

## UN Global Compact Communication on Progress 2017

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 [2017 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 highlight alignment with the **SDGs** wherever possible.

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### *Implementing the Ten Principles into Strategies & Operations*

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

Our Chief Executive Officer, Erik Engstrom, noted in his introduction to the 2017 Corporate Responsibility (CR) Report, "We are making good progress. During the year, we focused on our unique contributions, such as advancing the rule of law, which we did by consolidating country laws in Fiji and making them publicly available for the first time. We also hosted the Rule of Law Café to encourage dialogue on going beyond legal minimums, which we will broaden from the UK to other locations in 2018. In the year ahead, we know we have work to do. We will undertake and make publicly available research on the state of science underpinning the SDGs to further enhance the free RELX Group SDG Resource Centre, which we launched in 2017 in partnership with the United Nations Global Compact, among others, and further expand our security incident preparedness. We will also raise awareness of mental health across RELX Group to ensure the well-being of our people, update the RELX Group Editorial Policy to reinforce our customers' confidence in our content, continue to increase our spend with US diverse businesses, and extend ISO 14001 environmental certification to more sites."

#### **2017 CR Report location**

[CEO statement](#)

[Our Approach to CR](#)

[Unique Contributions](#)

[Internal engagement](#)

[Annual Report – Corporate Responsibility](#)

## [Annual Report – Principal Risks](#)

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

CR underpins our business strategy to deliver improved outcomes for our customers by combining content and data with analytics and technology across 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 2017 reflected these priorities. We committed to and did create' a disaster relief strategy so that we can quickly deploy our products and services to help people in need when a disaster strikes. We stated we would and did build editorial skills through journal mentoring in our Research Without Borders programme with a combined 48 weeks training African health journal teams in Democratic Republic of Congo (DRC), Ethiopia, Ghana, Kenya, Malawi, Mali, Rwanda, and Uganda. We promised to and did use our technological expertise to expand a new platform we developed for the ADAM programme to make it faster and easier for the National Center for Missing and Exploited Children to find missing children. We said we would highlight the role for business in supporting the rule of law by creating the Business for the Rule of Law Café in partnership with UNGC Network UK with participation from customers, peers, academia and colleagues to share information on going beyond legal minimums to advance justice for all. Through World Travel Market, one of our flagship exhibitions, we set an objective to convene a travel industry roundtable for collaboration on responsible tourism key challenges and convened a roundtable at the House of Lords with leaders in tourism and other fields to discuss tangible ways of addressing child trafficking and tourism and orphanage tourism.

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 [2017 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 85 in the [Annual Report](#). 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 and in the year, communicated to all staff on our environmental performance, targets and efforts to advance environmental knowledge.

We involve over 900 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, highlighting areas where we are performing well, along with suggestions for improvement.

We prioritise relevant, comprehensive reporting (see [Appendix 4 of the 2017 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.

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## *Implementing the Ten Principles into Strategies & Operations*

### **Criterion 2: The COP describes value chain implementation**

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 Conference Board Sustainability Council; spoke at/participated in CR meetings, including the Responsible Media Forum and the KPMG Environment Roundtable. We engaged 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 2017, the Stakeholder Forum focused on truth, trust and reliable content and implications for our business. Speakers included Professor Charlie Beckett from the London School of Economics' Department of Media and Communications and Director of Polis (LSE's think tank to provide a forum for public debate and policy intervention on news journalism); Tracey Brown, Director at Sense About Science, a campaigning charity that challenges the misrepresentation of science and evidence in public life; Richard Horton, Editor of The Lancet; Pim Stouten, VP Global Strategy, BIS at LexisNexis Legal & Professional; and Barbara Ortner, Head of Market Reporting at ICIS, part of Risk & Business Analytics. The event was live streamed and made available to all employees on the global intranet following. Participants were unanimous in their view that the era of 'fake news' creates an opportunity for us to showcase robust processes across our business units that ensure reliable content.

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. Accordingly, we are focused on improving access to our products and services for all users, regardless of physical ability. Our [Accessibility Policy](#) ensures we provide accessibility solutions for all customers with products that are operable, understandable and robust.

In 2017, members of the Accessibility Working Group logged over 200 accessibility projects and Elsevier's Global Books Digital Archive fulfilled more than 5000 disability requests, 77% of them through AccessText.org, a service we helped establish. With the support of Chief Technology Officers across the business, in the year, to improve our reporting on compliance with customer accessibility requests, we refined our accessibility review toolkit to include product scorecards with ratings on process maturity, fix lists, customer inquiries and revenue at stake.

We continued to grow our usability research with people with disabilities, running 19 research sessions covering a range of web platforms. To ensure we stay abreast with best practice, we continued to collaborate with accessibility thought leaders such as HighCharts, the DIAGRAM Center and Light for the World.

**SDGs 3, 4 and 10**

#### **2017 CR Report location**

[Code of Ethics and Business Conduct](#)

[External engagement](#)

[Customers - Accessibility](#)

[Supplier Code of Conduct](#)

[Supply chain](#)

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.

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 2017, 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, 10, 12, 13 and 15**

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## ***Robust Human Rights Management Policies & Procedures***

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

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](http://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. As above, we embed the 10 principles of the UNGC into the Code, requiring them to adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment.

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.

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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, a partnership with UN agencies and approximately 200 publishers; we provide core and cutting-edge scientific information to researchers in 100 developing countries. As a founding partner and the leading contributor, Elsevier provides over a quarter of the material available in Research4Life, encompassing approximately 3,000 Elsevier journals and 20,000 e-books. In 2017, there were 2.4m Research4Life article downloads from ScienceDirect. In 2017, The Lancet Countdown Initiative launched an international, multidisciplinary research collaboration between academic institutions and practitioners across the world, to track progress on the complex association between health and climate change, including the health impacts of climate hazards; health resilience and adaptation; and the health co-benefits of climate change mitigation. The authors provide examples of how rising temperatures are correlated with an increase in infectious disease transmission. **SDGs 3, 4, 10**

In 2017, LexisNexis Legal & Professional collaborated with the Republic of Fiji to consolidate the country's laws and make them publicly available for the first time and assisted the United Nations Global Compact (UNGC) and other UN agencies to promote business engagement on the rule of law throughout the year, including by supporting the documentation of land rights in Myanmar. In the year, we launched the Rule of Law Café, in partnership with the UNGC Network UK, giving peers and members of the legal community an opportunity to share their efforts to advance the rule of law. In 2017,

LexisNexis Legal & Professional received Freedom House's Corporate Leadership Award for its work to advance the rule of law. **SDG 16**

## **2017 CR Report location**

[People](#)

[Protecting Human Rights](#)

[Code of Ethics and Business Conduct](#)

[Governance](#)

[Supplier Code of Conduct](#)

[Supply chain – Promoting human rights through the Supplier Code](#)

[Unique contributions – Legal](#)

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

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

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.

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.

As above, our Supplier Code stipulates 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 indicated, 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 2017, we updated our Modern Slavery Act Statement which highlights how we are working internally through our supply chain and externally with partners to address the risk of slavery and human trafficking.

As part of ongoing due diligence, we actively track key suppliers. In 2017, we tracked 344 key suppliers and those located in high-risk countries as designated by our Supplier Risk Tool, incorporating eight indicators, including human trafficking information from the US State Department and Environmental Performance Index results produced by Yale University and partners. The tracking list changes year-on-year based on the number of suppliers we do business with who meet the required criteria. We ended 2017 with 91% of suppliers on the SRS tracking list as signatories to the Supplier Code vs. 89% in 2016. 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 2017, specialist supply chain auditors, Intertek, undertook 83 external audits as part of their comprehensive Workplace Conditions Assessment and Corrective and Preventative Actions programme. 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 2017 included Brazil, China, India, Malaysia, Mauritius, Philippines, Romania, Russia, South Africa and Turkey.

**SDGs 8, 9, 12**

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

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. We have embedded signing the Supplier Code into our sourcing process as a criterion for doing business with us. In 2017, an additional 2,624 suppliers not on the SRS tracking list signed 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. We ended 2017 with 91% of suppliers on the SRS tracking list as signatories to the Supplier Code vs. 89% in 2016.

External auditing also ensures that suppliers meet the expectations of the Supplier Code specialist supply chain auditors, Intertek, undertook 83 external audits as part of their comprehensive Workplace Conditions Assessment and Corrective and Preventative Actions programme. 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 2017 included Brazil, China, India, Malaysia, Mauritius, Philippines, Romania, Russia, South Africa and Turkey.

**SDGs 8, 9, 12**

**2017 CR Report location**

[Governance](#)

[Supply chain](#)

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## ***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](http://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.

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 important to our future. We need the engagement of people from a wide range of backgrounds,



experiences and ideas to achieve real innovation for our customers around the world. 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.

**SDGs 5,3, 8, 10**

**2017 CR Report location**

[People](#)

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

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](http://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 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 using forklifts. For example, Reed Exhibitions UK runs accredited health and safety management training for operational staff to ensure operational teams can appropriately respond to any incident. During 2017, 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. Working across many different countries where health and safety standards vary is a challenge for the events industry. Together with peers, Reed Exhibitions supports g-Guide, outlining standards to safeguard the health and safety of persons working at or visiting an event or exhibition, with cartoons to reinforce key points and overcome language barriers. 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. We provide employee support following any incident. For example, in the US, we work with a third-party resource to assign a nurse case manager to each complex or severe claim who works with the employer, employee and treating physician to get an employee back to health and work in the shortest possible time.

All parts of the business are covered by the Global Health and Safety Policy. In 2017, 96% 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 decreased in the year (17 in 2017 vs 22 in 2016).

Our global HR information system covers 89% of our workforce, helping us better understand absence. In the UK and the Netherlands, there was an absence rate of 1.75% (number of unscheduled absent days out of total days worked in 2017) for reasons such as sick, compassionate and unpaid leave. In the US, there were 1114 cases under the US Family Medical Leave act, which provides up to 12 weeks of unpaid job protection in a 12-month period, for such purposes as the birth or adoption of a child, to care for a family member with a serious medical condition, or for an employee's own serious health condition.

**SDGs 5, 8, 10**

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

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

In 2017, Forbes ranked RELX Group as one of the world's best employers. Based on the results of an independent survey, RELX Group was 53rd in the list out of 2,000 companies. We are the only UK-based company in computer services to feature; more than 360,000 global recommendations were analysed to create the list.

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.

RELX Group is a signatory to the Women's Empowerment Principles (WEPs). In the year, we tested a WEPs benchmarking tool to understand gaps between the principles and our performance. Elsevier has attained the first level of the EDGE gender equality certification, which involved employee surveys across eight countries, an external review of policies and procedures and gender pay benchmarking. An EDGE focus area is flexible working and in 2017 we mapped our flexible working policies across the business as the first step in creating a RELX Group flexible working policy. We comply with all employee-related reporting requirements. From 2018, this includes the new UK requirement to publish our UK gender pay gap data.

**SDGs 5, 8, 10**

**2017 CR Report location**

[Governance](#)

[People](#)

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## ***Robust Environmental 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 ISO 14001 environmental standard. It indicates that we must consider, among other risks, those that require legislative compliance; have significant cost implications for the business; and/or which may affect our reputation.

Throughout 2017, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies. In 2017, 3 additional locations achieved certification to the new ISO 14001:2015 standard (equating to 19% of our business by employee count). We are committed to increasing certification in 2018 and beyond. Green Teams, employee-led environmental groups representing nearly 19,000 employees in 49 key facilities, help us implement our EMS and achieve environmental improvements at the local level.

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 2017, continued our involvement with the Aldersgate Group, which engages with the UK government on environmental issues. In the year, we hosted the Aldersgate Group's launch of a report highlighting where UK policy should be strengthened to support greater business action on resource efficiency. We also signed up to We Are Still In, reaffirming our commitment to combatting climate change, joining more than 1,700 businesses, universities, cities, states and other organisations. We are a member of RE100 which promotes

corporate purchase of renewable energy. In 2017, we were judged a Leader by the US Environmental Protection Agency's Green Power Partnership.

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 2017, 90% 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 2017 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.

**SDGs 6, 12, 13, 15**

**2017 CR Report location**

[Environment](#)

[Supply Chain](#)

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

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.

The CEO is responsible to the Boards for environmental performance; business unit CEOs are responsible for complying with environmental policy, legislation and regulations, and the CFO is our most senior environmental advocate.

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 such as 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.

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.

## 2017 CR Report location

[Environment](#)

[Annual Report – Principal Risks](#)

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

Our data summary on page 10 of the CR Report shows performance in key environmental metrics since 2013. 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. In 2017 we made all employees aware of our Environmental Standards, which create positive competition between offices, in the CFO’s annual communication for World Environment Day. 36% of reporting locations achieved five or more Enhanced Environmental Standards and achieved Green status. Those locations achieving seven or more standards are designated as Green+ and are the best performing sites within the business. These new more challenging performance standards mean fewer locations meet the standards, but we expect achievement to increase over time.

**SDGs 6, 12, 13, 15**

## 2017 CR Report location

[Key CR data](#)

[Appendix 3 - EY assurance statement 2017](#)

[Environment](#)

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### ***Robust Anti-Corruption Management Policies & Procedures***

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

The [Code of Ethics and Business Conduct](#) (the Code), disseminated to every employee and publicly available at [www.relx.com](http://www.relx.com), sets the standard for our corporate and individual behavior. Among other topics, the Code continues to address fair competition, anti-bribery, conflicts of interest, employment

practices, data protection and appropriate use of company property and information. It also encourages reporting of violations – with an anonymous reporting option – and prohibits retaliation against anyone who believes a violation of the Code or law may have occurred and reports it.

The Code incorporates the principles of the UNGC and stresses our commitment to human rights. In accordance with the UN's 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. In 2017, we updated our Modern Slavery Act Statement which highlights how we are working internally through our supply chain and externally with partners to address the risk of slavery and human trafficking.

We maintain a comprehensive set of compliance policies and procedures in support of the Code. These are reviewed at least annually to ensure they remain current and effective. Our policies and procedures help us comply with the law and conduct our business in an open, honest, ethical and principled way. In the case of our anti-bribery efforts, they comprise part of our adequate procedures for compliance with applicable laws.

Employees receive mandatory training on the Code – both new hires and at regular intervals for all employees – in order to maintain a respectful workplace, prevent bribery and protect personal and company data. Mandatory periodic training covers key Code topics in depth, such as competition law and records management, which is supplemented by in-person training for higher-risk roles.

In 2017, we took a number of steps to further enhance and embed our culture of compliance across RELX Group, including reorganising the RELX Group Compliance function around globally recognised compliance principles, creating a central compliance team devoted to training, communications and investigations, and creating another team assigned to risk assessment and monitoring, as well as increasing the number of employees dedicated to compliance and facilitating collaboration among RELX Group compliance committees.

In 2017, more than 2,400 relevant employees completed advanced in-person compliance training conducted by RELX Group Compliance in collaboration with business unit leads. We also created a resource library with a range of presentations on topics such as competition law, anti-bribery, culture of compliance, harassment, trade sanctions and management, for any-time staff access.

We offer employees a confidential reporting line, managed by an independent third party, 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 compliance teams across the business. In 2017, we continued training of investigators who handle employee relations and financial misconduct matters.

We set relevant objectives which were completed successfully in 2017.

- Expand fraud prevention and cyber security awareness efforts and continue to tighten related controls
- More structured approach to compliance training for employees in higher-risk roles and locations across the Group
- Broaden awareness of RELX Group Tax Principles in external communications, with internal training for relevant staff

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. **SDG 16**

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.

#### **2017 CR Report location**

[Governance](#)

[Supply Chain](#)

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

The [Code of Ethics and Business Conduct](#) (the Code), disseminated to every employee and publicly available at [www.relx.com](http://www.relx.com), sets the standard for our corporate and individual behavior.

We maintain a comprehensive set of compliance policies and procedures in support of the Code. These are reviewed at least annually to ensure they remain current and effective. Our policies and procedures help us comply with the law and conduct our business in an open, honest, ethical and principled way. In the case of our anti-bribery efforts, they comprise part of our adequate procedures for compliance with applicable laws.

Employees receive mandatory training on the Code – both new hires and at regular intervals for all employees – in order to maintain a respectful workplace, prevent bribery and protect personal and company data. Mandatory periodic training covers key Code topics in depth, such as competition law and records management, which is supplemented by in-person training for higher-risk roles.

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We offer employees a confidential reporting line, managed by an independent third party, 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 compliance teams across the business. In 2017, we continued training of investigators who handle employee relations and financial misconduct matters.

#### **2017 CR Report location**

[Governance](#)



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

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 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 2017, we took a number of steps to further enhance and embed our culture of compliance across RELX Group, including reorganising the RELX Group Compliance function around globally recognised compliance principles, creating a central compliance team devoted to training, communications and investigations, and creating another team assigned to risk assessment and monitoring, as well as increasing the number of employees dedicated to compliance and facilitating collaboration among RELX Group compliance committees. We continued training of investigators who handle employee relations and financial misconduct matters.

### **2017 CR Report location**

[Our Approach to CR](#)

[Governance](#)

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## ***Robust Anti-Corruption Management Policies & Procedures***

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

We continually work to further UNGC principles within RELX Group and beyond. We demonstrated leadership in 2017 by becoming a UNGC LEAD company, contributing to their Blueprint for SDG Leadership Platform, joining the Board of the UNGC Network UK; supporting and presenting at their Making Global Goals Local Business conference in India and at the 2017 Leaders Summit, where LexisNexis Legal & Professional's Teresa Jennings was named an SDG Pioneer for the Rule of Law.

[RELX Group SDG Resource Centre](#), launched in 2017 is a dedicated news and information resource to help advance awareness, understanding and implementation of the 17 Sustainable Development Goals (SDGs). With more than 1 billion people still living in extreme poverty, the SDGs have been adopted by 193 states and set out the UN agenda to 2030 for ending poverty, protecting the planet, and ensuring prosperity for all people. The RELX Group SDG Resource Centre features content that can help drive forward the SDGs such as articles, reports, tools, webinars, videos, legal practical guidance and discussion groups on science, law, business and events from across RELX Group and its divisions. Content is tagged by relevant topic and region and grouped according to the SDG it addresses. Key partners supporting the initiative include the United Nations Global Compact, United Nations Development Programme, and the Global Alliance on Reporting Progress on Peace, Just and Inclusive Societies.

We helped the UNGC and other UN agencies to promote business engagement on the rule of law throughout the year, including by supporting the documentation of land rights in Myanmar. In the year,

we launched the Rule of Law Café, in partnership with the UNGC Network UK, giving peers and members of the legal community an opportunity to share their efforts to advance the rule of law. We advanced the principles of the UN Global Compact's Business for the Rule of Law throughout 2017, fostering dialogue on going beyond legal minimums among the business, government, civil society, legal and academic communities. We moderated a rule of law workshop for officials in El Salvador in conjunction with the Inter-American Bar Association and showcased opportunities around the rule of law at the Conference of Western Attorneys General. We began writing the legal implications of each SDG for an SDG Legal Guide to be published by Advocates for International Development, which will be featured on the RELX Group SDG Resource Centre. We served on the Steering Committee of the Global Alliance for Reporting Progress on Peaceful, Just and Inclusive Societies, an SDG Resource Centre partner, which was formed by UNDP, UNESCO, UNODC and UNGC to support the measurement and advancement of SDG 16 among others. LexisNexis Legal & Professional joined forces with Colin Biggers & Paisley Foundation in 2017 on Juris, a pilot allowing legal professionals to collaborate with legal bodies in developing countries on pro bono projects. Among them was international contract law training, utilising LexisNexis legal materials, for more than 50 public prosecutors from Myanmar's Union Attorney General's Office (UAGO) and Department of Energy, among others. We also highlighted the rule of law at the 2017 UN High-level Political Forum, the US Institute of Peace, the Central and Eastern European Law Initiative Institute (CEELI) and the Wilson Center.

We are a member of the UN Global Compact CEO Water Mandate, which brings together businesses to address the challenges posed by water quality and scarcity for communities and ecosystems. We announced the winners of the seventh RELX Group Environmental Challenge at the CEO Water Mandate's World Water Week conference in Stockholm, Sweden.

RELX Group is a signatory to the Women's Empowerment Principles (WEPs). In the year, we tested a WEPs benchmarking tool to understand gaps between the principles and our performance. Elsevier has attained the first level of the EDGE gender equality certification, which involved employee surveys across eight countries, an external review of policies and procedures and gender pay benchmarking. An EDGE focus area is flexible working and in 2017 we mapped our flexible working policies across the business as the first step in creating a RELX Group flexible working policy. We comply with all employee-related reporting requirements. From 2018, this includes the new UK requirement to publish our UK gender pay gap data.

## **SDG 5, 10, 16**

### **2017 CR Report location**

[Commitment to UNGC](#)

[Unique Contributions](#)

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## **Criterion 16: The COP describes strategic social investments and philanthropy**

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 2017 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.

RE Cares, our global community programme, supports employee volunteering and giving that makes a positive impact on society. In addition to local initiatives of importance to employees, the programme's core focus is on education for disadvantaged young people that advances one or more of our unique contributions as a business. Staff have up to two days' paid leave per year for their own community work. A network of more than 220 RE Cares Champions ensures the vibrancy of our community engagement. In 2017, 72% of our offices across the world had an RE Cares Champion. In our last global employee opinion survey, 87% of staff said that we are a company that supports community engagement.

Our central donations programme aligns with the RE Cares mission of advancing education for disadvantaged young people that furthers one or more of our unique contributions as a business, including universal, sustainable access to information. Employees across RELX Group sponsor charities for funding through a central RE Cares fund; RE Cares Champions vote on all applications, using decision criteria such as value to the beneficiary and opportunities for staff engagement. In 2017, RE Cares Champions donated more than \$366,805 to 34 charities supporting over 24,000 young people including educational support for Syrian refugee children in Greece, enabling them to attend local schools; education funds for books, school materials, registration fees, uniforms, school shoes and transportation for orphaned and abandoned children in Baja, Mexico; providing access to education for at-risk street children in Cambodia; enabling young girls in India to complete their education, helping to prevent child marriage; and helping finance essential classroom materials in low-income schools in Ohio.

In managing community involvement, we apply the same rigour and standards as in other parts of our business. Following the LBG methodology, a global standard for measuring and reporting corporate community investment, we conduct an annual Group Community Survey with RELX Group Accounting Services and RE Cares Champions. It divides our aggregate giving into short-term charitable gifts, ongoing community investment and commercial initiatives of direct business benefit.

We donated £3.4m in cash (including through matching gifts) and the equivalent of £9.2m in products, services and staff time in 2017. 45% of employees were engaged in volunteering through RE Cares and we reached more than 24,000 disadvantaged young people through time, in-kind and cash donations. In 2017, we increased skills-based volunteering, applying business knowledge and expertise to benefit communities. For example, colleagues at Risk & Business Analytics Alpharetta began building the Global Business Coalition for Education's Rapid Education Action (REACT) database to record private sector educational contributions and assets that can be deployed quickly in an emergency.

According to LBG data, the average volunteering rate is approximately 18% for our sector and 14% for all sectors. Throughout 2017, we encouraged in-kind contributions, such as product and equipment donations, in line with our Product Donation Policy. For example, through a partnership with charity Camara Education, we donated over \$41,307 worth of IT equipment to e-learning centres for more than 11,340 disadvantaged students in developing countries, including Kenya, Ethiopia and Zambia (any material that cannot be refurbished is responsibly recycled).

LexisNexis Legal & Professional UK is a founding partner and a patron of the UK's International Law Book Facility (ILBF), an independent charity distributing good quality second hand legal texts to professional bodies, advice centres, pro bono groups, law schools and other not-for-profit institutions

around the world, supporting access to the law and access to justice. Since its inception, the ILBF has sent over 51,000 books to 180 organisations in 50 countries.

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 745,000 books including some 22,646 in 2017, the majority from our UK warehouse. In 2017, we continued to support Book Aid International's Inspiring Readers programme in Uganda, where few schools have reading books. Along with teacher training, every school receives a Book Box Library of 1,250 books, including about 100 purchased locally, as well as a small grant for shelving. At Reed Exhibitions' 2017 London Book Fair, where we have provided free space to Book Aid for more than ten years, Inspiring Readers was awarded an International Excellence Award for Educational Initiatives.

**SDGs 3, 4, 5, 6, 10, 16, 17**

**2017 CR Report location**

[Internal engagement](#)

[External engagement](#)

[Unique contributions](#)

[Community](#)

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## **Criterion 17: The COP describes advocacy and public policy engagement**

In 2017, 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.

We support progressive environmental legislation, and, in 2017, continued our involvement with the Aldersgate Group, which engages with the UK government on environmental issues. In the year, we hosted the Aldersgate Group's launch of a report highlighting where UK policy should be strengthened to support greater business action on resource efficiency.

We also signed up to We Are Still In, reaffirming our commitment to combatting climate change, joining more than 1,700 businesses, universities, cities, states and other organisations.

We are a member of RE100 which promotes corporate purchase of renewable energy. In 2017, we were judged a Leader by the US Environmental Protection Agency's Green Power Partnership. Also in the year, Lexis Nexis' Dayton campus was awarded Energy Project of the Year by the Association of Energy Engineers.

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 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.

We produce products and services that advance understanding of energy production, use and efficiency. Among them in 2017, we published Applied Energy; Energy Policy; Renewable Energy; we also organised exhibitions such as World Efficiency Solutions; World Future Energy Summit; and All Energy, the UK's leading renewable energy and low carbon innovation event.

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 spread good practice, encourage debate and aid researchers and decision makers. The most recent results from the independent market analysis system show our share of citations in environmental science represented 40% of the total market and 65% in energy and fuels.

We are a member of the UN Global Compact CEO Water Mandate, which brings together businesses to address the challenges posed by water quality and scarcity for communities and ecosystems. We continue to support the advancement of water research and in 2017, Elsevier held a showcase at the Stockholm World Water Week conference to launch its new Water Security Journal.

**SDGs 6, 12, 13, 15, 17**

**2017 CR Report location**

[External engagement](#)

[Commitment to UNGC](#)

[Environment – Risks and opportunities](#)

[Environment - Water](#)

[Environment – Climate change](#)

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## **Criterion 18: The COP describes partnerships and collective action**

Our 2017 CR Report highlights our many partnerships and collective action to advance the UNGC's ten principles, including: 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 2017 we launched the [RELX Group SDG Resource Centre](#) a dedicated news and information resource to help advance awareness, understanding and implementation of the 17 Sustainable Development Goals (SDGs). Key partners supporting the initiative include the United Nations Global Compact, United Nations Development Programme, and the Global Alliance on Reporting Progress on Peace, Just and Inclusive Societies.

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 2017 \$50,000 first prize, eWATER, uses mobile and contactless payment technology for accountable revenue collection and data management, to sustain urban and rural water systems throughout the developing world.

We engaged with 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 HCL Technologies, India, that supports cloud, automation, cybersecurity and analytics.

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 UNGC's Making Global Goals Local Business in Delhi.

**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 programmes where resources are often scarce. Among them is Research4Life, a partnership with UN agencies and approximately 200 publishers; we provide core and cutting-edge scientific information to researchers in 100 developing countries. As a founding partner and the leading contributor, Elsevier provides over a quarter of the material available in Research4Life, encompassing approximately 3,000 Elsevier journals and 20,000 e-books. In 2017, there were 2.4m Research4Life article downloads from ScienceDirect.
- In 2017, The Lancet Countdown Initiative launched an international, multidisciplinary research collaboration between academic institutions and practitioners across the world, to track progress on the complex association between health and climate change, including the health impacts of climate hazards; health resilience and adaptation; and the health co-benefits of climate change mitigation. The authors provide examples of how rising temperatures are correlated with an increase in infectious disease transmission.
- 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. The system was expanded in 2017 to allow individuals to receive an email alert when a child is reported missing near to them. In the year, 14 children were found through ADAM, bringing the total number of children recovered to 177 since the start of the programme in 2000. In 2017, we added a rectangular search capability to ADAM that allows NCMEC to focus on a highway where a missing child and abductor may be travelling in order to distribute posters to recipients along the relevant corridor. Combining this filter along with the system's radius search allows for broad, yet targeted, poster coverage.

## **2017 CR Report location**

[External engagement](#)

[Unique Contributions](#)

[Supply Chain](#)

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## ***Corporate Sustainability Governance and Leadership***

### **Criterion 19: The COP describes CEO commitment and leadership**

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 2017 CR Report regarding RELX Group's work: "Corporate responsibility (CR) is as important to me as it is to our employees. We must ensure we follow the principles laid out in our Code of Ethics and Business Conduct and other key policy documents, such as our Privacy Principles, to ensure we marshal our resources and expertise to make a net positive impact on society, and that we encourage others to do likewise, including our suppliers. In the year ahead, we know we have work to do. We will undertake and make publicly available research on the state of science underpinning the SDGs to further enhance the free RELX Group SDG Resource Centre, which we launched in 2017 in partnership with the United Nations Global Compact, among others, and further expand our security incident preparedness. We will also raise awareness of mental health across RELX Group to ensure the well-being of our people, update the RELX Group Editorial Policy to reinforce our customers' confidence in our content, continue to increase our spend with US diverse businesses, and extend ISO 14001 environmental certification to more sites. We will continue to ensure CR is strategically interwoven into all we do."

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.

#### **2017 CR Report location**

[CEO statement](#)

[Our approach to CR](#)

[Governance](#)

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### **Criterion 20: The COP describes partnerships and collective action**

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.85 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.

#### **2017 CR Report location**

[Our approach to CR](#)

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

[Annual Report – Principal Risks](#)

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### **Criterion 21: The COP describes stakeholder engagement**

To understand which issues we should focus on, we consider our business priorities and engage regularly with stakeholders, setting objectives accordingly. See engagement examples in Appendix 1 in the 2017 CR Report.

In the year we asked CR consultancy Carnstone to test our ranking of 14 issues we consider material. 73 people (employees, suppliers, NGOs, investors and peers) ranked our CR priorities above three, indicating that we are focusing on the correct issues. The survey asked people to rank the priorities on a scale of 1-5, where 1 = 'no real impact' and 5 = 'very significant impact'

<b>Impacts on RELX Group</b>	<b>Impact on society &amp; the environment</b>
1. Data privacy and security	1. Unique contributions
2. Having the right people	2. Supporting our communities
3. Governance & ethical practice	3. Governance & ethical practice
4. Responding to customer needs	4. Access to information
5. Editorial standards	5. Manage environmental impacts
6. Access to information	6. Promoting diversity
7. Promoting diversity	7. Data privacy and security
8. Transparent, comprehensive reporting	8. Having the right people
9. Health, safety and well-being	9. Sustainable supply chain
10. Unique contributions	10. Health, safety and well-being
11. Sustainable supply chain	11. Responding to customer needs
12. Tax, pensions and investments	12. Editorial standards
13. Supporting our communities	13. Transparent, comprehensive reporting
14. Manage environmental impacts	14. Tax, pensions and investments

We involve over 900 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, highlighting areas where we are performing well, along with suggestions for improvement.

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 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 2017, the Stakeholder Forum focused on truth, trust and reliable content and implications for our business. Speakers included Professor Charlie Beckett from the London School of Economics' Department of Media and Communications and Director of Polis (LSE's think tank to provide a forum for public debate and policy intervention on news journalism); Tracey Brown, Director at Sense About Science, a campaigning charity that challenges the misrepresentation of science and evidence in public life; Richard Horton, Editor of The Lancet; Pim Stouten, VP Global Strategy, BIS at LexisNexis Legal & Professional; and Barbara Ortner, Head of Market Reporting at ICIS, part of Risk & Business Analytics. The event was live streamed and made available to all employees on the global intranet following. Participants were unanimous in their view that the era of 'fake news' creates an opportunity for us to showcase robust processes across our business units that ensure reliable content.



Criterion 19: The COP describes CEO commitment and leadership

Six Elements	Element in action	Our progress	217 CR Report Location
<b>Direct operations</b>	<p>We have an ongoing programme of water reduction measures including sprinkler system adjustments, leak identification and repair, and installing waterless urinals where possible.</p>	<p>27% reduction in water consumption since 2010.</p> <p>Our water usage increased by 2% in 2017 due to a leak at one of our larger offices which has since been repaired. 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> <p>In 2017, we participated in CDP’s Water Programme as a voluntary participant and were awarded a score of B for our disclosure.</p>	<p><a href="#">Environment – Water</a></p>
<b>Supply chain and watershed</b>	<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 programm</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 our sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation.</p> <p>The majority of water-stressed sites</p>	<p><a href="#">Environment – Water</a></p>

		<p>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 10m<sup>3</sup> of water per person per year to 9m<sup>3</sup> 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>	
<p><b>Collective action</b></p>	<p>We address water issues through collective action.</p>	<p>We are founding members of PREPS (Publishers database for Responsible and 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.</p> <p>We engage with internal water experts who produce water related content, an area of organic growth for our business. In 2017, we offered customers 31 peer-reviewed journals in aquatic sciences, including the Journal of Hydrology. We also released two water-related Virtual Special Issues (where we select a theme and make papers freely available online for a period of time): one on oceans for World Oceans Day and one, Better Water, Better Jobs, for UN Water Day highlighting safe and sustainable water management as a precondition for health and well-</p>	<p><a href="#">Environment – Water</a></p>

		<p>being.</p> <p>We are a member of the UN Global Compact CEO Water Mandate, which brings together businesses to address the challenges posed by water quality and scarcity for communities and ecosystems. We continue to support the advancement of water research and in 2017, Elsevier held a showcase at the Stockholm World Water Week conference to launch its new Water Security Journal.</p> <p>In 2017, we participated in CDP's Water Programme as a voluntary participant and were awarded a score of B for our disclosure.</p>	
<b>Public policy</b>	<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 2017, continued our involvement with the Aldersgate Group, which engages with the UK government on environmental issues. In the year, we hosted the Aldersgate Group's launch of a report highlighting where UK policy should be strengthened to support greater business action on resource efficiency.</p> <p>We engage with internal water experts who produce water related content, an area of organic growth for our business. In 2017, we offered customers 31 peer-reviewed journals in aquatic sciences, including the Journal of Hydrology. We also released two water-related Virtual Special Issues (where we select a theme and make papers freely available online for a period of time): one on oceans for World Oceans Day and one, Better Water,</p>	<p><a href="#">Environment</a> <a href="#">– Water</a></p>

		<p>Better Jobs, for UN Water Day highlighting safe and sustainable water management as a precondition for health and well-being.</p> <p>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 spread good practice, encourage debate and aid researchers and decision makers.</p> <p>The most recent results from the independent market analysis system show our share of citations in environmental science represented 40% of the total market and 65% in energy and fuels.</p>	
<p><b>Community engagement</b></p>	<p>We support water reduction and access initiatives.</p>	<p>Drawing on expertise across the company, in 2017 we awarded prizes in the seventh Environmental Challenge to projects that improve sustainable access to water and improved sanitation where it is presently at risk.</p> <p>The \$50,000 first prize winner, eWATER uses leading-edge mobile and contactless payment technology for accountable revenue collection and data management, to sustain urban and rural water systems throughout the developing world. Nearly 40% of all water points in Africa are broken due to a lack of revenue or operational means to manage maintenance; more people in Africa have access to a mobile phone than to clean water. eWater therefore uses mobile money and Near Field Communication (NFC) pre-</p>	<p><a href="#">Environment – Water</a></p>

		<p>payment to enable low cost, transparent collection of user fees for each litre of water consumed. They operate in the most remote communities deploying live cloud reporting to ensure a community's water supply system is always working. Following successful piloting in nine villages in Tanzania and Gambia, they will use the prize to expand into three villages situated in Upper River and Lower River of The Gambia, installing 60 eWATERtaps and repairing three large solar pumped water systems, benefitting over 8,000 people.</p> <p>To date, we have awarded over \$550,000 through the RELX Group 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> <p>Through our RELX Group SDG Resource Centre we have made premium content and tools, from across our business, freely available to the public. The <a href="#">section for SDG6</a></p>	
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		<a href="#">Clean Water and Sanitation</a> contains resources and information dedicated to the issue.	
<b>Transparency</b>	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.	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 2017.  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.	<a href="#">Environment – Water</a>  <a href="#">External - Recognition</a>

## **Women's Empowerment Principles**

### **Criterion 19: The COP describes policies and practices related to supporting women's empowerment and advancing gender equality in the workplace**

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.

In the year, we tested a WEPs benchmarking tool to understand gaps between the principles and our performance. Elsevier has attained the first level of the EDGE gender equality certification, which involved employee surveys across eight countries, an external review of policies and procedures and gender pay benchmarking. An EDGE focus area is flexible working and in 2017 we mapped our flexible working policies across the business as the first step in creating a RELX Group flexible working policy.

Our workforce of about 30,000 people is 51% female and 49% male, with an average length of service of nine years. There were 43% female and 57% male managers, and 29% female and 71% male senior operational managers. Our oldest employee is 81 years old.

At year-end 2017, women made up more than 35% of the members of the RELX Group Boards. The two Executive Directors on the Boards are male. The Nominations Committee considers the knowledge, experience and background of individual Board 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.

We encourage more than 35 Employee Resource Groups (ERGs) across the Group, such as women's forums and pride groups, to facilitate support, mentoring and community involvement.

In 2017, we expanded our women in technology mentoring programme for mid-career women in technology across our four business units to participants in the US and China as well as the UK. All mentors are internal, and 44% of mentors are RELX Group women in technology. A webinar series for participants showcases the tech career journeys of senior women, including members of the RELX Group Board, and is made available to all employees.

80% of mentees said their mentor was a good match and 91% of mentors said they would like to continue the mentoring relationship after the end of the programme.

In 2017, Elsevier released Gender in the Global Research Landscape, providing insight and guidance on gender research and policy for governments, funders and institutions worldwide. It covers 20 years, 12 geographies and 27 subject areas. The report uncovers progress: between 1996–2000, among the 12 countries and regions studied, only Portugal had a women researcher population greater than 40%; by the period 2011–2015, there were nine countries and regions with 40% or more.

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. We developed a definition for and mapped flexible working practices across the business. We shared flexible working case studies through our Diversity and Inclusion Working Group – made available to all employees on our global intranet – and heard external perspectives, including insights from research on flexible working conducted by Business in the Community.

In 2017, we placed in the top 20 in Equileap's Ranking, an assessment of more than 3,000 company commitment to gender balance in the workforce, equal compensation, work-life balance, policies promoting gender equality and commitment to women's empowerment.

## **2017 CR Report location**

[CEO statement](#)

[People](#)

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

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

We uphold our values in our supply chain by requiring our suppliers to meet the same high standards we set for our own behavior. 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 suppliers that reflects the diversity of our communities. The roll-out of our US Supplier Diversity programme continued in 2017 with efforts to improve the mix of diverse suppliers with a focus on minority, woman and veteran-owned businesses. In 2017, the number of minority, woman and veteran-owned businesses increased by 8%. In total, 11.4% of US spend was with diverse suppliers. Among them was Shumsky, part of Boost Engagement LLC. Established in 1953, and recognised in the top 50 List of Fastest Growing Women-Led Businesses in the World (2016), Shumsky supplies RELX Group in US with branded promotional products.

In 2017, Elsevier released Gender in the Global Research Landscape, providing insight and guidance on gender research and policy for governments, funders and institutions worldwide. It covers 20 years, 12 geographies and 27 subject areas. The report uncovers progress: between 1996–2000, among the 12 countries and regions studied, only Portugal had a women researcher population greater than 40%; by the period 2011–2015, there were nine countries and regions with 40% or more.

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.

### **2017 CR Report location**

[Supply Chain](#)

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

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.

In the busy city of Yamoussoukro, Ivory Coast, girls often serve as baggage carriers, working 13-hour days for approximately \$1. Under-age employment attracts children from the most vulnerable families, putting them at risk of prostitution, child-trafficking and street violence, as well as associated challenges like depression, HIV and early pregnancy. The project focuses on helping girls enter (or return to) the educational system, empowering families and raising awareness in local communities. In addition to working directly with the girls and their families, SOS has engaged social workers, provided literacy lessons for care givers, as well as school materials and teacher training. SOS has also created a micro-fund for families who want to undertake an income-generating activity, such as setting up a shop or farm. And there has been training for government officials and community stakeholders on avoiding child labour in Yamoussoukro’s markets. By the close of 2017, we raised \$96,700 toward a minimum \$100,000 target.

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.

In 2017, Elsevier released Gender in the Global Research Landscape, providing insight and guidance on gender



research and policy for governments, funders and institutions worldwide. It covers 20 years, 12 geographies and 27 subject areas. The report uncovers progress: between 1996–2000, among the 12 countries and regions studied, only Portugal had a women researcher population greater than 40%; by the period 2011–2015, there were nine countries and regions with 40% or more.

## 2017 CR Report location

[Unique Contributions](#)

[Community](#)

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## The COP contains or refers to sex-disaggregated data

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

\*\* Full-time equivalent

	Female		Male	
Board of directors	4	36%	7	64%
Senior operations managers*	93	29%	223	71%
All employees**	15,850	51%	15,150	49%