to address results from our last Global Employee Opinion Survey (2015) and conducted pulse surveys to understand and address employee views. We offered CR-related activities to all staff including the annual Fit2Win wellness competition, and held an annual Global Book Drive during RE Cares Month in September. Local-level Green Teams organised environmental events throughout the year, in addition to special activities for World Environment Day, which was highlighted in a communication sent to all employees by the CFO. We promoted CR as a Sales Tool, a resource on our global intranet, on the benefits of discussing CR issues with clients.

We engage with external stakeholders who inform our thinking on CR objectives, risks and opportunities and best practice. In 2016, our CR Forum Stakeholder Session focused on the Sustainable Development Goals.

CEO Water Mandate

Our 2016 progress on the six elements of the CEO Water Mandate

We support the CEO Water Mandate and are committed to meeting its provisions

Six elements	Element in action	Our progress	2016 CR Report location
Direct operations	We have an ongoing programme of water reduction measures including sprinkler system adjustments, leak identification and repair, and installing waterless urinals where possible.	Water usage remained constant between 2015 and 2016, despite a 4% increase in employee headcount. Our primary water impacts occur in our supply chain, particularly in regard to paper suppliers, from whom we gather water data through PREPS. We also survey suppliers directly to assess their water footprint (the process involves assumptions and unassured data but gives a useful	Environment – Water

		indicative picture).	
Supply chain and watershed	<p>We use a watershed risk management system to identify the river basins from which our sites draw water.</p> <p>We address water issues in our supply chain through our Socially Responsible Supplier programme.</p>	<p>Water-related issues are fundamentally related to location and exposure to water stress. We use a watershed risk management system to identify the river basins our sites draw water from using the World Business Council for Sustainable Development Global Water Tool.</p> <p>The majority of the water we use comes from central supply to our offices, but we are exploring opportunities for reclaimed 'grey water' systems.</p> <p>The majority of water-stressed sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation. In 2016 we made the performance criteria of our locations more challenging by lowering the target from 10m³ of water per person per year to 9m³ of water per person per year.</p> <p>Our primary water impacts occur in our supply chain, particularly in regard to paper suppliers, from whom we gather water data through PREPS. We also survey suppliers directly to assess their water footprint (the process involves assumptions and unassured data but gives a useful indicative picture).</p>	Environment – Water
Collective action	We address water issues through collective action.	We are founding members of PREPS (Publishers database for Responsible and	Environment – Our impact

Ethical Paper Sourcing), and are working with others in our sector to expand this paper sustainability initiative to include the water impact of paper production. We collect paper supplier water data through PREPS.

In 2016, we published 46 peer-reviewed journals in aquatic sciences, including Water Research and the Journal of Hydrology. We are a member of the UNGC CEO Water Mandate, which brings together businesses to address the challenges posed by water scarcity and quality to communities and ecosystems.

In 2016, we participated in CDP's Water Programme as a voluntary participant and achieved a scope of B.

In the year, we produced Waterscape, a report on the state of scientific research in water and science, which was launched at the CEO Water Mandate meeting in Stockholm. This followed the methodology of Sustainability Science in a Global Landscape, a report issued to inform the adoption of SDGs during the 70th UN General Assembly in 2015. Freely available, Sustainability Science in a Global Landscape provides critical insight into global research underpinning the SDGs, including research output, citation impact, collaboration and interdisciplinary research. The report enables a more informed dialogue between academics, civil society and policy makers on the best ways forward. The report highlights that water

		and its economic impacts are important areas for interdisciplinary research.	
Public policy	<p>We work with other companies on water and other environmental issues and support progressive environmental legislation on issues with a water dimension like climate change.</p> <p>Our products and services inform debate, aid decision makers and encourage research and development.</p>	<p>We support progressive environmental legislation, and, in 2016, continued our involvement with the Aldersgate Group, which engages with the UK government on environmental issues. In the year, we were a signatory to a letter to key government ministers reaffirming the importance of the UK's low carbon economy, supporting the Paris Climate Agreement and maintaining strong UK action on climate change.</p> <p>We engage with internal water experts who are responsible for producing water-related products, an organic growth area for us. In 2016, we published 46 peer-reviewed journals in aquatic sciences.</p> <p>In 2015, following the publication of our Sustainability Science in a Global Landscape report, we distributed the Climate Change Challenge at COP21. This short supplement covered research performance in areas such as desalination and agricultural productivity related to climate change. And as stated above, in 2016, we released Waterscape, a report into the scientific research landscape in water and sanitation.</p>	<p>Environment – Our impact</p> <p>Environment – Water</p>

<p>Community engagement</p>	<p>We support water reduction and access initiatives.</p>	<p>Drawing on expertise across the company, in 2016 we awarded prizes in the sixth Environmental Challenge to projects that improve sustainable access to water and improved sanitation where it is presently at risk.</p> <p>In addition to the 2016 RELX Group Environmental Challenge \$50,000 first prize winner, UK-based Loowatt Ltd., we awarded \$25,000 to second prize winner, US-based AguaClara LLC, a social enterprise borne out of Cornell University. Its designs are for municipal-scale, nonelectric water treatment plants that are simple to operate and sustainable in small towns and villages. AguaClara’s gravity-powered water treatment technology is sustainable from its open-source design to easy maintenance of its modular components. Existing projects in Honduras (supported by the Cornell AguaClara programme prior to the founding of the company) and India are built using locally available materials and operated by the communities they serve. The Environmental Challenge prize money will support AguaClara in creating a 10-village water disinfection system in Orissa, India that will initially bring potable water to 5,000 people, create jobs through manufacture and operation of the system and drive research to further improve the technology.</p> <p>To date, we have awarded approximately \$400,000 through the RELX Group</p>	<p>Environment – Water</p>
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		<p>Environmental Challenge, which aligns with SDG 6 recognising the human right to water and sanitation.</p> <p>Environmental Challenge applicants gain access to relevant RELX Group products, such as Water Research, that can help in the preparation of their submissions. They also can gain access to LexisNexis Risk Solutions' open source high performance computing (HPCC) resource, to allow them to process large amounts of research data. Winning project teams receive free access for one year to ScienceDirect, Elsevier's database of full text, scientific information, including over 370,000 articles in environmental science, and are featured in Water Research.</p>	
Transparency	<p>We publicly report on our water targets and performance in our annual CR Report and engage with stakeholders on water issues in one-to-one meetings.</p>	<p>We disclose our water performance annually in our CR Report. We also participate in CDP's Water Programme as a voluntary participant, and achieved a score of B in 2016.</p> <p>Our Environmental Standards include water efficiency by location, are disclosed in the CR Report. They standards were updated in 2016, with a new water efficiency of 9m3 per person per year.</p>	<p>Environment – Water External - Recognition</p>

Women's Empowerment Principles

In 2014, CEO Erik Engstrom signed the Women's Empowerment Principles

We support the WEPs and are committed to meeting its provisions

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace

2016 CR Report location

CEO Erik Engstrom signed the 2014 Women's Empowerment Principles, a joint initiative of the UN Global Compact and UN Women, which helps companies empower women and promote gender equality. We have supported the trialling of a WEPs tool to show a company's existing practice relative to the WEPs.

In 2016, Elsevier achieved the [EDGE Assess](#) level of gender equality certification, which involved employee surveys across eight countries and external review of policies and procedures. Elsevier, with the support of CEO Ron Mobed, is now working toward the next certification level, Edge Move.

Our workforce was 52% female, based on a sampling of greater than 90% of our employees; 43% of managers were women as were 28% of all senior operational managers. At year-end 2016, women made up 30% of the members of the Boards of RELX PLC and RELX NV: Linda Sanford, Lisa Hook and Marike van Lier Lels are non- executive directors.

As stated in our Code of Ethics and Business Conduct, "We prohibit discrimination. We recruit, hire, develop, promote, discipline, and provide other conditions of employment without regard to race, colour, religion, national origin, gender, sexual orientation, marital status, age, disability, or any other category protected by law. This includes accommodating employees' disabilities or religious beliefs or practices." Consistent with this policy, we prohibit discrimination or harassment of any kind.

We are committed to building a workforce that reflects the diversity of our customers and communities. Our Diversity and Inclusion (D&I) Statement articulates our commitment to a diverse workforce and an environment that respects all individuals and their contributions.

We maintain a D&I Advisory Group comprised of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. We are committed to ongoing improvement on D&I across our business.

We offer an online D&I training course that all employees can take at their leisure, and are members of Business in the Community's Opportunity Now in order to tap into additional D&I expertise.

[CEO statement](#)

[People – Our workforce](#)

[People - Promoting diversity](#)

[D&I Statement](#)

[Annual Report – Report of the Nominations Committee](#)

We promote Employee Resource Groups, which allow diversity to be expressed in meaningful ways. They are independent, voluntary networks of employees who share common interests. The groups help drive diversity initiatives and community involvement and promote career development through mentoring, workshops, leader presentations, and external networking.

In 2016 we mapped 30 ERGs around the world, including eight launched in 2016, and gained insights through interviews with ERG leads. Among new networks is the Philippines Pride group, the New York African Ancestry Network, the Sutton UK Women's Network (the site will also have a new carers network and fathers group in 2017) and a Millennials group at RBI Netherlands which filmed interviews with younger colleagues and created opportunities for members to socialise outside their departments.

We provide one-to-one coaching and sponsorship; for example, we are working with several senior women in the Group to support their interest in serving as non-executive directors outside the company.

In 2016, we launched the Women in Technology Mentoring Programme. 16 mid-career women technologists from across the business have been paired with 16 technology mentors – both female and male – from a business unit other than their own. Mentees are developing valuable relationships with more experienced technology colleagues who will share their knowledge/ experience, while providing Boundarylessness (one of the five RELX Group values) insight into another part of our business. Success measures, tracked by our Chief Technology Officer (CTO) Forum, include assessing how participants' objectives are met, the frequency of meetings between mentors and mentees and career development as a result of the programme. To complement the programme and to benefit our various diversity networks, we have introduced a quarterly webinar series focusing on senior women in technology. Linda Sanford, member of the RELX Group Boards, opened the series with a discussion about her career at IBM, where she headed Enterprise Solutions.

The mentoring programme will be extended to other geographies and areas beyond technology in 2017.

We believe flexible working can increase staff motivation, promote work/life balance, reduce employee stress and improve performance and productivity. We offer a variety of flexible work options, including part-time and flexitime working, job sharing, home working, time off to care for children or other family members and career breaks.

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the marketplace

2016 CR Report location

We uphold our values in our supply chain by requiring our suppliers to meet the same high standards we set for our own behaviour.

Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment, as indicated in the 10 principles of the UNGC to which we are a signatory.

These principles are reflected in the Supplier Code of Conduct (the Supplier Code), which we ask suppliers to sign and display prominently in the workplace. The Supplier Code contains standards on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. It also precludes retaliation, stating, "Suppliers must not tolerate any retaliation against any employee who makes a good faith report of abuse, intimidation, discrimination, harassment or any violation of law or of this Supplier Code, or who assists in the investigation of any such report."

We are committed to proactive engagement with businesses that reflect the diversity of our communities in order to contribute to economic growth and positive business results. The roll-out of our US Supplier Diversity programme continued in 2016 with efforts to increase the number of diverse suppliers invited to bid on relevant sourcing projects. This process resulted in an increased spend to \$317m with diverse suppliers. Feedback is provided to diverse suppliers after the competitive bidding process to improve their opportunities for development.

In the year, all relevant staff received associated training in order to increase tenders from diverse suppliers.

Risk & Business Analytic's XpertHR benchmarking tool provides an interactive resource featuring D&I and other HR content, including data on analysing gender pay gap, as well as information on employee take-up of the recently introduced right to emerging issues like shared parental leave.

[Supply chain – Why it matters](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the community

2016 CR Report location

Contributing to our local and global communities is both an opportunity and a responsibility. It helps us inspire employees, assist beneficiaries, improve our reputation and meet our obligations.

Some examples of projects to empower women and girls:

In 2016, employees chose SOS Children's Villages Netherlands (SOS) as our 2016- 2018 fundraising partner in order to support their educational work for girls in Ivory Coast's capital, Yamoussoukro. SOS works to prevent family breakdown by supporting children who do not have parental care or are at risk of losing it.

The Elsevier foundation partnered with the Organization for Women in Science for the Developing World and The World Academy of Sciences for the advancement of science in developing countries to once again hold the Elsevier Foundation Awards for Early-Career Women Scientists in the Developing World to celebrate the achievements of women scientists in the early stages of their careers, with the aim of creating role models for other women to follow.

[Unique contributions – Scientific, Technical & Medical](#)

[Unique contributions – Across RELX Group](#)

[Community](#)

The COP contains or refers to sex-disaggregated data

	Female		Male	
Board of directors	3	30%	7	70%
Senior operations managers*	120	28%	313	72%
All employees**	16,224	52%	14,976	48%

[People – Our workforce](#)

*Senior operational managers are defined as those managers up to and including three reporting lines from the CEO

** Full time equivalent