

UN Global Compact Communication on Progress 2015

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 [2015 Corporate Responsibility Report](#).

2015 CR Report
location

Implementing the Ten Principles into Strategies & Operations

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

As our Chief Executive Officer, Erik Engstrom, comments in his introduction to the 2015 Corporate Responsibility (CR) Report, "During the year, we...worked with the UNGC on Business for the Rule of Law, new guidance to help companies go beyond legal minimums to strengthen the frameworks necessary for development. It was a tangible way we demonstrated our commitment to the UNGC's 10 principles – encompassing human rights, labour, the environment and anti-bribery – which form the basis of the ethics documents that underpin our business and our relationships with suppliers."

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 aid people, industry and society. LexisNexis Legal & Professional promotes justice through its legal information. Reed Exhibitions fosters communities, enhancing productivity and efficiency.

The Boards, senior management and the CR Forum (chaired by a senior leader and involving individuals who represent all key functions and business units) 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 79 in the Annual Report.

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

We involve some 750 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;

[CEO statement](#)

[Our Approach to CR](#)

[Unique Contributions](#)

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[Annual Report – Corporate Responsibility](#)

[Annual Report – Principal Risks](#)

[Appendix 3 – Global Reporting Initiative Index](#)

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.

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

Criterion 2: The COP describes value chain implementation

Downstream:

We provide CR-related products and services such as Elsevier’s journal Current Opinion in Environmental Sustainability; Risk & Business Analytics’ Community Care; LexisNexis Legal & Professional’s Rule of Law Resource Center; and Reed Exhibitions’ World Future Energy Summit. See a [sampling of CR products](#) across the business.

We actively contributed to networks such as the Media CSR Forum, Business in the Community, Publishers’ Database for Responsible Environmental Paper Sourcing, Publishing Industry Product Safety Forum and the Uptime Institute; spoke at/ participated in CR meetings, including the Mercer Responsible Employment Forum and KPMG Environment Roundtable

We recognise that the growth and future of our company is built on our ability to deliver sustainable, essential information and services to customers and their willingness to accept the value placed on them. For example, we are committed to improving access to our products and services for all users, regardless of physical ability. Our [Accessibility Policy](#) leads us in providing accessibility solutions to customers with products that are operable, understandable and robust. In 2015, colleagues reviewed 30 key product sites, including Knovel, Evolve and Engineering Village, and members of the Accessibility Working Group logged 120 accessibility projects. Elsevier’s Global Books Digital Archive fulfilled more than 4,000 disability requests, 65% of them through AccessText.org, a service it helped establish.

Upstream:

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

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

[Code of Ethics and Business Conduct](#)

[Sampling of CR products](#)

[External engagement](#)

[Customers - Accessibility](#)

[Supply chain – Why it matters](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

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

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. In the year, we updated the Supplier Code to strengthen our position on human rights by requiring 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; we also added an additional mechanism for reporting grievances.

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.

In 2015, we invited suppliers to comment on our CR impact areas as part of a stakeholder consultation undertaken by Carnstone. They ranked environmental impacts, our unique contributions, and health and safety and well-being as our three most important issues to society.

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

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

[People – why it matters](#)

[Code of Ethics and Business Conduct](#)

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

[Supplier Code of Conduct](#)

[Supply chain](#)

[Unique contributions – Legal](#)

[Unique contributions –](#)

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. Working with the International Bar Association, LexisNexis Legal & Professional helped launch eyeWitness to Atrocities in 2015 – an app that allows citizens to securely and verifiably report human rights atrocities so that the information can serve as evidence in law courts.

[Scientific, Technical & Medical](#)

Elsevier, the world’s leading provider of scientific, technical and medical information, plays an important role in advancing human welfare and economic progress through its science and health information, which spurs knowledge and enables critical decision making. To ensure access to this information, Elsevier supports key programmes in places where resources are often scarce. Among them is [Research4Life](#) which, in partnership with UN agencies and approximately 200 publishers, provides researchers in more than 100 developing countries with free or low-cost access to core and cutting-edge scientific information. As a founding partner, we contribute more than a quarter of the 68,000 peer-reviewed resources in Research4Life, encompassing Scopus and ScienceDirect, including approximately 2,500 Elsevier journals and 18,900 e-books. In the year, there were over 5m Research4Life article downloads from Elsevier’s ScienceDirect, an increase of 28% over 2014. We also provide technical and communications expertise to advance Research4Life, and have committed to the programme through 2020.

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

To aid employee understanding of our policies, we offer interactive online training to explain topics and the importance of compliance, with examples of how policies apply in practice. Courses also highlight resources available to help those with questions or concerns.

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

In 2015, we revised the Code to describe our social media policy, include learning aids, increase interactivity and streamline wording. All employees completed required training on the 2015 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.

[Supply chain](#)

[Supply Chain - SRS Risk Ranking](#)

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 conduct employee relations, data security, financial misconduct and other relevant matters. The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code

breaches are subject to disciplinary action, up to and including termination of employment.

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

In accordance with the UK's Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices. In the year, we updated the Supplier Code to strengthen our position on human rights by requiring 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; we also added an additional mechanism for reporting grievances.

As part of ongoing due diligence, we maintain a tracking list of key suppliers. In 2015, the Socially Responsible Supplier (SRS) tracking list included 399 key suppliers, 43 of which we deemed to be high risk by using a supplier risk tool developed specifically for the Group by sustainability consultancy Carnstone. The tool incorporates indices covering human rights and labour, environment, research and development, and governance quality.

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 2015, we extended use of Intertek's Workplace Conditions Assessment (WCA) template to benchmark high-risk supplier audit performance and assess the severity of findings, and added Intertek's Corrective and Preventative Actions (CAPA) programme to the remediation process.

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

All employees completed required training on the 2015 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.

As part of the SRS programme, we maintain a database with comprehensive information, including Supplier Code versioning and signing, initiative tracking, audit dates, remediation plans and compliance. To strengthen adherence to our Supplier Code, we embedded it into purchase order terms and conditions. In the year, we processed more than 32,000 purchase orders valued at nearly \$600m, all of which included the Supplier Code. In 2015, the SRS tracking list included 399 key suppliers, 43 of which we deemed to be high risk by using a supplier risk tool developed specifically for the Group by sustainability consultancy Carnstone. The tool incorporates indices covering human rights and labour, environment,

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

[Supply chain – Upholding standards](#)

[Supply chain - SRS risk rankings](#)

[Supply chain – Sample 2015 remediation reports](#)

research and development, and governance quality. Review the SRS risk rankings.

[Unique contributions – Across RELX Group](#)

The tracking list changes year-on-year based on the number of suppliers that meet the required criteria: those with which we spend >\$1m (306 suppliers), suppliers with which we spend \$100k based in a high risk geography (84 suppliers) and suppliers on the Publishers’ database for Responsible Environmental Paper Sourcing (PRE PS) (54 suppliers). There are currently 399 suppliers meeting one or more of these criteria (and some meet more than one). In 2015, we continued refining our supplier classification and supplier hierarchy data, which contributed to a decrease in the number of suppliers tracked over 2014 (from 499 to 399).

By the close of 2015, 88% of key suppliers on the SRS tracking list were signatories to the Supplier Code, compared with 84% at the end of 2014 (11% of the total are suppliers which have provided internal codes in lieu that we believe to be as stringent as our own). An additional 2,843 suppliers that do not meet our SRS tracking criteria are also Supplier Code signatories as a result of having embedded the signing of the Supplier Code into our e-sourcing tool.

We conducted 86 independent external audits of external high-risk suppliers in 2015 through specialist external auditors Intertek. In 2015, we extended use of Intertek’s Workplace Conditions Assessment (WCA) template to benchmark high-risk supplier audit performance and assess the severity of findings, and added Intertek’s Corrective and Preventative Actions (CAPA) programme to the remediation process. Of the 86 completed audits, 57 were WCA and 29 were re-audits triggered by CAPA remediation findings. We disclose the non-compliance issues in our Corporate Responsibility Report.

In 2015, collaborative improvements resulting from supplier remediation included immediate and permanent solutions to keep emergency evacuation exits unlocked during business hours at two Indian companies – a content provider and editorial production supplier – and at a print supplier in China. We also worked with a print provider in India to ensure repair and improvements to its fire alarm system.

Working with the International Bar Association, LexisNexis Legal & Professional helped launch eyeWitness to Atrocities in 2015 – an app that allows citizens to securely and verifiably report human rights atrocities so that the information can serve as evidence in law courts. Now, anyone with an Android-enabled smartphone – from journalists and investigators to affected citizens – can download the free app and help bring perpetrators to account for crimes against humanity, including torture and war crimes. eyeWitness utilises the same technology LexisNexis Legal & Professional deploys to safeguard sensitive and confidential material for its clients.

Robust Labour Management Policies & Procedures

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

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

[Code of Ethics and Business Conduct](#)
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[People – Why it matters](#)

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.”

[People - Promoting diversity](#)

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.

[Health & Safety Policy](#)

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

The importance of employee health and safety is emphasised in the Code of Ethics and Business Conduct and also the Health and Safety Policy. These documents commit us to providing a healthy and safe workplace for all employees, as well as safe products and services for clients. We provide tailored health and safety training to employees at a 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 visit and inspect locations which had high incident rates the prior 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. Reed Exhibitions UK runs accredited health and safety management training for operational staff, as well as two exercises per year to ensure operational teams can appropriately and confidently respond to any incident.

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.

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

[People – Why it matters](#)

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

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.

[Appendix 2 EY assurance statement 2015](#)

The importance of employee health and safety is emphasised in the Code of Ethics and Business Conduct and also in the [Health and Safety Policy](#). These documents commit us to

[Supply chain – Upholding standards](#)

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 board. 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 key locations that meet monthly

All parts of the business are covered by the Global Health and Safety Policy. In 2015, 93% of the business reported accident data, which is assured by EY. Health and safety performance data covers all reported work-related accidents that result in more than one day of lost time from work (we use an average of 220, eight-hour work days a year to calculate total hours worked). Locations outside the US must follow local regulatory frameworks, and we continue to harmonise local reporting with our global group health and safety reporting guidelines. Read the EY assurance statement. The number of lost time reportable accidents increased in the year (26 in 2015 vs 25 in 2014). There was a reduction in the incidence and severity rates primarily due to a reduction in time lost to slip, trip and fall incidents. There were no fatalities reported in the year.

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

All employees completed required training on the 2015 Code of Ethics and Business Conduct, and its key elements were reinforced throughout the year with regular emails and articles for all employees, and targeted messages for specific audiences. The Code is supplemented by other policies to further assist employees in complying with laws in key areas, such as anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment. Like the Code, these policies are reinforced through frequent communications, periodic mandatory training, and a popular security awareness video series. We achieve 100% completion rates for all courses.

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

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

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. The Statement is supported by our D&I Strategy, which indicates, “Diversity and inclusion are not just aspirational social concepts. Rather, they are a cornerstone of a successful global business.” Among its commitments is maintaining a D&I Advisory Group comprised of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. Commitments include understanding the state of D&I across the Group, with plans to address areas for improvement.

We offer an online D&I course that all employees can take at their leisure, and are members of Business in the Community’s Opportunity Now in order to tap into additional D&I expertise. During 2015, we continued to take steps to embed inclusive leadership as a core

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

[People - Promoting diversity](#)

management competency, engaging our heads of talent on a common definition and reviewing our competency frameworks across the company. We have also sought advice from outside experts, including at Columbia Business School.

CEO Erik Engstrom signed the Women’s Empowerment Principles, a joint initiative of the UNGC and UN Women, which aim to help companies empower women and promote gender equality. In the year, we mapped our existing practices relative to the WEPS. Accordingly, Elsevier began working toward EDGE gender equality certification, which involved employee surveys across eight countries and external review of policies and procedures.

Robust Environmental Management Policies & Procedures

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

We assess, prioritise and mitigate environmental risks as part of our overall risk management process. In addition, our Global Environmental Policy applies to all areas of the business and is supported by a global Environmental Management System (EMS), aligned with the ISO14001 environment standard. Official certification against the standard increased to 14% of the business in 2015. 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.

RELX Group has an environmental footprint – our impact on the environment in producing our products and services in areas such as carbon emissions, energy and water usage. But arguably bigger and more important is how our growing portfolio of environmental products and services 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 39% of the total market and 74% in energy and fuels. We produce numerous environmental publications, services, and events including: Elsevier’s journal Environmental Technology & Innovation, Energy Storage Materials and Resource-Efficient Materials; LexisNexis Legal & Professional’s The Environmentalist; Reed Exhibitions’ World Future Energy Summit and EcoWASTE; and Risk and Business’ New Scientist.

Throughout 2015, we worked to reduce our direct environmental impact by limiting resource use and by efficiently employing sustainable materials and technologies. We made good progress on reaching our 2015 targets, achieving our goals for Scope 1, Scope 2, office energy use intensity and data centre energy efficiency. By the close of 2015, we completed a two-year process of setting new environmental targets for 2016–2020. Following a review of material environmental issues, we conducted a benchmarking exercise against 22 other organisations. We tested a number of target-setting methodologies, and proposed targets were reviewed by internal and external stakeholders. Our new carbon goals are science-based targets, calculated using the Sectoral Decarbonisation Approach designed by CDP, the UNGC, the World Resources Institute and WWF.

We support progressive environmental legislation, and, in 2015, continued our involvement with the UK Aldersgate Group, which engages with government on environmental reporting and other key issues. In the year, we supported Aldersgate Group reports on how government can promote business action on protecting natural assets, and on the government’s low carbon priorities.

[Environment – Why it matters](#)

[Environment – Risks and opportunities](#)

[Environment – Our impact](#)

[Environment - Water](#)

[Environment - Paper](#)

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

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. In 2015, we introduced a target to achieve 100% of papers graded on PRE PS as Grade 3 or 5. With help from our paper suppliers, by the close of 2015, 91% of the Group’s papers by weight were graded on PRE PS, 100% of which achieved Grade 3 or 5. For our full environmental targets and performance in 2015 see the Environment section of the [Corporate Responsibility Report](#).

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

We also use our expertise across the group to promote environmental stewardship. At COP21, we took part in the UN Global Compact’s Caring for Climate Business Forum and released The Climate Change Challenge, following on from Elsevier’s Sustainability Science in a Global Landscape report (published in September to coincide with the launch of UN Sustainable Development Goals).

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.

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

To improve our environmental performance, we engage in constant dialogue with a range of stakeholders, from employees to NGOs such as Earthwatch. We participate in sector initiatives such as the Publishers’ Database for Responsible Environmental Paper Sourcing (PRE PS) 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.

[Annual Report – Principle Risks](#)

[Environment – Risks and opportunities](#)

[Environment – Our impact](#)

[Environment - Employee action](#)

Throughout 2015, we worked to reduce our direct environmental impact by limiting resource use and by efficiently employing sustainable materials and technologies. We made good progress on reaching our 2015 targets, achieving our goals for Scope 1, Scope 2, office energy use intensity and data centre energy efficiency. By the close of 2015, we completed a two-year process of setting new environmental targets for 2016–2020. Following a review of material environmental issues, we conducted a benchmarking exercise against 22 other organisations. We tested a number of target-setting methodologies, and proposed targets were reviewed by internal and external stakeholders. Our new carbon goals are science-based targets, calculated using the Sectoral Decarbonisation Approach designed by CDP, the UNGC, the World Resources Institute and WWF.

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

Our [data summary](#) shows performance in key environmental metrics since 2010. Third party verification of our environmental data gives us confidence in its reliability and improves our reporting. 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 total 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 new 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 targets separate climate change scopes as required by the Greenhouse Gas (GHG) Protocol. We are striving to achieve a 40% reduction in Scope 1 (direct emissions) and a 10% reduction in Scope 2 (electricity and heating) by 2015. 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 the total water used across our business, and move toward a circular economy model in which we reduce the total amount of waste we produce and increase the percentage of waste diverted from landfill.

In the longer term, we aim by 2020 to achieve:

- 100% of our electricity will be from renewables or offset
- 90% of waste from reporting locations to be diverted from landfill

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

In 2015, our Environmental Standards were flagged to all staff in a communication from the CFO on World Environment Day and supported by local management and real estate teams. A total of 90 locations (up from 81 in 2014), covering all parts of the business, achieved five 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. In the year, 37 locations were designated as Green+. Five sites in the UK achieved all 10 relevant standards. To support the Group’s Environmental Standards, we issued 2015

[Key CR data](#)

[Appendix 2 - EY assurance statement 2015](#)

[Environment - Targets and standards](#)

[Environment – Climate change](#)

[Environment - Energy](#)

[Environment - Water](#)

[Environment - Paper](#)

building scorecards to clearly summarise a location’s environmental performance. The scorecards, issued to all key locations, allow employees to see where they are doing well and where improvement is needed.

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, sets the standard for our corporate and individual behaviour. It incorporates the 10 principles of the UNGC, stressing our commitment to respecting human rights, supporting fair labour standards, protecting the environment and preventing corruption.

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

Relevant objectives we set in 2015 which were completed successfully:

- Establish common approach to development and management of corporate policies
- New communication campaigns to supplement formal compliance training
- Continue to enhance trade sanctions and export controls compliance procedure and tools

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.

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

[Code of Ethics and Business Conduct](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

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

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

The Code is available in 14 languages to ensure that all employees understand it. All employees completed required training on the 2015 Code, and its key elements were reinforced throughout the year with regular emails and articles for all employees, and

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

[Code of Ethics and Business Conduct](#)

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

All employees receive initial and periodic training on the Code, data privacy and security, and preventing bribery; other courses are rolled out on an ongoing basis to those for whom the topic is most relevant, such as competition law and preventing workplace harassment for managers. We achieve 100% completion rates for all courses within four months of issuance.

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.

Criterion 14: The COP describes effective monitoring and evaluation mechanisms for the integration of anticorruption

The board, 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.

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.

[Our Approach to CR](#)

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

[Code of Ethics and Business Conduct](#)

Taking Action in Support of Broader UN Goals and Issues

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 2015 by serving on the UNGC Advisory Group for the UK, the UNGC Supply Chain Advisory Group and the Caring for Climate Steering Group. We played a leadership role in the UNGC’s launch of Business for the Rule of Law and the Guide for General Counsel on Corporate Sustainability and took part in the UNGC’s 15th anniversary events.

LexisNexis Legal & Professional General Counsel Ian McDougall served on a legal committee contributing to the development of the UN Sustainable Development Goals. On behalf of the UNGC CEO Water Mandate, we serve on the board of the Alliance for Water Stewardship, assisting with the development of an international standard for water stewardship and supported the Caring for Climate Business Forum. CEO Erik Engstrom signed the Women’s Empowerment Principles (WEPs), a joint initiative of the UNGC and UN Women, which aim to help companies empower women and promote gender equality. In

[Commitment to UNGC](#)

[Sampling of CR products](#)

[Unique contributions – Across RELX Group](#)

[Unique contributions – Scientific,](#)

the year, we mapped our existing practices relative to the WEPs and shared our mapping tool with WEPs leadership at the UNGC.

[Technical & Medical](#)

In 2015, we also worked with the UNGC on Business for the Rule of Law, new guidance to help companies go beyond legal minimums to strengthen the frameworks necessary for development. We hosted 11 consultations, including in Australia, Canada, India, Malaysia, Myanmar, South Africa, Uganda, the UK and the US.

We provide CR-related products and services that contribute to the UN goals and issues, in the areas of governance and environment, for example. These include: LexisNexis Legal & Professional’s Rule of Law Resource Center; and Reed Exhibitions’ World Future Energy Summit.

Elsevier supports key programmes in places where resources are often scarce. Among them is Research4Life, in partnership with United Nations agencies and approximately 200 publishers, which provides core and cutting-edge scientific information to researchers in more than 100 developing countries. Additionally the Elsevier Foundation committed nearly \$1m in 2015 to support initiatives including libraries in developing countries, women scientists and nursing facilities. In September 2015, Elsevier produced a report, Sustainability Science in a Global Landscape to coincide with the release of the UN Sustainable Development Goals (SDGs) during the 70th UN General Assembly. Freely available, it provides critical insight into global research underpinning the SDGs, including research output, citation impact, collaboration and interdisciplinary research. The report enables a more informed dialogue between academics, civil society and policy makers on the best ways forward.

Working with the International Bar Association, LexisNexis Legal & Professional helped launch eyeWitness to Atrocities in 2015 – an app that allows citizens to securely and verifiably report human rights atrocities so that the information can serve as evidence in law courts.

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.

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[Community](#)

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[Internal engagement](#)

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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 RE LX 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 2015 CR Report.

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

Our global community programme, RE Cares, supports employee and corporate engagement that makes a positive impact on society through volunteering and giving. We align our central donations programme with our unique contributions, inviting staff across

the company to nominate relevant charities for funding from a central budget. It is made effective by a global network of RE Cares Champions – which expanded in 2015 to more than 210 colleagues – representing all our businesses. In our 2015 global Employee Opinion Survey, 87% of staff said that we are a company that supports community engagement.

In 2015, RE Cares Champions donated approximately \$400,000 in central funds to 40 charities. In 2015, we donated £3.1m in cash (including through matching gifts) and £3.0m in products, services and staff time, with a market value of approximately £13.7m. 37% of employees were engaged in volunteering through RE Cares.

We engage with stakeholders who inform our views on our CR objectives, risks and opportunities, and best practice. For example, we collaborate on key issues and projects with NGOs such as Earthwatch, the Alliance for Water Stewardship, Oxfam and the International Rescue Committee. To read about our work with Oxfam and collaborations involved in the Environmental Challenge, see "Across RELX Group" in the Unique contributions section.

Book Aid International has been a stalwart partner for more than 20 years, during which time we have donated more than 666,000 books since 2004 (22,656 in 2015 alone) and funds to support libraries and young readers in sub-Saharan Africa.

Criterion 17: The COP describes advocacy and public policy engagement

We engage in one-to-one communication with governments as well as through networks such as the European Network for Sustainable Business; the UK Aldersgate Group; 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 are a member of the UNGC UK Network Advisory Group and the UNGC Supply Chain and Caring for Climate Advisory Groups. Since becoming a signatory, we continually work to further UNGC principles within the company and beyond. CEO Erik Engstrom signed the UN Women’s Empowerment Principles and we played a leadership role in progressing Business for the Rule of Law, a new initiative. LexisNexis Legal & Professional General Counsel, Ian McDougal, served on a legal committee contributing to the development of the UN Sustainable Development Goals to be released in 2015. On behalf of the UNGC CEO Water Mandate, we serve on the board of the Alliance for Water Stewardship, assisting with the development of an international standard for water stewardship.

We support progressive environmental legislation, and, in 2015, continued our involvement with the UK Aldersgate Group, which engages with government on environmental reporting and other key issues. In the year, we supported Aldersgate Group reports on how government can promote business action on protecting natural assets, and on the government’s low carbon priorities.

We are a member of the UNGC CEO Water Mandate, which brings together businesses to address the challenges posed by water scarcity and quality to communities and ecosystems. We provide a water news feed to the CEO Water Mandate’s Water Action Hub – an online platform facilitating collaboration on projects in water-stressed areas. As a member of the board of the Alliance for Water Stewardship, we are helping to develop an internationally recognised standard for water resource management.

Our Climate Change Statement indicates our support for the globally recognised target of an 80% absolute reduction in CO2 emissions by 2050. It also outlines our commitment to

[External engagement](#)

[Commitment to UNGC](#)

[Environment – Risks and opportunities](#)

[Environment - Water](#)

[Environment – Climate change](#)

mitigation and adaptation and our belief in the need for an ambitious, robust and equitable policy on climate change. As such, we continue to engage with governments on climate change regulation. As an endorser of the UNGC's Caring for Climate initiative and through the European Network for Sustainable Business, we share good practice with others and support voluntary codes of practice.

Criterion 18: The COP describes partnerships and collective action

We collaborate on key issues and projects with NGOs such as the Alliance for Water Stewardship, International Rescue Committee and Oxfam.

[External engagement](#)

We engage with government directly and through our involvement in networks such as the European Network for Sustainable Business; the UK Aldersgate Group; 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.

[Unique Contributions](#)

We engaged with approximately 400 key suppliers through our Socially Responsible Supplier programme, encompassing Supplier Code of Conduct awareness activities, training, audits, remediation and surveys; further embedded US Supplier Diversity programme, identifying and inviting tenders from diverse suppliers and providing feedback.

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

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

- Elsevier supports key programmes in places where resources are often scarce. Among them is Research4Life which, in partnership with United Nations agencies and approximately 200 publishers, provides core and cutting-edge scientific information to researchers in more than 100 developing countries. As a founding partner, we contribute over a quarter of the 68,000 peer-reviewed resources in Research4Life, encompassing Scopus and ScienceDirect, including approximately 2,500 Elsevier journals and 18,900 e-books. In the year, there were over 5m Research4Life article downloads from Elsevier's ScienceDirect, an increase of 28% over 2014. We also provide technical and communications expertise to advance Research4Life, and have committed to the programme through 2020.
- Risk & Business Information employees created the Automated Delivery of Alerts on Missing Children (ADAM) programme, which assists in the safe recovery of missing children. ADAM alerts circulate missing child posters – over 1.6m in 2015 – to police, news media, schools, businesses, medical centres, and other recipients within a specific geographic search area. In the year, we joined the UK National Crime Agency's Child Rescue Alert Development Board – supported by partners such as Missing People and Amber Alert Europe, which works across 14 European countries to protect endangered missing children – to help spread awareness of a new mobile text service that notifies police forces and members of the public when a child goes missing in a certain location. We have been exploring with Missing People and Amber Alert Europe how our big data expertise can further their work, including by adapting the poster alert service used in the US-based ADAM programme.

- LexisNexis Legal & Professional, working with the International Bar Association, helped launch eyeWitness to Atrocities in 2015 – an app that allows citizens to securely and verifiably report human rights atrocities so that the information can serve as evidence in law courts. eyeWitness utilises the same technology LexisNexis Legal & Professional deploys to safeguard sensitive and confidential material for its clients.
- Reed Exhibitions’ New York Comic Con, which attracted 167,000 attendees in 2015, supports the Comic Book Legal Defense Fund, a non-profit organisation protecting the rights of comic’s artists, publishers, retailers, librarians and fans.

Corporate Sustainability Governance and Leadership

Criterion 19: The COP describes CEO commitment and leadership

Our Chief Executive Officer, Erik Engstrom, shows his support of UN initiatives in his statement at the start of our 2015 CR Report regarding RELX Group’s work: “These unique contributions map to the United Nations Sustainable Development Goals (SDGs), which aim to protect the planet and improve the lives of the world’s most vulnerable. To support their launch, in 2015 we produced Sustainability Science in a Global Landscape, a first-of-its-kind, free resource to explore the state of research underpinning the SDGs.” He also states that: During the year, we also worked with the UNGC on Business for the Rule of Law, new guidance to help companies go beyond legal minimums to strengthen the frameworks necessary for development. It was a tangible way we demonstrated our commitment to the UNGC’s 10 principles – encompassing human rights, labour, the environment and anti-bribery – which form the basis of the ethics documents that underpin our business and our relationships with suppliers.”

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

The 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.

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Criterion 20: The COP describes Board adoption and oversight

The board, 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 board for CR. The CR Director engages with the senior management team and also provides formal updates to the board.

Senior leaders have CR-related Key Performance Objectives, see p.81 in the Annual Report: for both the CEO and CFO, “The sixth KPO, related to meeting the quantified targets and completing the actions listed as 2015 objectives in the prior year’s Corporate Responsibility Report, was almost fully achieved.”

The principal risks facing RELX Group, which have been considered by the Audit Committees

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and Boards, include reputational risks such as ethics and the environment.

Criterion 21: The COP describes stakeholder engagement

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

Impacts ranked by score*

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

* All issues scored above the halfway mark; each issue in the chart is linked to where it appears in the report

We involve some 750 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.

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

We engage with external stakeholders who inform our thinking on CR objectives, risks and opportunities and best practice. In 2015, our CR Forum Stakeholder Session focused on data privacy. Participants included RE LX Group’s VP of Information Security and Data Protection; a corporate peer responsible for data protection and privacy at Sky; the Managing Director of LexisNexis Risk Solutions UK insurance business; and the Managing Director of consumer research firm, Verve Ventures. The session was webcast to a live audience and then made available on the corporate intranet for all employees. See the Customers section for more on data protection and privacy.

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[People – Listening](#)

[Internal engagement](#)

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

CEO Water Mandate

Our 2015 progress on the six elements of the CEO Water Mandate

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

Six elements	Element in action	Our progress	2015 CR Report location
Direct operations	We have an ongoing programme of water reduction measures including sprinkler system adjustments, leak identification and repair, and installing waterless urinals where possible.	Water usage continued to move downwards with a 2% absolute reduction between 2014 and 2015, and a 28% reduction since 2010. We use the World Business Council for Sustainable Development's Global Water Tool as a watershed risk management system to identify the river basins from which our sites draw water.	Environment – Water
Supply chain and watershed	<p>We use a watershed risk management system to identify the river basins from which our sites draw water.</p> <p>We address water issues in our supply chain through our Socially Responsible Supplier programme.</p>	<p>Water-related issues are fundamentally related to location and exposure to water stress. We use a watershed risk management system to identify the river basins our sites draw water from using the World Business Council for Sustainable Development Global Water Tool. The majority of the water we use comes from central supply to our offices, but we are exploring opportunities for reclaimed 'grey water' systems.</p> <p>In reviewing our 2015 property portfolio, 40% of key locations (based on 1995 World Resources Institute guidelines) are in areas at risk of water stress or severe water stress, which could lead to economic development and food production issues in the future.</p> <p>The majority of water-stressed sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation. In 2015, 96% of key locations in water-stressed areas achieved the standard of 10m³ of water per person per year. One location, which grew in the year, missed the target by 10% (reporting 11m³ per person).</p> <p>Water consumption in our supply chain is particularly important in relation to paper suppliers. We collect paper supplier water data through PREPS. We also survey suppliers directly to assess their water footprint. While this process involves assumptions and unassured data, it reveals that our primary water impact occurs in our supply chain, particularly paper suppliers.</p>	Environment – Water

<p>Collective action</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>In 2015, we published 41 peer-reviewed journals in aquatic sciences, including Water Research and the Journal of Hydrology. We are a member of the UNGC CEO Water Mandate, which brings together businesses to address the challenges posed by water scarcity and quality to communities and ecosystems. We provide a water news feed to the CEO Water Mandate’s Water Action Hub – an online platform facilitating collaboration on projects in water-stressed areas. As a member of the board of the Alliance for Water Stewardship, we helped to develop an internationally recognised standard for water resource management.</p> <p>In 2015, we participated in CDP’s Water Programme. As a voluntary participant, we were not awarded a score for our disclosure, but the process helps maintain transparency in our reporting.</p> <p>We produced Sustainability Science in a Global Landscape to coincide with the release of the UN Sustainable Development Goals (SDGs) during the 70th UN General Assembly. Freely available, this report provides critical insight into global research underpinning the SDGs, including research output, citation impact, collaboration and interdisciplinary research. The report enables a more informed dialogue between academics, civil society and policy makers on the best ways forward. The report highlights that water and its economic impacts are important areas for interdisciplinary research.</p>	<p>Environment – Our impact</p> <p>Environment – Water</p>
<p>Public policy</p>	<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 debates, aid decision makers</p>	<p>We support progressive environmental legislation, and, in 2015, continued our involvement with the UK Aldersgate Group, which engages with government on environmental reporting and other key issues. In the year, we supported Aldersgate Group reports on how government can promote business action on protecting natural assets, and on the government’s low carbon priorities.</p> <p>We engage with internal water experts who are responsible for producing water-related products, an organic growth area for us. In 2015, we published 41 peer-reviewed journals in aquatic sciences, including Water Research and the Journal of Hydrology.</p> <p>In 2015, following the publication of our Sustainability</p>	<p>Environment – Risks and opportunities</p> <p>Environment – Water</p>

	and encourage research and development.	Science in a Global Landscape report, we distributed the Climate Change Challenge at COP21. This short supplement covered the research performance in subjects such as desalination and agricultural productivity in relation to action on climate change.	
Community engagement	We support water reduction and access initiatives.	<p>Drawing on expertise across the company, in 2015 we awarded prizes in the fifth Environmental Challenge to projects that improve sustainable access to water and improved sanitation where it is presently at risk.</p> <p>The \$50,000 2015 first prize winner Alternative Indigenous Development Foundation (AIDFI), a Philippines-based social enterprise that provides reliable drinking water to upland rural areas using an energy efficient hydraulic ram pump, it will use the prize to fund a pilot application of the technology in Mexico. The \$25,000 2015 second prize winner was Project Salino, focused on converting sea water into drinking water using a new, five-step process, powered by solar energy. Aimed at India's semi-arid and arid zones, Salino will target 50 homes; data from the pilot will be used to scale implementation.</p> <p>In addition to awarding two new prizes, past winners were invited to develop collaboration projects. Among them, CAWST, a 2012 winner for its project removing arsenic from drinking water in Nepal, will be partnering with Text to Change, which received funding in 2013 to allow citizens in Uganda to use their mobile phones to notify water utilities of faulty water points. They will collaborate on a year-long SMS campaign to disseminate useful information from CAWST's water and sanitation training centre in Zambia to community health workers throughout the region.</p>	Unique contributions – Across RELX Group
Transparency	We publicly report on our water targets and performance in our annual Corporate Responsibility Report and engage with stakeholders on water issues in one-to-one meetings.	<p>We disclose our water performance annually in our Corporate Responsibility Report. We also participate in CDP's Water Programme. As a voluntary participant, we are not awarded a score for our disclosure, but the process helps maintain transparency in our reporting.</p> <p>Our internal performance standards, including location water efficiency, are disclosed in the Corporate Responsibility Report. These standards were updated in 2015, with a new water efficiency of 9m³ per person per year being introduced.</p>	Environment – Water External Recognition

Women's Empowerment Principles

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

We support the Principles and are committed to meeting its provisions

2015 CR Report
location

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

In 2015, we mapped internal practice against the UN Women's Empowerment Principles and shared our mapping tool with WEPs leadership at the UNGC. Accordingly, Elsevier began working toward EDGE gender equality certification, which involved employee surveys across eight countries and external review of policies and procedures.

Our workforce was 52% female, based on a sampling of greater than 85% of our employees; 44% of managers were women as were 31% of all senior operational managers. At year-end 2015, women made up 30% of the members of the boards of RE LX PLC and RE LX NV: Linda Sanford, Lisa Hook and Marike van Lier Lels are non-executive directors.

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

We are committed to building a workforce that reflects the diversity of our customers and communities. The Group's Diversity and Inclusion (D&I) Statement articulates our commitment to a diverse workforce and an environment that respects all individuals and their contributions. The Statement is supported by our D&I Strategy which indicates, "Diversity and inclusion are not just aspirational social concepts. Rather, they are a cornerstone of a successful global business."

Among its commitments is maintaining a D&I Advisory Group comprised of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. Commitments include understanding the state of D&I across the Group, with plans to address areas for improvement.

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. During 2015, we continued to take steps to embed inclusive leadership as a core management competency, engaging our heads of talent on a common definition and reviewing our competency frameworks across the company. We have also sought advice from outside experts, including at Columbia Business School.

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

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[People – Our workforce](#)

[People - Promoting diversity](#)

[D&I Statement](#)

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leader presentations, and external networking. The Elsevier Women’s Network, which began at the close of 2008 with five women, had more than 550 members and 12 active chapters at the close of 2015. LexisNexis Legal & Professional has Women Connected chapters in the US and UK. Read about some of their activities in 2015.

We provide one-to-one coaching and sponsorship; for example, we are working with several senior women in the Group to support their interest in serving as non-executive directors outside the company. In 2015, Risk & Business Analytics’ Estates Gazette launched RE WIRE, a network for women in the built environment to, in the words of Samantha McClary, Head of Content/Deputy Editor, “help more women, particularly those new to the industry, to harness their knowledge and talents.” In 2015, RE LX Group Board member Linda Sanford spoke to staff about her journey as a woman in technology.

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.

LexisNexis Legal & Professional UK completed Stonewall’s Workplace Equality Index to benchmark its diversity and inclusion performance with other firms for the first time in 2014, and in 2015 placed in the top 250 of participating companies. In the year, LexisNexis Legal & Professional also conducted a D&I monitoring survey and found that 77% of colleagues feel that their manager actively encourages D&I, a 5% increase on the previous year.

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 behaviour.

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

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

We are committed to proactive engagement with businesses that reflect the diversity of our communities in order to contribute to economic growth and positive business results. The roll-out of our US Supplier Diversity programme continued in 2015 with efforts to increase the number of diverse suppliers invited to bid on relevant sourcing projects. The process resulted in a \$23.6m increase in spend with diverse suppliers. Feedback was provided to diverse suppliers after the competitive bidding process to improve their opportunities for development. In the year, all relevant staff received associated training in order to increase tenders from diverse suppliers.

[Supply chain – Why it matters](#)

[Supplier Code of Conduct](#)

[Supply chain – Upholding standards](#)

Risk & Business Analytic's XpertHR benchmarking tool provides an interactive resource of D&I and other HR information for its users, including data on setting targets and action plans, along with guidance on adjustments for disabled workers. It was enhanced in 2015 with more than 30 XpertHR benchmarking survey datasets, covering areas such as absence rates and costs, labour turnover, maternity pay, recruitment trends and benefits. LexisNexis Legal & Professional UK's Lexis PSL Practice Management module provides law firms with guidance on D&I policies and monitoring.

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 addition to support for ongoing projects, the Elsevier Foundation committed nearly \$1m in 2015 to support initiatives including libraries in developing countries, women scientists and nursing facilities. The Elsevier Foundation's New Scholars Program supports projects to help early-career women scientists balance family responsibilities with academic careers and addresses the attrition rate of women scientists in developed and developing countries.

In 2015, we continued to support Oxfam's Raising Her Voice project in Nepal, encompassing some 90 community discussion groups across districts in the country's mid-west region. The discussion groups aim to empower women, helping them develop action plans to address personal, family and community challenges, while training for men aims to create better awareness of gender equality.

LexisNexis Legal & Professional UK's choice in 2015 of Stonewall as its Halsbury Legal Awards charity partner for a second year. The Halsbury Legal Awards celebrate the exceptional achievements of individuals, law firms, chambers and organisations across the legal sector. On the night, Stonewall, a leading UK LGBT charity, raised funds and increased awareness of its work on equality in the workplace.

LexisNexis Legal & Professional colleagues in Sydney provided legal research, proofreading and sub-editing skills to Women in Prison Advocacy Network, the Australian Human Rights Commission, and Greenpeace; and some 40 female employees at Reed MI DEM raised over €2,500 by completing the all-female La Parisienne run in support of breast cancer research.

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

[Unique contributions – Across RELX Group](#)

The COP contains or refers to sex-disaggregated data

	Female		Male	
Board of directors	3	30%	7	70%
Senior operations managers*	137	31%	304	69%

[People – Our workforce](#)

All employees**	15,600	52%	14,400	48%
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*Senior operational managers are defined as those managers up to and including three reporting lines from the CEO

** Full time equivalent

In 2015, our workforce was 52% female, based on a sampling of greater than 85% of our employees; 44% of managers were women as were 31% of all senior operational managers. The joint Nominations Committee of RE LX PLC and RE LX NV considers the knowledge, experience and background of individual board directors. At year end 2015, women made up 30% of the members of the boards of RE LX PLC and RE LX NV: Linda Sanford, Lisa Hook and Marike van Lier Lels are non-executive directors.