



Corporate Responsibility
Report 2018



RELX is a global provider of information-based analytics and decision tools for professional and business customers.

We help scientists make new discoveries, doctors and nurses improve the lives of patients and lawyers win cases. We prevent online fraud and money laundering and help insurance companies evaluate and predict risk. Our events enable customers to learn about markets, source products and complete transactions.

In short, we enable our customers to make better decisions, get better results and be more productive.

Sustainable Development Goals (SDGs)

We're committed to doing our part to advance these essential objectives for the world. Throughout this report look for the SDG icons to show which SDGs are relevant to the content.



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www.relx.com/corporateresponsibility

This report contains the RELX PLC Non-Financial Information Statement for the purposes of Section 414CB of the Companies Act 2006.



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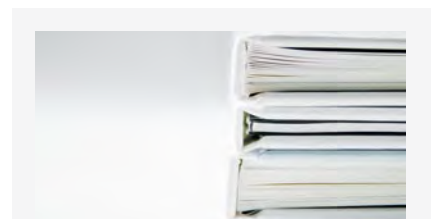
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Statement from the Chief Executive Officer



Corporate responsibility means engaging everyone at RELX.

Erik Engstrom
Chief Executive Officer

1,100+
Employees engaged in CR networks

81%
Of electricity purchased from renewable sources, Green-e Renewable Energy Certificates (RECs) and Gold Power i-RECs

To me, corporate responsibility (CR) means engaging everyone at RELX in ensuring we operate to the highest ethical standards, using our resources and skills to positively impact society. We are proactive about advancing our unique contributions as a business including through universal, sustainable access to information, furthering science and health, preventing fraud, promoting the rule of law and justice and bringing communities together.

Among the ways we did that in 2018 was undertaking and making new research available through our free SDG Resource Centre, which incorporates critical content, tools and events from across our business and UN partners to advance the United Nations (UN) Sustainable Development Goals (SDGs). We used our ability to bring people together at two SDG Inspiration Days in Silicon Valley and Amsterdam to foster engagement on the SDGs and also held more Rule of Law Cafés to learn from peers and share our experience of going beyond legal minimums to promote the rule of law. We prioritised data privacy and security with corporate security incident response preparedness; conducted a global employee opinion survey to hear employee views; updated our Editorial Policy as a guide to content excellence; fostered youth employability skills; expanded the number of our suppliers that have signed our Code; and increased our use of renewable energy.

In 2019, we will continue to do our part to advance the SDGs and work to embed a culture of compliance throughout the Company. We will develop an Accessibility Advisory Board to advance accessible products and services for all our customers and establish a new global fundraising partnership. We will progress our US Supplier Diversity and Inclusion programme and increase the proportion of our business covered by ISO 140001 environmental certification.

Helping us chart our way is the UN Global Compact’s Ten Principles covering labour, human rights, environment and anti-bribery, which we embed in our key policy documents, including our Code of Ethics and Business Conduct and Supplier Code of Conduct. Of over 8,000 Global Compact business signatories around the world, we were honoured in the year to become one of 50 LEAD companies.

CR is embedded into our corporate strategy and each year it becomes more important to our investors. It is central to the discussions I have with our people across the Group. And its importance to our Board is evident in the responsibility for achieving our CR goals woven into my own objectives for the year.

Erik Engstrom
Chief Executive Officer

Our business

Key facts

30,000+
Over 30,000 employees worldwide



40+
Countries with offices



6
Based across six continents



180+
Serving customers in 180+ countries worldwide



Market segments

Scientific, Technical & Medical provides information and analytics that help institutions and professionals progress science, advance healthcare and improve performance.

Global #1

Risk & Business Analytics provides customers with information-based analytics and decision tools that combine public and industry-specific content with advanced technology and algorithms to assist them in evaluating and predicting risk and enhancing operational efficiency.

Key verticals #1

Legal provides legal, regulatory and business information and analytics that helps customers increase their productivity, improve decision making and achieve better outcomes

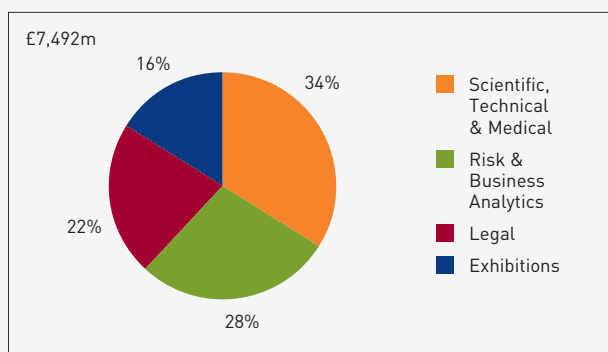
**US #2
Outside US #1 or 2**

Exhibitions is a leading global events business. It combines face-to-face with data and digital tools to help customers learn about markets, source products and complete transactions at over 500 events in 30 countries, attracting more than 7m participants.

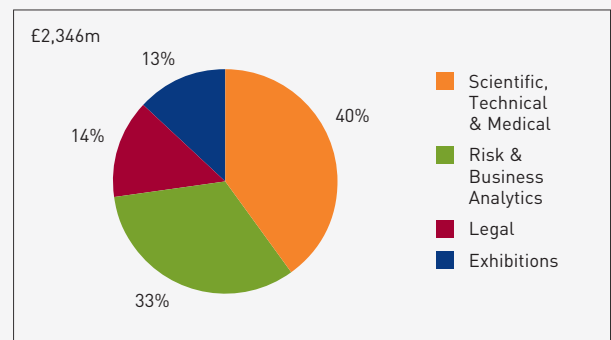
Global #2

For more information, see Business review in the 2018 Annual Report and Financial Statements at relx.com/go/annualreport

REVENUE



ADJUSTED OPERATING PROFIT



Our approach to corporate responsibility



Our focus on CR builds trust across RELX and brings confidence to our customers and other stakeholders.

Dr Márcia Balisciano
Director of Corporate Responsibility, RELX

#1

Unique contributions

Ranked by stakeholders as our primary impact on society and environment

#1

Data privacy and security

Ranked by stakeholders as our primary impact for RELX

To be a leading company means acting with corporate responsibility (CR), that is, with the highest ethical standards, while channelling our strengths to make a difference.

To us, CR is not a programme or prescriptive set of activities, it is how we do what we do on a daily basis – working to increase the positive (and minimise any negative) impact of our business. It is the responsibility of everyone at RELX.

CR gives us competitive advantage. We build good relations with customers and investors, current and future employees, as well as governments, non-governmental organisations (NGOs) and the communities in which we live and work.

CR underpins our business strategy to deliver improved outcomes for our customers by combing 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.

CR and risk

In our 2018 Annual Report and Financial Statements we outline our principal risks, which map to our CR priorities, including meeting customer needs, attracting and retaining the right people and maintaining an ethical supply chain. We review the implications of our identified risks to ensure appropriate mitigation. For example, a strategic risk is customer acceptance of our products and services; we must therefore make certain they are reliable and high quality through measures such as the RELX Quality First Principles and access initiatives to ensure all who might benefit from them, can. In doing so, we minimise risk to our corporate reputation and financial loss. See the Customer section for more information.

The CEO has responsibility to the Board 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 on [page 71](#). The CR director provides formal updates to the Board and engages on key issues with senior management, who have CR-related Key Performance Objectives; see [page 41](#) in the Annual Report.



Our 2018 Annual Report and Financial Statements can be found at relx.com/go/annualreport

We believe in relevant, comprehensive reporting (see Appendix 4 for how we align with the Global Reporting Initiative). CR is an integral part of our RELX Annual Report (see Strategic Report) and the Chairman, CEO and CFO reference relevant CR issues in their Annual Report statements.

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 tools and analytics.
- Risk & Business Analytics provides essential insight to protect people and industry.
- LexisNexis Legal & Professional promotes justice through its legal intelligence and analytics.
- Reed Exhibitions fosters communities, enhancing productivity and efficiency.

Our vision

Our vision is to be a world-leading provider of information and analytics that improve outcomes for our professional customers and benefit society.

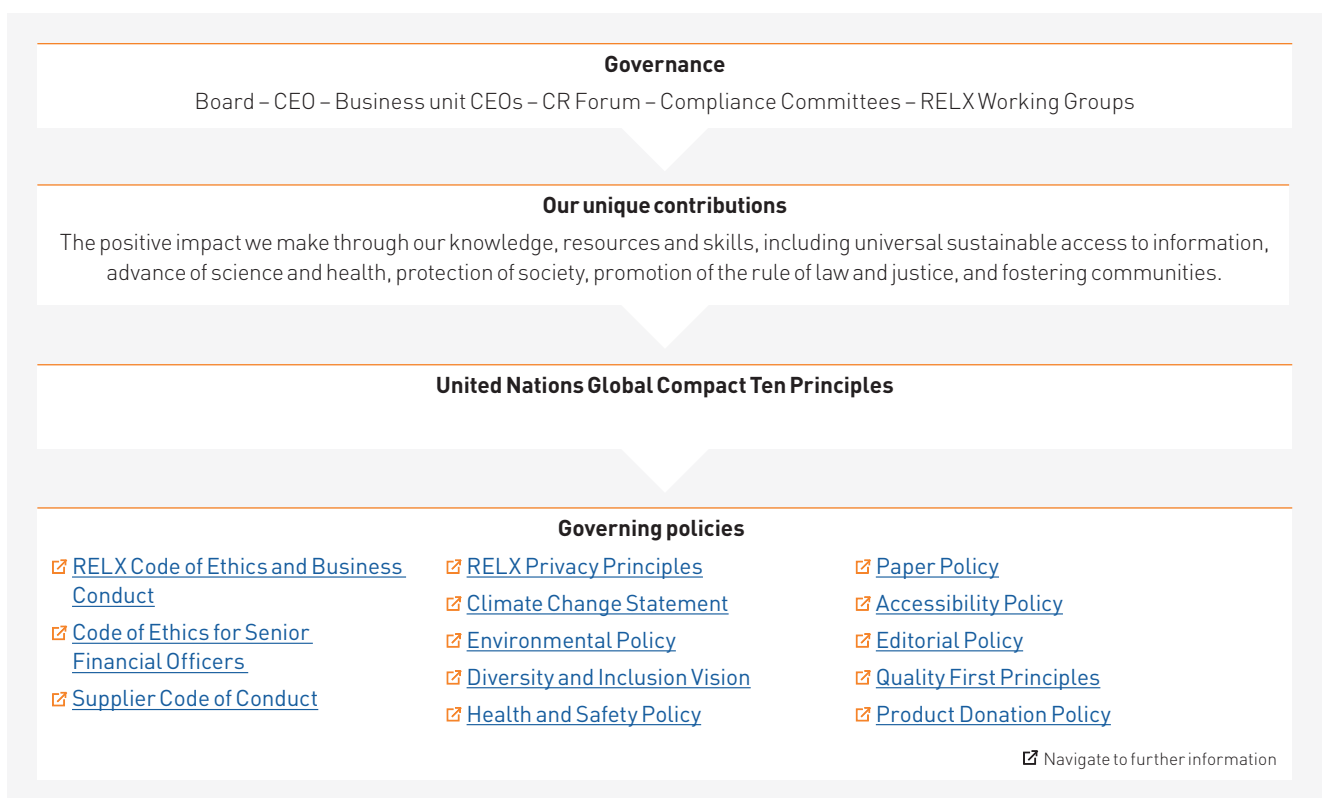
Our contributions

Our unique contributions are the positive impact we make on society through our knowledge, resources and skills:

- Universal, sustainable access to information
- Advance of science and health
- Protection of society
- Promotion of the rule of law and access to justice
- Fostering communities

We concentrate on the contributions we make as a business and on good management of the material areas that affect all companies, as reflected in the sections of this report: Our unique contributions, Governance, People, Customers, Community, Supply chain and Environment.

Managing CR



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Our unique contributions

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Determining what's material

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 2017, 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. We will undertake the next stakeholder survey in 2019*.

Impact on RELX

1	Data privacy and security
2	Having the right people
3	Governance and ethical practice
4	Responding to customer needs
5	Editorial standards
6	Access to information
7	Promoting diversity
8	Transparent, comprehensive reporting
9	Health, safety and well-being
10	Unique contributions
11	Sustainable supply chain
12	Tax, pensions and investments
13	Supporting our communities
14	Managing environmental impacts

Impact on society and the environment

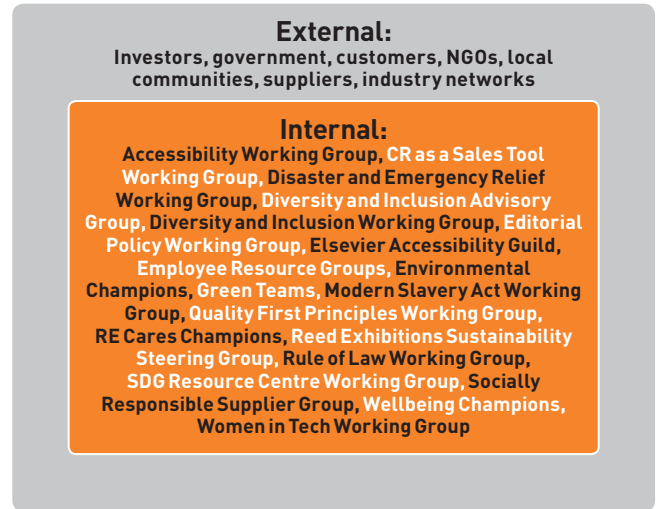
1	Unique contributions
2	Supporting our communities
3	Governance and ethical practice
4	Access to information
5	Managing environmental impacts
6	Promoting diversity
7	Data privacy and security
8	Having the right people
9	Sustainable supply chain
10	Health, safety and well-being
11	Responding to customer needs
12	Editorial standards
13	Transparent, comprehensive reporting
14	Tax, pensions and investments

*The survey asked people to rank priorities on a scale of 1-5, where 1 = 'no real impact' and 5 = 'very significant impact'.

Engagement

Our thinking is informed by extensive internal and external engagement, including stakeholder consultation, which informs our CR objectives, provides insight into risks and opportunities and best practice.

We involve more than 1,100 colleagues across RELX in our CR networks, who in turn reach thousands of people across the company.



Commitment to the United Nations Global Compact

The United Nations Global Compact (UNGC) links businesses around the world with UN agencies, labour and civil society in support of Ten Principles encompassing human rights, labour, the environment and anti-corruption. Each year we work to further UNGC principles within RELX and beyond; we demonstrate leadership as a UNGC LEAD company, contributing to their SDG Action Platforms on health, ethical supply chains, water, and peaceful, just and inclusive societies.

We also serve on the Board of the UNGC Network UK – and presented at the Network’s London SDG Roadshow – and the board of the UNGC Network Netherlands.

The UNGC is a partner of the RELX SDG Resource Centre, which features UNGC content. UNGC Chief Executive, Lisa Kingo, provides the introduction to the site and the UNGC was a partner for our 2018 SDG Inspiration Days in Amsterdam and Silicon Valley, where Rosedel Davies-Adewebi, UNGC Senior Manager in Innovation, was a speaker. These events brought together business, government, investors and civil society to inspire action and collaboration to advance the global goals.

We announced the winners of the eighth RELX Environmental Challenge at the UNGC’s CEO Water Mandate’s World Water Week conference in Stockholm, Sweden. Our 2018 Communication on Progress, a report required of signatories each year, was reviewed by our UK peers and attained the UNGC’s advanced level.

[For how we put the Ten Principles into practice over the past year, see our 2018 Communication on Progress.](#)

2018 awards for excellence

Our employees, products and shows regularly receive awards for excellence. In 2018, for example:

Scientific, Technical & Medical



Elsevier won four awards and six honourable mentions at the Professional and Scholarly Excellence (PROSE) Awards, in Washington DC



Elsevier received two Gold, three Silver, one Bronze and one Merit for patient education content at the UK's 2018 Digital Health Awards

Risk & Business Analytics



F4F was recognised at the Kaap Agri Annual Supply Chain Awards, in the Information Management category



LexisNexis Risk Solutions won 'Best Anti-Money Laundering (AML) Solution' at the Asian Private Banker's Technology Awards

Legal



LexisNexis Legal & Professional was awarded the 'Outstanding International Corporate Consul' award by the American Bar Association



LexisNexis named among the top ten companies for CR in the 2018 Annual Review of the State of CSR in Australia and New Zealand for a second year running

Exhibitions



Reed Exhibitions South Africa won four awards, including two for 'Best Trade and Consumer Exhibition', at the 2018 AAXO Roar Awards in Johannesburg



Reed Exhibitions Australia was awarded 'Best Show' for Play World Australia at the 2018 EEAA Awards

2018 investor and other recognition



Constituent of the Ethibel Sustainability Index
Included in:
- Excellence Europe
- Excellence Global



CDP
- Climate programme score: A
- Forest programme score: B
- Water programme score: B-



EPA Green Power Leader
- Top 100



FTSE4Good

FTSE4Good Index
Included in:
- FTSE4Good Global Index
- FTSE4Good UK Index
- FTSE4Good Europe Index



RE100
- Member



Dow Jones Sustainability Index Europe
- Constituent



ISO 14001
- Certified



STOXX Global ESG Leaders Indices
- Included



ECPI Indices
- Included



Forbes
- The World's Most Innovative Companies 2018



Oekom Corporate Responsibility Rating
- Prime status



Philippines Quality Award
- Recipient

2018 key CR data

	2018	2017	2016	2015	2014
Revenue (£m)	7,492	7,341	6,889	5,971	5,773
People					
Number of full-time equivalent employees (year-end) [^]	32,100	31,000	31,200	30,000	28,500
Percentage of female employees (%) [^]	51	51	52	52	53
Percentage of female managers (%) [^]	42	43	43	44	44
Percentage of female senior operational managers (%) ^{1^}	28	29	28	31	29
Community²					
Total cash and in-kind donations (products, services and time (£m))	8.7	7.5	7.1	6.1	6.0
Market value of cash and in-kind donations (£m)	17.6	12.6	16.5	13.7	13.5
Percentage of staff volunteering (%) ³	42	45	39	37	32
Total number of days volunteered in company time	11,720	12,670	10,980	10,525	9,610
Health and safety (lost time)⁴					
Incident rate (cases per 1,000 employees) [^]	0.28	0.55	0.75	0.93	0.99
Frequency rate (cases per 200,000 hours worked) [^]	0.03	0.06	0.09	0.11	0.11
Severity rate (lost days per 200,000 hours worked) [^]	0.69	1.15	2.09	2.03	4.90
Number of lost time incidents (>1 day) [^]	8	17	22	26	25
Socially Responsible Suppliers (SRS)					
Number of key suppliers on SRS database ^{5^}	348	344	383	399	499
Number of independent external audits [^]	84	83	89	86	56
Percentage signing Supplier Code of Conduct (%) [^]	89	91	89	88	84
Environment					
Total energy (MWh) [^]	179,228	186,228	195,556	207,093	222,658
Renewable electricity (MWh) [^]	125,707	117,799	107,124	91,418	88,328
Percentage of electricity from renewable sources (%) ^{6^}	81	72	62	50	46
Water usage (m ³) [^]	332,490	344,918	337,889	337,645	343,661
Climate change (tCO₂e)⁷					
Scope 1 (direct) emissions [^]	7,477	8,231	7,966	7,446	8,932
Scope 2 (location-based) emissions [^]	74,279	84,590	91,913	95,947	109,129
Scope 2 (market-based) emissions [^]	16,004	21,831	32,153	-	-
Scope 3 (business flights) ^{8^}	68,363	58,034	53,847	54,958	50,191
Total emissions using scope 2 (location-based) emissions [^]	150,119	150,855	153,726	158,351	168,253
Total emissions using scope 2 (market-based) emissions [^]	91,844	88,096	93,966	-	-
Waste⁹					
Total waste (t) [^]	6,448	6,664	7,107	7,604	9,860
Percentage of waste recycled (%) [^]	64	69	70	70	64
Percentage of waste diverted from landfill (%) [^]	72	76	76	75	70
Paper					
Production paper (t) [^]	35,555	36,484	46,128	51,285	52,163
Sustainable content (%) ^{10^}	100	100	100	100	100

1 Senior operational managers are defined as those managers up to and including three reporting lines from the CEO, with some role in planning, directing or controlling the activities of the company.

2 Data reporting methodology assured by LBG. See Appendix 2 for LBG assurance statement 2018.

3 All Group employees can take up to two days off per year (coordinated with line managers) to work on community projects that matter to them. Number of staff volunteering reflects the number of staff using their two days, as well as those who participated in other Group-sponsored volunteer activities.

4 Accident reporting covers 87% of employees.

5 We continue to refine our supplier classification and hierarchy data, contributing to changes in the number of suppliers we track year-on-year.

6 We purchase renewable electricity on green tariffs at key locations in the UK, Austria and the Netherlands. In the US, we also purchase and retire Green-e certified Renewable Energy Certificates (RECs). We purchase Gold Power i-RECs from a solar project in Thailand.

7 Market-based and location-based emissions have been reported in compliance with the updated GHG Protocol guidance. See our reporting guidelines and methodology for more details.

8 Data collected from 94% of the Company based on air travel spend. All years use the DEFRA RF emissions factor for air travel in Scope 3 (other).

9 Waste figures represent all operations, including estimates from non-reporting locations.

10 All paper we graded in 2018 – 90% of total production stock – was graded PREPS grade 3 or 5 (known and responsible sources).

[^] Data assured by EY. See Appendix 3 for EY assurance statement 2018.

[See our reporting guidelines and methodology for more details.](#)

2018-2019 CR objectives

We set meaningful targets and measure progress against them.

Material issues	2018 objectives	Achievement	2019 objectives	By 2030*
Unique contributions See page 15-22 for more information	<ul style="list-style-type: none"> Advance of science and health: advance and make publicly available research on the state of science underpinning the SDGs 	<ul style="list-style-type: none"> Scientific African launched at the Next Einstein Forum in Kigali, Rwanda Launched SDG Perspectives project, showcasing the impact of the SDGs on scholarly debate Produced RELX SDG Graphic on the state of science underpinning SDG 3, good health and wellbeing 	<ul style="list-style-type: none"> Meaningful support to advance SDG 3 (good health and wellbeing), including Elsevier Foundation Women in Water in Africa leadership workshops 	<p>Use our products and expertise to advance the SDGs, among them:</p> <ul style="list-style-type: none"> SDG3: Good health and wellbeing SDG4: Quality education SDG10: Reduced inequalities SDG13: Climate action SDG16: Peace, justice and strong institutions <p>Enrich the SDG Resource Centre to ensure essential content, tools and events on the SDGs are freely available to all</p>
	<ul style="list-style-type: none"> Protection of society: partner with the National Center for Missing and Exploited Children to expand ADAM programme email alerts to US consumers; advance course for UK policing on missing cases training 	<ul style="list-style-type: none"> Enabled ADAM email alerts; 500 registrations Supported course for UK policing on missing cases, encompassing engaging the media and right to privacy, return processes and ongoing support and prevention 	<ul style="list-style-type: none"> Workstream on improving financial inclusion for low-income citizens 	
	<ul style="list-style-type: none"> Promotion of the rule of law and access to justice: roll out RELX Rule of Law Cafés across multiple jurisdictions 	<ul style="list-style-type: none"> Expanded Rule of Law Cafés to New York, Washington DC and Kuala Lumpur; quarterly in London Advanced Rule of Law activities, including Middle Eastern women lawyer study tours and support for mobile courts in Malaysia 	<ul style="list-style-type: none"> Meaningful support of SDG 16 (peace, justice and strong institutions), including support for UNGC SDG 16 Action Platform 	
	<ul style="list-style-type: none"> Fostering communities: advance sustainability content across show portfolios 	<ul style="list-style-type: none"> Established Event Sustainability Committee comprised of Reed Exhibitions portfolio directors Developed Environmental Event Charter 	<ul style="list-style-type: none"> Meaningful support of SDG 11 (sustainable cities), including focus of Reed Exhibition's World Efficiency Solutions and a 'Good Cities' 2019 Inspiration Day India 	
	<ul style="list-style-type: none"> Universal, sustainable access to information: new functionality for SDG Resource Centre including integration of UN and other partner content 	<ul style="list-style-type: none"> Built new content management system Reached 100 partner content sources from UN Development Programme, among others 	<ul style="list-style-type: none"> Broaden RELX SDG Resource Centre to include content from new partners and enhance functionality, including of SDG News Tracker 	

* 2030 is the deadline for the UN's Sustainable Development Goals; we aim to do our part towards their achievement.

Material issues	2018 objectives	Achievement	2019 objectives	By 2030
<p>Governance</p> <p>See page 23-27 for more information</p>	<ul style="list-style-type: none"> Expand corporate security incident response preparedness using a combination of technology, awareness training and simulations Establish risk mitigation framework for monitoring operational effectiveness of key internal compliance controls Engagement on rule of tax law 	<ul style="list-style-type: none"> Business unit simulation training and response plan enhancements; updates to RELX Board PwC Building Public Trust Award for Cyber Security Reporting in the FTSE 350 Completed enterprise-wide legal compliance risk assessment, identifying key risks and mitigation controls Executed 2018 Compliance Testing and Monitoring Plan including completing quality assurance reviews of GDPR compliance and intermediary due diligence RELX Tax and LexisNexis Legal & Professional South Africa collaboration on tax law codification in Africa Work with Tax Aid and Tax Help for Older People, to support their provision of free tax advice for low-income and other beneficiaries 	<ul style="list-style-type: none"> Continue corporate security incident response preparedness; expand ISO 27001 data protection compliance certification New Culture of Compliance manager communications, training and resources Advance work on African tax law codification project 	<ul style="list-style-type: none"> Continued progressive actions that advance excellence in corporate governance within our business and the marketplace
<p>People</p> <p>See page 28-36 for more information</p>	<ul style="list-style-type: none"> Conduct a Global Employee Opinion Survey including questions on culture, ethics and wellbeing Update D&I Strategy including launch of D&I progress indicators External partnership to raise awareness of mental health across RELX 	<ul style="list-style-type: none"> Survey conducted globally; 90% response rate, highest to date CEO review of results; cascaded to business leaders – action plans in development D&I Strategy approved by senior leadership; nine priority actions D&I governance updates First global Diversity Awareness Month Engagement with Shaw Mind Foundation; webinar made available to all employees Research support for Foundation's mental health and the SDGs project 	<ul style="list-style-type: none"> Progress UN Equal Pay International Coalition commitments Establish a dashboard for D&I metrics Develop mental health metrics and response plans 	<ul style="list-style-type: none"> Continued high-performing and satisfied workforce through talent development, D&I and wellbeing; scale support for external human capital initiatives

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Material issues	2018 objectives	Achievement	2019 objectives	By 2030
<p>Customers</p> <p>See page 37-43 for more information</p>	<ul style="list-style-type: none"> RELX Editorial Policy update and training New CR as a Sales Tool curriculum: Customers and the SDGs Introduce RELX Accessibility Awards to recognise exceptional employee efforts to advance accessibility 	<ul style="list-style-type: none"> RELX Editorial Policy Working Group, and internal and external stakeholders, contribute to updated Policy RELX Editorial Policy in Action training in development CR as a Sales Tool Working Group demos Outreach to business unit sales directors and employees from newly acquired companies Recommendation to include RELX SDG Resource Centre in client materials Winners chosen for the first Accessibility Leadership Award and Practitioners Award All-employee communications 	<ul style="list-style-type: none"> Roll out new Editorial Policy training Expand online content for CR as a Sales Tool Develop Accessibility Advisory Board 	<ul style="list-style-type: none"> Continue to expand customer base across our four business units through excellence in products and services, the result of active listening and engagement, editorial and quality standards, and accessibility; a recognised advocate for ethical marketplace practice
<p>Community</p> <p>See page 44-50 for more information</p>	<ul style="list-style-type: none"> Foster development of youth employability skills Research impact of RE Cares on staff retention 	<ul style="list-style-type: none"> Focus of RE Cares, RELX global community programme, in 2018 Partnerships with charities focused on youth employability skills \$300,000 seed funding, over three years, through the Elsevier Foundation for Imperial College London's Invention Rooms Study of 9,000 employees showed positive correlation between volunteering and tenure, with reduced attrition. Average tenure: ten years for volunteers vs seven years RELX 	<ul style="list-style-type: none"> New RELX global fundraising partnership Create guidance for calculating pro bono contributions 	<ul style="list-style-type: none"> Through our unique contributions, significant, measurable advancement of education for disadvantaged young people; investments with partners for maximum impact

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Material issues	2018 objectives	Achievement	2019 objectives	By 2030
Supply chain See page 51-56 for more information	<ul style="list-style-type: none"> Increase number of suppliers as Code signatories Continue using audits to ensure continuous improvement in supplier performance and compliance Continue to advance the US Supplier D&I programme 	<ul style="list-style-type: none"> 3,082 (2017: 2,937) 84 audits completed, including six 2nd tier audits 34% reduction since 2017 in open audit findings Proactive engagement with diverse suppliers with a focus on minority, woman, and veteran-owned businesses 11% diversity spend; increases in spend with veteran and minority-owned businesses 	<ul style="list-style-type: none"> Increase the number of suppliers as Code signatories Continue using audits to ensure continuous improvement in supplier performance and compliance Continue to advance US Supplier D&I programme 	<ul style="list-style-type: none"> Reduce supply chain risks related to human rights, labour, the environment and anti-bribery by ensuring adherence to our Supplier Code of Conduct through training, auditing and remediation; drive supply chain innovation, quality and efficiencies through a strong, diverse network of suppliers
Environment See page 57-69 for more information	<ul style="list-style-type: none"> 40% of locations to achieve five or more RELX Environmental Standards Purchase renewable electricity equal to 80% of global consumption Achieve ISO 14001 Environmental Management System (EMS) certification at three additional locations 	<ul style="list-style-type: none"> 41% achieved Reached through purchase of European green tariff, US Green-e certified and Asian Gold Power renewable energy certificates Certification achieved at additional sites (Philadelphia, Raleigh and Boca Raton) Equivalent to 25% of employee headcount 	<ul style="list-style-type: none"> 55% of locations to achieve five or more RELX Environmental Standards Purchase renewable electricity equal to 90% of global consumption Achieve ISO 14001 Environmental Management System (EMS) certification at three additional locations 	<ul style="list-style-type: none"> Further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact possible

EY assured our 2018 environment, health and safety, people and supply chain data as indicated in the summary table on page 10. EY's conclusions are in Appendix 3.

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Our unique contributions

Why

We believe we have the most significant impact when we apply our expertise to areas such as universal, sustainable access to information, advancing science and health, protection of society, promotion of the rule of law and access to justice, and fostering communities. By focusing on our unique contributions, we benefit others, create new opportunities and add value to RELX by building trust with internal and external stakeholders.

2018 objectives

- Advance of science and health: advance and make publicly available research on the state of science underpinning the SDGs
- Protection of society: partner with the National Center for Missing and Exploited Children to expand ADAM programme email alerts to US consumers; advance course for UK policing on missing cases training
- Promotion of the rule of law and access to justice: roll out RELX Rule of Law Cafés across multiple jurisdictions
- Fostering communities: advance sustainability content across show portfolios
- Universal, sustainable access to information: new functionality for SDG Resource Centre including integration of UN and other partner content

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Our unique contributions



Making legal remedy accessible to indigenous communities is the best feeling in the world.

Gaythri Raman
 Managing Director Southeast Asia,
 LexisNexis Legal and Professional, Malaysia

Our unique contributions are the positive impact we make on society through our knowledge, resources and skills.

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 broaden access to its content, Elsevier supports programmes where resources are often scarce. Among them is Research4Life, a partnership with UN agencies and up to 175 publishers; we provide core and cutting-edge scientific information to researchers in more than 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 2018, there were 1.8m Research4Life downloads from ScienceDirect.

In 2018, Elsevier launched Scientific African, a large-scale, open access collaboration between the Next Einstein Forum, which will provide African researchers a new platform to boost the impact and discoverability of their research. Elsevier also continued involvement with Innovate for Life, an accelerator launched by Amref, an Africa-driven international health NGO, to help African entrepreneurs develop solutions to African health challenges. In addition to funding, the Elsevier Foundation is providing access to knowledge and scientific networks for early-stage innovators.

1.8m

Research4Life downloads from Elsevier's ScienceDirect

4,566

Elsevier journals available through Research4Life



2018 objective:
Advance and make publicly available research on the state of science underpinning the SDGs

Science provides insights that can drive forward the SDGs. According to the United Nations, “impressive advancements have been made on many health fronts. However, to meet the Sustainable Development Goals’ health targets by 2030, progress must be accelerated, in particular in regions with the highest burden of disease.”

In 2018, we developed an SDG 3 Graphic to benchmark scientific output on good health and well-being. The analysis builds on Elsevier’s Sustainability Science in a Global Landscape Report released in 2015 to coincide with the launch of the SDGs. Both are freely available on the [RELX SDG Resource Centre](#).

The SDG 3 Graphic shows output from the most prolific countries, research quality and collaboration. International collaboration (between researchers in two or more countries) on SDG 3 and non-communicable disease, gender equity and climate change is higher than international collaboration across health research in general, and increased overall during the period (2013-2016). These are three critical areas where business can have the biggest impact according to Richard Horton, Editor of The Lancet, which has informed the direction of the UN Global Compact’s Health is Everyone’s Business SDG Action Platform of which RELX is part. Research

resulting from a collaboration between academic institutions and private industry represents a fraction of the total scholarly output (average of 1.5% over the period), however it has a field-weighted citation impact (one measure of research quality) nearly four times that of research undertaken by academic institutions and private industry on their own.

Also in the year, Elsevier staff shared their knowledge – of the peer review process in order to choose the best work, avoiding plagiarism and conflict of interest, and disseminating research, including through open access – with Scientific African, a peer-reviewed, open access, multidisciplinary scientific journal dedicated to expanding access to African research, increasing intra-African scientific collaboration, and building African research capacity. Scientific African encompasses all scientific disciplines, including chemistry, economics and business, information technology and engineering, environmental and geosciences, as well as life and health sciences, mathematics, agriculture, and policy. Elsevier is providing use of its publishing infrastructure at cost and contributing data and analytics, marketing assistance, and editorial management to the Scientific African team to increase the visibility, discoverability and impact of African research.

Scientific African was launched at the 2018 Next Einstein Forum in Kigali, Rwanda.

[Read more about Scientific African.](#)



Developing scientific capacity in Africa is a huge task that no single entity can accomplish alone. All hands are needed on deck, and every effort that can be marshalled should be channelled to raising the scientific profile of Africa. I believe Scientific African will play a key role, and in strong partnership with other initiatives, Africa will benefit overall.

Dr Benjamin Apraku Gyampoh
 Editor-in-Chief of Scientific African and Lecturer in the Department of Fisheries and Watershed Management at the Kwame Nkrumah University of Science and Technology

Linked to SDG 17: Partnerships for the Goals

Target 17.9: Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the SDGs, including through North-South, South-South and triangular cooperation

Linked to SDG 3: Good health and well-being

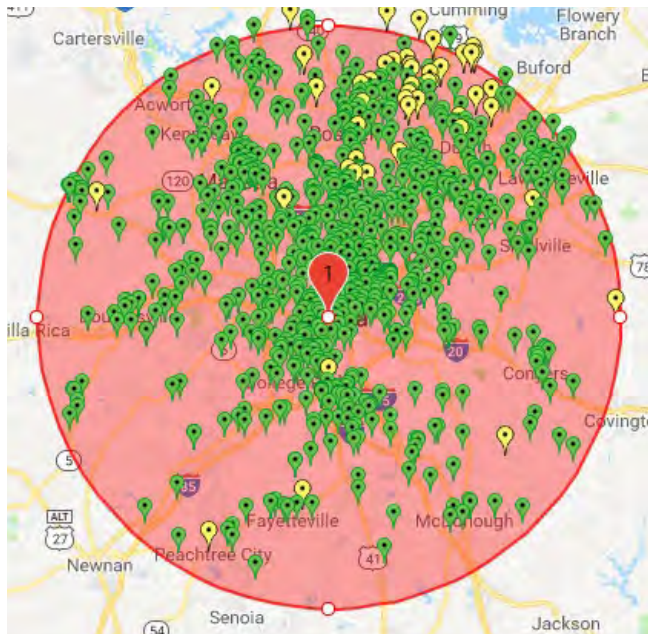
Target 3.13: Strengthen the capacity of all countries, in particular developing countries, for early warning, risk reduction and management of national and global health risks

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Risk & Business Analytics

Risk & Business Analytics' tools and resources help law enforcement keep communities safe and help protect society by detecting and preventing fraud across a range of business sectors and at federal, state and local government levels. In the year, LexisNexis Risk Solutions provided the police department in Keene, Texas with a free Community Crime Map tool, enabling citizens to view incidences of crime in their neighbourhood.



2018 objective:
Protection of Society

Help broaden reach of ADAM programme; new training programme on missing people for UK law enforcement

We developed the ADAM programme some 18 years ago to help the US National Center for Missing & Exploited Children (NCMEC) find missing children. ADAM distributes missing child alert posters to law enforcement, hospitals, libraries and businesses within specific geographic search areas. Throughout the year, we worked to expand consumer opt-ins to allow individuals to receive an email alert when a child is reported missing near to them, with over 500 registrations to date.

According to NCMEC, when a child is abducted or goes missing, the first three hours are the most critical. ADAM uses LexisNexis Risk Solutions advanced technology to distribute missing child posters to police, news media, schools,

To address the US opioid epidemic, LexisNexis Risk Solutions is taking a multi-faceted approach to help customers address the problem. Using our healthcare, identity, and law enforcement data sets, we proactively identify risky providers and individuals, identify complex prescription drug diversion schemes, and aid care coordination efforts for the addicted.

businesses, medical centres and other recipients within a specific geographic search area, such as a state, postcode, area code or a combination of these. NCMEC sends a photo and details of a missing child incident to ADAM, including a possible geographic region. ADAM examines a database of all possible recipients and finds those within a designated radius. ADAM transmits the data and photo of the missing child to targeted recipients within minutes. Over two million recipients are participating in ADAM overall and an average of 200,000 posters are distributed each month.

ADAM is named in memory of six-year-old Adam Walsh, who was kidnapped and murdered in 1981. Through ADAM, 182 children have been found since the programme began in 2000.

In the year, we also developed a new course for UK policing with Missing People UK and Charlie Hedges Advisory on managing missing cases to ensure positive outcomes and to support prevention. The course was launched at the RELX head office in London with a training day for members of the London Metropolitan Police.

[Read more about the ADAM programme.](#)



Training is essential to ensure all professionals involved in missing cases are fully equipped to respond correctly; the RELX-supported training provides this.

Charlie Hedges
Charlie Hedges Advisory and Amber Alert Europe

182

Number of missing children recovered since 2000



Linked to SDG 16: Peace, justice and strong institutions

Target 16.2: End abuse, exploitation, trafficking and all forms of violence against and torture of children

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Legal

LexisNexis Legal & Professional promotes the rule of law and access to justice through its products and services. We assisted the UNGC and other UN agencies to promote business engagement on the rule of law throughout 2018 by continuing to expand our Rule of Law Cafés, which bring a range of stakeholders together to discuss opportunities to go beyond legal minimums to advance the rule of law to new jurisdictions. As well as London, there were Cafés in New York, Washington DC and Kuala Lumpur. In the year, we supported the launch of the UNGC’s Peace, Justice and Strong Institutions Action Platform during UN General Assembly week and also hosted senior women lawyers from the Middle East in London, Washington DC and

New York. Delegates met with judges, lawyers, law professors and representatives of professional organisations, legislative bodies and government institutions and explored the approach of peers to human rights, intellectual property and sustainability.

In the year, Gaythri Raman, Managing Director Southeast Asia for LexisNexis Legal & Professional travelled to the Borneo jungle as a member of the Malaysian Mobile Court Expedition. She heard cases and disputes, alongside the Chief Justice and teams from the National Registration Department, the State Law Society and the Ministry of Health, which enabled 73 stateless children to complete registrations that made them Malaysian citizens.



2018 objective: Roll out RELX Rule of Law Cafés across multiple jurisdictions

In 2018, we expanded RELX Rule of Law Cafés to New York, Washington, DC and Kuala Lumpur, and also held them quarterly at our headquarters in London, to bring together peers, members of the legal community, government and NGOs to share information on going beyond legal minimums to advance the rule of law.

After discussing their rule of law interests at a RELX Rule of Law Café in London, Katrina Crossley, CEO of the International Law Book Facility (ILBF) and Jonathan Hoch, Head of Legal – Commercial, at Anglo American, developed a ‘Rule of Law Ambassadors’ project linking their respective expertise and contacts in Africa. Anglo American colleagues joined members of the ILBF team over two days at law firm Clifford Chance to pack important, donated legal texts for the legal community in Zimbabwe. Anglo American colleagues in Zimbabwe are assisting with distribution of the books and will work with recipients to track how the books are supporting the rule of law. Shipments to other jurisdictions are planned for 2019.

Among other rule of law activities, in 2018 we:

- as a UNGC LEAD company, joined the action platform, Peace, Justice and Strong Institutions, to advance business support for good governance and legal frameworks as the basis for business success and prosperous economies

- created Access to Justice Law360, free content to enable legal aid organisations and others to help citizens with the fewest resources gain equal treatment within civil and criminal justice systems
- continued to partner with the International Bar Association on the eyeWitness to Atrocities App which assists human rights defenders in documenting and reporting human rights abuses in a secure and verifiable way so information can be used as court evidence; by the close of 2018, the App had more than 10,000 downloads, with website access from 130 countries; in September 2018, a military tribunal in the Democratic Republic of the Congo convicted two high-ranking commanders for murder and torture constituting crimes against humanity using eyeWitness App video footage as incriminating evidence
- enlisted technology experts in our Raleigh, North Carolina office to begin work on a human rights dashboard for Oxfam
- held two study tours to showcase US and UK judicial systems for senior female lawyers from Saudi Arabia, United Arab Emirates, Kuwait, Bahrain and Oman
- engaged employees at our Reed Tech office in Pennsylvania on a project to advance the work of Freedom House; one employee noted, “I had no idea what we did every day could advance human rights around the world. I feel different about working here, and I’m proud of what we do.”

[Read more about Rule of Law](#)



Engaging through the RELX Rule of Law Café led to the International Law Book Facility collaborating with our in-house legal team on a project that furthers our sustainability goals, including strengthening the rule of law.

Jonathan Hoch
Head of Legal – Commercial, Anglo American



Linked to SDG 16: Peace, justice and strong institutions

Target 16.3: Promote the rule of law at the national and international levels and ensure equal access to justice for all

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Exhibitions

Reed Exhibitions' events strengthen communities and support our CR focus areas.

In 2018, we advanced show sustainability including with the launch of Proud Experiences in London, the first event of its kind focusing on the LGBTQ+ travel market, which will move to New York City in 2019. Over three days, attendees were matched with international exhibitors to explore opportunities in a LGBTQ+ global marketplace estimated by media partner The Telegraph, in attendance throughout the event, to be worth \$211bn. There were masterclasses on issues arising from LGBTQ+ travellers,

including whether they should boycott or support local populations in destinations where LGBTQ+ rights are curtailed.

In the year, Reed Exhibitions introduced Bio-Mass Innovation Expo in Milan and PSI 2018 for the promotional products industry, becoming one of the first trade shows to ban plastic cups. Pollutec also celebrated its 40th anniversary, a showcase for equipment, technologies and services for energy and the environment. Circular economy was a key theme to reduce the health and environmental impacts of plastic waste and pollution.



2018 objective:

Advance sustainability content across show portfolios

Reed Exhibitions holds over 500 events a year, in 30 countries, attracting more than 7m participants. In 2018, we continued to use the convening power of our shows to bring individuals and organisations together to discuss sustainability challenges.

In January, PSI, the promotional products trade fair, hosted the fourth PSI Sustainability Awards at the Messe Duesseldorf; 2018 winners included Join The Pipe, a campaign to reduce plastic waste from disposable water bottles by showcasing reusable bottles and access to tap water. In March, for the first time, UN-Habitat exhibited at the new MIPIM Sustainability Summit held during MIPIM, the international real estate industry show in Cannes. More than 25,000 attendees and 3,000 exhibitors had a chance to explore sustainability in real estate including mobility, town and city planning, new technology and architecture and design.

In August, we took part in an industry gathering hosted by the Orange County Convention Center in Orlando that brought together event organisers, venues, exhibition designers, and city representatives, among others, to explore working together on sustainability initiatives. That month, we also joined the Exhibition & Event Association for Australasia on a new initiative to reduce the environmental impact of the events sector. And in November, more than 3,500 meeting and incentive buyers attended Reed Exhibition's IBTM World show, with nearly 3,000 exhibitors from 150 nations, during which a UN delegation, facilitated by Positive Impact, took part in sessions on the trade show floor focused on advancing the sector while progressing the SDGs. Also in November, Pollutec became our first show to eliminate single-use plastics.

In the year, we convened a RELX Sustainability Steering Group of show directors to promote sustainability content and collaboration across our show portfolios. We also launched a Reed Exhibitions Sustainability Charter to codify our commitment to sustainability in planning and operating events. Ten Reed Exhibition events, including All Energy, Oceanology International, Waste Expo and Pollutec, signed up.



Implementing a truly sustainable approach to events is not easy, because the value chain is long, but we are lucky to have many sustainability champions in our industry willing to learn from each other.

Christian Druart

Research Manager & Secretary of the Sustainable Development Committee, Union des Foires Internationales (UFI)



Linked to SDG 10: Reduced Inequalities

Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



Linked to SDG 13: Climate Action

Target 13.3: Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

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Across RELX

We draw on expertise across the Company to advance initiatives aligned with our unique contributions. We created new functionality for the free RELX SDG Resource Centre, which advances awareness, understanding and implementation of the 17 SDGs to end poverty, protect the planet and ensure prosperity for all people by 2030, with a new content management system to make it faster and easier to upload content on to the site. The RELX SDG Resources site features articles, tools, news, events, networking and original research, including in 2018, a review of SDG 3.

We also held two SDG Inspiration Days to bring together business, government and civil society to scale collaboration and engagement on the SDGs. Partner organisations supporting the events included the UN Global Compact, the Ban Ki-moon Centre for Global Citizens, the Responsible Media Forum, The SDG Philanthropy Platform and Stanford Angels and Entrepreneurs, with involvement from Singularity University and the World Economic Forum.

The RELX SDG Inspiration Day Silicon Valley in October 2018 took place at The Tech Museum of Innovation in San Jose, California. Entitled Disruptive Technology to Advance the SDGs: Innovation



2018 objective:

New functionality for SDG Resource Centre including integration of UN and other partner content ResourceCentre

Illuminating the SDGs for everyone

The free RELX SDG Resource Centre features leading-edge articles, reports, tools, events, videos and legal practical guidance from across RELX to advance awareness, understanding and implementation of the 17 SDGs which aim to end poverty, protect the planet and ensure prosperity for all people by 2030.

The SDG News Tracker on the homepage provides up-to-the-minute news about the SDGs from around the world, searching millions of articles published daily across more than 75,000 news sources including in the six UN languages (Arabic, Chinese, English, French, Spanish and Russian), as well as German. The SDG Resource Centre is also fostering discussion about SDG solutions through our Mendeley reference management and online social networking platform.

for good to achieve the global goals, key themes included: innovative finance for change, the nexus for banks, angels and other funders; feed the world – new approaches to agriculture to improve health and poverty reduction; information for all, better, not just more, content to advance knowledge; and artificial intelligence and the rule of law. Speakers included Amanda Ellis, Director of Strategic Partnerships for the Julie Ann Wrigley Global Institute of Sustainability at Arizona State University and former New Zealand Ambassador to the United Nations in Geneva who highlighted the RELX-supported WE Empower SDG competition for women entrepreneurs and Dr Nicholas Haan, Chair of Singularity University’s Global Grand Challenges who discussed the interconnectedness of science, technology and innovation to address persistent social need. Silicon Valley-based colleagues showcased how their businesses support the SDGs, including Josh Becker, LexisNexis Head of Legal Analytics and Chairman, Lex Machina; Nik Reed, COO, Ravel Law; Frank Teruel, SVP/GM of ThreatMetrix; Matt Waits, CEO Proagrica Enterprise; and Jean-Gabriel Bankier, President and CEO, bepress.

By the close of 2018, the SDG Resource Centre reached nearly 700 content items, including 33 book chapters and six special issues, among them ‘Rethinking Marine Resource Governance for the United Nations Sustainable Development Goals’ under SDG 14. In addition, by year end, the site contained 100 content items from partners from within the UN system, including the webinar, ‘2020 Vision Action Platform for Peace, Justice and Strong Institutions’, from the UNGC.

[Read more about the RELX SDG Resource Centre.](#)



The RELX SDG Resource Centre was an essential tool for the women entrepreneurs who took part in the We Empower UN SDG Challenge for women from around the world supporting the SDGs through their businesses who are helping to create the world we want by 2030.

Amanda Ellis

Former New Zealand Ambassador to the United Nations in Geneva, Senior Special Adviser for International Diplomacy and the SDGs, Julie Ann Wrigley Global Institute of Sustainability

75,000+

Sources power the SDG News Tracker, providing up-to-the-minute news on the SDGs around the world

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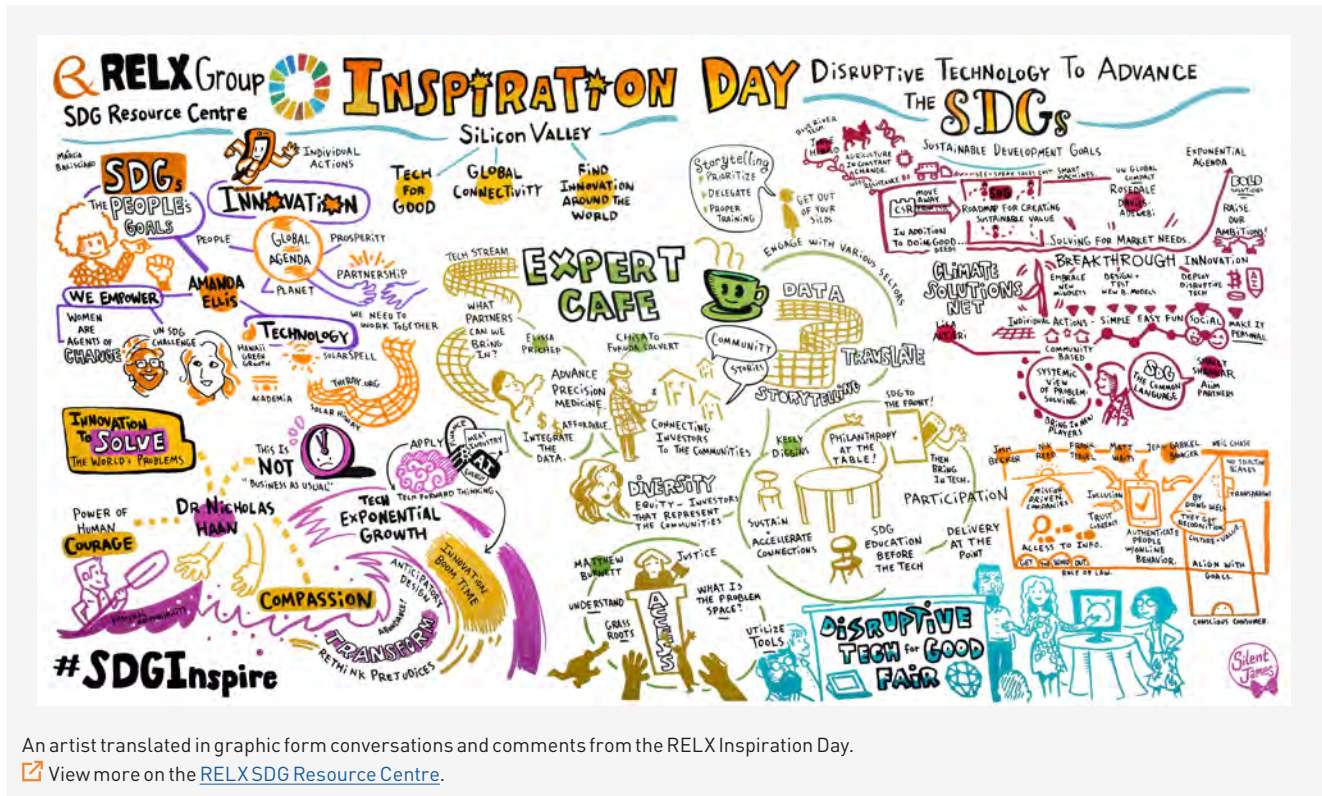
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An artist translated in graphic form conversations and comments from the RELX Inspiration Day.

[View more on the RELXSDG Resource Centre.](#)

In November 2018 at Taets Art and Event Park in Amsterdam we held The Power of Partnerships to advance the SDGs. The day featured a Partnership Fair and Expert Café with contributions from, among others, Xander Urbach of sustainable investment analysts VBDO; Francesca Palamidessi of GRI, the global corporate responsibility reporting framework; Clare Melamed, head of the Global Partnership for Sustainable Development Data; Ellen Tacoma, The Hague Institute for Innovation of Law; Mirjam Jansen, who leads the Innovation for Life Fund Project at AMREF and Daley van der Sande, President of AIESEC.

Among those presenting keynote addresses were Hugo von Meijenfeldt, SDG Coordinator for the Netherlands, Dutch Ministry of Foreign Affairs who connects business, finance, civil society, science, youth and government on the SDGs and Nour Barakeh, a Syrian refugee, who studied dance at the Higher Institute of Dramatic Arts in Damascus and graduated from The Faculty of Pharmacy at Damascus University. She highlighted her interest in combining science and art to understand society from different viewpoints, not least through sustainability-focused educational projects to empower young people, particularly refugee children.

[See video and images from SDG Inspiration Day Silicon Valley and SDG Inspiration Day Amsterdam.](#)

2019 objectives

Meaningful support to advance SDG 3 (good health and wellbeing), including Elsevier Foundation Women in Water in Africa leadership workshops

Workstream on improving financial inclusion for low-income citizens

Meaningful support of SDG 16 (peace, justice and strong institutions), including support for UN Global Compact SDG 16 Action Platform

Meaningful support of SDG 11 (sustainable cities), including focus of Reed Exhibition's World Efficiency Solutions and a 'Good Cities' 2019 Inspiration Day India

Create new RELXSDG Graphics on the state of science underpinning the SDGs

Broaden RELXSDG Resource Centre to include content from new partners and enhance functionality, including of SDG News Tracker

By 2030

Use our products and expertise to advance the SDGs, among them:

SDG3: Good health and well-being

SDG4: Quality education

SDG10: Reduced inequalities

SDG13: Climate action

SDG16: Peace, justice and strong institutions

Enrich the SDG Resource Centre to ensure essential content, tools and events on the SDGs are freely available to all

Governance

Why

Good governance matters because it provides the framework for conducting business in a way that allows us to achieve our business goals and positively impact society.

2018 objectives

- Expand corporate security incident response preparedness using a combination of technology, awareness training and simulations
- Establish risk mitigation framework for monitoring operational effectiveness of key internal compliance controls
- Engagement on rule of tax law

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Governance



Informed decision making and acting with integrity are fundamental principles of good governance and lead to people having the confidence to invest in, buy from, and work for RELX.

Jennifer Jung
Chief Ethics Officer, RELX, US

Our values



Customer focus



Valuing our people



Innovation



Passion for winning



Boundarylessness

Governance and Reporting

RELX Operational and Governance Principles describe how the Company incorporates governance into its business activities. We support the principles and provisions of corporate governance contained in the UK Corporate Governance Code 2016 (the UK Code). An updated Code was published by the FRC in July 2018 (the 2018 UK Code). The 2018 UK Code will be applicable to RELX PLC from 1 January 2019.

On 8 September 2018, the structure of RELX was further simplified from a dual parent structure to a single parent structure by way of a merger of RELX PLC (Company) and RELX NV (Simplification). Under the terms of the Simplification, RELX NV shareholders received one share in the Company in exchange for each RELX NV share owned. As a result of the Simplification, shares in the Company are now traded through its primary listing on the London Stock Exchange and its secondary listing on Euronext Amsterdam, with its securities also traded on the New York Stock Exchange under its American Depositary Share programme.

Following the completion of the Simplification, there is now one sole parent company of RELX. It owns 100% of the shares in RELX Group plc which, in turn, holds all of the operating businesses, subsidiaries and financing activities of the Group. This Company, its subsidiaries, associates and joint ventures are together known as RELX.

The RELX Board has therefore implemented standards of corporate governance and disclosure policies applicable to a UK incorporated company, with listings in London, Amsterdam and New York. The Company has already elected the United Kingdom as its EU home member state, and therefore, following the Simplification, most of its regulatory and Corporate Governance-related obligations arise in the UK and in the US.

Information and documents detailing our governance procedures are available to stakeholders online at www.relx.com.

The RELX financial statements are prepared in accordance with International Financial Reporting Standards. We integrate CR information into our Annual Report, including in the Strategic Report.

[Read more about our corporate structure](#)



Our values

We monitor the progress of each business in embedding our values – which are communicated to all employees on our corporate website – and all employees are evaluated on the values as part of the Annual Performance Development Process.

Our leaders reinforce the values. In 2018, Reed Exhibitions' Worldwide Board recognised 12 employees from ten countries across 12 different organisational units for making major contributions to the business by exemplifying our values. Winners attended a special presentation ceremony in Siem Reap, Cambodia in April 2018.

Helping our people pursue the highest ethical standards

[Our Code of Ethics and Business Conduct \(the Code\) is disseminated to every employee](#) and sets the standards for our corporate and individual conduct. 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 where legally permissible – and prohibits retaliation against anyone for reporting a violation he or she believes may have occurred.

The Code supports 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 to determine how we can have the greatest positive impact on the human rights issues of modern slavery and human trafficking. For more information on human rights see Supply chain on page 53. [In 2018, 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 as new hires and at regular intervals during their tenure – in order to maintain a respectful workplace, prevent bribery and protect personal and company data. Mandatory periodic training covers key Code topics in depth and is supplemented by advanced in-person training for higher-risk roles.

In 2018, we took a number of steps to further enhance and embed our culture of compliance across RELX, including the global delivery of multiple culture of compliance training sessions across the Company. 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).

2018 objective:

Expand corporate security incident response preparedness using a combination of technology, awareness training and simulations

As a company focused on knowledge and analytics, each year we are in possession of large amounts of data. It is therefore incumbent on RELX to ensure that we provide our customers and our people with the highest levels of data privacy and security. We continually monitor our procedures and systems to meet this requirement, ensuring compliance with all relevant laws where we do business around the world.

In 2018, we completed major security incident simulations in three of our business units with follow-up actions and response plan enhancements. And following the 2017 roll-out of a company email 'PhishMe button', which allows employees to make immediate reports from their email programs, we marked our annual Cyber Security Awareness Month with the Great Phishing Challenge to help staff identify the difference between phishing and legitimate emails.

We kept the RELX Board informed of our data privacy and security activities. In the year, we won the PwC Building Public Trust Award for Cyber Security Reporting in the FTSE 350.



Linked to SDG 16: Peace, justice and strong institutions

Target 16.5: Substantially reduce corruption and bribery in all their forms

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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.

We remained diligent in our ongoing efforts to comply with applicable bribery and sanctions laws and to mitigate risks in these areas. Our anti-bribery and sanctions programme includes the enforcement of detailed, risk-based internal policies and procedures on topics such as doing business with government officials, gift and entertainment limits, gift registers, and complying with complex sanctions requirements. Relationships with third parties and acquisition targets are evaluated for risk using questionnaires, references, detailed electronic searches, and Know Your Customer screening tools. We monitor and assess the implementation of our anti-bribery and sanctions programmes by continually reviewing and updating our policies and procedures; conducting periodic programmatic risk-assessments, and conducting quality assurance reviews and internal audits on the operational aspects of the programmes.

The Code and a related supplemental policy also address corporate political contributions, which are strictly prohibited except in the US, where such contributions and activities are permitted in certain states within allowable limits, if they comply with stringent reporting and disclosure regulations. Employees must obtain senior management approval for any proposed corporate political contributions; all corporate contributions are reported as required by law. In 2018, our companies in the US contributed \$74,900 in corporate political contributions to candidates and state political parties.

Data privacy and security

Compliance with the General Data Protection Regulation (GDPR) privacy rules was a top RELX priority during 2018. Compliance activities were built on RELX's long-standing commitment to be a trusted custodian of the personal data we hold. With GDPR now in effect, we continue building closer relationships with data regulators and customers.

Pensions and investments

The Statement of Investment Principles for the UK pension scheme indicates that the extent to which social, environmental or ethical issues may have a financial impact on the portfolio or a detrimental effect on the strength of the employer covenant, is considered when making investment decisions. CR issues are relevant to other investment decisions we make. Among our sustainable investments are Agworld, a farm management software platform that allows farmers, agronomists and agricultural contractors to capture, manage and share on-farm data and recommendations to improve land management sustainability and increase yields.

2018 objective: Establish risk mitigation framework for monitoring operational effectiveness of key internal compliance controls

On a semi-annual basis, we conduct a Legal Compliance Risk Assessment designed to help senior executives understand the legal and regulatory risks unique to the organisation, identify gaps or weaknesses in controls, and develop a practical plan for targeting the right resources and controls to mitigate such risks.

In 2018, we developed and executed a Testing and Monitoring Plan, which includes a number of targeted quality reviews and programmatic risk assessments designed to provide enhanced visibility into specific risk areas for our compliance governance committees and business management.

Key points: Ethics and compliance policies, training and tracking

[Read our Code of Ethics and Business Conduct](#)

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

We maintain compliance committees for all the business areas of RELX who help set and implement the compliance initiatives for each business.

We provide in-person training and webinars for colleagues in higher-risk roles and locations, e.g. privacy training for employees with access to personal or regulated data

The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported

99%

More than 99% completion rates for all courses within 90 days of issuance

14

Our Code of Ethics and Business Conduct is available in 14 languages



2018 objective: Engagement on rule of tax law



Taxes provide governments with the essential revenue necessary for public services that benefit their citizens. Governments need codified tax laws to know when, how much and from whom they should be collecting. Citizens need codified and transparent tax laws to understand their liabilities and to advocate for fair collection and use of their remittances. In 2018, the RELX tax team, in coordination with LexisNexis Legal and Professional South Africa colleagues, identified numerous African countries that have no publicly available, up-to-date and consolidated tax law available to both tax authorities and taxpayers. The next step is applying our expertise, in conjunction with the partners we have identified, to publish tax laws that will foster greater transparency for all.

We also worked in the year with two UK tax charities, Tax Aid and Tax Help for Older People, to support the free tax advice they provide to those in need.

2019 objectives

Continue corporate security incident response preparedness; expand ISO 27001 data protection compliance certification

New Culture of Compliance manager communications, training and resources

Advance work on African tax law codification project

By 2030

Continued progressive actions that advance excellence in corporate governance within our business and the marketplace

People

Why

We owe our success to the talented employees who make RELX a trusted organisation: people such as researchers, technologists, editors, event managers, designers, lawyers, publishers and many more besides. We depend on them and they depend on us to create a fair, challenging, rewarding and supportive work environment where they can achieve their potential.

2018 objectives

- Conduct a Global Employee Opinion Survey including questions on culture, ethics and wellbeing
- Update D&I strategy including launch of D&I progress indicators
- External partnership to raise awareness of mental health across RELX

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People



Diversity and inclusion is key to supporting our business growth, simply put, diverse teams working in inclusive cultures are more innovative, make better decisions and have stronger employee engagement.

Jo Portlock
 Director of Diversity & Inclusion, Risk & Business Analytics, UK

We have a responsibility to protect the human rights of our people. In doing so 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.

Given where, how and why we operate, we have concluded that there are low human rights risks in our direct employment activities. [See the Supply chain section for more information on human rights.](#)

Valuing our people, one of our five values, means being known as an employer of choice, with excellence in recruiting and retaining the best staff. By leading a company where employees can do their best work, we will be able to achieve our objectives and meet the expectations of our customers and other stakeholders.

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 foster 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.

To help our customers facing challenging conditions, we must continuously adapt our cost structure. We aim to minimise the effect of any restructuring activities, necessary for all businesses as processes or markets change, but which may be more prevalent in times of economic disruption. We do not take decisions regarding employee redundancies lightly, but where it is necessary, those decisions are always based on a factual assessment of the needs of our customers and we explore all possible alternatives, including internal transfers, to avoid taking such actions. To help affected employees, we provide career advice and, where possible, retraining assistance.

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People at RELX

Our people are our strength. Our workforce of about 30,000 people is 51% female and 49% male, with an average length of service of 9.2 years. In 2018, there were 42% female and 58% male managers and 28% female and 72% male senior operational managers. Our oldest employee is 82 years old.

At year end 2018, women made up 36% of the members of the Board. The two Executive Directors on the Board are male. The Nominations Committee considers the knowledge, experience and background of individual Board directors.

Diversity and inclusion

[Our Code of Ethics and Business Conduct makes it clear:](#) "We prohibit discrimination. We recruit, hire, develop, promote... 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".

In addition, [our Diversity and Inclusion \(D&I\) Vision](#) articulates our commitment to a diverse workforce and an environment that respects individuals and their contributions, regardless of gender, race or other characteristics. Our D&I Strategy is focused on translating the Statement into practical action. Among its commitments is maintaining a D&I Advisory Group composed of a senior business and HR leader from each business unit, supported by a broader D&I Working Group. In 2018, our Employee Resource Groups grew to over 40 networks, such as women's forums and Pride groups, to facilitate support, mentoring and community involvement.

30,000

Over 30,000 employees worldwide

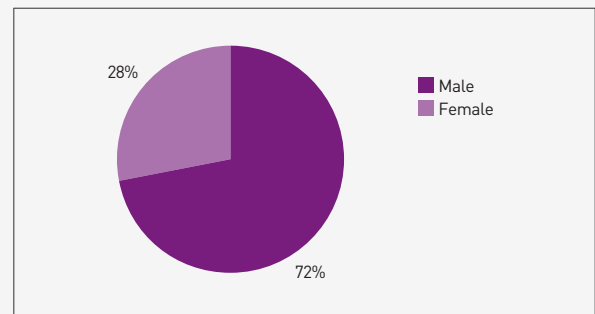
8,000

Approximately 8,000 technologists, half of whom are software engineers, work at RELX

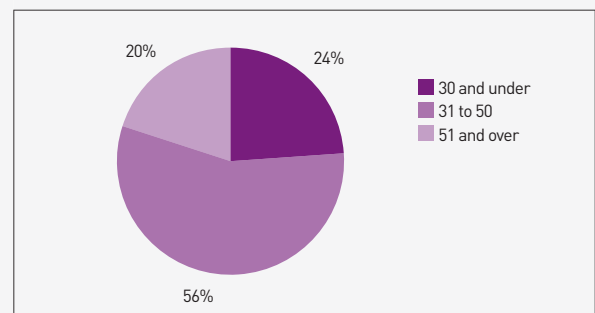
9.2 yrs

Average length of service at RELX

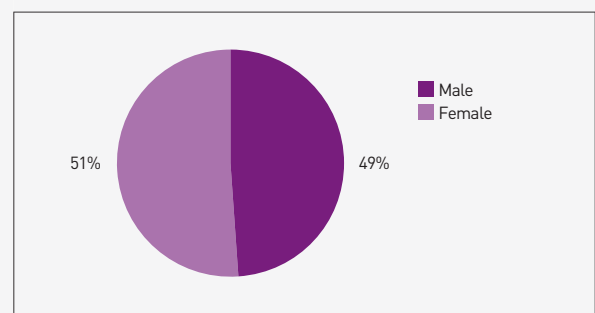
SENIOR OPERATIONAL MANAGERS BY GENDER



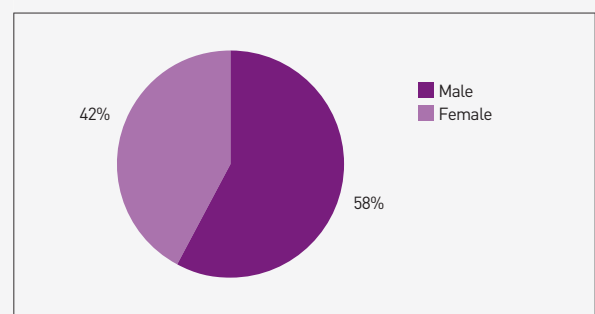
EMPLOYEE AGE SPLIT



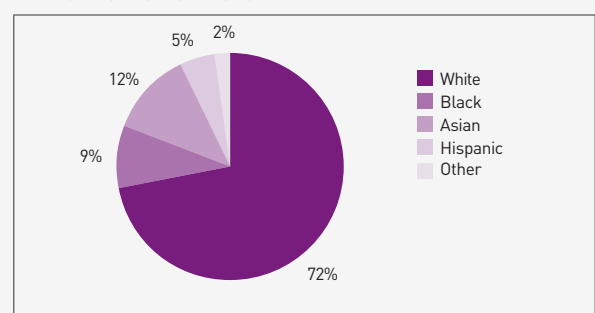
EMPLOYEE GENDER SPLIT



MANAGER GENDER SPLIT



ETHNICITY OF US WORKFORCE



Based on a sampling of 89% of employees



In 2018, we placed in the top 100 in Equileap's Ranking, an assessment of more than 3,000 companies against 19 commitments, including gender balance in the workplace, equal compensation, work-life balance, policies promoting gender equality and commitment to women's empowerment.

RELX is a signatory to the Women's Empowerment Principles, a UNGC and UN Women initiative to help companies empower women and promote gender equality. In 2018, [we published our first UK gender pay gap data as part of the UK legislation](#). We are committed to raising awareness among our employees on pay principles and equal pay. We invest in research to identify causes of pay differences and regularly evaluate our policies and processes to ensure they are aligned to our D&I vision. We commit to building a robust framework for monitoring pay equity across RELX. In 2018, we made these pledges to the Equal Pay International Coalition during UN General Assembly week in New York.

Building on the 2017 Gender in the Global Research Landscape report, Elsevier CEO Ron Mobed spoke at the 2018 Gender Summit in London. Our involvement in these summits – this was the 15th year – has helped shaped Elsevier as an information analytics business and a partner to the research community. Elsevier took part in SHE Figures 2018, exploring progress made towards gender equality in research and innovation in Europe. A report will be available in 2019.

In the year, we continued Unconscious Bias training across many parts of the business. Elsevier has trained 1,162 people managers – 71% of all people managers at Elsevier.

For the first time, RBA along with colleagues from Reed Exhibitions and RELX participated in their first-ever London Pride Parade. We now have Pride groups in the UK, the Netherlands, the US, Germany, the Philippines and India.

LexisNexis UK participated in the Change100 programme, hosting four interns with disabilities, and became a signatory to the UK's Disability Confident scheme.

1,162

People managers trained on unconscious bias



Standing up for human rights

We are guided in our understanding of the role companies play in furthering human rights by the UNGC, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises and its mandate that business must "respect the internationally recognised human rights of those affected by their activities".

In 2018, [we published our second Modern Slavery Act Statement](#) to outline the steps we are taking internally, in our supply chain and through research, partnerships and advocacy to avert modern slavery and human trafficking. In 2019, we are committed to progressing human rights impact assessments in our direct operations and our supply chain.



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.

Extract from RELX D&I Vision



Linked to SDG 8: Decent Work and Economic Growth

Target 8.8: By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value

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2018 objective:
Update the D&I Strategy, including the launch of D&I progress indicators

Under the leadership of Gunjan Aggarwal, Chief HR Officer, RELX, a new D&I Strategy was approved by the RELX Board with nine priority actions, including:

- a mentoring programme for high potential senior women
- a broader roll-out of our Women In Technology mentoring programme
- best practices in candidate assessment to prevent unconscious biases in recruiting processes
- reviewing people policies to ensure fair workplace practices (with a focus on pay parity)
- support for and engagement with Employee Resource Groups
- external compliance reporting
- continued advancement of our US Supplier D&I programme
- adoption of responsible marketing practices, with a positive portrayal of gender
- community focus on and investment in gender equality in STEM

We established centres of HR Excellence to support the delivery of these priority actions.

We had an unprecedented 90 applications in 2018 for our Women in Technology mentoring programme, which was an increase of 26 pairings from 2017. Similarly, the D&I Working Group has more than 150 members, with representation from Gunjan Aggarwal (D&I strategy), the Open University (Women in Technology Project), ReedSmith and its disability networks, and RELX's African-Ancestry Networks (AAN).



It is a fact that diverse teams bring in diverse ideas which really contribute to innovative companies.

Gunjan Aggarwal
 Chief Human Resource Officer, RELX



2018 objective:
Conduct a Global Employee Opinion Survey including questions on culture, ethics and wellbeing

To allow employees to express their views of the Company and to understand where we can improve, we conduct pulse surveys on an ongoing basis. Every three years, we undertake a global survey to ask all colleagues the same questions – and the same questions we have asked in previous Global Employee Opinion Surveys (EOS) – so we can track our performance over time.

While all EOS questions provide a picture of our People performance – and the highest score overall was around employee commitment to the Company – a number of questions ask for feedback on our ethical practice. For example, 'The company employs strong, ethical principles in its business practices' was 85%, up two percentage points from 2015 when the EOS was last conducted, and up 11 percentage points from 2009 when the EOS was first conducted. 'Treating you with respect and fairness' was 86%, up two percentage points from 2015, and eight percentage points from 2009.

The CEO has reviewed the results and asked each senior manager to respond to any areas in their business requiring improvement, in concert with their own managers and staff, and is expecting regular updates in 2019 and beyond.

90%

2018 EOS response rate



Linked to SDG 16:
Peace, Justice and Strong Institutions

Target 16.7: Ensure responsive, inclusive, participatory and representative decision-making at all levels

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Women in Technology mentoring programme

With around 8,000 technologists in our business, we need to attract the best talent for our current and future work, mirroring the diversity of our customers. In 2018, we continued our women in technology mentoring programme for high-potential women across our four business areas. All mentors are internal, and 42% of mentors are RELX women. Mid-year feedback showed that 85% of mentees believed that they were making progress towards their goals, with 45% making changes to their development plans as a result of their mentoring experience. 55% of mentees said they would like to continue the mentoring relationship after the end of the programme.

In September, we began recruiting the third cohort of mentors and mentees and, for the first time, opened up applications for people to self-nominate. We have matched 53 pairs and will launch the cohort in February 2019.

Boundarylessness and training

To promote Boundarylessness, working across geographic and functional boundaries, staff have access to our global job board and can view and apply for available openings around the world. Candidates can complete an online employment profile to specify their preferred work criteria, so they can receive notifications about future openings that match their interests. With the support of our HR Management Council, led by the company Director of HR, we undertake an annual organisational talent review to identify staff advancement opportunities across RELX.

A record 25 Reed Exhibitions employees have been selected for the business's 2018 Global Talent Exchange programme. They expand their skills and networks without having to relocate. Among the 2018 class was Sarah Adams, Exhibition Manager in the UK who travelled to Australia to explore new opportunities within retail exhibitions, Leticia Godinho, Sales Executive at Reed MIDEM in France who went to Brazil, one of the world's fastest growing e-sports markets, to meet the sales team and connect with Lat Am brands and buyers, and Goh Peck Keong, Assistant Manager at ReedPOP in Singapore who travelled to the USA to learn about marketing, sales, content, partnerships and successful activations.

Every employee at RELX takes part in the annual Performance Development Process (PDP) which reviews skills and performance and identifies opportunities for recognition and advancement. The PDP is also the primary tool for assessing and planning employee training. In 2018, we invested more than \$14.5m in training (including courses, seminars, one-to-one instruction and tuition reimbursement) to develop the capabilities and future potential of our people. For the year, we calculated a total of approximately 347,000 training hours across the Company, including hours spent in the RELX learning centre and our new global training system, Percipio. We have invested in leading digital learning for all employees to support their personal and professional development via mobile and other devices.

By the close of 2018, approximately 150 of RELX's top executives had either completed a Management Development Process (MDP) or had their existing development plan revisited. Each MDP leads to precise actions for attaining present and future career objectives; provides an insightful view of the individual; and encourages openness, as sensitive issues are addressed in a spirit of confidentiality and respect.

The MDP involves in-depth interviews to assess strengths and development areas; agreeing an action plan with the individual and their manager on present role, skills/knowledge; and discussing future career aspirations. Plans may include gaining international experience, focused coaching and engagement outside the Company, including charity placements in new areas. Progress against development plans are regularly updated and checked by the CEO.

In the year, the RELX Apprenticeship Scheme launched, with 16 technology-related apprentices. The apprentices take part in a three-month intensive software development course before completing the apprenticeship. This year the Elsevier Technology Graduate scheme had 72 graduates, with 40% of those graduates being female.

Support and recognition

We offer employee assistance programmes, including in the UK a free confidential helpline and counselling agency encompassing personal, legal, financial, tax and relationship advice. The service operates 24 hours a day throughout the year and is available to all employees and their immediate families.

In the US, the Work-Life Assistance Program helps employees and their family members with issues such as stress, alcohol and substance abuse, and child and elder care needs.

We recognise the contributions of our people through numerous internal award programmes, including the Distinguished Technologist Award, which in 2018 was won by Reed Business Analytics' Mark Wilmshurst, who has brought about the transformation of our business by driving re-platforming activities and demonstrating exceptional leadership in technology.

\$14.5m+

Invested in training in 2018

150

Approximately 150 of RELX's top executives either completed a Management Development Process (MDP) or had their existing development plan revisited

25

Employees were selected for Reed Exhibition's Global Talent Exchange programme – the highest number to date

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Health and safety

The importance of employee health and safety is emphasised in the [Code of Ethics and Business Conduct](#) and also in the [RELX 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. 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 bimonthly 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 2018, the Health and Safety Manager, accredited by the Institution of Occupational Safety and Health, delivered Managing Safely courses to colleagues in the UK.

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.

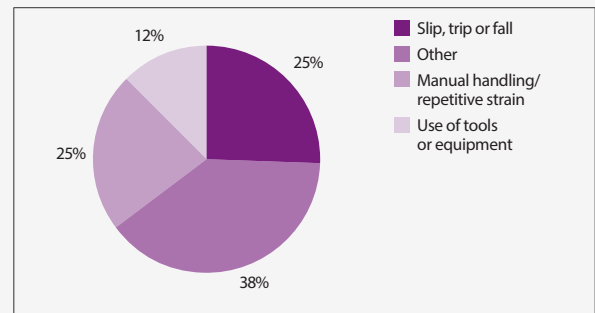
Locations outside the US must follow local regulatory frameworks and we continue to harmonise local reporting with our global Group health and safety reporting guidelines.

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.

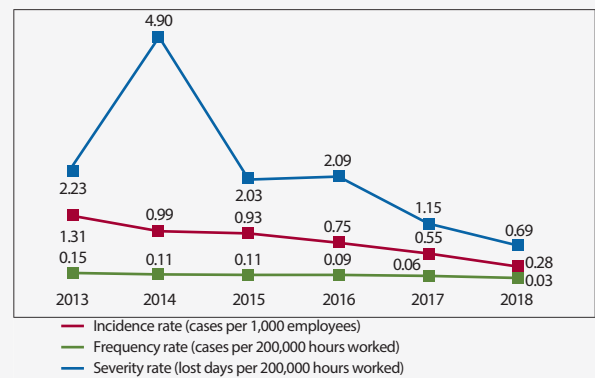
Absence

Our global HR information system covers 89% of our workforce, helping us to better understand absence. In the UK and the Netherlands, there was an absence rate of 1.8% (number of unscheduled absent days out of total days worked in 2018) for reasons such as sick, compassionate and unpaid leave. In the US, there were 1,151 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.

2018 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES BY TYPE



2018 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES



Accident Reporting covers 87% of employees

87%

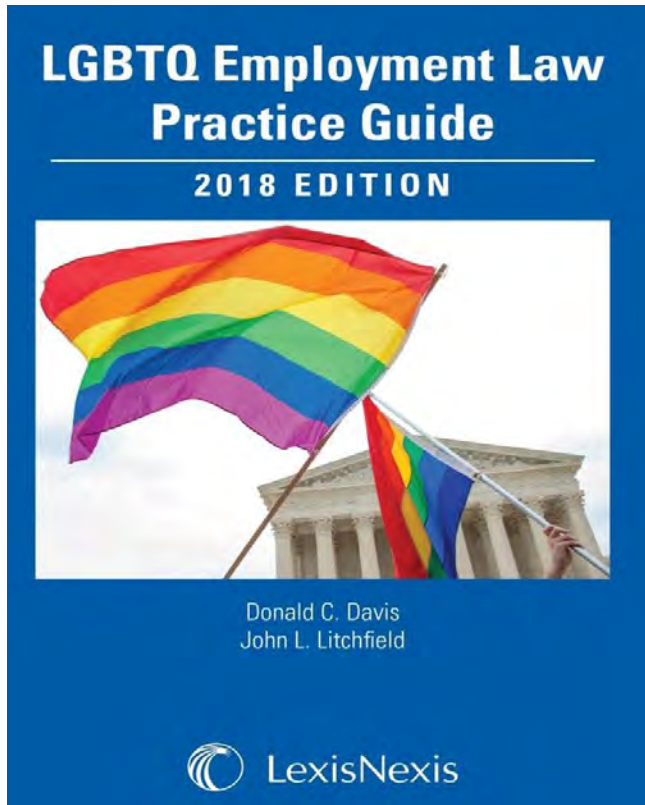
Of the business reported accident data, which is assured by EY

8

Lost-time incidents reported in 2018

0.03

Frequency rate of lost time cases per 200,000 hours worked



Wellbeing

Dedicated health and wellbeing programmes are now available to more than 25,000 employees around the world, equating to over 78% of our employees. We also maintain a network of more than 90 Wellness Champions.

RBI expanded their Living Well campaign, organising a Health Awareness Month covering topics such as breast cancer and health check-ups. They also offered advice on financial wellbeing later in the year to answer question relating to early career, mid career and retirement money matters.

LexisNexis Legal & Professional promoted wellbeing through their Thrive programme with Thrive Expos at a number of their locations. Supported by Employee Resource Groups such as Pride, the Christian Network and the International Group, these events provided information on fitness and mental health.

In the UK, RELX offered free fitness classes, including BoxFit, HIIT and yoga.

In the US, where we have the largest concentration of employees, our programmes promote workplace wellbeing through health screenings, online assessments, stress awareness training and smoking cessation courses, with financial incentives for participation.

We provide products and services that advance understanding of people and health and safety issues for our customers. Among them in 2018, we published LGBTQ Employment Law Practice Guide; Health and Safety at Work magazine; Elsevier Performance Manager; Disability and Health Journal; Pay and Benefits; Safety and Health at Work; and XpertHR. We also organised exhibitions such as Safety First Conference & Expo.

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bringing back the sunshine

2018 objective:
External partnership to raise awareness of mental health across RELX

In the year, we established a partnership with the Shaw Mind Foundation, a charity working with children, families and businesses to cope with the emotional demands of modern life, with the ultimate goal to significantly reduce suicide rates.

We provided research insights into the launch of the Foundation's Bringing Back The Sunshine campaign for young carers, particularly those with parents who have mental health problems. And they organised a webinar for our employees – recorded and made available on our corporate intranet – to raise awareness of mental health problems, with advice on setting new year's resolutions, including quick wins for mental health.

We have committed to establishing an advisory panel of colleagues from across RELX to help the charity understand its work within the context of the SDGs and how it can support their attainment.



The partnership is a great example of how two very different organisations can come together to help each other and advance understanding of mental health problems in society. Our expertise is informing RELX employees on these issues, while RELX gives us access to insights and skills to advance our ultimate aim of significantly reducing suicide rates in ten years.

Kate Majid
 CEO, Shaw Mind Foundation



Linked to SDG 3: Good Health and Wellbeing

Target 3.4: By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and wellbeing

2019 objectives

Progress UN Equal Pay International Coalition commitments

Establish a dashboard for D&I metrics

Develop mental health metrics and response plans

By 2030

Continued high-performing and satisfied workforce through talent development, D&I and wellbeing; scale support for external human capital initiatives

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Why

We recognise that the growth and future of our company is dependent on our ability to deliver sustainable, essential information and services to customers and their willingness to accept the value placed on them.

2018 objectives

- RELX Editorial Policy update and training
- New CR as a Sales Tool curriculum: Customers and the SDGs
- Introduce RELX Accessibility awards to recognise exceptional employee efforts to advance accessibility

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Customers



Accessibility opens up our information and services for everyone, including people with disabilities. I'm proud that RELX is exercising leadership in digital accessibility.

Ted Gies

User Experience Lead Specialist, Elsevier, US

Improving customer outcomes

Our goal is to improve outcomes for our customers by providing online and other solutions that benefit their daily work. In 2018, electronic products and services accounted for 74% of revenue, up from 36% in 2006.

Editorial standards

Maintaining the integrity of what we publish is vital to the trust of customers and other stakeholders. In the year, we updated our Editorial Policy to incorporate respect for human rights and to encourage pluralism of sources, ideas and participants. We strengthened the privacy provision, added in responsible use of artificial intelligence and our commitment to transparency. We are developing training to help colleagues understand the Editorial Policy.

To ensure the quality of scientific papers submitted to Elsevier, primary research journals undergo peer review. This means that once received from the author, editors send papers to specialist researchers in the field. In most disciplines, this is done anonymously.

[Read about peer review](#)

2018 objective:

RELX Editorial Policy update and training

The reliability of our information and data is the bedrock of our Company. The RELX Editorial Policy outlines the principles that guide the production of our products and services, and reinforces editorial standards specific to our business units.

Because the markets in which we operate are consistently evolving, we regularly review the RELX Editorial Policy to ensure it encompasses the critical issues we must consider in creating customer content and offerings.

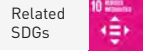
In 2018, our Editorial Policy Working Group reviewed the Policy, taking account of external feedback and insights from RELX colleagues who apply the Policy in practice.

Key updates include:

- Reference to respecting human rights
- Reference to marketing content as falling within the remit of the Policy
- Reference to avoiding discrimination and ensuring plural sources, ideas and contributors
- Reference to our duty to protect data privacy and security
- Reference to our responsible use of artificial intelligence

We have considered training on the updated RELX Editorial Policy with a focus on showing its provisions in action and will undertake this work in the year ahead.

[Read the updated RELX Editorial Policy](#)



Digital knowledge and innovation: advancing customer goals

Across RELX, we work to address customer challenges through digital innovation.

Scientific, Technical & Medical

In December 2018, Elsevier organised the symposium, Clinical Decision Support Systems, Artificial Intelligence and Big Data in the Hospital, which took place at the Maison des Polytechniciens in Paris.

Organised in partnership with the Association Française d'Informatique Médicale, the Comité National de Coordination de la Recherche, the Fédération Hospitalière de France, the Healthcare Data Institute, the Institut Curie and Medicen Paris, the day brought together more than 200 health and medical professionals to discuss the challenges of AI. Topics ranged from integrating validated information into information systems to predictive medicine based on algorithms that aim to replicate clinical reasoning. Professionals from the medical and hospital sector presented on what AI and data brings to the health sector, alongside discussion on the limits of new technologies and the implications for medical progress, ethics, law and patient engagement. According to Vincent Cattiaux, Clinical Solutions Director at Elsevier France, "The current acceleration of new technologies makes the field of development even wider and more promising. The medical world is increasingly focusing on the modalities and benefits expected from the next generation of tools."



Risk & Business Analytics:

In 2018, LexisNexis Risk Solutions launched Risk Insights, an insurance-specific customer verification and enrichment solution. Offering over 200 public and proprietary data attributes that link disparate customer records, it will help the UK insurance industry strengthen its quoting and underwriting processes by offering an immediate assessment of a customer's risk, and up to five named drivers. With a clearer risk picture, it will support business growth; reduce claims loss ratios by identifying fraud; lower operational costs; and improve the customer journey.

In the year, we released the Risk Insights module, Quote Intelligence Named Driver, to help insurers address ghost broking, a form of insurance fraud. The module allows insurers to identify if quotes have been manipulated and provides immediate risk level insight, including by comparing the surname of the proposer to see if it is different to the named driver, or whether an individual appears as the policyholder for one quote and as a named driver on a separate quote for the same vehicle.

Legal:

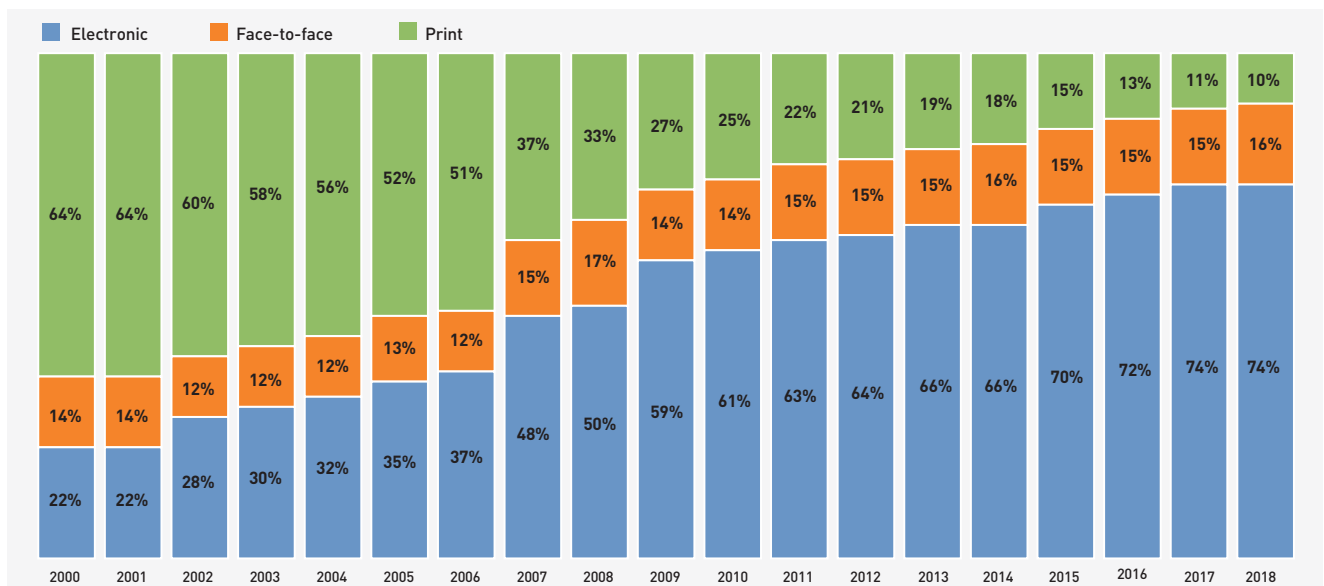
In the year, LexisNexis Legal & Professional launched Context, part of its new Lexis Analytics suite of machine learning and data visualisation tools to streamline data-driven workflows and increase efficiency, productivity and insight to the practice of law. Context is the first case-law language analytics, AI-enhanced solution, to deliver insights on judges and expert witnesses to help attorneys best prepare, present and argue their case.

Context analyses tens of millions of court documents and extracts specific language likely to resonate with a particular judge, including case language the judge cites most often and the rationale behind their rulings, to help with drafting briefs and arguing motions. Context also provides detailed analyses of expert witnesses, including specific reasons why testimony was excluded to aid the selection and defence of experts, and allow lawyers to argue more persuasively and effectively on behalf of their clients.

Context compiles the opinions and jurists a judge cites most frequently, delivering specific passages with no searching required.

74%

In 2018, electronic products and services accounted for 74% of revenue, up from 36% in 2006.



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Exhibitions:

Reed Exhibitions enhances the power of its face to face events through data and digital tools. An example was MCE Connect, a new online matchmaking service for exhibitors and visitors of MOSTRA CONVEGNO EXPOCOMFORT (MCE), focused on industrial and residential heating, ventilation, cooling and refrigeration which took place in Milan in March 2018. The show drew 2,400 exhibitors and over 160,000 visitors from more than 50 countries.

Innovation was a pervasive theme across MCE’s 145 conference proceedings, including the Internet of things and the integration between technology, energy systems and renewable energy. The show featured the first Biomass Innovation Expo, exploring the potential of biomass to increase the amount of renewables in the energy mix in line with national targets and the SDGs.



Accuracy is key in providing client service, and we need products like Context with reliable analytics.

Diana Witt
 Director of Library Services, Akerman LLP

Data privacy and security

As described in the Governance section of this report, RELX recognises that strong data privacy and protection practices are critically important to our customers, our regulators and to the success of our business. In 2018, there was a substantial emphasis on privacy practices for our businesses as we focused on compliance with GDPR in the European Union and with other laws evolving around the globe. The first principle in our internal [RELX Privacy Principles](#) is that we should “act as a responsible steward of personal information.” To support that commitment, we not only focus on privacy compliance and best practices but we run regular employee awareness and training programmes to emphasise privacy and data protection concepts.

In October 2018, we also observed Cyber Security Awareness Month with videos, newsletters and security town halls for employees. In the year, we continued to exchange knowledge through data privacy and security networks such as the Financial Services Information Sharing and Analysis Center, the Electronic Crimes Task Force, and the Cyber Security Information Sharing Partnership. We also continued educating our employees on the dangers of phishing attacks by performing simulations, providing reporting tools, and using technology to detect and delete suspicious emails. During October, we ran a contest for employees called ‘The Great Phishing Challenge’, where employees were encouraged to take a quiz on detecting suspicious emails. We received nearly 3,000 submissions and randomly awarded prizes to ten employees with perfect scores. During the year, we also performed penetration testing of sensitive processes to assess our protections and enhance them.

Responding to customer needs

In 2018, we surveyed approximately 533,000 customers through Net Promoter Score (NPS), which measures customer advocacy and business dashboard programmes. This allows us to deepen our understanding of customer needs and drive improvements. Results are reviewed by the CEO and senior operational managers and communicated to staff. Empathising with our customers enables us to leverage our content with data and analytics in order to provide beneficial solutions to advance their work.

To aid colleagues, our CR as a Sales Tool Working Group provides a video featuring colleagues from across the business highlighting the competitive advantage of our CR focus. We also created a ‘desk drop’ highlighting CR at RELX for all employees with role play guidance to showcase how we can engage customers on CR issues, helping build deeper relationships through discussion of shared values. We advanced our Quality First Principles in the year and were awarded a Philippines Quality Award for demonstrating excellence in management and delivering quality throughout the business.

We produce products and services that advance understanding of customer issues including Lexis InterAction, Technovation, Journal of Retailing and Consumer Services and exhibitions such as Online Retailer and the Popai Awards in Paris, highlighting creativity and innovation in retail marketing.

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Access to information

Our Scientific, Technical & Medical (STM) primary publications, like those of most of our competitors, are published largely on a paid subscription basis. There is debate in the government, academic and library communities – the principal customers for our STM publications – regarding whether such publications should be funded instead through fees charged to authors (or their funders or institutions) and/or if a draft version should be made freely available after a period following publication.

We engage extensively with stakeholders in the STM community to understand their needs and deliver value to them. We are open to serving them under any business model that can sustainably provide researchers with the critical quality-assured information they require. We focus on integrity and quality of research through the editorial and peer review process; we invest in efficient editorial and distribution platforms, and in innovative tools to make content more accessible; and we ensure vigilance on plagiarism and long-term preservation of research findings.

We are committed to providing universal access to high-quality scientific information in sustainable ways, providing the broadest possible access to publications, while upholding the highest level of quality. We embrace different publication models and remain committed to maximising dissemination of research in all forms.

Elsevier has quickly grown to become one of the leading open access publishers, incorporating new business models into our publishing portfolio. We now produce more than 200 open access journals and offer open access options across our portfolio of journals.

To expand publication choices, we work with research communities to launch open access journals, provide open access options in existing titles and pursue initiatives to help expand public access. We are a founding partner of Clearinghouse for Open Research (CHOR) which enables public access to funded research. CHORUS utilises publishers’ existing infrastructure for discoverability, search, archiving and preservation of scientific and medical research articles and it is now integrated into the ScienceDirect platform.

Elsevier has flexible pricing models to expand access to the diverse library market through the established subscription model. For example, customers can opt for broad collections, which allow subscription to a core collection and, at a substantially discounted rate, access to all remaining journals. This provides academics with increased value from library collections: almost half of the usage of collection customers comes from previously unsubscribed journals. Whether or not institutions choose a broad collection, they still have significant choice on what and how they purchase – they can subscribe to any number of individual titles in a variety of formats. Alternatively, customers with limited needs can access any individual article via pay-per-view or groups of articles (Article Choice). Libraries have also been good at exercising their collective power, for example by forming purchasing consortia. Customer choice, competition between publishers and investment in technology have all driven down the average cost of accessing a journal article to nearly a quarter of what it was more than ten years ago.

For readers who do not have access to an academic library, there are a number of access options including:

- Library inter-lending and document supply through academic, national and public libraries – for example, via major international lending libraries such as the British Library.
- Walk-in access – all research libraries that subscribe to Elsevier content are permitted to make content freely available to walk-in users.
- Free access to full-text articles to support libraries affected by disasters through programmes such as the National Library of Medicine Emergency Access Initiative.

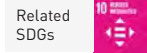


2018 objective: New CR as a Sales Tool curriculum: Customers and the SDGs

CR as a Sales Tool is our effort to support customer-facing staff in showcasing our CR commitments to their customers. As our CR as a Sales Tool curriculum demonstrates, the benefits include reassuring customers that we are an ethical supplier, while developing opportunities for deeper dialogue on shared values and increasing the potential for collaboration.

In 2018, through our CR as a Sales Tool Working Group, we focused on the SDGs – what they are, what RELX is doing about them, and how we can share our focus on the SDGs with customers. We provided demonstrations of the RELX SDG Resource Centre, highlighting it as a rich source of information, of use to customers, on the SDGs. We also encouraged colleagues to invite customers to participate in our 2018 SDG Inspiration Days in Silicon Valley and Amsterdam.

In the year, we also shared with customers on the LexisNexis Legal & Professional website how corruption obstructs the SDGs in an article available on social media channels. It explains that corruption presents a serious, underestimated threat in achieving the SDGs, citing World Economic Forum data showing that up to five percent of the global gross domestic product or some \$2.6 trillion are lost annually due to global corruption.



Elsevier’s Library Connect publications, events and online channels provide library and information science (LIS) professionals worldwide with opportunities for knowledge sharing. In 2018, more than 36,000 LIS professionals from 170 countries subscribed to the Library Connect Newsletter, a complimentary publication covering LIS best practices, trends and technology. More than 23,500 LIS professionals subscribed to the Library Connect webinar channel and over 3,500 LIS professionals from 127 countries attended live or recorded Library Connect webinars. Regional teams supplemented online offerings with in-person seminars and workshops. The Library Connect website, containing hundreds of articles, infographics, video and other resources, had approximately 90,000 visitors from 185 nations and territories in the year.

In 2018, the Library Connect website was ranked 12th in the top 50 Librarian Blogs and Websites for Librarians by Feedspot, a content aggregator for blogs and websites.

Accessibility

We strive to empower all people, including persons with disabilities, by ensuring our products and services are accessible and easy to use by everyone.

Our commitment to accessibility is embedded across RELX and [advances our D&I Vision](#). In 2018 [we modernised the RELX Accessibility Policy](#) by setting a higher digital standard and clearly outlining our latest guidelines and best practices. In 2018, members of the Accessibility Working Group logged over 200 accessibility projects and Elsevier’s Global Books Digital Archive fulfilled more than 5,000 disability requests, 84% of them through AccessText.org, a service we helped establish. We setup new channels for accessibility support including the RELX accessibility inbox (accessibility@relx.com) and the LexisNexis accessibility inbox (accessibility@lexisnexis.com). Customers can utilise the inboxes to connect with an accessibility expert or to request a compliance document. Our LexisNexis Legal, Communication and UX team also updated and [modernised the LexisNexis Accessibility Commitment Statement](#) defining its objectives, processes and good practices.

We continue to be open and collaborative with sharing and receiving accessibility knowledge. Our accessibility team partnered with external content providers HighCharts and Pendo to help guide accessible solutions for public benefit. Two of our products participated in the US Big 10 Academic Alliance Library e-Resource Accessibility Testing. We presented at the leading accessibility conferences including CSUN Assistive Technology Conference and NASIG librarian conference. Our experts facilitated detailed discussions around Lexis Advance, Engineering Village and LiveFlo with people who experience visual and other disabilities. We also created personas of users with disabilities. Our accessibility team participated in discussions to help customer accessibility departments such as at CSU, University of Maine and Penn State.

In 2018, our business areas developed several in-house tools and resources to help educate our employees and foster best practice in development. Both LexisNexis businesses utilised Lean Six Sigma methodology to help drive accessibility improvements for a portfolio of products, while Risk & Business Analytics developed a new tool to help developers address accessibility bugs in real time. Elsevier rolled out accreditation whereby employees pursue advanced levels and professional certifications while learning how to design and code for accessibility. The Elsevier Accessibility Guild also provided

educational broadcasts on hearing impairments and the latest Web Content Accessibility Guidelines (WCAG 2.1). Collectively, Elsevier, Lexis Nexis Legal & Professional and Risk & Business Analytics developed a new self-paced course around accessibility standards and laws.

We continue to work with Bookshare, a not-for-profit which provides an online library for people with print disabilities, making a collection of top Elsevier titles available in accessible format. AccessAbilities Expo continued in its second year with 6,000 attendees and plans for a 2019 edition. AccessAbilities is the Middle East’s premier trade event aimed at enhancing the lives of people with disabilities.

Elsevier launched a new Employee Resource Group on disability to focus on internal spaces, information sources, and promoting disability-friendly hiring. Furthermore, we continue to work with our executive level Champions and Chief Technology Officers in establishing best practice accessibility in development models, including the development squad makeup and Product Manager Accessibility Champions.

In November, on World Usability Day 2018, we announced the first RELX Group Accessibility Leadership Awards.

36,000

Library and information science (LIS) professionals from 170 countries subscribed to the Library Connect Newsletter



Image credit: Tuhin Dey, Purdue University

Elsevier’s Library Connect provides library and information science (LIS) professionals worldwide with opportunities for knowledge sharing

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2018 objective:
Recognising those who champion accessibility

On World Usability Day 2018, 8 November, we announced the inaugural RELX Accessibility Awards to recognise colleagues who have made exceptional efforts to advance accessibility.

The winner of the first Leadership Award was Elsevier's Ted Gies, User Experience Lead Specialist at Elsevier. He has been the driving force behind accessibility across RELX. One of his nominators noted: "Ted's passion for learning everything about accessibility and sharing that knowledge in an interesting and meaningful way for everyone in the company is boundless and infectious. There could be no better champion for understanding accessibility and making it happen both internally at Elsevier and externally for our customers than Ted. And he does it all with a genuine smile, positive spirit and such a love for what he does." He leads both the Accessibility Guild and the RELX Accessibility Working Group.

Winners of the first Practitioner Award were LexisNexis Risk Solutions' Mark Guisinger and Phillip Flynn. They were recognised for developing an accessibility tool, A11yCat (Accessibility meets Computer-Automated Testing), a computer-automated, web accessibility code scanner. The scanner allows developers to find and fix code problems in real time to ensure adherence to the global accessibility standard, Section 508/WCAG 2.0AA. Mark and Phillip collaborated on the tool which makes the accessibility process faster and less expensive.

The winners received custom trophies which featured the different disability personas and a Braille inscription, alongside an engraved quote by Sir Tim Berner's Lee: "This is for Everyone".



Linked to SDG 10: Reduced Inequalities

Target 10.3: Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard.

200+

Accessibility projects logged by the Elsevier Accessibility Working Group

5,000+

Elsevier's Global Books Digital Archive fulfilled more than 5,000 disability requests



AccessAbilities is the Middle East's premier trade event aimed at enhancing the lives of people with disabilities.

In 2018, we promoted wider understanding of accessibility issues through publications such as Urban Mobility Design, Inclusive Transport, Assistive Technology Service Delivery, Handbook of Electronic Assistive Technology, and International Review of Research in Developmental Disabilities.

2019 objectives

Roll out new Editorial Policy training

Expand online content for CR as a Sales Tool

Develop Accessibility Advisory Board

By 2030

Continue to expand customer base across our four business units through excellence in products and services, the result of active listening and engagement, editorial and quality standards, and accessibility; a recognised advocate for ethical marketplace practice

Community

Why

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

2018 objectives

- Foster development of youth employability skills
- Research impact of RE Cares on staff retention

Key issues in this section

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Community



RE Cares empowers RELX employees to make a positive difference, both in our local communities and around the world.

Jay Brecher
Director, Subscription Content, LexisNexis, Canada

215

A network of 215 RE Cares Champions ensures the vibrancy of our community engagement

The mission of RE Cares is education for disadvantaged young people that furthers one or more of our unique contributions as a business, including universal, sustainable access to information.

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 215 RE Cares Champions ensures the vibrancy of our community engagement. In our last global employee opinion survey, 83% of staff said that we are a company that supports community engagement.

Giving

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 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 2018, RE Cares Champions donated \$364,544 to 28 charities supporting over 25,000 young people including:

- support for youth residing in institutional care in Romania to aid the transition to adult, independent life – this included increasing their employability and entrepreneurial skills through personal and professional development such as vocational counselling, non-formal education and mentoring
- financing scholarships and testing fees for nursing students from Native American communities in New Mexico
- funding to build two new classrooms in a school in The Gambia, allowing children from different grades to have a better learning environment
- the creation of an online ‘Human Trafficking 101’ curriculum to help vulnerable young people in Ohio stay safe online
- enabling girls in rural India to complete secondary school with knowledge of benefit to their families regarding farming, cropping and pesticides.

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 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.



In 2018, our global data reporting methodology was assured by LBG, of which we are members. Read the assurance statement in Appendix 2. We donated £3.7m in cash (including through matching gifts) and the equivalent of £13.9m in products, services and staff time in 2018. 42% of employees were engaged in volunteering through RE Cares. According to LBG data, the average volunteering rate is approximately 26% for our sector and 15% for all sectors.

In 2018, we continued to engage in skills-based volunteering, applying business knowledge and expertise to benefit communities. [For example, colleagues at Risk & Business Analytics Alpharetta launched 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. To date, 60 firms have signed up to the digital platform. The volunteer time we invested in the REACT database also guided learning and development relevant to future commercial product ranges.

Throughout 2018, 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 \$33,500 worth of IT equipment to e-learning centres for 20,800 disadvantaged students in developing countries, including Kenya, Ethiopia and Tanzania (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 laws and legal knowledge. Since its inception, the ILBF has sent over 55,000 books to 190 organisations in 51 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 890,000 books including some 148,178 in 2018, the majority from our US warehouse. In 2018, we supported Book Aid International's Book Havens programme in Uganda to help fund five libraries including three located in the slum areas of Kampala, the capital city. The project will create vibrant reading environments for children and teenagers 6–14 years. The project aims to reach over 11,600 young people, including refugees, street children and children living in slums.



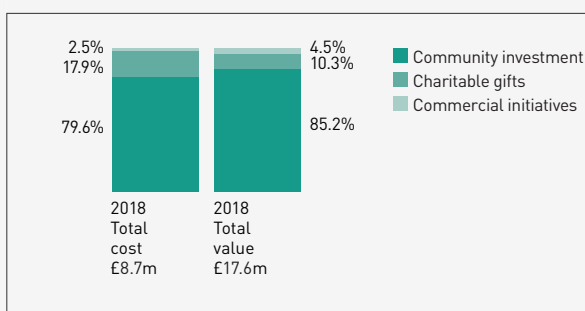
2018 objective: Foster development of youth employability skills

With youth unemployment a global challenge, and the focus of RE Cares being education for disadvantaged young people, the year's focus was on youth employability skills. A high was our global 2018 RE Cares video, featuring colleagues engaging in mentoring, CV writing, work experience, office visits, among other related activities.

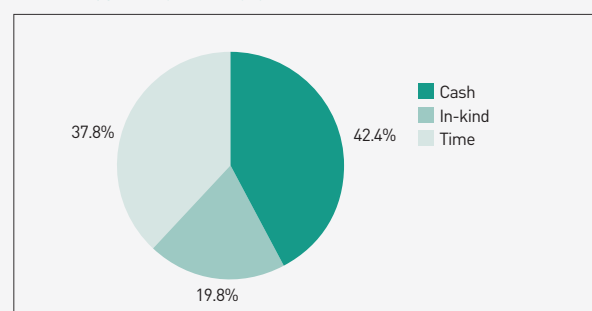
RE Cares Champions were encouraged to include youth employability in their activities throughout the year:

- Risk & Business Analytics in the US organised a series of 'code camps' for young people, in particular for students with autism, while UK colleagues ran sessions on careers in technology at a local girls' school
- LexisNexis Legal & Professional South Africa spoke to young people about careers in technology and general work preparedness, helped more than 30 unemployed young mothers with CV writing, and gave them police clearance certificates, certified copies of their identity documents and physical copies of their CVs
- Elsevier Foundation provided \$300,000 in seed funding over three years to Imperial College London's Invention Rooms, blending an advanced university hackspace with a community engagement area and a unique 'Reach Out Makerspace' for local young people
- Partnerships were formalised with Envision, Leonard Cheshire Trust and Makers Academy in the UK, which all advance youth employability skills.

COMMUNITY INVOLVEMENT



WHAT WE CONTRIBUTED IN 2018





Engagement

In 2018, we held our 14th RE Cares Challenge to encourage staff to work together to build skills and relationships while supporting their local communities. Business areas across the Company submitted ideas for new or extended business-sponsored volunteer activities that fit the RE Cares mission; eight were funded. Global employees voted and Elsevier Philadelphia won the \$10,000 first prize for a project with Ronald McDonald House in Philadelphia, which supports families of seriously ill children by providing temporary lodging and an array of holistic services, just minutes away from the hospitals at little to no cost to the families. Employees supported the expansion of the charity's property in West Philadelphia, setting up computer stations on each floor and configuring new devices. Volunteers also helped setup the study and other areas. Volunteers with specific technical skills facilitated workshops with families on topics of their choice (such as workshops on Excel and Word for example). Volunteers also participated in the Philadelphia Ronald McDonald House's anniversary Show Your Stripes event and raised an additional \$1,000+.

We held our 12th RE Cares Month Global Book Drive in 2018. Employees donated more than 7,200 books to charitable organisations. Risk & Business Analytics in Duluth, Georgia, won the \$1,000 prize for the charity of their choice, Habersham 4H, collecting the most books per employee, at 64.8 per person. REPH Manila collected the largest number of books overall, 1,804, winning \$500 for the Kapatidkita Mahalkita Foundation.



RE Cares Month: Engaging employees across the world

RE Cares Month, spotlighting global community involvement, takes place each September.

Business area CEOs and other senior leaders launched activities for 2018 with messages to staff and a video which showcased the positive effect of volunteering on beneficiaries and employees alike, and in particular how helping young people with employability and life skills, by using business expertise, creates positive change within our communities.

During the Month, which touched thousands of employees with creative volunteering and fundraising, on 20 September we held a Global RE Cares Day to encourage combined community action across RELX. RE Cares Month activities included:



Jeffrey P Mladenik and Andrew Curry-Green Memorial Scholarship

After the tragic events of 11 September 2001, in which two of our employees lost their lives, we established a fund in their names – the Jeffrey P Mladenik and Andrew Curry-Green Memorial Scholarship.

In 2018, we awarded grants to Olivia Jazbutis (left), daughter of Al Jazbutis, Project Administrator for Accuity in Evanston, Illinois, who is a sophomore at the University of Notre Dame where she is double majoring in neuroscience and behaviour and Sophia Sogaard (right), daughter of Danutha Sogaard, Managing Editor Law Reports at LexisNexis Legal & Professional in the UK, who studied A levels in philosophy, history and maths at Godalming College and is planning to study philosophy at university.

Elsevier:

- Chennai and Gurgaon, India – supported the Kerala flood relief efforts through potluck lunch fundraisers and employees donating a day's salary
- New York, US – held a food and toiletry item drive for at-risk LGBTQ+ young people

Risk & Business Analytics:

- São Paulo, Brazil – prepared sandwiches for the homeless
- Sydney, Australia – held a 'Calls for Cash' fundraiser; the office made a donation each time colleagues called a customer rather than email them
- Boca Raton, US – renovated the local Boys & Girls Club
- Alpharetta, US – helped middle school students develop business and finance skills

LexisNexis Legal & Professional:

- Raleigh, US – volunteered coding and app development skills for Oxfam
- Shanghai, China – visited a home for the elderly to spend time with residents

Reed Exhibitions:

- Paris, France – participated in a sponsored run to raise funds for a child cancer charity
- Norwalk, US – held a volunteer fair to encourage colleagues to donate their time

RELX:

- Washington DC, US – hosted a presentation by the American Heart Association on its work

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Related SDGs

Impact

In accordance with the LBG model, we monitor the short- and long-term benefits of the projects with which we are involved. We ask beneficiaries to report on their progress and we share their letters and updates on the RE Cares section of the Wire, our corporate intranet, to increase transparency and awareness.

In addition, we measure the impact of RE Cares on employees via an automated survey link following volunteer activity. In 2018, we received a total of 4,220 responses compared to 4,706 responses in 2017.



I have a more positive outlook which has made me change how I approach my job.

RELX employee impact survey respondent 2018

89%

of employees said their motivation and pride in the Company had increased as a result of volunteering

79%

of employees said their team spirit had increased as a result of volunteering

88%

of employees experienced a positive change in behaviour or attitude as a result of volunteering



2018 objective:

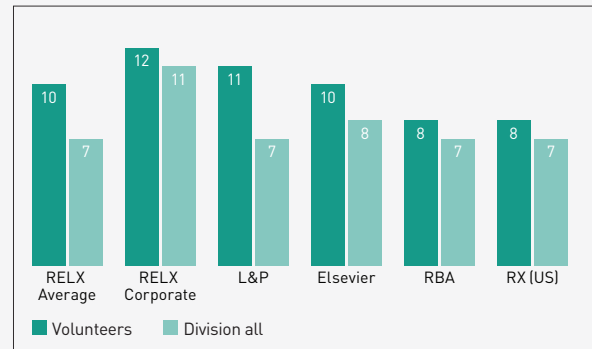
Research impact of RE Cares on staff retention

In 2018, we explored the positive business impacts of volunteering.

In 2018, 42% of employees were engaged in volunteering, and a total of 11,720 days of company time donated to support not-for-profits. Employee feedback on volunteering shows that RE Cares is a positive force within the business. In 2018, we explored the business impact of volunteering.

We used a sample of 9,000 colleagues looking at volunteer time logged over three years alongside start dates and length of service. While not a causal relationship between volunteering and retention, the numbers showed a strong correlation.

AVERAGE TENURE (YEARS) BY DIVISION



Related SDGs




Recognising Those Who Care

During RE Cares Month 2018, we announced the winners of the eighth **Recognising Those Who Care Awards** to highlight the exceptional contributions to RE Cares of ten individuals and three RE Cares teams from across RELX.

The 2018 individual winners travelled to Phnom Penh, Cambodia to work with local colleagues in support of a local charity, VOICE, which supports and empowers people experiencing marginalisation and socio-economic disadvantage in Cambodia. The charity assists children and families in accessing food, shelter, healthcare, education, safety and employment. Winners participated in a celebration of education event, sharing lunch with the families, arts and craft activities and playing games with the children, as well as participating in community visits and mentoring university scholarship recipients.

The trip was led by senior leader, Youngsuk 'YS' Chi, Director of Corporate Affairs, who has led each Recognising Those Who Care trip since the first one in 2011.



It was a truly life-changing experience. Being there with wonderful RELX colleagues from around the globe and getting to know like-minded, caring, compassionate individuals who will undoubtedly stay friends, is just icing on the cake, as was the experience of being in Southeast Asia and getting to know the Cambodian culture. I also think it was a great team-building and leadership opportunity.

Heather Luciano
Elsevier New York

Related SDGs




Partnerships that make a difference: the RELX Global Fundraising Partnership

We believe in building strategic partnerships that benefit all participants – the charities and their beneficiaries and RELX.

SOS Children's Villages Partnership – getting girls back to education in Côte d'Ivoire

In 2016, employees chose SOS Children's Villages Netherlands (SOS) as our 2016–2018 fundraising partner to support their educational work for girls in Côte d'Ivoire'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.

Girls often come to the city to serve as baggage carriers, working 13-hour days for approximately \$1. Underage employment attracts children from the most vulnerable families, putting them at risk of prostitution, child-trafficking and street violence, as well as associated challenges such as 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. By the close of 2018, we had raised \$159,949, exceeding our original fundraising target. Approximately 50 girls and 40 parents/guardians benefit from the programme; 26 girls have a trade and 24 girls now regularly access school.

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. Additional services provided by SOS include psychosocial support; access to healthcare, including vaccinations; child rights training for the girls and their parents; and facilitating the provision of identity documents to girls who do not possess them. The wider community also benefit from an awareness campaign involving local leaders in collaboration with three community committees. Here, girls involved in the project speak out about the dangers of child labour based on their own experience.

Our partnership with SOS concluded at the close of 2018 but the project will continue, with more girls enrolled over time. The funds will cover the costs of the entire five-year project.

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Parents, children and local community leaders were reached by an awareness campaign on child labour and exploitation

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Linked to SDG 4: Quality Education

Target 4.5: By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations



Linked to SDG 5: Gender Equality

Target 5.1: End all forms of discrimination against all women and girls everywhere

2019 objectives

New RELX global fundraising partnership

Create guidance for calculating pro bono contributions

By 2030

Through our unique contributions, significant, measurable advancement of education for disadvantaged young people; investments with partners for maximum impact

Supply chain

Why

Our customers depend on us to provide them with ethically sourced and produced products and services. Therefore, our suppliers must meet the same high standard we set for our own behaviour.

2018 objectives

- Increase number of suppliers as Code signatories
- Continue using audits to ensure continuous improvement in supplier performance and compliance
- Continue to advance the US Supplier Diversity and Inclusion programme

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Supply chain



At RELX, we want to work with suppliers who adhere to the same high social responsibility standards we set for ourselves. This is core to our Company values and integral to our procurement practices.

Angela Naegele
Vice President, Global Procurement, RELX, US

78,000

Approximately 78,000 purchase orders valued at nearly \$580m with our Supplier Code embedded into standard contract terms

16

Our Supplier Code of Conduct is available in 16 languages

Managing an ethical supply chain

RELX has a diverse supply chain with suppliers located in ~200 countries across multiple categories including Technology (hardware, software, cloud, telecom, etc.), Indirect (consulting, marketing, contingent labour, travel, etc.), and Direct (content, production services, print / paper / bind, distribution, etc.).

Given the importance of maintaining an ethical supply chain, we have a Socially Responsible Supplier (SRS) programme encompassing all of our businesses, supported by colleagues with expertise in operations, distribution and procurement, and a dedicated SRS Director from our global procurement function.

Monitoring suppliers

[We have a comprehensive Supplier Code of Conduct](#) (Supplier Code), available in 16 languages, which we ask suppliers to agree and display prominently in the workplace. It commits them to following applicable laws, promoting best practices in their business operations, legal and ethical conduct and treating all individuals and the environment with respect, based on the ten principles of the UNGC referenced in our Supplier Code. We ask suppliers to require the same standards in their supply chains and request that suppliers require subcontractors to enter into a written commitment to uphold the Supplier Code. The Supplier Code states that where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards.

Through our SRS database, we track key suppliers and those located in medium- and high-risk countries as designated by our supplier risk tool. This incorporates 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 suppliers we engage to meet the needs of our business. In 2018, there were 348 suppliers on the SRS tracking list; 89% were signatories to the Supplier Code by year end.

We have embedded the Supplier Code into our sourcing process as a criterion for doing business with us and have a total of 3,082 suppliers who have agreed to the Supplier Code in 2018, up from 2,937 in 2017.

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We engage a specialist supply chain auditor who undertook 84 external audits on our behalf in 2018. An incidence of non-compliance triggers continuous improvement reports summarising audit results, with remediation plans and submission dates agreed and signed by both the auditor and the supplier. Areas covered in the audit include: Labour (child / forced labour, discrimination, discipline, harassment / abuse, freedom of association, labour contracts) Wages and hours (wages and benefits; working hours) Health and safety (general work facility, emergency preparedness, occupational injury, machine safety, safety hazards, chemical and hazardous material, dormitory and canteen) Management systems (documentation and records, worker feedback and participation, audits and corrective action process) Environment (legal compliance, environmental management systems, waste and air emissions) Anti-corruption and data security questions. Audit locations in 2018 included Brazil, China, Hong Kong, India, Philippines, Poland, Singapore, South Africa and Vietnam.

For paper suppliers we rely on PREPS, a shared industry resource for sustainable paper which we helped establish. By year end 2018, 90% of RELX's papers, by weight, were graded on PREPS. 100% of this PREPS-graded paper came from known and responsible (sustainable) sources.

As a founding member of the Publishing Industry Product Safety Forum we monitor our products for safety, covering: ink, varnish, spiral wire, lamination, glue and packaging (packaging materials or packaging components that enter landfills, waste incinerators or recycling streams).

Promoting human rights through the Supplier Code

The Supplier Code contains provisions on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. 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 2018, we published our second RELX Modern Slavery Act Statement](#) to highlight how we are working to avoid slavery and human trafficking in our supply chain as well as in our direct activities. The Supplier Code requires a remediation process to assist any children found working within our supply chain. It stipulates that where required by law, suppliers will have employment contracts signed with all employees and requires mechanisms for reporting grievances.

Our Supplier Code contains a provision on involuntary labour that states unequivocally that suppliers cannot directly or indirectly use, participate in, or benefit from involuntary workers, including human trafficking-related activities.

The Supplier Code makes clear that where local industry standards are higher than applicable legal requirements, we expect them to meet the higher standards. To strengthen adherence to our Supplier Code, we embed it into standard terms and conditions (such as contracts and purchase orders).

The Supplier Code states, "Failure to comply with any RELX term, condition, requirement, policy or procedure...may result in the cancellation of all existing orders and termination of the business relationship between RELX and supplier." It further indicates that 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 Code of Conduct, or who assists in the investigation of any such a report.



We produce numerous products on supply chain issues, including Lexis Diligence, Journal of Purchasing & Supply Management, LexisNexis Entity Insight and exhibitions such as Intralogistics, the Supply Chain Event and SITL Europe, the trade fair for transport and logistics.

84

Independent audits completed

11%

Total US spend with diverse suppliers



Linked to SDG 8: Decent work and economic growth

Target 8.8: Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

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Supporting suppliers

In 2018, we translated our Modern Slavery Awareness training, making it available to our suppliers in 16 languages.

2018 objective:

Continue to advance US Supplier D&I Programme

We are committed to proactive engagement with suppliers to ensure our supply chain reflects the diversity of our communities. In 2018, we continued to focus on rolling out our supplier diversity programme – with the assistance of our Supplier Diversity Working Group – to improve the mix of diverse suppliers, including minority, woman and veteran-owned businesses. In 2018, 11% of our US spend was with diverse suppliers.

Among them was SHI International, a minority and woman-owned enterprise that provides IT products and services. SHI runs a diversity business development initiative to build its own community of diverse suppliers and partners.

3,082

Suppliers who have signed the Supplier Code

348

Suppliers tracked

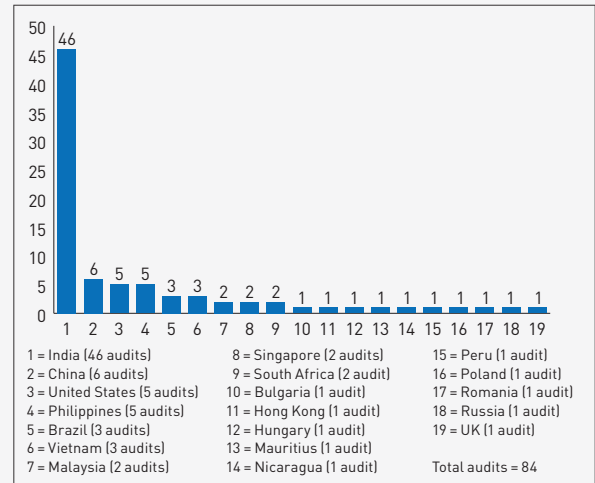
85%

The average overall 2018 audit score (out of 100), higher than our external auditor's global average of 78

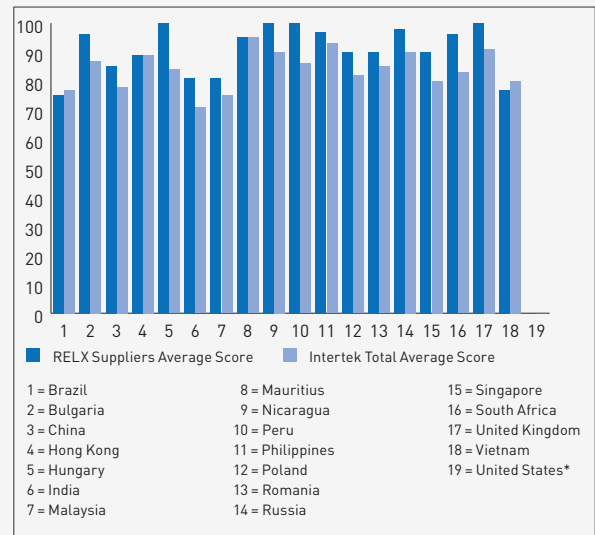
89%

Signatories to the Supplier Code on our tracking list

AUDITS BY COUNTRY

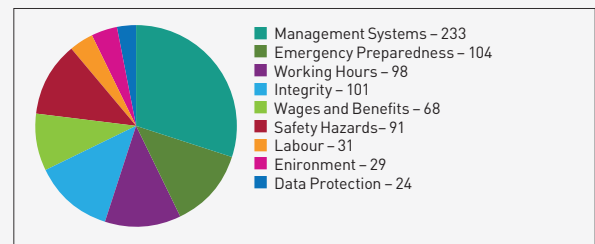


AVERAGE AUDIT SCORE BY COUNTRY



* Social Compliance Audit: Pass/Fail only

SUPPLIER NON-COMPLIANCE ISSUES



Linked to SDG 10: Reduced Inequalities

Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status



To gauge areas where we can support suppliers, we conduct an annual SRS survey.

Each year, we survey our key suppliers to gauge their CR position and how we can support them.

SRS SURVEY RESULTS	2018
General	
% of supplier respondents	31
Suppliers with a Board-level representative responsible for CR	78
Suppliers with code of conduct	94
Suppliers with supplier code of conduct	68
Suppliers with diversity statement	63
Suppliers with community programme	68
Suppliers with training and development programmes	71
Suppliers with supplier diversity statement and/or stated supplier diversity policy	41
Suppliers with annual CR targets	53
Suppliers who report publicly on CR performance	35
Suppliers who monitor CR	62
Suppliers who gain external assurance over CR-related data	34
Suppliers who involve stakeholders in shaping their views and responses on CR	54
Suppliers who have joined the UNGC	12
Suppliers who conduct formal training on prevention of human trafficking	26
Suppliers with a Modern Slavery Act statement	40
Environmental	
Suppliers with a formal Environmental Management System	59
Suppliers with environmental reduction targets for greenhouse gas	29
Suppliers with environmental reduction targets for solid waste	35
Suppliers with environmental reduction targets for water usage	34
Suppliers with external environmental certification	44
Suppliers with ISO 14001 certification	68
Suppliers with an environmental policy	31
Suppliers who externally report on their environmental performance	32
Suppliers who externally report on their full carbon emissions	15
Suppliers who incurred any fines and/or prosecutions	3
Suppliers who conduct formal environmental audits	44
Suppliers who gain independent assurance for environmental management systems	35



Celebrating good partners: HT Media India

HT recognises the power of responsibility as a driver for our business. In our work for customers and our treatment of employees and the wider community, we are also contributing to making India stronger, both economically and socially.

We have been working to optimise content editing and quality control operations in our services to RELX. We have established processes that ensure the delivery of superior quality content in the most comprehensive and timely manner. We are focusing on aggregating content and making it easier to convert formats from text to xml.

As a guide to our activities we maintain, among others, a Corporate Social Responsibility Policy, a Remuneration Policy and Whistle Blower Policy. Among our values are courage (to meet opposition with skill, competence and fortitude); responsibility (be accountable for results in line with the company's objectives, strategies and values); empowerment (support our people and give them the freedom to perform and to provide our readers with information to influence their environment); and people centric (people are our greatest asset).

For society over the last three years we have:

- educated thousands of underprivileged children, including by providing scholarships, early childcare, development, free meal and enhanced reading and writing skills training
- supported the health care of over 50,000 people through our free health camps and community healthcare programmes
- advanced environmental projects including water sources in Uttar Pradesh
- assisted both rural and urban young people with skills development including in computing and communications, English, work place readiness and basic computing
- assisted with rural sports programmes, cleanliness drives, and arts and culture initiatives

In their most recent external audit by RELX, HT Media had zero non-compliance findings

[Read more about HT Media](#)



HT recognises the power of responsibility as a driver for our business

Shobhana Bhartia
Chairperson & Editorial Director

50,000+

People supported through THT Media's free health camps and community healthcare programmes

2019 objectives

Increase the number of suppliers as Code signatories

Continue using audits to ensure continuous improvement in supplier performance and compliance

Continue to advance the US Supplier D&I programme

By 2030

Reduce supply chain risks related to human rights, labour, the environment and anti-bribery by ensuring adherence to our Supplier Code of Conduct through training, auditing and remediation; drive supply chain innovation, quality and efficiencies through a strong, diverse network of suppliers.

Environment

Why

We have 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.

2018 objectives

- 40% of locations to achieve five or more RELX Environmental Standards
- Purchase renewable electricity equal to 80% of global consumption
- Achieve ISO 14001 Environmental Management System certification at three additional locations

Key issues in this section

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Environment



Managing a show like Pollutec is about contributing to new practices in cities, industries and communities that reduce the impact of human activity on the climate, natural resources and nature. It really matters to me that we bring together the private and public sector to advance this common goal.

Sylvie Fourn
Industry, Environment, Retail & Risk Management
Director, Reed Exhibitions, France

We make a positive environmental impact through our products and services which inform debate, aid decision makers and encourage research and development.

We support progressive environmental legislation and in 2018, continued our involvement with the Aldersgate Group, which engages the UK government on environmental issues. In the year, we hosted the Aldersgate Group's launch of the Blueprint for an Environment Act report which detailed environmental priorities for the UK government after Brexit.

We remained signatories of We Are Still In, reaffirming our commitment to combatting climate change, joining more than 3,600 businesses, universities, cities, states and other organisations. We are members of the London Business Climate Leaders Group, working with London Mayor to achieve a zero carbon London.

Environmental risks and opportunities

We assess, prioritise and mitigate environmental risks as part of our overall risk management process. [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.

Our network of Environmental Champions, together with colleagues throughout the business, 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 Chief Financial Officer (CFO).

Among our environmental risks are green taxes and greater regulation of climate change and sustainable paper. Opportunities include increased demand for the environmental information we produce and reduced expenditure as a result of efficiencies.

[Read more about our material environmental risks and opportunities.](#)

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Managing our impact

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



Our best environmental impact: environmental knowledge

In creating 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 42% of the total market and 63% in energy and fuels.

Scientific, Technical & Medical

In 2018, Elsevier published more than 470,000 articles and launched 54 new journals, further expanding the scientific record. In the year, the Lancet published the Lancet Countdown on health and climate change: shaping the health of nations for centuries to come. The Countdown tracks 41 indicators in five areas (climate change impacts, exposures and vulnerability; adaptation, planning, and resilience for health; mitigation actions and health co-benefits; finance and economics; and public and political engagement) to provide an independent assessment of how the world is responding. The report found that trends in climate change impacts, exposures, and vulnerabilities present an unacceptably high level of risk for the current and future health of populations across the world, and offers ten recommendations to address the issue.

Now in its third year, the Elsevier Foundation Green and Sustainable Chemistry Challenge stimulates innovative chemistry research and applications that benefits the environment and low-resource communities. The €50,000 first prize was awarded to Prajwal Rajbhandari, President of the Research Institute for Bioscience & Biotechnology in Nepal,

Our Environmental Champions network, led by the Global Environment and Health and Safety Manager, includes key employees in all operational areas of the business. We work with Environmental Champions and dedicated engineering, design and real estate specialists to identify improved efficiency wherever possible in our portfolio.

for his work on guava leaves used as natural preservatives for farmers in Nepal, while the €25,000 second prize was awarded to Dr Alessio Adamiano, a researcher at the Italian National Research Council, for an alternative phosphate mining method (see image on left).

Risk & Business Analytics

ICIS published a 2018 white paper on the EU Emission Trading Scheme Innovation Fund, assessing three different scenarios for the fund after 2020. It explores how the timing of the sale of carbon allowance sales will impact the funds available for low-carbon innovation such as renewable energy and carbon capture and storage.

Legal

In the year, Lexis PSL Environment Law enhanced content on topics such as marine conservation, pollution and pesticides, biodiversity and flooding. It also introduced a monthly podcast on environmental law.

MLEX published 'Editor's Picks' in 2018, environment and climate change articles, normally premium and paid-for content, published for free. Topics covered the use of blockchain to revitalise carbon markets and the UN Maritime Emissions Agreement which seeks to reduce carbon emissions from shipping.

Exhibitions

World Smart Energy Week 2018 took place in Tokyo, attracting more than 64,000 attendees to the eight sustainability-themed shows.

Also in 2018, Reed Expositions organised Pollutec, in its 40th year, in Lyon, France. The event attracted 70,076 participants from 128 different countries bringing together those creating and those needing low-carbon and pollution control solutions. The event focussed on the problem of plastic waste and organised more than 2,000 meetings between participants.

Waste Expo Australia is the country's largest free to attend conference and exhibition for the waste management and wastewater treatment industries. Comprised of three shows (Waste Summit, Waste Evolution, Wastewater summit), the event attracted over 4,000 attendees and featured a welcome from The Hon Lily D'Ambrosio MP, Minister for Energy, Environment and Climate Change with the Government of Victoria.

70,076

Attendees at Pollutec 2018 in Lyon, France

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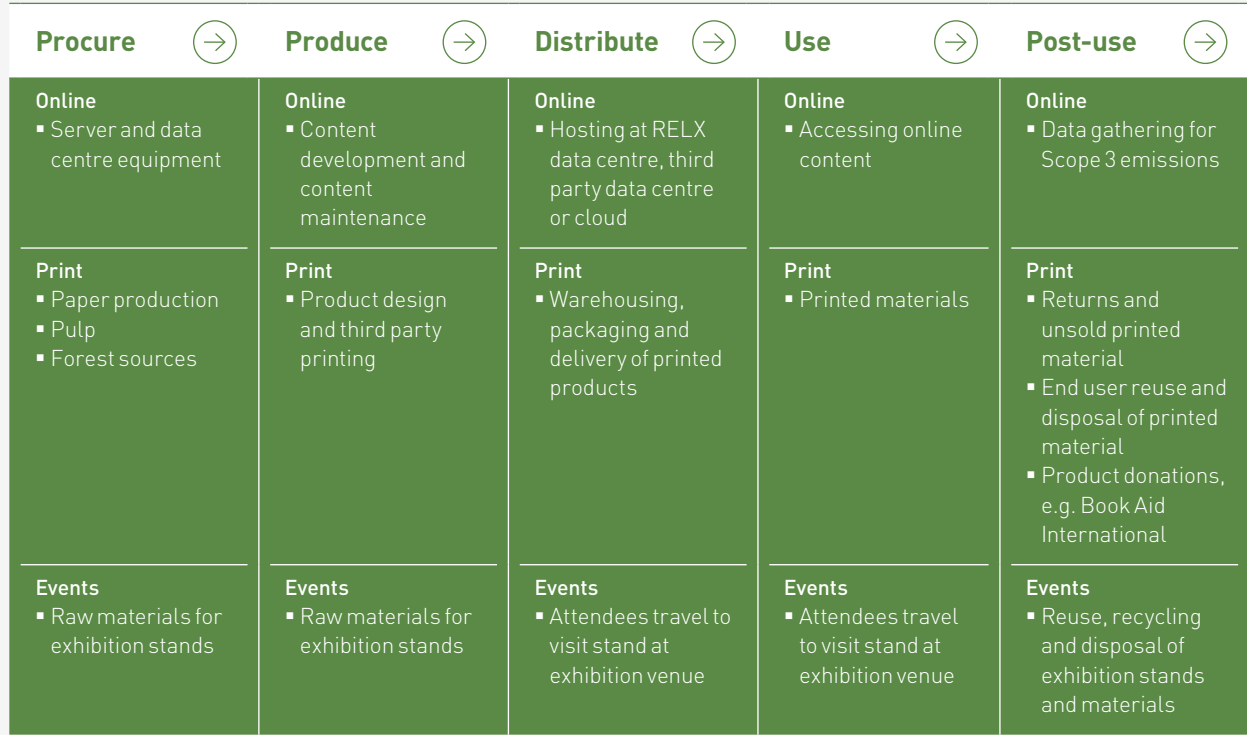
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Mapping the value chain



When considering our environmental impacts we use a life cycle perspective. This includes upstream and downstream impacts, represented in the diagram above. We have identified significant impacts including the forest sources and production of pulp and paper for our printed products (see further information in the Paper section).

We have also identified significant opportunities including the disposal of unsold or returned printed products and the disposal of IT equipment. For example, we have developed charity partnerships to minimise waste and other environmental impacts while increasing benefits to communities able to use the items.

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Our global EMS is aligned to the requirements of ISO 14001. We provide our facilities teams an EMS Implementation Pack containing documentation, training and audit materials to aid the certification process. In 2018, three additional locations used it to achieve certification to the new ISO 14001:2015 standard (equating to 25% of our business by employee count). We are committed to increasing certification in 2019 and beyond. Green Teams, employee-led environmental groups representing nearly 11,000 employees in 23 key facilities, help us implement our EMS and achieve environmental improvements at the local level.

Consistent dialogue with a range of stakeholders, from employees to NGOs also helps. 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.

Although all our environmental impacts are important, we prioritise climate change, minimising the use of natural resources and waste generated in our own operations. Throughout 2018, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies.

Third-party verification of our environmental data gives us confidence in its reliability and improves our reporting. See EY's full assurance statement in Appendix 3.



Good environmental performance is a proxy for how well we are managing our business and its impact.

Nick Luff
Chief Financial Officer, RELX

2018 Environmental Performance

	Absolute performance			Intensity ratio (absolute/£m revenue)		
	2018	variance	2017	2018	variance	2017
Scope 1 (direct emissions) tCO ₂ e	7,477	-9%	8,231	1.00	-11%	1.12
Scope 2 (location-based emissions) tCO ₂ e	74,279	-12%	84,590	9.91	-14%	11.50
Scope 2 (market-based emissions) tCO ₂ e	16,004	-27%	21,831	2.14	-28%	2.97
Total energy (MWh)	179,228	-4%	186,228	23.92	-6%	25.32
Water (m ³)	332,490	-4%	344,918	44.38	-5%	46.90
Waste sent to landfill (%)*	12%	-1% pts	13%	0.09	-10%	0.10
Production paper (t)	35,555	-3%	36,484	4.75	-4%	4.96

* From reporting locations. Intensity metric shows tonnes of waste sent to landfill/£m revenue

Actual environmental data covers 83% of our occupied floor space based on electricity reporting. Where we are unable to obtain reliable data, for example from small serviced offices, we estimate energy consumption, water usage and waste based on actual data from our portfolio. In this way our reported data covers all operations, for which we have operational control, for a full calendar year.

Scope 2 (location-based) emissions are calculated using grid average carbon emissions factors for all electricity sources. This is directly comparable to Scope 2 (gross electricity and heat) emissions as listed in previous reports.

Scope 2 (market-based) emissions are calculated using supplier-specific carbon emissions factors (where available) for renewable energy purchases.



Linked to SDG 12: Responsible Consumption and Production

Target 12.2: By 2030, achieve the sustainable management and efficient use of natural resources

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Targets and standards

We 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. Performance against the target is measured in Scope 1 and Scope 2 (location-based) emissions, which means no carbon has been subtracted from our emissions [e.g. because of renewable electricity we purchase].

Our carbon target applies to combined Scope 1 and Scope 2 (location-based) emissions as defined by the Greenhouse Gas (GHG) Protocol. We continue to report on our indirect Scope 3 emissions. See Climate change, below, for more information.

Other targets are for reducing energy and fuel consumption, increasing the amount of renewable electricity we purchase and decreasing the amount of waste we generate. We also aim to increase the percentage of waste diverted from landfill in alignment with circular economy principles.

Environmental targets		
Focus area	Targets – 2020	2018 performance
Climate change	Reduce Scope 1 and 2 (location-based) carbon emissions by 40% against a 2010 baseline	-49%
Energy	Reduce energy and fuel consumption by 30% against a 2010 baseline	-35%
Energy	Purchase renewable electricity equivalent to 100% of RELX’s global electricity consumption	81%
Waste	Decrease total waste generated at reporting locations by 40% against a 2010 baseline	-52%
Waste	90% of waste from reporting locations to be diverted from landfill	88%
Production paper*	100% of RELX production papers, graded in PREPS, to be rated as ‘known and responsible sources’	100%
Environmental management system	Achieve ISO 14001 certification for 50% of the business by 2020	25%
	Reporting locations achieving five or more RELX Environmental Standards	41%

* All paper we graded in 2018 – 90% of total production stock – was graded 3 or 5 stars (known and responsible sources).

We have reported on all emission sources required under the Companies Act 2006 [Strategic Report and Directors’ Report] Regulations 2013. We have included emissions from all RELX operating companies.

We have used the GHG Protocol Corporate Accounting and Reporting Standard (revised edition) and the data has been assured by an independent third party, EY.

41%

of reporting locations achieved five or more Enhanced Environmental Standards and achieved Green status

Enhanced environmental standards

Five standards required for Green status.

Seven standards required for Green+ status.

Performance standards

Environmental performance levels directly related to our operations.

Energy	3,800 kWh of energy per person per year (warehouse: 12 kWh per sq ft)
Waste (total generated)	135 kg of total waste generated per person per year (warehouse: 4.5 kg per sq ft)
Waste (diverted from landfill)	80% of waste from the location diverted from landfill (warehouse: 95%)
Water	9 m ³ of water per person per year (warehouse: 9 m ³ per 1,000 sq ft)
Office paper	2,800 sheets of paper per person per year (warehouse: 95%)

Management standards

Environmental activities to improve performance in key impact areas.

ISO 14001 certification	Achieve certification against the ISO 14001 standard
Travel planning	Produce a local travel plan for employee commuting
Opportunity assessments	Conduct environmental improvement assessments
Employee engagement	Local colleagues involved in improving environmental performance
Additional recognition	Discretionary award for outstanding environmental achievement

[Read more about the Enhanced Environmental Standards](#)

The CFO highlights the Environmental Standards, which create positive competition between offices, in his annual communication for World Environment Day.

36 sites (41% of key locations) achieved five or more Enhanced Environmental Standards and achieved Green status. 15% of reporting locations achieved Green+ status in the year and are the best-performing sites within the business. We expect more locations to achieve the standards over time.

We agree with scientific opinion that we must reduce the quantity of absolute greenhouse gases in the atmosphere 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.



Climate change

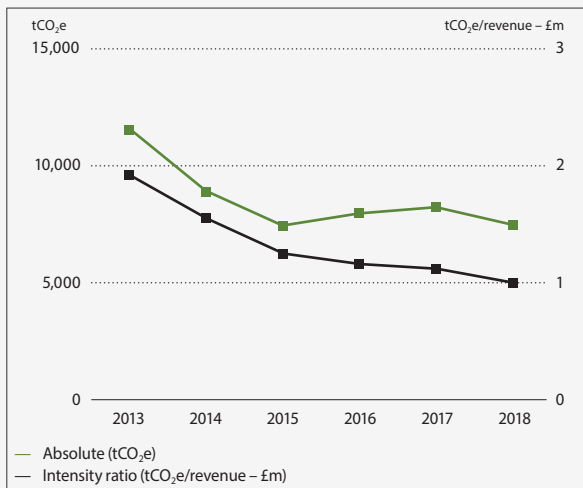
Our Climate Change Statement supports the scientific community’s opinion that human activity is contributing to climate change; we back the global intention to limit climate change to 2°C or below.

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.

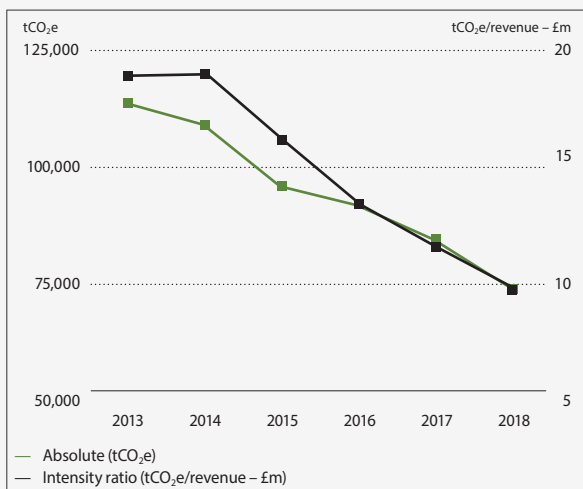
[Read the RELX Climate Change Statement](#)

2018 CLIMATE CHANGE PERFORMANCE

SCOPE 1 (DIRECT) EMISSIONS



SCOPE 2 (LOCATION-BASED) EMISSIONS



25%

of the Company by headcount is certified to ISO 14001

We report emissions according to the GHG Protocol. Total Scope 1 emissions decreased by 9% due to reductions in the company car fleet which offset an increase in fuel used for heating through an exceptionally cold winter. Car fleet emissions, which constitute approximately half of our Scope 1 emissions, have decreased by 46% since 2010. We have reduced Scope 1 emissions by 43% since 2010.

The GHG Protocol categories for reporting Scope 2 emissions: location-based and market-based factors have both been reported in order to clarify reporting on renewable energy. We have measured 2018 performance against targets using location-based emissions.

Scope 3 business travel data is collected through our travel provider, BCD, and covers 94% of the Company by air travel spend. Emissions increased due to higher requirement for business travel in the year.

We use the Radiative Forcing (RF) emissions factors provided by the UK Department for Environment, Food & Rural Affairs for calculating business travel emissions. These take into account the full environmental impact of air travel, such as water vapour, contrails and nitrogen oxide emissions.

Scope 3 other

In 2018, we continued to monitor indirect Scope 3 emissions. We continue to identify material areas and develop methodology, however, as much of the data relies on estimates, we separate it from total emissions.

Supply chain (excluding business travel)

Indirect emissions from goods and services we purchase have been estimated using the Comprehensive Environmental Data Archive 4.0, an economic input-output database, on a biennial basis. Our supply chain emissions are seven times larger than our total location-based emissions (Scope 1, Scope 2 and Scope 3 business travel).

Home-based employees

We calculate the environmental impact of our home-based workers using reimbursement rates from the UK’s HM Revenue and Customs for home working and the average 2018 price per kWh from the UK Department of Energy & Climate Change. Supporting home-based employees to reduce their emissions remains a priority.

Commuting

We surveyed the commuting habits of our workforce over two years and extrapolated results to cover 100% of employees. Through RELX’s Environmental Standards programme, more than 50% of employees were covered by a local travel plan in 2018. Actions from travel plans, required in our Environmental Standards Programme, include publishing information on public transport links, promoting commuter loan schemes and encouraging carpooling.

Cloud services

While RELX has undertaken energy efficiency projects at its own data centres, some of the energy reductions at these facilities have been achieved through moving content to third-party cloud services. It is not possible to directly compare carbon emissions between the facilities, but with information from our largest cloud service provider we estimated carbon emissions associated with our use of cloud services. We continue to develop our understanding and reporting of impacts in our supply chain.

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Colleagues in the Government Affairs team packing books as part of an RE Cares volunteering initiative

Book donations

Since 2014 we have focused on maximising donations of returned physical products as well as excess titles, minimised through print on demand and print run control. Rather than dispose of books, we aim to offer them for donation to our key charity partners Book Aid International and The Asia Foundation. Since 2017, all excess titles have been made available for donation

Although RELX incurs time, labour and shipping costs for picking, preparing and shipping orders directly to our charity partners, the benefits are significant. Instead of pulping valuable material, we are providing it free of charge to institutions that need the information most, turning a waste stream into a valuable asset.

Book Aid International

RELX has been a partner of Book Aid International for over 20 years through regular book donations, financial support, staff fundraising and staff volunteering.

In 2014, Book Aid International was Reed Exhibitions' charity of the year for The London Book Fair. In the same year, the charity hosted an RE Cares trip to Cameroon, enabling ten RELX staff to volunteer creating a Children's Corner in a public library where children find books and develop a love of reading. RELX has funded Book Aid projects in Cameroon, Namibia, Sierra Leone and Tanzania. Most recently, RELX funded books for 10,300 Ugandan primary school pupils through the charity's Inspiring Readers programme.

Elsevier is Book Aid International's most significant donor of medical books. The books provide access to up-to-date medical information for students and professionals. They are critical to educating the next generation of healthcare providers, supporting provision of the best possible research and care across sub-Saharan Africa.

In 2018, Elsevier donated 148,178 books. Book Aid's [millionth book](#) of the year was a RELX midwifery title sent to Jordan where it will allow Syrian refugees to continue their education.

Read a [case study](#) about Kamuzu College of Nursing in Malawi where the majority of books were provided by Elsevier.



Elsevier book donations facilitated by RELX are invaluable to university students and medical professionals in many countries who have no other way of accessing such high-quality books. In partnership with The Asia Foundation, Elsevier books are in 14 countries, from Bangladesh to Vietnam. From 2016-18, nearly 60,000 Elsevier books have been donated.

Melody Zavala
Director of Books for Asia, The Asia Foundation

165,231

The number of books Elsevier donated in 2018



Energy

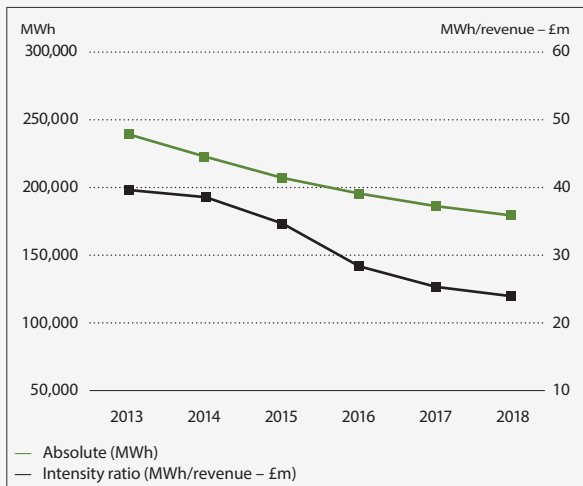
As our businesses predominantly occupy leased locations with few opportunities for on-site generation, we rely on green tariffs and renewable energy certificates (RECs) and continue to pursue renewable energy supply at more of our locations. Our goal is 90% of our electricity from renewable sources and RECs in 2019; reaching 100% by 2020.

In 2018, we continued purchasing Gold Power, high quality renewable energy certificates, with funds reinvested in new renewable energy installations. Our Gold Power was from a solar power project in Thailand.

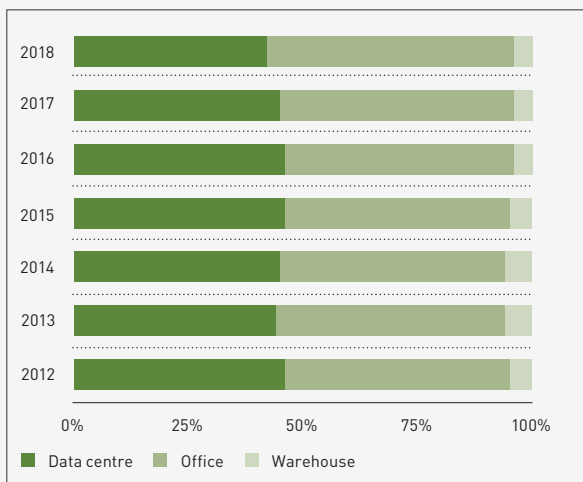
Energy use at our data centres is responsible for 42% of total energy usage (offices account for 54% and warehouses 4%). Data centre efficiency remains of critical importance with upgrades to efficient hardware and dedicated engineering services support our data centres.

2018 ENERGY PERFORMANCE

ENERGY CONSUMPTION



ENERGY SPLIT BY BUILDING TYPE



Linked to SDG 7: Energy

Target 7.2: By 2030, increase substantially the share of renewable energy in the global energy mix

Energy leadership

We are a member of RE100 which promotes corporate purchase of renewable energy. In 2018, we were judged a Leader by the US Environmental Protection Agency's Green Power Partnership.



We purchased Green-e certified RECs from Elk Wind Energy in Iowa



Nicola Sturgeon, First Minister of Scotland, speaking at the 2018 All-Energy Exhibition and Conference.

We create products and services that advance understanding of energy production, use and efficiency. In 2018, we published Applied Energy, Energy Policy and Renewable Energy, amongst others. 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.

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Water

The majority of our sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation.

Our water usage decreased by 4% in 2018. The reduction was primarily due to savings through office consolidation and maintenance activities at several sites, including the repair of a leak at one of our larger locations in 2017. Our primary water use is in our supply chain, particularly 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).

We engage with internal water experts who produce water-related content, an area of organic growth for our business. In 2018, we offered customers 23 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 river processes in a changing climate, and one on water diplomacy looking at issues such as conflict for water resources and transboundary water cooperation.

29%

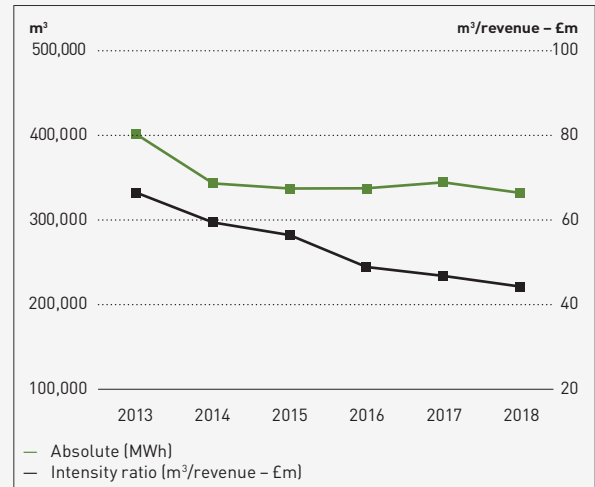
Reduction in water consumption since 2010

23

Peer-reviewed journals in aquatic sciences, including the Journal of Hydrology

2018 WATER PERFORMANCE

WATER USAGE



The majority of our sites use water from municipal supply and are in developed countries with a high capacity for water adaptation and mitigation.

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The RELX Environmental Challenge: driving innovations in water and sanitation for the developing world.

The RELX Environmental Challenge supports the SDGs, including SDG 6 focused on clean water and sanitation, by fostering innovative solutions.

A shortlist of four projects were chosen from more than 90 original applications from 30 countries, across six continents.

During World Water Week in Stockholm, at the UN Global Compact’s CEO Water Mandate annual meeting – an initiative that mobilises business leaders to advance water stewardship, sanitation and the SDGs – we announced the 2018 winners.

Flexcrevator were awarded the \$50,000 first prize for their innovative pit latrine emptying device, developed by North Carolina State University. They cite that every day, pit latrines receive an estimated 0.6 billion kg of faeces and 2.1 billion kg of urine from 1.77 billion people around the world. Once pits are full, fecal sludge has to be removed before being transported and treated – often manually due to an accumulation of rubbish in the latrine. Flexcrevator provides a pit cleaning technology that can empty rubbish-filled pits at a competitive cost, removing the need for manual, high-risk and unsanitary methods.

The \$25,000 second prize winner was HandyPod, an affordable sanitation solution by Cambodia-based social enterprise Wetlands Work, which was developed for floating communities and those seasonally affected by flooding. Projects must be replicable, scalable, sustainable and innovative, with practical applicability and community involvement.

The Challenge’s distinguished panel of judges included Dr Mark van Loosdrecht, Professor of Biochemical Engineering, Delft University of Technology and 2018 Stockholm Water Prize Laureate, Valerie Labi, Director of Water, Sanitation and Hygiene for iDE and founder of Sama Sama, a sanitation social enterprise in Ghana which uses direct sales to increase demand for improved toilets and aggregates local businesses in order to match supply.

[Watch videos of previous RELX Environmental Challenge winners.](#)



Receiving the RELX Environmental Challenge Award is a huge honour and a big boost to our team’s efforts to solve a crucial problem in sanitation. The Award will allow us to demonstrate how the Flexcrevator trash exclusion technology can help the long-term sustainability of pit emptying businesses, ultimately eliminating the unhygienic and undignified practice of manual scavenging.

Dr Francis de los Reyes III
Faculty Lead in the Department of Civil Construction, and Environmental Engineering, North Carolina State University



Linked to SDG 6: Clean Water and Sanitation

Target 6.B: Support and strengthen the participation of local communities in improving water and sanitation management



Waste

The total waste generated by our locations decreased by 3% in the year due to the ongoing use of print controls and removal of disposable kitchen items. Of this waste, 64% was recycled and 72% diverted from landfill through recycling, composting and the generation of energy from waste. We do not produce any material amounts of hazardous waste.

As the majority of our offices are leased and situated in shared buildings, we work closely with managing agents and landlords as well as waste contractors to understand our waste performance.

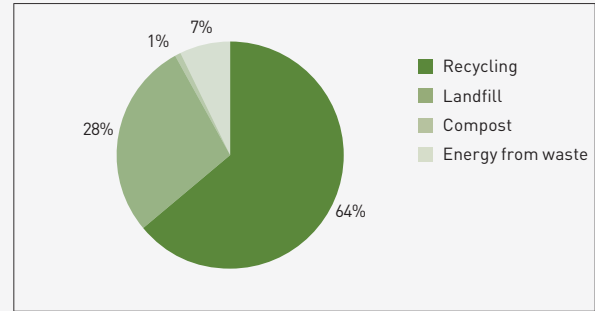
Where reliable measurements are not available, we use a methodology to calculate waste based on weight sampling and by counting waste containers leaving our premises. Although we know local municipalities most often carry out sorting and recycling, we report all waste as going to landfill unless we have robust evidence. For this reason, performance against our recycling target is based on our reporting locations.

We continue to work toward our target to reduce total waste generated at our reporting locations. We currently divert 88% of waste from landfill and aim to achieve 90% diverted from landfill in 2020.

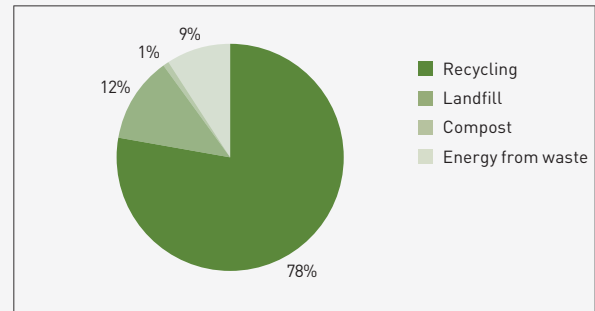
We work to reduce packaging waste from our physical products. In the UK, we provide information on packaging waste in line with the UK government's Producer Responsibility Obligations (Packaging Waste) Regulations 2007. As a member of the Biffpack compliance scheme, we report the amount of obligated packaging generated through selling, pack and fill and importation of our products.

2018 WASTE PERFORMANCE

WASTE (ALL LOCATIONS)



WASTE (REPORTING LOCATIONS)



'Reporting locations' are those locations from which we are able to capture primary data. 'All locations' includes non-reporting locations, such as serviced offices, where data is estimated

47%

Reduction in total waste generated since 2010

88%

Diverted from landfill from our reporting locations through recycling, composting and the generation of energy from waste



PC donations from RELX Group in the UK alone have benefitted 72,500 children in sub-Saharan Africa in just 3 years with provision of an enriched education resulting in improved grades and retention in school.

Anna Norman
General Manager, Camara

A new life for old equipment



Defunct hardware and other electronic waste is disposed of according to regulations and is only recycled if it cannot be reused. Through a partnership with charity Camara, UK computer equipment we no longer need is reused at schools in Zambia, Ethiopia and Kenya (including 355 computers and 445 monitors). Camara tells us that our equipment donations have benefitted over 20,800 children in 2018 and deferred the release of 160,000 Kg of CO₂ through reuse vs production of new equipment.



Linked to SDG 12: Responsible Consumption and Production

Target 12.5 By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse

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Passion for the environment: employees make a difference

Our people care about the environment and drive good environmental practice through RELX Green Teams. In 2018:

- Reed Midem Green Team participated in a kayak-based clean up of the River Seine in Paris. After two hours, the group had removed 21 sacks of litter and a refrigerator which was found floating in the river
- The Green Team at Elsevier, Amsterdam organised events such as the Green Olympics or the World Environment Day quiz. To help minimise waste from disposable cups at their office, they worked with the local facilities team to transition to reusable mugs.
- LexisNexis, Dayton won the Bring Your Green award for the second time in recognition of their achievements in reducing waste and energy consumption. They scored the top points of 100 local businesses.
- The Annual Shoe Drive concluded with 21 locations participating, collecting a total of 11,800 shoes.
- To mark World Environment Day, the Elsevier, St Louis Green Team organised Trash Week! – a series of seminars and events with external experts to inform colleagues about sustainable waste management.



Linked to SDG 15: Life on Land

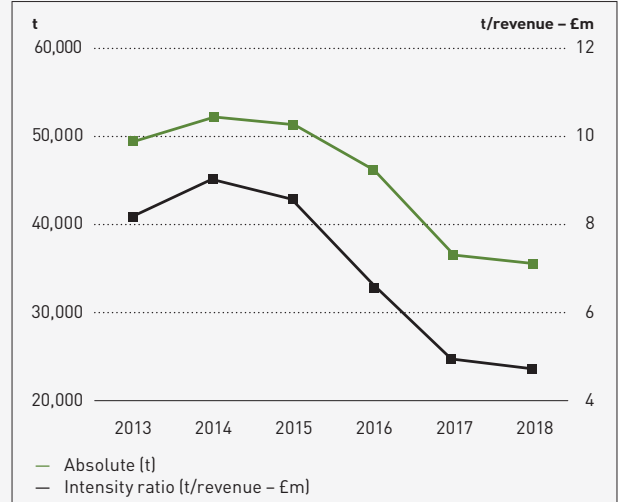
Target 15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

Paper

We have decreased our use of production paper by 46% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business. We continue to reduce waste and the environmental impact of producing our products through measures such as smaller print runs, litho over digital printing, print on demand and lighter papers where possible.

2018 PAPER PERFORMANCE

PAPER



Focus on sustainable paper

We are a founding member of PREPS and helped create the PREPS database which identifies the pulps and forest sources of papers. Each paper is given stars according to sustainability criteria: one (unknown or unwanted material), three (known and responsible) or five (recycled, Forest Stewardship Council or Programme for the Endorsement of Forest Certification certified).

The grading system was initially developed by PREPS member Egmont UK Ltd and sustainability consultants Carnstone, along with input from Greenpeace and WWF.

In 2018, we used approximately 232 tonnes of office paper (some 1,444 sheets per person). To reduce levels, we have set a target of 2,800 sheets per person in our enhanced Environmental Standards programme. We continue to roll out multifunction devices for printing, scanning and copying, and, by removing stand-alone printers, we decrease energy as well as paper use.

2019 objectives

55% of locations to achieve five or more RELX Environmental Standards

Purchase renewable electricity equal to 90% of global consumption

Achieve ISO 14001 Environmental Management System (EMS) certification at three additional locations

By 2030

Further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact possible

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Appendix 1 – 2018 Stakeholder engagement examples

Stakeholder group	Importance	Engagement
Employees	Our people are essential to our success; we must attract, retain and develop the best employees; hearing directly from them is an important driver for improvement	We involve some 1,100 colleagues across RELX in CR networks. In 2018, we held our first global Diversity Awareness Month and expanded our Employee Resource Groups. We received more than 4,200 responses from colleagues on the positive impact of volunteering through our global community programme, RE Cares. We live streamed sessions from our SDG Inspiration Day Silicon Valley on Disruptive Technology to employees and made video content available from both Inspiration Days in Amsterdam.
Investors	Regular engagement helps investors understand the CR issues that affect our business and how we address them	Direct meetings on CR with institutional investors; completed numerous CR-related surveys and information requests, including CDP and the FTSE4Good Index. We completed the Workplace Disclosure Index and Bloomberg Gender Equality Survey.
Customers	The growth and future of our company relies on our ability to deliver sustainable, essential information and services to customers and their willingness to accept the value placed on them	Surveyed approximately 533,000 customers through Net Promoter Score (measuring customer advocacy) and business dashboard programmes; fulfilled more than 5,000 disability requests and provided customers with details on our CR activities in response to requests for information. Customers also participated in our Business for the Rule of Law Cafés that drive engagement on rule of law challenges and opportunities. Through the SDG Resource Centre we are making content available for free.
Government	Governments set the external environment in which we operate, not least through laws, regulation and advice; engagement allows us to follow important developments and share our company perspective	In the year, we hosted the Aldersgate Group's launch of the Blueprint for an Environment Act report which detailed environmental priorities for the UK government after Brexit. We have had one-to-one communication with governments as well as through networks such as the European Network for Sustainable Business; the UK All Party Parliamentary Corporate Responsibility Group; the responsible business section of the International Chamber of Commerce; and the UK HM Revenue and Customs' Business Tax Forum. We worked with member states as a member of the Steering Committee of the Global Alliance for Reporting Progress on Promoting Peaceful, Just and Inclusive Societies.
Suppliers	We must ensure our suppliers meet the same ethical standards we set for our corporate behaviour	We engaged with more than 300 key suppliers through our Socially Responsible Supplier programme, encompassing Supplier Code of Conduct awareness activities, training, audits, remediation and surveys; we continued to advance our US Supplier Diversity programme, identifying and inviting tenders from diverse suppliers and providing feedback. In 2018, we translated our Modern Slavery Awareness training, making it available to our suppliers in 16 languages.
Non-governmental organisations (NGOs)	NGOs have expert knowledge in a range of areas and can inform best practice performance	Focused on key issues with NGOs such as renewable energy through RE100, and education for all through our global fundraising project with SOS Children's Villages, and our membership in the Global Business Coalition on Education, among others; provided support for NGOs through RE Cares central donations, skills-based volunteering and other in-kind contributions.
CR networks	CR networks allow us to gain insight from sector and other corporate peers	Actively contributed to networks such as the UN Global Compact and the UN Global Compact UK and Dutch Networks; Responsible Media Forum; Business in the Community; Publishers' Database for Responsible Environmental Paper Sourcing; Publishing Industry Product Safety Forum; LBG Steering Group, the Uptime Institute; UKSSD; Partnership for Sustainable Development Data, the Open for Business Coalition. among others
Communities	Our 'licence to operate' depends on good relations with communities around the world	Through our global community programme, RE Cares, 42% of staff volunteered with charities; centrally, as a donor, we engaged with more than 28 community organisations, supporting more than 25,000 young people. We engaged with communities local to our operations through events such as 'code camps' with a focus on students with autism and tech career fairs for school girls. In our last global employee opinion survey, 83% of staff said that we are a company that supports community engagement.

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Appendix 2 – LBG assurance statement 2018

Corporate Citizenship has been asked by RELX to review its use of the LBG Framework for measuring corporate community investment activity occurring between January 2018 and December 2018.

RELX is an active member of LBG. The LBG measurement framework helps businesses to improve the management, measurement and reporting of their corporate community investment programmes. It moves beyond charitable donations to include the full range of contributions (time, in-kind and cash) made to community causes, and assesses the actual results for the community and for the business. (See www.lbg-online.net for more information).

As managers of LBG, we have worked with RELX to ensure its operations understand the LBG model and have applied its principles to the measurement of community investment programmes in 2018. The scope of the LBG assurance covers the inputs contributed through its corporate community investment. Having conducted an assessment, we are satisfied that the data reflects the LBG principles. Our work has not extended to an independent audit of the data.

In our commentary we identify some developments that have been made in the last year, as well as some improvements that can be made as RELX develops its application of the framework in the future. We have further explained our observations in a separate management note to RELX.

Commentary

Data Collection process

RELX continues to strengthen and uphold its robust approach to the measurement of its global community investment activities. The data shows an increase of 15% in its total contributions, reflecting its efforts to increase the scope of data capture. The increase is in large part due to increased time and in-kind contributions, demonstrating RELX's efforts to expand its RE Cares programme.

Understanding beneficiary organisations

RELX has not made any fundamental changes to its data collection processes this year. It has maintained a robust application of the LBG framework to the measurement of its community investment activities across each of its business units and regions. The data is primarily gathered from finance and HR reports, as well as a low level of manual input. RELX's RE Cares Champions network is responsible for collecting and reviewing the data, which then undergoes further review from the central CR team before being signed off by divisional CFOs. Both volunteer and financial data is de-duplicated. In order to ensure that a consistent approach to measurement is applied across the business, RE Cares Champions are invited to training calls twice a year and provided with extensive guidance notes, which are updated following each reporting cycle. We would encourage RELX to continue to share learnings with RE Cares Champions, particularly as it increases the number of colleagues participating in volunteering activities.

Valuing in-kind contributions

RELX continues to record a large amount of in-kind donations and has developed a methodology for valuing types of common in-kind contributions, including pro-bono services, in-kind advertising space and access to journals. We would encourage RELX to ensure that this methodology is consistently applied by all business units and that the methodology is expanded to cover an extended scope of in-kind contributions.

Corporate Citizenship www.corporate-citizenship.com The scope of the statement is limited to the reporting period

11th February 2019

Appendix 3 – EY assurance statement 2018

We have performed a limited assurance engagement on selected performance data presented in the RELX Corporate Responsibility Report 2018 (“the Report”).

Respective responsibilities

RELX management is responsible for the collection and presentation of the information within the Report. RELX management is also responsible for the design, implementation and maintenance of internal controls relevant to the preparation of the Report, so that it is free from material misstatement, whether due to fraud or error.

Our responsibility, in accordance with our engagement terms with RELX management, is to carry out a ‘limited level’ assurance engagement on the selected data (“the Subject Matter Information”) outlined under the following headings in the Report:

- Diversity
- Environment
- Paper
- Health and safety
- Climate change
- Socially Responsible Suppliers
- Waste

We do not accept or assume any responsibility for any other purpose or to any other person or organisation. Any reliance any such third party may place on the Report is entirely at its own risk.

Our assurance engagement has been planned and performed in accordance with the International Standard for Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other Than Audits or Reviews of Historical Financial Information. The Report has been evaluated against the following criteria (collectively “the Criteria”):

Completeness

- Whether all material data sources have been included and that boundary definitions have been appropriately interpreted and applied.

Consistency

- Whether the ‘RELX Reporting Guidelines and Methodology 2018’, Guidance for Completion of the RELX Health & Safety Survey and RELX Code of Conduct Standard Operating Procedures have been consistently applied to the data.

Accuracy

- Whether site and business-level data has been accurately collated by RELX management at a Global level.
- Whether there is supporting information for the data reported by sites and businesses to RELX management at a Global level.

Summary of work performed

The procedures we performed were based on our professional judgement and included the steps outlined below:

1. Interviewed a selection of management to understand the management of corporate responsibility issues within the organisation.
2. Reviewed a selection of management documentation and reporting tools including guidance documents.
3. Performed a review of the Hara online data collection tool, including testing outputs and selected conversions made within the tool.
4. Reviewed underlying documentation for a sample of site-level, environmental, health and safety, diversity and supplier data points.
5. Reviewed and challenged the validation and collation processes undertaken by RELX management in relation to the Subject Matter Information.
6. Reviewed the Report for the appropriate presentation of the Subject Matter Information, including the discussion of limitations and assumptions relating to the data presented.

Limitations of our review

Our evidence gathering procedures were designed to obtain a ‘limited level’ of assurance (as set out in ISAE3000 (Revised)) on which to base our conclusions. The extent of evidence gathering procedures performed is less than that of a reasonable assurance engagement (such as a financial audit) and therefore a lower level of assurance is provided.

Completion of our testing activities has involved placing reliance on RELX’s controls for managing and reporting corporate responsibility information, with the degree of reliance informed by the results of our review of the effectiveness of these controls. We have not sought to review systems and controls at RELX beyond those used for selected corporate responsibility data (defined as the Subject Matter Information above).

The scope of our engagement was limited to the reporting period, and therefore 2018 performance only.

The responsibility for the prevention and detection of fraud, error and non-compliance with laws or regulations rests with RELX management. Our work should not be relied upon to disclose all such material misstatements, frauds, errors or instances of non-compliance that may exist.

¹ Individual data points contributing to the Subject Matter Information are marked with “*” in the 2018 key CR data on page 10 of the Report

Conclusion

Based on the procedures we have performed and the evidence we have obtained, nothing has come to our attention that causes us to believe that the Subject Matter Information was not prepared, in all material respects, in accordance with the Criteria, which were applied by management.

Our independence

We have implemented measures to comply with the applicable independence and professional competence rules as articulated by the IFAC Code of Ethics for Professional Accountants and ISQC². EY's independence policies apply to the firm, partners and professional staff. These policies prohibit any financial interests in our clients that would or might be seen to impair independence. Each year, partners and staff are required to confirm their compliance with the firm's policies.

We confirm annually to RELX whether there have been any events, including the provision of prohibited services, that could impair our independence or objectivity. There were no such events or services in 2018. Our assurance team has been drawn from our global Climate Change and Sustainability Services Practice, which undertakes engagements similar to this with a number of significant UK and international businesses.

Ernst & Young LLP

London
28 February 2019

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² Parts A and B of the IESBA Code, and the International Standard on Quality Control 1 (ISQC1)

Appendix 4 – Global Reporting Initiative Content Index

This report has been prepared in accordance with the GRI Standards: Core option

GRI Standard Number	GRI Standard Title	Disclosure Title	Page Number
GRI 102	General Disclosures	Name of the organization	Title page
GRI 102	General Disclosures	Activities, brands, products, and services	5
GRI 102	General Disclosures	Location of headquarters	Inside cover
GRI 102	General Disclosures	Location of operations	5
GRI 102	General Disclosures	Ownership and legal form	5, 24
GRI 102	General Disclosures	Markets served	5
GRI 102	General Disclosures	Scale of the organization	5
GRI 102	General Disclosures	Information on employees and other workers	5, 28-36
GRI 102	General Disclosures	Supply chain	51-56
GRI 102	General Disclosures	Significant changes to the organization and its supply chain	51-56, 60
GRI 102	General Disclosures	Precautionary Principle or approach	52
GRI 102	General Disclosures	External initiatives	8
GRI 102	General Disclosures	Membership of associations	8,9
GRI 102	General Disclosures	Statement from senior decision-maker	4
GRI 102	General Disclosures	Values, principles, standards, and norms of behavior	7, 8, 29, 33, 25
GRI 102	General Disclosures	Governance structure	6-8
GRI 102	General Disclosures	List of stakeholder groups	8
GRI 102	General Disclosures	Collective bargaining agreements	25
GRI 102	General Disclosures	Identifying and selecting stakeholders	8
GRI 102	General Disclosures	Approach to stakeholder engagement	8
GRI 102	General Disclosures	Approach to stakeholder engagement	8
		Key topics and concerns raised	
GRI 102	General Disclosures	Entities included in the consolidated financial statements	AR 9,10
GRI 102	General Disclosures	Defining report content and topic Boundaries	7
GRI 102	General Disclosures	List of material topics	7
GRI 102	General Disclosures	Restatements of information	10
GRI 102	General Disclosures	Changes in reporting	10
GRI 102	General Disclosures	Reporting period	Cover page, 61
GRI 102	General Disclosures	Date of most recent report	Cover page
GRI 102	General Disclosures	Reporting cycle	Cover page
GRI 102	General Disclosures	Contact point for questions regarding the report	Inside cover
GRI 102	General Disclosures	Claims of reporting in accordance with the GRI Standards	Appendix 4
GRI 102	General Disclosures	GRI content index	Appendix 4
GRI 102	General Disclosures	External assurance	Appendix 2 -3
GRI 103	Management Approach	Explanation of the material topic and its Boundary	8, 60
GRI 103	Management Approach	The management approach and its components	6
GRI 103	Management Approach	Evaluation of the management approach	6, 8

All page numbers in the Disclosures are from the RELXCR Report unless otherwise indicated as AR (RELX Annual Report)
More information available through relevant link(s) on indicated page

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Appendix 5 – Blueprint for SDG Leadership

SDG 3: Good Health and wellbeing

Business actions in support of goal 3	Do your actions satisfy the leadership qualities?				
	Intentional	Ambitious	Consistent	Collaborative	Accountable
Self assessment	1	2	2	1	1
<p>Ensure the best possible health outcomes for employees and surrounding communities across own and supply chain operations</p> <p>Research, develop, and deploy products, services, and business models for improved health outcomes</p> <p>Lead on multi-stakeholder initiatives that encourage healthy behaviors and improve access to healthcare</p>	<p>Advance of science and health is one of our unique contributions as a business and is one way we positively impact society through our business. This commitment is approved at Board level</p>	<p>We have Well-being Champions within the business to advance the health and wellbeing of our employees. We ensure the health of employees in our supply chain through the Supplier Code of Conduct. Our products and services play an important role in advancing human welfare, for example, The Lancet produces leading medical science</p>	<p>Goal 3 is embedded across a number of functions within the business</p>	<p>We actively collaborate with a range of stakeholders to advance SDG 3 challenges. For example, we are a member of the UN Global Compact action platform for Health is everyone's business</p>	<p>We actively commit to advancing SDG 3 through our products and services, notably through our Elsevier business, the world's leading provider of scientific, technical and medical information</p>

SDG 4: Quality education

Business actions in support of goal 4	Do your actions satisfy the leadership qualities?				
	Intentional	Ambitious	Consistent	Collaborative	Accountable
Self assessment	2	2	1	1	1
<p>Ensure that all employees across the business and supply chain have access to vocational training and life-long learning opportunities</p> <p>Ensure that all employees across the business and supply chain earn a wage that allows them to support the education of dependents and that there is zero child labour</p> <p>Implement programmes to support higher education and access to free, equitable, and inclusive primary and secondary education</p> <p>Research, develop, and deploy products and services that improve educational access and learning outcomes</p>	<p>We have strong leadership in support of SDG 4, including in our supply chain which ensures zero tolerance for child labour. There is an opportunity for us to tailor our activities even more closely with Goal 4 targets</p>	<p>Elsevier provides over a quarter of the material available in Research4Life, encompassing approximately 3,000 Elsevier journals and 20,000 e-books. In 2018, there were 1.8m Research4Life article downloads from ScienceDirect.</p> <p>Through the RELX SDG Resource Centre we are making our content available for free, including content in support of SDG 4</p>	<p>Quality education is embedded across our business: particularly through the Scientific & Medical and the Legal business. It is also the core focus of our global community programme: advancing education for disadvantaged young people</p>	<p>As members of the Global Business Coalition for Education we developed a database to record private sector educational contributions and assets that can be deployed quickly in an emergency. To date 60 firms have now signed up to the digital platform.</p> <p>We are involved in partnerships to advance SDG 4 for example Research Without Borders aims to build the capacity of researchers across Africa.</p> <p>Our RE Cares programme is focused on education for disadvantaged young people and encourages skills-based volunteering</p>	<p>We have made a global commitment to advance SDG 4 in our CR Report. We provide high-quality higher-educational materials.</p> <p>We measure the amount of money we invest in training our employees and are reporting the number of training hours used in our online training centre.</p> <p>Our Supplier Code of Conduct forbids child labour and supports decent work</p>

Self-assessment key
 (1)= lead; (2)= improve; (3)= more progress required

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SDG 10: Reduced inequalities

Business actions in support of goal 10	Do your actions satisfy the leadership qualities?				
	Intentional	Ambitious	Consistent	Collaborative	Accountable
Self assessment	1	1	2	2	2
<p>Assess the distribution of economic value across stakeholder groups and implement policies and practices to make it more equal</p> <p>Support the establishment and expansion of social protection measures at the national level</p> <p>Implement policies and practices to support equality of opportunity, treatment and outcome for all across own and supply chain operations</p> <p>Design and implement products, services, and business models that explicitly target the needs of disadvantaged and marginalized populations</p>	<p>We have a clear commitment to reduce inequalities in direct and indirect operations as stated in our Code of Ethics and Business Conduct and in our Supplier Code of Conduct, both available from www.relx.com. In 2018, our Board approved the first global diversity and inclusion strategy covering workplace, community and marketplace</p>	<p>Our supplier diversity programme creates opportunity for minorities and disadvantaged groups beyond our direct operations. Accessibility of our digital products ensures that those with disabilities are able to access our content. We created Access to Justice Law 360, free content to enable legal aid organisations and others to help citizens with the fewest resources gain equal treatment within civil and criminal justice systems</p>	<p>Risk & Business Analytics' tools and resources, such as XpertHR, provide guidance on diversity, inclusion and equality. In 2018 we launched Proud Experiences, the first event of its kind focusing on the LGBTQ+ travel market. Other products include an LGBTQ Employment Law Practice Guide, Disability and Health journal and Pay and Benefits.</p> <p>Internally we support inclusion through our employee resource groups</p>	<p>Through RE Cares we partner with NGOs and community organisations to reduce inequalities and support disadvantaged young people. For example, we partner with Book Aid International to support literacy and development opportunities in Uganda. We are members of the Open for Business coalition, advocating for LGBTQ rights and in 2018 made a pledge at the Equal Pay International Coalition.</p>	<p>We have made a public commitment to SDG 10 in our CR Report.</p> <p>We are Living Wage accredited in the UK.</p> <p>We are committed to gender pay gap reporting in the UK</p>

SDG 13: Climate action

Business actions in support of goal 13	Do your actions satisfy the leadership qualities?				
	Intentional	Ambitious	Consistent	Collaborative	Accountable
Self assessment	1	2	1	1	1
<p>Ensure climate resilience of company and supply chain operations, and the communities surrounding them</p> <p>Substantially reduce emissions associated with own and supply chain operations, in alignment with climate science</p> <p>Shift to a portfolio of goods and services that have, and promote, negligible emissions from use</p> <p>Promote climate conscious behavior and build capacity for climate action</p>	<p>The CEO is responsible to the Board for environmental performance; the CEOs of our businesses are responsible for complying with environmental policy, legislation and regulations and the CFO is our most senior environmental advocate</p>	<p>We prioritise climate change, minimising the use of natural resources and waste generated. These are reflected in our environmental targets (see page 62).</p> <p>We ask our suppliers if they set environmental targets</p>	<p>We make a positive environmental impact through our products and services, which inform debate, aid decision makers and encourage research and development.</p> <p>The most recent results from the independent market analysis system show our share of citations in environmental science represented 42% of the total market and 63% in energy and fuels</p>	<p>Through our exhibitions business we provide a platform for different sectors to collaborate, for example, Pollutec, which attracted over 70,000 participants to connect on low-carbon and pollution control solutions. We are a founding member of PREPS and helped create the PREPS database for sustainable paper. We participate in numerous multi-stakeholder initiatives to advance SDG 13 including the CEO Water Mandate, CDP and Aldersgate Group</p>	<p>We commit to SDG 13 in our CR Report and report our climate risks and opportunities there and on www.relx.com</p>

Self-assessment key
 (1)= lead; (2)= improve; (3)= more progress required

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SDG 16: Peace, Justice and Strong Institutions

Business actions in support of goal 16	Do your actions satisfy the leadership qualities?				
	Intentional	Ambitious	Consistent	Collaborative	Accountable
Self assessment	1	1	1	1	1
<p>Identify and take robust action against corruption and violence in own operations and the supply chain</p> <p>Work with government to strengthen institutions and increase respect and support for the rule of law</p> <p>Work with government and/or international institutions in areas of conflict and humanitarian crises to contribute to peace and institution building</p>	<p>Advancing rule of law is at the heart of LexisNexis' strategy and is one of our unique contributions as a business</p>	<p>We are ambitious in our support of SDG 16. The Managing Director of our Southeast Asia LexisNexis business travelled to the Borneo jungle as a member of the Malaysian Mobile Court expedition. She heard cases and disputes alongside the Chief Justice and teams from National Registration Department, the State Law Society and the Ministry of Health, which enabled 73 stateless children to complete registrations that made them Malaysian citizens</p>	<p>SDG 16 actions are embedded in our strategy.</p> <p>We continued our partnership with the International Bar Association on the eyeWitness to Atrocities App which assists human rights defenders in documenting and reporting human rights abuses in a secure and verifiable way so that information can be used as court evidence.</p>	<p>We actively engage in partnerships to advance SDG 16. For example, we convene different stakeholders at our Business for the Rule of Law Cafés which were expanded in the US and Malaysia; we also serve on the Global Alliance: Reporting Peace, Justice & Inclusion, which is a partner on our free SDG Resource Centre, sdgresources.relx.com. We are a member of the Un Global Compact action platform on Peace, Justice and Strong Institutions.</p>	<p>We publicly commit to advancing SDG 16, indicating our support for human rights in our direct and indirect operations in our Code of Ethics and Business Conduct and in our Supplier Code.</p> <p>Promoting the rule of law is the <i>raison d'être</i> of our LexisNexis business and extensive information can be found at www.lexisnexis.com/en-us/rule-of-law/default.page</p>

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Appendix 6 – Taskforce on Climate-related Financial Disclosure

We are reviewing the recommendations of the Taskforce on Climate-related Financial Disclosures (TCFD). This appendix signposts the pages of the RELX Corporate Responsibility Report containing the most relevant information for each of the four thematic areas in the TCFD report.

Governance	Strategy	Risk Management	Metrics and Targets
Describe the board's oversight of climate-related risks and opportunities	Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term.	Describe the organisation's processes for identifying and assessing climate-related risks.	Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process.
Pages 6-8, 58, 60-61	Page 58	Pages 6-8	Pages 10, 61-63
Describe management's role in assessing and managing climate-related risks and opportunities	Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning.	Describe the organisation's processes for managing climate-related risks.	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.
Pages 6, 58	Pages 6-8, 60-61	Pages 61, 68	Pages 10, 61, 63
	Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management.	Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets.
	Pages 6-8, 63	Pages 6-8, 61	Pages 61-63

Credits

The RELX Corporate Responsibility Report is available at www.relx.com/go/CRReport

We print other key corporate documents. The 2018 Annual Report is printed on Revive 100 Silk which is made from 100% recovered waste. All of the pulp is bleached using an elemental chlorine free process (ECF). Printed in the UK by Pureprint using their environmental printing technology; vegetable inks were used throughout. Pureprint is a CarbonNeutral® company. Both manufacturing mill and printer are ISO14001 registered and are Forest Stewardship Council® (FSC) chain-of-custody certified.

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