

Corporate Sustainability

Corporate social responsibility is embedded in Brill's mission statement: by offering the best possible service and infrastructure to disseminate academic research, Brill contributes to an environment in which knowledge and academic development can thrive, which is beneficial to society at large. Our corporate sustainability policy can only be successful if it ties in with our core capabilities and the long-term interests of our stakeholders. Consequently, we focus on initiatives where we feel we can make a difference. At the same time, we strive for high standards and permanent improvement in all general facets of responsible corporate citizenship. Brill focuses on two areas:

- A leading or participating role in areas where Brill's core capabilities can be leveraged to further the development of the global scholarly community;
- Permanent improvement in those areas that promote general corporate responsibility.

UN Global Compact

Brill's Corporate Sustainability program is driven by our membership of the UN Global Compact and our commitment to contribute to the 17 Sustainable Development Goals. These goals play a central role in our publishing program, as they are core themes in the research we publish, but they also shape the way we do business.

Over the past ten years, Brill has published 15,819 number of publications related to the SDGs. A large majority of these publications centre around SDG 16 Peace, Justice and Strong Institutions. These publications are part of our International Law and Human Rights program. We actively seek to expand the research we publish on the SDGs. In addition, we strive to disseminate this research as widely as possible. Of course this is done through our regular distribution channels, but we also focus on this research on our Humanities Matter blog at www.blog.brill.com as well as in our Humanities Matter podcast series on Spotify, Apple Podcasts and Google Podcasts.

Brill Publications on the SDGs

SDG 16 Peace, Justice and Strong Institutions	11,160
SDG 8 Decent Work and Economic Growth	730
SDG 14 Life Below Water	726
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SDG 10 Reduced Inequalities	629
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We are embedding the SDGs in our business decisions and monitor our progress. Below we outline key developments in 2020.



SDG 3 Good Health And Well-Being

2020 was an especially challenging year in terms of health and well-being. We saw the effects of covid-19 and the lockdowns in our communities. All our offices experienced lockdowns. Some of our staff members were affected by illness themselves, or in their direct environments. Others struggled with the combination of taking care of family and home-schooling children, while working from home at the same time. And yet others suffered from the isolation and missed the direct contact with colleagues. In our wider community of authors and editors we saw the same struggle. Research around themes as isolation, loneliness and human connection is vital. It will help us to find strategies to cope. This is an area where the humanities can contribute as the article in this report illustrates. The same goes for themes as education and homeschooling, and research into the history and social effects of pandemics.

The health and well-being of our staff, both physically and mentally, is of the utmost importance to us. The key performance indicator (kpi) we use to monitor this is our overall illness rate, which was 2,04% in 2020 for our main office. The average illness rate for 2020 in the Netherlands across businesses ranged from 4.5 to 5.2%. Despite the fact that our illness rate was relatively low, we do see the significant impact that covid-19 measures had on our staff, especially on mental well-being. We are committed to supporting our staff in the best way we can and took measures to help them in this challenging time, including the possibility to work from home (mandatory when required by lockdown regulations), flexible hours, and paid short care leave.

SDG 4 Quality Education

Education is at the core of our mission:

We operate from a strong belief that the Humanities, Social Sciences and International Law are areas of scholarship vital for addressing today's global challenges. This belief motivates us to offer our authors the best possible service and infrastructure to disseminate their research. In order to advance discovery and learning we are keen to support scholars by providing them with access to the finest research tools and reference works in their fields. The relevance and high quality of the works we publish is key to the sustainability of our business.

Open Access

In order to support a wide dissemination of the research we publish, we invest in Open Access. This is our fastest growing businessmodel. In 2020, we published 82 books in OA, 28 full OA journals and +500 articles. We signed 3 Open Access agreements and we offer OA waivers and discounts in 38 countries under the EIFL agreement.

- 82 OA books
- 28 full OA journals
- +500 OA artikelen
- 3 Institutional Open Access agreements

Research Integrity

To offer quality education, we also require research integrity. Brill has a Publication Ethics Committee that oversees our policies in this area. In 2020, we published *Brill's revised publication ethics*, which conform to the standards of ethical behavior promulgated by the Committee on Publication Ethics (COPE). Brill's staff and publishing partners are expected to promote adherence to the core principles of publication ethics as articulated in this document. The policy can be read in full on brill.com.

In May 2020, Brill launched the forthcoming book series *Studies in Research Integrity* in collaboration with series editor Professor Michael V. Dougherty (Ohio Dominican University), who is also a member of our Publication Ethics Committee.

SDG 5 Gender Equality

In recent years, we have seen attention towards the gender pay gap in our industry with several publishers publishing data on average pay across gender. The UK government has made it mandatory for employers with over 250 fte to publish data comparing men and women's average pay across the organization. The data is publicly available: <https://gender-pay-gap.service.gov.uk/>. Data from our industry showed pay gaps in favour of men, particularly in bonus payments, and having women under-represented in the upper quartile. The industry has committed to improving this.

Brill staff and management has the following division across gender:

Supervisory Board: 33% female, 66% male
Management Board: 33% female, 66% male
Management Team 43% female, 57% male
All staff: 58% female, 42% male

The gender pay gap at Brill is as follows:

Management Board: 32%
Management Team: 32%
All staff: 17%

It is clear that there is a discrepancy between the number of female staff across the company and the percentage in the management team. This underrepresentation of women in our management is a point that will require additional attention and effort. We will also strive to reduce the gender pay gap and are creating an improvement plan in 2021 on which we will report in the Communication on Progress in 2022.

SDG 10 Reducing Inequality

Diversity and Inclusion

We value diversity and inclusion amongst our staff, our authors, and our editors. To this end, we have joined the initiative from the Royal Society of Chemistry (RSC) to take action to reduce bias across all stages of the publishing process. This initiative has brought together 32 publishing organisations to set a new standard to ensure a more inclusive and diverse culture within scholarly publishing. As a group, we acknowledge that biases exist in scholarly publishing and we commit to scrutinising our own processes to minimise these. We will pool our resources, expertise and insight to accelerate research culture change.

Collectively we will:

1. **Understand our research community**

We will collaborate to enable diversity data to be self-reported by members of our community, and we will work towards a collective and compliant system so that researchers only need to self-report data once. We will share and analyse anonymised diversity data to understand where action is needed.

2. **Reflect the diversity of our community**

We will use anonymised data to uncover subject-specific diversity baselines, and set minimum targets to achieve appropriate and inclusive representation of our authors, reviewers and editorial decision-makers.

3. **Share success to achieve impact**

We will share and develop new and innovative resources to improve representation and inclusivity of diverse groups. We will transparently share policies, measurements, language and standards, to move inclusion and diversity in publishing forward together.

4. **Set minimum standards on which to build**

We will scrutinise our own publishing processes and take action to achieve a minimum standard for inclusion in publishing, based initially on the Royal Society of Chemistry's *Framework for Action in Scientific Publishing*. We will engage all relevant stakeholders to improve outcomes on inclusion and diversity, at all stages of the publishing process.

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Accessibility

Brill is committed to ensure our websites are easily accessible for everyone. By adopting best practices and striving to adhere to current guidelines and recommendations we are continuously working towards improving accessibility. Wherever possible, Brill strives to comply with *Section 508 Amendment to the Rehabilitation Act of 1973, EN 201 549 Accessibility requirements suitable for public procurement of ICT products and services in Europe – v2.1.2 (2018-08)* and level AA of the [Web Content Accessibility Guidelines \(WCAG 2.1\)](#).

Developing Countries

Brill's sustainability policy also manifests itself in the company's Developing Countries Program. As part of its research capacity building strategy, Brill has an Adopt-a-Library program in place through which it annually donates collections of books to libraries and universities in developing countries. These donations are supported by workshops for academics and librarians that focus on how faculty can increase the impact of their research by publishing nationally and internationally and how to make the best use of limited resources. Such workshops are given throughout the year by Brill publishers as part of research capacity building. Brill's endeavors in this context tie in with existing initiatives, such as Research4Life and INASP's Author Aid, an online mentoring system of international academics and researchers that promotes coaching and the exchange of knowledge between developed and developing countries in a very practical and effective manner. To advance accessibility and distribution, Brill offers discounts on its Open Access fees to academics and scientists in developing countries as part of its Brill Open Program.

SDG 11 Sustainable Cities and Communities and SDG 17 Partnerships for the Goals Partnerships that Support Research Communities

Brill actively participates in existing education programs and takes initiatives that are developed in cooperation with professional publishers and international organizations. Examples in this regard are: Research4Life, INASP, Association of Commonwealth Universities, and Publishers for Development. As part of Research4Life, Brill co-founded and launched in 2018 a new program focusing on International Law called: 'Global Online Access to Legal Information' (GOALI). This has been done in close cooperation with academic libraries such as Yale and Cornell Law School libraries, the Library of the International Labor Organization (ILO) in Geneva as the lead UN entity, and other academic publishers and key stakeholders.

Sponsorships

In addition to participating in international partnerships, we also nurture and promote cultural heritage and the research community in our hometown Leiden. Leiden University deserves a special mention in this regard. The Brill Fellowship available at the Scaliger Institute makes it possible for researchers to study the special collections of Leiden University's library and is just one example of the ways in which the company manifests its loyalty to the city and its university. Brill also contributes to Leiden's annual VeerStichting symposium and fosters and maintains good relations with Dutch heritage institutes. The company has granted corporate sponsorship to the Siebold Museum (Japan Studies) and Rijksmuseum Boerhaave (History of Science), both of which are in Leiden. Actively contributing to these initiatives supports the future development of the global scholarly community and Brill's network within that community. Therefore, we strongly believe that an active policy in this regard is in the interest of all stakeholders.

SDG 12 Responsible Consumption and Production

Brill's vendor policy contains unequivocal provisions pertaining to social conditions (the exclusion of child labor and corruption, for example) and the substances and materials to be used. Brill's General Business Principles are clear about our values and their impact on the conduct of our business. Brill aims to be a reliable, responsible, and attractive employer (refer to the Value Creation Process at Brill section).

Brill companies insist on integrity and fairness in all aspects of business and expect the same from our business partners. The direct or indirect offer, payment, soliciting, or acceptance of a bribe in any form is unacceptable. We do not engage in the practice of facilitation payments to accelerate or secure the performance of a routine government action.

Employees must avoid conflicts of interest between their private activities and conducting company business. Employees must also declare potential conflicts of interest. All business transactions on behalf of a Brill company must be reflected accurately and fairly in the accounts of the company in accordance with established procedures and are subject to audit and disclosure.

As a publicly listed company, Brill is committed to compliance with rules against insider trading. In our interactions with employees, business partners, and local communities, we seek to listen and respond honestly and responsibly.

Brill staff is committed to the responsible use of digital communications and social media in line with Group policies. We comply with applicable laws and regulations of the countries in which we operate.

Brill's tax policy is aimed at achieving an efficient tax structure while paying fair amounts due in the jurisdictions where it does business. The transfer pricing arrangements put in place within the Group are aimed at being sustainable within the context of the current OECD initiatives and concerns that have emerged in the global community, also regarding the digital economy.

SDG 13 Climate Action

For several years now, Brill has compensated the CO₂ usage of marketing materials. In 2020, we investigated how we can expand CO₂ compensation to other areas. We will extend this to travel. All our flights and train transport will be compensated from 2021 onwards. We have done this for 2020 retrospectively. Although compensation is a good thing, it is better to travel less. In 2020, we travelled much less due to covid-19. We have experimented with working from home, virtual conferences, and contact with our communities via video calls. Personal relations are vital in our service level for authors and editors, but video calls are also here to stay. We will go back to meeting our authors and editors at live events when this is possible again, but we will be mindful of the necessity to travel, especially by plane. We have devised a new travel policy that promotes the use of trains when this is an option, and has a focus on using local staff to attend conferences to avoid long distance travel when possible.

In our marketing approach, the effects of covid-19 accelerated the move from print to digital promotion that was already started. Print materials are kept to a minimum and are printed locally to avoid long distance shipments. We created linen bags and will no longer use plastic bags at conferences.

In 2020, we reduced the shipment of free copies of journals in favour of digital access and we greatly reduced the use of plastic wrappings on our print books by changing our cover material.

In addition, our print suppliers have Forest Stewardship Council (FSC) certification. The universal 'Brill' typeface, the use of which saves time and money, was developed as an efficient and therefore paper-friendly font family.

SDG 16 Peace, Justice, and Strong Institutions

Our research on the SDGs is especially strong for SDG 16, which can be seen in our International Law and Human Rights program. In this light, we are also proud of our cooperation with The Hague Academy Of International Law for which we publish *The Hague Academy Collected Courses*.

POLICIES

To create a coherent framework for the conduct of business within the Brill Group, Brill has the following policies in place:

1. Corporate Governance statement
2. Brill Code of Conduct
3. Vendor Policy
4. Remuneration Policy
5. Risk Management Policy
6. Whistleblower Policy
7. Code of Conduct on Insider Trading
8. Guidelines on publication ethics for editors, authors, and reviewers

For documents listed above which are not included in this report, please refer to Brill.com.

The Management Board monitors the effects of the above-mentioned policies on a regular basis by discussing them with the HR manager, the appointed trusted persons and the Works Council.

For information not included in this report, please refer to www.brill.com



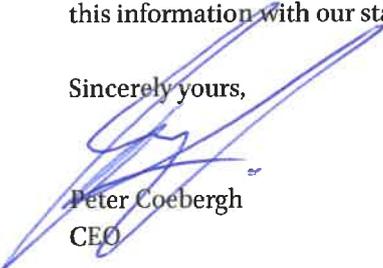
BRILL

Leiden, May 28, 2021

To our stakeholders:

I am pleased to confirm that *Koninklijke Brill NV* reaffirms its support the Ten Principles of the United Nations Global Compact in the areas of Human Rights, Labour, Environment and Anti-Corruption. In this annual Communication on Progress, we describe our actions to continually improve the integration of the Global Compact and its principles into our business strategy, culture and daily operations. We also commit to sharing this information with our stakeholders using our primary channels of communication.

Sincerely yours,



Peter Coebergh
CEO