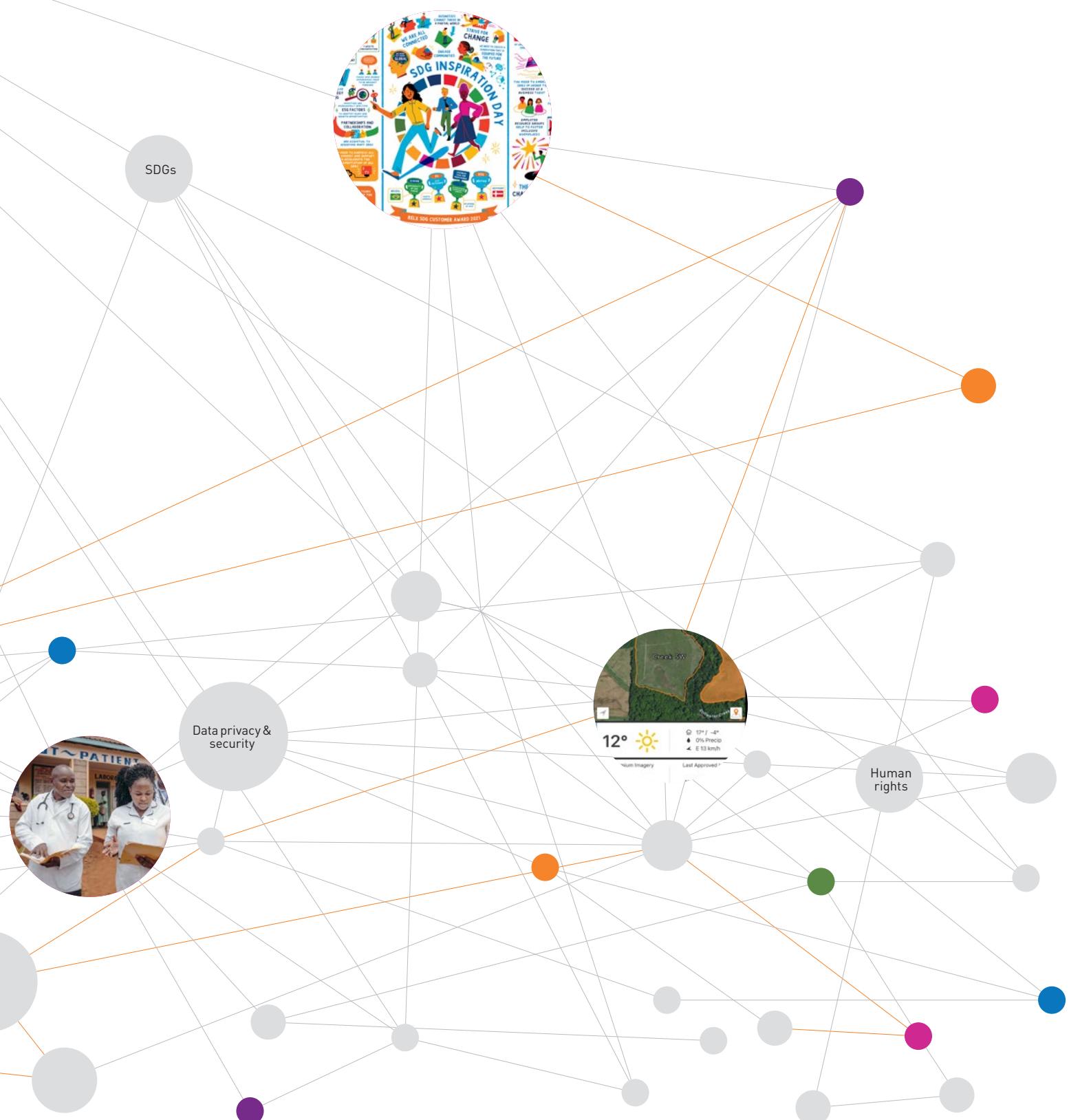


Corporate Responsibility Report **2021**



RELX is a global provider of information-based analytics and decision tools for professional and business customers, enabling them to make better decisions, get better results and be more productive.

Our purpose is to benefit society by developing products that help researchers advance scientific knowledge; doctors and nurses improve the lives of patients; lawyers promote the rule of law and achieve justice and fair results for their clients; businesses and governments prevent fraud; consumers access financial services and get fair prices on insurance; and customers learn about markets and complete transactions.

Our purpose guides our actions beyond the products that we develop. It defines us as a company. Every day across RELX our employees are inspired to undertake initiatives that make unique contributions to society and the communities in which we operate.

Sustainable Development Goals (SDGs)

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

For the RELX SDG Resource Centre, visit
www.sdgresources.relx.com



SDG Resource Centre



Our 2021 Annual Report and Financial Statements can be found at relx.com/go/annualreport

Navigating this document

Use the tabs at the right of each page to navigate to specific sections of the 2021 RELX Corporate Responsibility Report



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 Please send your comments to

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Or write to

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 United Kingdom

For more information, visit
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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CEO's Statement



As a responsible business, we deliver value to our stakeholders.

Erik Engstrom
Chief Executive Officer

100%

Purchase of renewables through green tariff and Renewable Energy Certificates equivalent to our total electricity consumption

1,500+

Colleagues engaged in CR networks

We continued to build on our strong corporate responsibility (CR) performance during the year, further improving on our key internal metrics and extending the scope of our unique contributions.

Our unique contributions to society are at the heart of our business. When we scale our expertise and knowledge, we make a significant impact in critical areas linked to the United Nations Sustainable Development Goals (SDGs): universal, sustainable access to information; protection of society and reduced inequalities; advancement of science and health; the rule of law and justice; and support for communities.

We set goals to accelerate our unique contributions, and in the year, the technology platform we built for the National Centre for Missing and Exploited Children, ADAM, disseminated 1.7 million alerts in over 1,800 missing children cases. We collaborated with Amref to help train 35,000 health workers, as part of Ethiopian government's COVID-19 prevention and treatment programme. We ran Rule of Law Cafes in the Philippines, Malaysia, South Africa and the UK, and conducted mapping of more than 200 RX events which indicated over 90% of our exhibitions cover SDG themes and targets. We also expanded our free RELX SDG Resource Centre with a 62% increase in content over the previous year.

In 2021, we held our first Corporate Responsibility Teach-In for our investors to discuss our approach to ESG and how we advance our unique contributions.

In addition, we progressed objectives linked to key areas facing all companies, which are also aligned with the SDGs. We continued to implement controls to increase resilience to user-based attacks and blocked approximately 5.9 million phishing attempts in a month. We advanced RELX's new inclusion goals through focused recruitment, training and development efforts and reached 44% managers as women in the business; saw 32% of our people volunteer, despite the challenges of Covid-19, to support their communities at a critical time; and we reached 96% of suppliers on our tracking list as signatories to the RELX Supplier Code of Conduct.

We signed The Climate Pledge in 2021, which commits us to achieving net zero emissions across our direct operations and our value chain by 2040. In 2021, we reduced our energy consumption 12% over 2020. The result, which reflects the many of our people who worked from home in the year due to the continuing pandemic, accelerates a downward trajectory in our environmental impact for more than ten years.

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It is important to hear the views of our colleagues. In 2021, we conducted our most recent global employee opinion survey. Employee engagement increased 13 points to 68% compared to the previous all-RELX survey three years earlier. Results have been disseminated to people managers throughout the business to address opportunities for improvement.

We remain committed to the United Nations Global Compact (UNGC) and its ten principles focused on human rights, labour, environment and anti-corruption, which underpin our Code of Ethics and Business Conduct and our Supplier Code of Conduct. During 2021, we supported UNGC action platforms on decent work in global supply chains and the rule of law.

In the year ahead, there is much we aim to do. Among other corporate responsibility objectives, we will foster inclusive health through a project with the Sansum Diabetes Research Institute and Latino community scientists; advance reporting with a recognised cybersecurity framework; pilot voluntary disclosures for gender identity, sexual orientation and disability; publish the RELX Responsible Artificial Intelligence Principles; improve measurement of the impact of our charity partnerships; continue using audits to ensure consistent improvement in supplier performance and compliance; and advance reporting on Scope 3 (other) emissions.

We are pleased that our efforts are recognised externally, for which I congratulate all our people. In the year, Sustainalytics ranked us 11th overall among 14,000+ companies and first in our sector. We also held a AAA ESG rating with MSCI for a sixth consecutive year.

We will continue to strive for excellence in our corporate responsibility performance in the year ahead.

Erik Engstrom
Chief Executive Officer

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Our business

Key facts

33,000+

Over 33,000 employees worldwide



40

Around 40 countries with offices



6

Based across six continents



180+

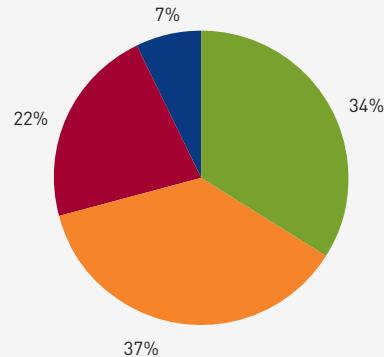
Serving customers in
180+ countries worldwide



Revenue

£7,244m

- Risk
- Scientific, Technical & Medical
- Legal
- Exhibitions



Market segments

Risk 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

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

Global #1

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

US #2
Outside US #1 or 2

Exhibitions combines industry expertise with data and digital tools to help customers connect digitally and face-to-face, learn about markets, source products and complete transactions.

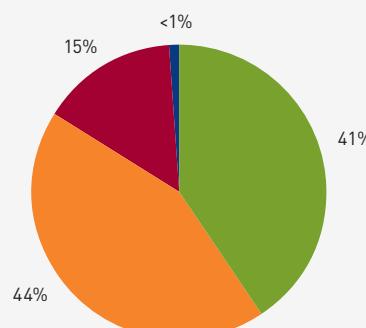
Global #2

For more information, see Business Review in the 2021 Annual Report and Financial Statements at relx.com/go/annualreport

Adjusted operating profit

£2,210m

- Risk
- Scientific, Technical & Medical
- Legal
- Exhibitions



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Our approach to corporate responsibility



“Corporate responsibility is foundational to RELX. It strengthens our performance and fosters confidence in our many stakeholders, including our people, customers, investors and communities.

Dr Márcia Balisciano

Global Head of ESG and Corporate Responsibility, RELX

RELX is a provider of information-based analytics and decision tools for professional and business customers, enabling them to make better decisions, get better results and be more productive.

Our purpose is to benefit society by developing products that help researchers advance scientific knowledge; doctors and nurses improve the lives of patients; lawyers promote the rule of law and achieve justice and fair results for their clients; businesses and governments prevent fraud; consumers access financial services and get fair prices on insurance; and customers learn about markets and complete transactions.

These are what we call our unique contributions. We know 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 and helps us build good relations with stakeholders, providing a ‘license to operate’ in the communities in which we live and work.

It underpins our business strategy to deliver improved outcomes for our customers by combining content and data with analytics and technology across global platforms and helps us build leading positions in our markets by leveraging our skills and assets.

We align the objectives we set for our unique contributions, as well as those for the significant areas that affect all companies – Governance, People, Customers, Community, Supply chain and Environment – to the United Nations Sustainable Development Goals (SDGs) in order to work toward the achievement of these 17 global goals by 2030.

CR and risk

In our 2021 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, maintaining an ethical supply chain and managing climate risks as presented in our Taskforce for Climate-related Financial Disclosure (also available in Appendix 4). We also indicate our alignment with Sustainability and Accounting Standards Board (also available in Appendix 5).

We review the implications of our identified risks to ensure appropriate mitigation. For example, one strategic risk is customer acceptance of our products and services; we must therefore make certain they are reliable and high quality, responding to the views expressed through customer feedback programmes, including Net Promoter Score, and provide access initiatives to ensure those who might benefit from them can do so. That way, we minimise the risk of financial loss and damage to our corporate reputation.

We believe in timely, comprehensive reporting (see Appendix 6 for how we align with the Global Reporting Initiative). CR is an integral part of the statements of the Chair, CEO and CFO in the 2021 RELX Annual Report and Financial Statements (see pages 3, 4, and 60–65).

Our businesses and our unique contributions

LexisNexis Risk Solutions provides essential insight to protect people and industry

Elsevier contributes to advancing human welfare and economic progress through its science and health information tools and analytics

LexisNexis Legal & Professional promotes justice through its legal intelligence and analytics

RX fosters communities, enhancing productivity and efficiency

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Prioritising key issues

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.

Every two years, we formally ask stakeholders to assess our impact areas. In the year, CR consultancy, Carnstone, reached out to over 270 stakeholders – including investors, employees and suppliers – to rank 15 issues we consider priorities. All 15 CR priorities were rated as either significant or very significant by 26% or more people (as a minimum), indicating that we are focusing on issues they believe are important for us. They also ranked their top five priorities. These responses were used to determine the rankings in the table on the right.

#1

Unique contributions

Ranked by stakeholders as our primary impact on society and environment

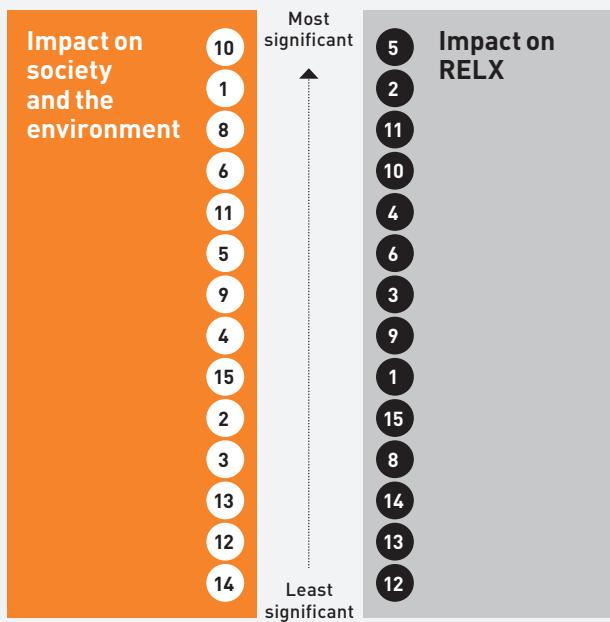
#1

Having the right people

Ranked by stakeholders as the primary impact for RELX

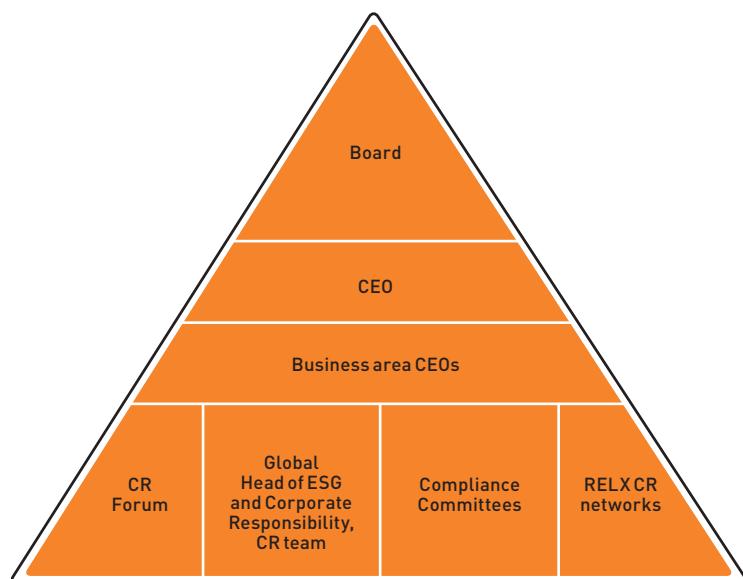
Priority issues

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



Our CR governance framework

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 areas, set and monitor CR performance. This includes our annual and longer term CR objectives, which reflect the views of a range of internal and external stakeholders as described on page 12 -17. The Global Head of ESG and CR provides formal updates to the Board and engages on key issues with senior managers, who have CR-related Key Performance Objectives; see page 104 in the Annual Report and Financial Statements

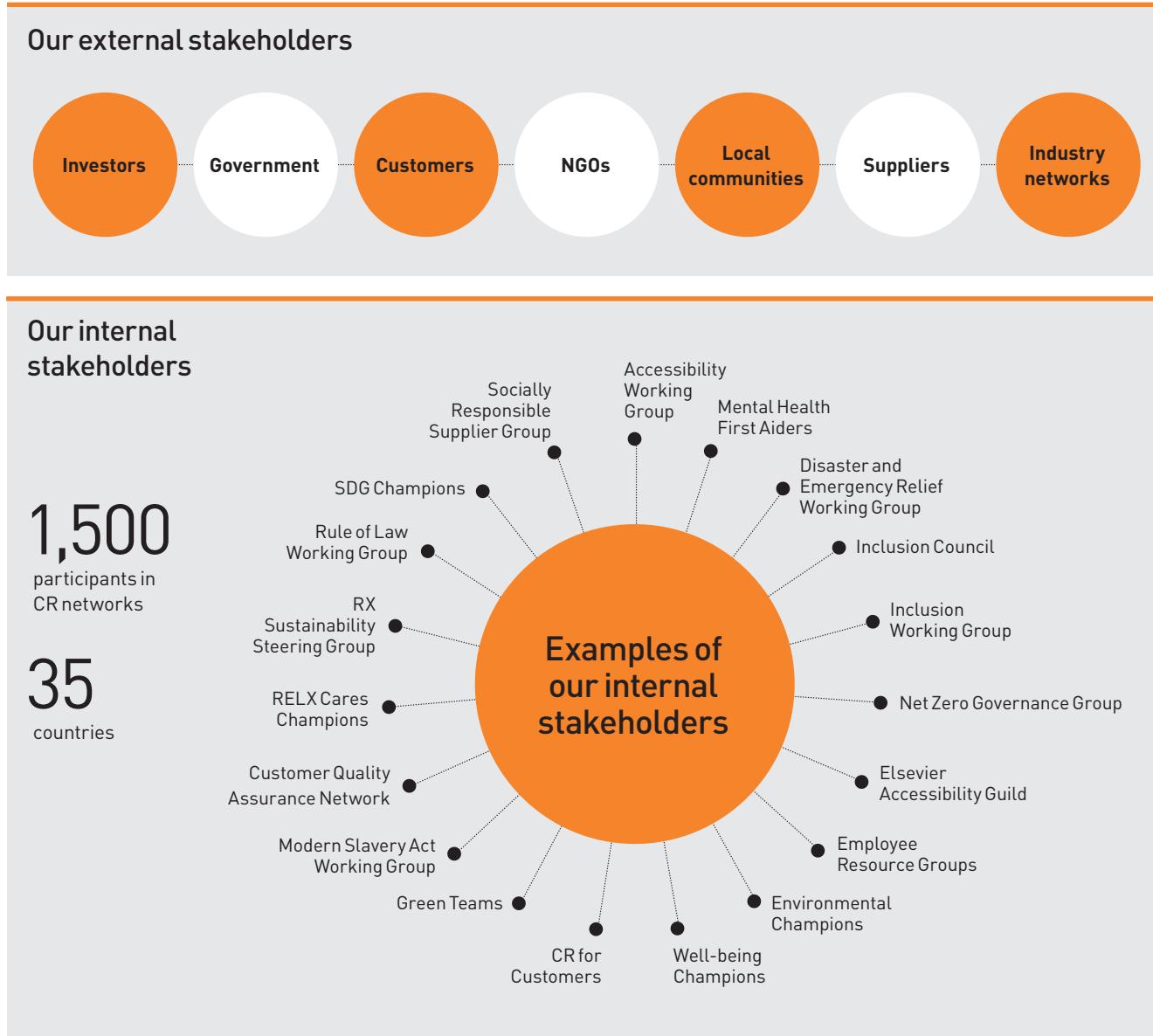


Governing policies include

- [RELX Code of Ethics and Business Conduct](#)
- [Code of Ethics for Senior Financial Officers](#)
- [Supplier Code of Conduct](#)
- [Tax Principle](#)
- [RELX Privacy Principles](#)
- [Climate Change Statement](#)
- [Environmental Policy](#)
- [Inclusion and Diversity Policy](#)
- [Health and Safety Policy](#)
- [Paper Policy](#)
- [Accessibility Policy](#)
- [Editorial Policy](#)
- [Quality First Principles](#)
- [Product Donation Policy](#)

Engagement

Our thinking is informed by extensive internal and external engagement, including stakeholder consultation, which informs our CR objectives and provides insight into risks and opportunities and best practice. Our internal stakeholders are our employees and we involve more than 1,500 colleagues across RELX in our CR networks, who in turn reach many more 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 in our supply chain. We demonstrated leadership as one of 38 UNGC LEAD companies among more than 12,000 signatories, contributed to the UNGC Expert Network and key SDG working groups on SDG 8 (Decent Work In Global Supply Chains) and SDG 16 (Peace, Justice And Strong Institutions). We shared our expertise as panellists at UNGC events, including Overcoming Barriers to Net Zero at COP26. Our Global Head of ESG and CR serves as the Chair of the UNGC UK Network and serves on the Board of the Foundation for the Global Compact, which provides financial, operational and programmatic support to the UNGC.



The UNGC is a partner of the RELX SDG Resource Centre, which features UNGC content. The UNGC India Network and the UNGC UK Network were partners on the virtual RELX SDG Inspiration Day, which brought together 350+ representatives from business, the investor community, academia, non-profit organisations and civil society to inspire action and collaboration to advance the global goals. For more information, see page 27.

Our 2021 Communication on Progress, a report required of signatories each year, was reviewed by UK peers and attained the UNGC's Advanced Level.

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

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2021 awards for excellence

Our employees, products and services regularly receive awards for excellence. In 2021, for example:

Scientific, Technical & Medical



Elsevier's ClinicalPath won Best Computerised Decision Support Solution at the 2021 MedTech Breakthrough Awards for the second consecutive year



Elsevier won the Well Established business category at the 2020 Deshima Business Awards, held in 2021 due to the Covid-19 pandemic

Risk



LexisNexis Risk Solutions won the Judge's Choice award for Best Identity Verification/ Authentication Solution at the 2021 Card Not Present Awards



LexisNexis Risk Solutions won seven awards at the 2021 Cyber Defense Global InfoSec Awards

Legal



LexisNexis Legal & Professional won best Content Search & Discovery Solution at the 2021 SIIA CODiE Awards for Nexis Newsdesk



LexisNexis Legal & Professional received several awards from career site Comparably, including Best Global Culture and Best Company Outlook

Exhibitions



At the 2021 Trade Show Executive Awards, RX US won three GRAND Awards for Vision East, G2E and ISC West and a 'Rock Star' award for FIBO USA



RX Austria was ranked as one of the best business brands in Austria for the quality of its services by Superbrand

2021 investor and other recognition



MSCI ESG Ratings
– AAA rating



Sustainalytics ESG Risk Rating
- Global Universe: 11th out of 14,000+
- Sector (media): 1st out of 298

Sustainability Award
Bronze Class 2022
S&P Global

S&P Global Sustainability Yearbook
- Bronze class distinction

Member of Dow Jones Sustainability Indices

Dow Jones Sustainability Index
Included in
- World
- Europe



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



STOXX Global ESG Leaders Indices
- Included



ECPI Indices
- Included



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



Tortoise Responsibility 100 Index
- 4th out of 100



SOCOTEC ISO14001
- Certified



Workplace Pride Global Benchmark
- Awarded Advocate status



Bloomberg's Gender-Equality Index
- Included

2021 key corporate responsibility data

	2021	2020	2019	2018	2017
Revenue (£m)	7,244	7,110	7,874	7,492	7,341
People					
Number of full-time equivalent employees (year-end)	33,500	33,200	33,200	32,100	31,000
Percentage of women employees (%) ¹	50	51	50	51	51
Percentage of women managers (%) ¹	44	43	42	42	43
Percentage of women senior leaders (%) ^{1,2}	33	31	30	28	29
Percentage of ethnic minority US/UK managers (%) ¹	19	17			
Percentage of ethnic minority US/UK senior leaders (%) ^{1,2}	11	11			
Community²					
Total cash and in-kind donations (products, services and time (£m))	10.4	9.2	9.2	8.7	7.5
Market value of cash and in-kind donations (£m)	20.6	17.6	18.7	17.6	12.6
Percentage of staff volunteering (%) ³	32	26	45	42	45
Total number of days volunteered in company time	10,362	6,821	12,127	11,720	12,670
Health and safety (lost time)⁴					
Incident rate (cases per 1,000 employees) ⁴	0.07	0.11	0.50	0.28	0.55
Frequency rate (cases per 200,000 hours worked) ⁴	0.01	0.01	0.06	0.03	0.06
Severity rate (lost days per 200,000 hours worked) ⁴	0.02	0.07	0.69	0.69	1.15
Number of lost time incidents (>1 day) ⁴	2	3	14	8	17
Socially Responsible Suppliers (SRS)					
Number of key suppliers on SRS database ^{5,6}	359	412	354	348	344
Number of independent external audits ⁶	111	99	93	84	83
Percentage signing Supplier Code of Conduct (%) ^{6,7}	96	91	91	89	91
Environment⁷					
Total energy (MWh) ⁸	117,161	133,238	163,628	179,228	186,228
Renewable electricity purchased (MWh) ^{8,9}	101,510	125,019	136,410	125,707	117,799
Percentage of electricity from renewable sources (%) ^{8,9}	100	100	96	81	72
Water usage (m ³) ⁸	175,372	215,858	331,913	332,490	344,918
Climate change (tCO₂e)⁹					
Scope 1 (direct) emissions ⁹	5,226	4,516	7,848	7,477	8,231
Scope 2 (location-based) emissions ⁹	43,445	53,131	68,229	74,279	84,590
Scope 2 (market-based) emissions ⁹	7,715	10,773	17,704	16,004	21,831
Scope 3 (business flights) ^{10,9}	5,032	18,652	62,254	68,363	58,034
Scope 1 + Scope 2 (location-based) + Scope 3 (flights) emissions ⁹	53,703	76,299	138,331	150,119	150,855
Scope 1 + Scope 2 (market-based) + Scope 3 (flights) emissions ⁹	17,973	33,941	87,806	91,844	88,096
Waste¹¹					
Total waste (t) ¹¹	2,192	2,618	4,587	6,448	6,664
Percentage of waste recycled (%) ¹¹	81	73	50	64	69
Percentage of waste diverted from landfill (%) ¹¹	89	87	69	72	76
Paper					
Production paper (t) ¹²	40,910	36,259	34,599	35,555	36,484
Sustainable content (%) ^{12,13}	98	92	96	90	90

1 We define senior leaders as either a) colleagues with a management grade of 17 and above, based on our job architecture framework developed with external input and b) colleagues with a management grade of 16 (and above) with a hierarchy of 4 (or 5 in some circumstances) reporting levels from the CEO.

2 Data reporting methodology assured by Business for Societal Impact. See Appendix 2 for Business for Societal Impact assurance statement 2020. Reporting period covers 12 months from December 2020 to November 2021.

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 company-sponsored volunteer activities.

4 Accident reporting covers approximately 86% 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 Signatories to the RELX Supplier Code of Conduct include suppliers who have not signed the Supplier Code, but have equivalent codes. These suppliers are subject to the same audit requirements as Supplier Code signatories.

7 Environmental data (carbon, energy, water, waste) covers the 12 months from December 2020 to November 2021.

8 We purchase renewable electricity on green tariffs at locations in the UK, Austria and the Netherlands. US Green-e certified Renewable Energy Certificates (RECs) are applied to electricity consumption in the US. US Green-e certified RECs are also purchased to equal 100% of the electricity consumption outside the US, but we do not apply any market-based emissions factors on this portion of electricity consumption.

9 Market-based and location-based emissions have been reported in compliance with the updated GHG Protocol guidance. See our reporting guidelines and methodology from the link below.

10 Covers all flights booked through our corporate travel partner. All years use the DEFRA RRF emissions factor for air travel in Scope 3 (other).

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

12 % in Book Chain Project graded 3 or 5 (known and responsible sources) or certified to FSC or PEFC. Previous years restated based on this methodology for the 2025 Targets

¹³ Data assured by EY. See Appendix 3 for EY assurance statement 2021.

 See our reporting guidelines and methodology for more details.

2021–2022 CR objectives

We set meaningful targets and measure progress against them.

<h3>Unique contributions</h3> <p> See page 19–28 for more information</p>		
2021 objective and achievement	2022 objectives	By 2030*
<h4>Protection of society</h4> <p>Meaningful support of SDG 16 (Peace, Justice And Strong Institutions) by expanding reach of ADAM, LexisNexis Risk Solution's US missing children alert service, through new partnerships and mobile text alerts; help deliver new missing alert service for UK's Missing People</p> <ul style="list-style-type: none"> Over 2,200 new subscribers in 2021; partnership with US national media network GST to display ADAM alerts on digital screens at 26,000 US road service stations; 1.7 million alerts disseminated in over 1,800 missing children cases; project underway scoping technical support to improve UK Missing People's automated missing person alert service 	<p>Meaningful support of SDG 10 (Reduced Inequalities) by expanding financial inclusion pilots in low-income countries; use of products and services to reduce online fraud and identity theft</p>	<p>Use our products and expertise to advance the SDGs, among them:</p> <ul style="list-style-type: none"> SDG 3 (Good Health And Well-Being) SDG 10 (Reduced Inequalities) SDG 13 (Climate Action) SDG 16 (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>
<p>Meaningful support of SDG 10 (Reduced Inequalities) by expanding financial inclusion pilots in low-income countries; use of products and services to reduce online fraud and identity theft</p> <ul style="list-style-type: none"> Using LNRS alternative credit sources, to help more citizens gain access to credit in 2021, two pilots were extended in Colombia and three new pilots were launched in Mexico; US Department of Labor and US states including Maryland and Ohio use LexisNexis Risk Solutions tools in the year to fight unemployment fraud 		
<h4>Advance of science and health</h4> <p>Meaningful support of SDG 3 (Good Health And Well-being) and SDG 10 (Reduced Inequalities) to increase scientific knowledge, reduce health disparities and ensure equal access to health, including through a project with the Julius L. Chambers Biomedical Biotechnology Research Institute</p> <ul style="list-style-type: none"> Elsevier collaboration with the Julius L. Chambers Biomedical Biotechnology Research Institute included support for community rollout of COVID-19 vaccine, training for 10 faculty in evidence-based implementation science, and the development of a course for undergraduates Leap project with Amref helped train cohort of 35,000 health workers, as part of Ethiopian government's COVID-19 prevention and treatment programme 	<p>Meaningful support of SDG 3 (Good Health And Well-being) and SDG 10 (Reduced Inequalities) by championing inclusive health and research through global partnerships, including a project with the Sansum Diabetes Research Institute's Latino community scientists and engagement with the Black Women's Health Alliance to improve health care outcomes and reduce health disparities for African American and other minority women and families in Philadelphia</p>	

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

2021 achievements	2022 objectives	By 2030
Promotion of the rule of law and access to justice		
Meaningful support of SDG 16 (Peace, Justice And Strong Institutions) through continued expansion of Rule of Law Cafes; LexisNexis Rule of Law Foundation efforts to eliminate racism in legal systems; and support for UN Global Compact initiatives to advance SDG 16 <ul style="list-style-type: none"> Rule of Law Cafes held in Philippines, Malaysia, South Africa and the UK; new fellowship programme with Historically Black Colleges and Universities Law School Consortium; supported UNGC SDG 16 Business Framework focused on transformational governance to help businesses understand and implement SDG 16 targets 	Meaningful support of SDG 16 (Peace, Justice And Strong Institutions) through advancing legislative review project with the UK National Crime Agency and the International Centre for Missing and Exploited Children on child sexual abuse reporting and data sharing across nine countries	Use our products and expertise to advance the SDGs, among them: <ul style="list-style-type: none"> SDG 3 (Good Health And Well-Being) SDG 10 (Reduced Inequalities) SDG 13 (Climate Action) SDG 16 (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
Fostering communities		
Meaningful support of SDG 11 (Sustainable Cities And Communities) including a focus on zero carbon through key shows in alignment with COP26; increased online show offerings to support exhibitors and attendees in the wake of Covid-19 <ul style="list-style-type: none"> Conducted mapping of more than 200 RX events which indicated over 90% covered SDG themes including SDG 11; pre-COP26 All-Energy Dcarbonise Week Virtual Sustainability Summit to help attendees accelerate strategies and actions to achieve net zero; partnered with peers and industry bodies to launch Net Zero Carbon Events 	Meaningful support of SDG 11 (Sustainable Cities And Communities) including a focus on show content supporting net zero and the transition to a low carbon economy	
Universal, sustainable access to information		
Advance the SDGs by expanding free RELX SDG Resource Centre including through six special releases; developing new partnerships; and holding a 2021 global SDG Inspiration Day <ul style="list-style-type: none"> Content on the RELX SDG Resource Centre expanded by 62% over 2020 including with features for 12 UN days; 2021 RELX SDG Inspiration Day with 350+ participants and keynote presentations by former UN Secretary General Ban Ki-Moon and Nobel Peace Prize Laureate Muhammad Yunus 	Advance the SDGs by increasing the number of research articles available on the RELX SDG Resource Centre	

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2021 objective and achievement	2022 objectives	By 2030
<p>Security – SDG 16 (Peace, Justice And Strong Institutions): Continue to implement controls to increase resilience to user-based attacks such as phishing and ransomware; introduce a Great Phishing Challenge for internal and external stakeholders</p> <ul style="list-style-type: none"> Monthly phishing simulations with results outperforming industry benchmarks; Fraud Awareness Week and Cyber Security Month activities to engage colleagues on data privacy and security 	<p>Security – SDG 16 (Peace, Justice And Strong Institutions): Expand National Institute of Standards and Technology Cybersecurity Framework assessment reporting</p>	<p>Continued progressive actions that advance excellence in corporate governance within our business and the marketplace</p>
<p>Privacy – SDG 16 (Peace, Justice And Strong Institutions): Conduct a 2021 privacy quality review on compliance with EU and other requirements for cross-border data transfers</p> <ul style="list-style-type: none"> Completed privacy quality review focused on the effectiveness of safeguards intended to mitigate the risk of non-compliance with the European Commission requirements for the cross-border transfer of personal data originating in the European Economic Area 	<p>Privacy – SDG 16 (Peace, Justice And Strong Institutions): Global activities for employees to raise awareness of data privacy and protection, including for Data Privacy Day</p>	
<p>Responsible tax – SDG 16 (Peace, Justice And Strong Institutions): Continue to advance African tax law codification in pilot countries, working with LexisNexis Legal & Professional South Africa and LexisNexis Rule of Law Foundation</p> <ul style="list-style-type: none"> Progressed project to make tax law more transparent to both governments and citizens in Africa 	<p>Responsible tax – SDG 16 (Peace, Justice And Strong Institutions): Continue to advance African tax law codification pilots</p>	

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2021 objective and achievement	2022 objectives	By 2030
Inclusion – SDG 10 (Reduced Inequalities): Progress RELX inclusion goals through focused recruitment, training and development efforts <ul style="list-style-type: none"> ▪ Robust governance structure to monitor progress against the RELX inclusion goals and to track trends in diversity data; Rise conference attended by 1,100+ colleagues to mark diversity awareness month; training for employees including on psychological safety and avoiding harassment with mentoring programmes for senior women talent 	Inclusion – SDG 10 (Reduced Inequalities): Progress RELX inclusion goals, including piloting voluntary disclosures for gender identity, sexual orientation and disability	Continued high-performing and satisfied workforce through talent development, inclusion & diversity, and well-being; scale support for external human capital initiatives
Pay equity – SDG 8 (Decent Work And Economic Growth): Continue living wage assessment in four countries <ul style="list-style-type: none"> ▪ Living wage assessments completed in France, India and the Philippines; US living wage assessments and accreditation ongoing including with Living Wage for US 	Pay equity – SDG 8 (Decent Work And Economic Growth): Advance reward education for people managers encompassing pay equity; cascade newly developed on-demand, reward eLearning modules to managers for real time access	
Well-being – SDG 3 (Good Health And Well-Being): Develop RELX mental health policy reflecting cross-business and external insights <ul style="list-style-type: none"> ▪ Progressed RELX Mental Health Policy 	Well-being – SDG 3 (Good Health And Well-Being): Review safety risk assessment and training modules to cover three working models – office, home and hybrid	

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2021 objective and achievement	2022 objectives	By 2030
<p>Customer engagement – SDG 17 (Partnerships For The Goals): Further engagement with customers on the SDGs</p> <ul style="list-style-type: none"> Awards presented during virtual 2021 SDG Inspiration Day to Danish renewable energy provider Ørsted, nominated by LexisNexis Risk Solutions; the University of São Paulo, Brazil nominated by Elsevier; the International Commission of Jurists, nominated by LexisNexis Legal & Professional; and A+E Networks, an American multinational broadcasting company, nominated by RX 	<p>Customer engagement – SDG 17 (Partnerships For The Goals): Create tools to enable customer-facing staff to share information about RELX and CR</p>	<p>Continue to expand customer base across our four business areas through excellence in products and services, active listening and engagement, editorial and quality standards, and accessibility; a recognised advocate for ethical marketplace practice</p>
<p>Quality – SDG 8 (Decent Work And Economic Growth): Create new internal customer quality assurance network</p> <ul style="list-style-type: none"> Quality First Principles Working group and Editorial Standards Working Group merged into cross functional group for standards and quality 	<p>Quality – SDG 8 (Decent Work and Economic Growth): Publish and launch RELX Responsible Artificial Intelligence Principles</p>	
<p>Accessibility – SDG 10 (Reduced Inequalities): Advance Accessibility Maturity Model across RELX</p> <ul style="list-style-type: none"> Convened quarterly Accessibility and Inclusion Forum to advance RELX Accessibility Maturity Model in areas such as employee training; policy, governance and reporting; inclusive design; and project management 	<p>Accessibility – SDG 10 (Reduced Inequalities): Advance cross-business, on-demand accessibility training</p>	

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2021 objective and achievement	2022 objectives	By 2030
<p>Employee community engagement – SDG 17 (Partnerships For The Goals): Evaluate the impact of the pandemic on community engagement; campaign to promote virtual volunteering</p> <ul style="list-style-type: none"> More than 1,450 colleagues participated in survey to identify barriers to volunteering; virtual volunteering a focus for global RELX Cares Month, with a related film for all employees 	<p>Employee community engagement – SDG 17 (Partnerships For The Goals): Continue to improve impact measurement of our charitable donations</p>	<p>Through our unique contributions, significant, measurable advancement of education for disadvantaged young people; investments with partners for maximum impact</p>
<p>Philanthropic giving – SDG 17 (Partnerships For The Goals): Update central donations programme in order to better report impact of community giving</p> <ul style="list-style-type: none"> Moved to once per year central donations round to facilitate better impact reporting by beneficiaries 	<p>Philanthropic giving – SDG 17 (Partnerships For The Goals): Establish new strategic global fundraising partnership</p>	

Supply chain

 See page 61–66 for more information

2021 objective and achievement	2022 objectives	By 2030*
<p>Responsible Supply Chain – SDG 8 (Decent Work And Economic Growth): Increase the number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance</p> <ul style="list-style-type: none"> 99% core suppliers* (target 95%) 100% high- and medium-risk core suppliers (target 100%) 96% total tracking list (target 88%) 3,670 total Code signatories (3,457 in 2020, 2021 target 3,600) 111 independent audits completed (99 in 2020) 	<p>Responsible Supply Chain – SDG 8 (Decent Work And Economic Growth): Increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance</p>	<p>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</p>
<p>Supplier Diversity – SDG 10 (Reduced Inequalities): Advance Supplier Diversity and Inclusion programme</p> <ul style="list-style-type: none"> 12.9% diversity spend (US rolling four quarters) with Veteran, Minority, Woman-owned, and Small Businesses 	<p>Supplier Diversity – SDG 10 (Reduced Inequalities): Advance Supplier Diversity and Inclusion programme</p>	

* Core suppliers are those that have appeared on the SRS tracking list for three or more years.

Environment

 See page 67-80 for more information

2021 objective and achievement	2022 objectives	By 2030
Environmental responsibility – SDG 12 (Responsible Consumption And Production): Embed new environment targets across RELX <ul style="list-style-type: none"> Engagement with key teams on targets; developed new paper reporting requirements to include certification; launched new cross business working group on net zero 	Environmental responsibility – SDG 12 (Responsible Consumption And Production): Launch new online reporting tool for sustainable production paper	Further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact possible
Carbon reduction – SDG 13 (Climate Action): Launch internal carbon price for work-related flights <ul style="list-style-type: none"> Internal carbon price launched covering Scope 1, Scope 2 and Scope 3 (flights) beginning at \$25 per tCO2e with plans to increase to the carbon price over time 	Carbon reduction – SDG 13 (Climate Action): Advance reporting of Scope 3 (other) emissions	

EY assured our 2021 environment, health and safety, people and supply chain data as indicated in the summary table on [page 11](#). EY's conclusions are in [Appendix 3](#).

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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see [page 100](#) of the appendix



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.

2021 objectives

- Advance of science and health: Meaningful support of SDG 3 (Good Health and Well-Being) and SDG 10 (Reduced Inequalities) to increase scientific knowledge, reduce health disparities and ensure equal access to health, including through a project with the Julius L. Chambers Biomedical Biotechnology Research Institute
- Protection of society: Meaningful support of SDG 16 (Peace, Justice And Strong Institutions) by expanding reach of ADAM, LexisNexis Risk Solution's US missing children alert service, through new partnerships and mobile text alerts; help deliver new missing alert service for UK's Missing People
- Protection of society: Meaningful support of SDG 10 (Reduced Inequalities) by expanding financial inclusion pilots in low income countries; use of products and services to reduce online fraud and identity theft
- Promotion of the rule of law and access to justice: Meaningful support of SDG 16 (Peace, Justice And Strong Institutions) through continued expansion of Rule of Law Cafes; LexisNexis Rule of Law Foundation efforts to eliminate racism in legal systems; and support for UN Global Compact initiatives to advance SDG 16
- Fostering communities: Meaningful support of SDG 11 (Sustainable Cities And Communities) including a focus on zero carbon through key shows in alignment with COP 26; increased online show offerings to support exhibitors and attendees in the wake of Covid-19
- Universal, sustainable access to information: Advance the SDGs by expanding free RELX SDG Resource Centre through six special releases; developing new partnerships; and holding a 2021 global SDG Inspiration Day

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Our unique contributions

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



I'm proud to be part of the team providing free special issues on the RELX SDG Resource Centre which help researchers around the world advance the SDGs and showcases our world-class content.

Katie Hammon
Senior Acquisitions Editor
Elsevier, US

1m+

Research4Life downloads from Elsevier's ScienceDirect

~3,000

Elsevier journals available through Research4Life

Risk

LexisNexis Risk Solutions' (LNRS) products and services align with SDG 16 (Peace, Justice And Strong Institutions) and SDG 10 (Reduced Inequalities), among others. For example, they help law enforcement keep communities safe and protect society by detecting and preventing fraud across a range of business sectors and at US federal, state and local government levels. In the year, LNRS partnered with local police departments, including the Athens-Clarke County Police Department in Georgia and the Covington Police Department in Tennessee, to provide community crime maps with automated alerts notifying citizens of crimes in their area.

In response to the global coronavirus pandemic, LNRS continued to offer the Global Covid-19 Spread Tracking project, which provides researchers, academics and the public with a customisable dashboard that analyses open sourced data assets from Johns Hopkins University, The Atlantic's Covid Tracking Project and other sources. It provides critical information on contagion risk, infection state, vaccinations, cases, and deaths and also features commentary, trends, and hot spots.

Our businesses and our unique contributions

LexisNexis Risk Solutions provides essential insight to protect people and industry

Elsevier contributes to advancing human welfare and economic progress through its science and health information tools and analytics

LexisNexis Legal & Professional promotes justice through its legal intelligence and analytics

RX fosters communities, enhancing productivity and efficiency

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2021 objective

Meaningful support of SDG 16 by expanding reach of ADAM, LexisNexis Risk Solution's US missing children alert service, through new partnerships and mobile text alerts; help deliver new missing alert service for UK's Missing People

**CELEBRATING
20 Years
of Finding
Missing Kids**



LexisNexis Risk Solutions colleagues developed the ADAM programme in 2000 to help the 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. In the year LNRS and NCMEC used the ADAM programme to distribute over 1.7 million alerts in over 1800 missing children cases. Through continued promotional efforts, the system gained over 2,200 new subscribers who consent to receiving missing child alerts in their area. In the year, ADAM was included in GSTV, a national media network located at 26,000 US fuel retailers.

ADAM features geo-targeting functionality to pinpoint specific areas to increase recoveries within 24 hours of alert distribution. In 2021, five missing children were recovered through ADAM and, since 2000, over 190 missing children have been located through the programme. During the year, we worked with UK charity, MissingPeople, to explore how ADAM functionality could help automate their distribution of alerts when children and adults go missing in the UK.



A light bulb went off and we thought, what if all the clerks and the people working at these stations are receiving the same alerts to their phones? They could then become the eyes and ears in their communities looking out for the safety of our kids.

Dan Trotzer

Executive Vice President of industry at GSTV

**SDG alignment**

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

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2021 objective

Meaningful support of SDG 10 by expanding financial inclusion pilots in low-income countries; use of products and services to reduce online fraud and identity theft



Financial inclusion is essential to the SDGs. With adequate wages and access to credit, citizens are lifted out of poverty, (SDG 1); avoid hunger (SDG 2); have better health (SDG 3); are more likely to receive quality education (SDG 4); and more women are likely to aid the financial well-being of their communities (SDG 5), with other benefits across the SDGs.

However, according to Global Findex estimates, published by the World Bank, 1.7bn adults in the world lack an account with a financial institution or a mobile money provider. A joint study by McKinsey and the IFC estimates that micro and small enterprises face a \$2 trillion credit gap, which slows economic growth.

LNRS is working to address a lending blind spot for those seeking to advance personal and professional objectives, such as purchasing a home or expanding a small business, who are unable to gain credit because of missing or outdated negative information.

The challenge of financial inclusion is often magnified in low-income countries, given gaps in identity verification and credit risk assessment. LNRS' RiskView tool provides alternative data sets not in traditional credit reports, such as home ownership, education status and professional licenses, while LNRS' Threatmetrix, in partnership with fintech partners, is deriving alternative data that can be used to assess risk from consumers who use smartphones.

In the year, LNRS widened financial inclusion by launching RiskView Optic and RiskView Spectrum, two alternative credit scores which enable enterprises to approve more near-prime and prime applicants while reducing loss exposure across consumer segments under- or over-estimated by traditional credit scores alone.

In 2021, following a successful pilot in Mexico, three new pilots were launched in the country including one with KU-BO Financiero, allowing them to double their loan workflow and reduce defaults. Additionally, two existing pilots were extended in Colombia, in partnership with financial services companies, Bancupo and Rayco.

Pilots in Indonesia, India, Thailand, Vietnam, The Philippines and Malaysia are planned for next year.

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 innovation and enables critical decision-making. Among others, Elsevier makes a significant contribution to SDG 3 (Good Health And Well-Being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG13 (Climate Action).

Elsevier, plays an important role in advancing human welfare and economic progress through its science and health information, which spurs innovation and enables critical decision-making. Among others, Elsevier makes a significant contribution to SDG 3 (Good Health And Well-Being), SDG 5 (Gender Equality), SDG 10 (Reduced Inequalities) and SDG13 (Climate Action).

To broaden access to its content, Elsevier supports programmes where resources are often scarce. Among them is Research4Life, a partnership with UN agencies and over 200 publishers; we provide core and cutting-edge scientific information to researchers in 125 low and middle-income countries. As a founding partner and leading contributor, Elsevier provides a quarter of the material available in Research4Life, encompassing approximately 3,000 journals and 2,000 e-books. In 2021, there were over 1.1m Research4Life downloads from ScienceDirect.

In serving the global scientific research community, Elsevier published over 600,000 articles in 2021. Colleagues also held a free programme on Demystifying the Covid-19 Vaccines which was broadcast in 27 countries across Zoom and YouTube while simultaneously translated into German, French, Spanish, Italian, Portuguese, Polish and Russian. The webinar featured John McConnell, Editor-in Chief of The Lancet Infectious Diseases, and Ylann Schemm, Director of the Elsevier Foundation, discussing how vaccines work, their safety and efficacy in preventing infection, and answering questions from the general public to address misinformation around Covid-19 vaccines. In 2021, Elsevier also launched the free India Covid-19 Healthcare Hub, extending the Covid-19 Healthcare Hub launched at the beginning of the pandemic, to provide resources and online learning tools on the prevention and management of Covid-19.

To bridge the clinical practice gap in low-income countries, the Elsevier Foundation continued its partnership with Amref HealthAfrica on the LEAP programme, scaling mobile learning for healthcare workers in Ethiopia, including a comprehensive Covid-19 training module. It also co-hosted a workshop with Epicentre's Niger Research Centre on effective science communication to help African healthcare professionals have a greater impact in their communities. Delivered in both French and English, sessions covered publishing, journalistic writing, social media and public speaking.

Elsevier's Irene Walsh, Chief Design Officer of Elsevier's 3D4Medical, works with leading 3D artists, medical experts, developers and designers to bring human anatomy to life in Complete Anatomy — an educational platform that enables students to interact in-depth with body systems. In the year, she held a workshop with 60+ participants exploring issues around bias and how it can impact product decisions unconsciously with far-reaching consequences, citing a 2021 MBRRACE-UK study showing Black women are four times more likely to die in childbirth. Participants suggested moving away from default skin colour to allow users to select pigmentation from a colour wheel rather than a set order.

SDG alignment

Target 10.4: Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

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2021 objective

Meaningful support of SDGs 3 and 10 to increase scientific knowledge, reduce health disparities and ensure equal access to health, including through a project with the Julius L. Chambers Biomedical Biotechnology Research Institute

The Elsevier Foundation works to address key challenges in science, health and inclusion in order to progress the SDGs and for over 15 years, has been serving communities worldwide.

In 2021, the Elsevier Foundation partnered with the Julius L Chambers Biomedical Biotechnology Research Institute (BBRI) at North Carolina Central University, which conducts multidisciplinary and interinstitutional research focused on health issues that disproportionately affect minority and underserved populations. To advance its implementation programme, focused on evidence-based interventions to address health disparities, in the year BBRI conducted a multi-university seminar series and faculty workshops in nursing, social work and public health.

The Foundation also worked with Black Girls CODE, which has developed a community focused STEM curriculum that includes skills training to foster personal growth for girls from racially-diverse backgrounds. One Philadelphia CODE Club, in the year, offered participants six weeks of interactive training sessions encompassing mobile app, web and game development. Philadelphia was also the focus of Elsevier Foundation engagement with the Black Women's Health Alliance's Millennial Sister Circle, which in 2021 aimed to empower young Black women to take charge of their health and wellness.

Another Elsevier Foundation partner, the Sansum Diabetes Research Institute in California, offers the Latino diabetes community scientists programme, which trains community health workers to support Latino families at risk of Type 2 diabetes. In the year, the Institute served as a vaccination centre to support the at-risk Latino community with the rollout of the Covid-19 vaccine.



By cooperating on meaningful partnerships and offering quality content, data and analytics, we can continue to serve our communities and help science and healthcare to be truly inclusive.

Ylann Schemm
Elsevier Foundation Director

**SDG alignment**

Target 10.2: By 2030, empower and promote the social, economic and political inclusion of all

Legal

LexisNexis Legal & Professional (LNL&P) advances SDG 16 (Peace, Justice And Strong Institutions) through its products and services that promote the rule of law. The LNL&P global legal and news database contains 139 billion documents and records providing transparency of the law in more than 180 countries, with some 1.9m new legal documents added daily.

Through its content, data, and analytics, LNL&P supports the four components of the Rule of Law: transparency of law, equality under the law, independent judiciaries and accessible legal remedy.

In response to the Covid-19 pandemic and subsequent lockdowns, LNL&P South Africa has supported the development of a new electronic court system to ensure justice remains accessible in the country. The company has provided 16 courts across the country with Wi-Fi connectivity to ensure the optimal functionality of a digital system.

In the year, LexisNexis PatentSight, an intellectual property analytics solution, mapped the global patent system to the SDGs. This new, objective measure gives organisations a view of the global innovation landscape. It reveals opportunities in sustainable technology to support R&D investment strategies, including effective evaluation.

LexisNexis Legal & Professional also partners with the IBA 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; the App is available to all Android users and has collected more than 14,500 photos and videos to date.

Since 2008, LNL&P has partnered with industry associations to recognise individuals and organisations for their commitment to the Rule of Law. 2021 award honourees include the UK's Michael Polak, recipient of the Outstanding Young Lawyer Award, created by LNL&P with the International Bar Association's Young Lawyers Committee, for his dedication to bringing attention to atrocities around the world against minority groups; the US Due Process of Law Foundation, recipient of the LNL&P and Inter-American Bar Association Award for promoting respect for human rights in Latin America; and Afghanistan's Latifa Sharifi, recipient of the LNL&P and Union International des Avocats Award for assisting women victims of domestic violence in divorce proceedings, despite risks to her own safety.

In the year, LNL&P Middle East, produced Women in Law in the Arab World, a book profiling the achievements of women in the legal profession across the region, alongside its first Women in Law Awards for the Middle East and North Africa.

In 2021, LNL&P Asia colleagues advanced a platform, initiated by a past president of the Industrial Court of Malaysia, allowing lawyers to release legal information videos in plain-Tamil language. They have also continued to provide Myanmar lawyers support with caring for women detainees and collated materials on appropriate legal handling of offences.

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2021 objective

Meaningful support of SDG 16 through continued expansion of Rule of Law Cafes; LexisNexis Rule of Law Foundation efforts to eliminate racism in legal systems; and support for UN Global Compact initiatives to advance SDG 16



RELX Rule of Law Cafes bring together stakeholders – including customers, government, NGOs and law societies – to discuss opportunities to go beyond legal minimums to advance the rule of law. In 2021, they were held virtually in the UK, Malaysia, South Africa and The Philippines. The Philippines Rule of Law Cafe in July addressed digitisation of the courts with speakers Justice Marquez from the Philippine Supreme Court; Judge Rainelda H. Estacio-Montesa; Attorney Marlon Valderama and Attorney Jed Sherwin G. Uy.

As part of its commitment to eliminate systemic racism in legal systems and further LNL&P's culture of inclusion and diversity, the business launched a \$120,000 fellowship programme with the Historically Black Colleges and Universities Law School Consortium in 2021. The inaugural cohort includes 12 students from the Consortium's six law schools who each received \$10,000 toward their studies and participate in a nine month programme to develop their leadership and advocacy skills. In addition, LNL&P began a multi-year agreement with the National Bar Association (NBA), the largest US network of predominantly African American attorneys and judges, to combat systemic racism and racial inequality; LNL&P teams created legal resources for NBA members to support their Election Protection Project working to uphold voting rights across the country.

The International Bar Association and the LexisNexis Rule of Law Foundation are collaborating on an ambitious long-term research project to identify disparity in representation between males and females at senior levels in the legal profession on a global scale. The Gender Project, launched in March 2021, will provide a blueprint for achieving gender parity in law leadership by 2030.

RELX supported the development of the SDG 16 Business Framework which launched in June 2021, to help companies embrace transformational governance, which calls on business to be accountable, ethical, inclusive and transparent as a driver to responsible business conduct, to enhance ESG performance and strengthen public institutions, laws and systems.

 [Read more about Lexis Nexis Legal & Professional and the rule of law](#)



Our Fellows have demonstrated a passion for social justice and are willing to address complex issues like racism, poverty and inequality. They are building their own legacy of leadership as they work to advance the rule of law. Their excellence and achievement fills me with hope, courage and pride.

Ronda Moore

Chief Inclusion and Diversity Officer and Head of Global Talent Development, LexisNexis Legal & Professional

**SDG alignment**

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

RX events strengthen communities and support the SDGs, including SDG 11 (Sustainable Cities And Communities) and SDG 10 (Reduced Inequalities).

In the year, RX released the second part of a White Paper on Covid-19 and how it has affected the event industry. The study found for the first time since it began that, more visitors and exhibitors believed the economic outlook in their industry would improve than believed it would deteriorate. Customers were also more buoyant about their ability to survive the economic impact of the pandemic. They continued to embrace online learning, with attendees becoming more discerning in their choice of events, preferring shorter, more highly focused and interactive formats incorporating roundtables, chat rooms and Q&A sessions.

In January 2021, RX Global pledged \$1 million over the next five years to selected not-for-profit organisations around the world committed to promoting racial equality. Nine organisations in Brazil, South Africa, UK and the US will share the fund, including the Adus Instituto, which works with refugees and other victims of forced migration in São Paulo, Brazil, and Ally2Action, a US charity accelerating racial reconciliation.

At the 2021 MIPTV television market, RX France presented its second annual MIP SDG Award which honours media companies for their contribution to delivering the SDGs. The 2021 award was dedicated to Goal 10 (Reduced Inequalities) and was awarded to A+E Networks for their long-standing commitment to equality, justice, inclusion and diversity. The event features the MIPCOM Diversify TV Excellence Awards, now in its fifth year, to honour the most compelling creators, characters and stories promoting diversity and inclusion on-screen. Among them were Shine True, by Vice Studios, a series of documentaries which celebrates the trans and gender non-conforming community and The Money Maker, by Kalel Productions, featuring Black investor Eric Collins who offers his expertise and investment to support struggling businesses.

Since 2019, RX Brazil has had an internal mentoring programme to exchange experience, knowledge and advice to help employees develop their careers. People leaders are trained to mentor employees from different areas of the business, boosting their collective personal and professional development. Its success inspired RX to launch the external RX & Adus Inclusive Mentoring Programme in March to help refugees and others in need increase their skills and employability through virtual mentoring sessions running over six months.

2021 objective

Meaningful support of SDG 11 including a focus on zero carbon through key shows in alignment with COP 26; increased online show offerings to support exhibitors and attendees in the wake of Covid-19



4-8 October 2021

Virtual Sustainability Summit

Building a Sustainable Future. Now.



Sponsored by:

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Ørsted



RX events strengthen communities and support the SDGs by bringing together experts, businesses and thought leaders around important topics.

In the year, RX partnered with peers and industry bodies UFI and JMIC to launch Net Zero Carbon Events which commits RX and industry peers to a 50% reduction in total global greenhouse gas emissions by 2030.

In the lead up to the UN COP26 meeting in Glasgow, in October 2021, RX show All-Energy held Dcarbonise Week Virtual Sustainability Summit. Over five days, the free to attend Summit provided knowledge and advice for attendees on lowering their carbon impact. Experts from other RX events contributed, including Oceanology International on sustainable oceans, Future Farm Technology on sustainable agriculture and World Travel Market on responsible tourism. 3,500+ attendees registered, who also have access to on-demand content from the Summit.



Through strong industry commitments, and our own net zero commitment to The Climate Pledge and Net Zero Carbon Events, I believe the events sector can meet the challenge of becoming net zero.

Helen Sheppard

Global Sustainability Director, RX



SDG alignment

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

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2021 objective

Advance the SDGs by expanding free RELX SDG Resource Centre through six special releases; developing new partnerships; and holding a 2021 global SDG Inspiration Day



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.

In 2021, content on the RELX SDG Resource Centre expanded by 62% over 2020 and there were more than 130,000 unique users. This included curated special releases, each with approximately 50 articles, book chapters and other content, marking 12 UN international days, such as World Environment Day, World Water Day, International Women's Day and the International Day for the Elimination of Racial Discrimination. We also progressed a new partnership with UN University, the academic and research arm of the UN, headquartered in Tokyo, Japan.

On the site, we highlighted the seventh RELX SDG Inspiration Day, which took place virtually on 22 June 2021 and was hosted by Dr Shola Mos-Shogbamimu, a lawyer, political and women's rights activist, and founder of the publication, Women in Leadership. Keynote speeches were delivered by former UN Secretary General Ban Ki-moon and Nobel Laureate Professor Muhammad Yunus, who devised the concept of microcredit and founded the Grameen Bank. More than 350 representatives from business, governments, investors, academia, non-profit organisations and civil society took part in engaging and collaborative sessions throughout the day.

In the year, we launched a new podcast on the SDGs on the site, the World We Want, with distinguished guests including Mary Robinson, first woman President of Ireland; Georg Kell, founder of the UN Global Compact; and Mick Sheldrick, Co-Founder and Chief Policy and Government Relations Officer at Global Citizen.

Visit the RELX SDG Resource Centre.

130,000+

Unique users of the RELX SDG Resource Centre in 2021



The RELX SDG Resource Centre has become my one stop shop to stay up to speed with progress around the world on the global goals. It was instrumental for preliminary research on my project, especially the SDGs Graphics, which gave me a precise depiction of the SDGs on a global scale. They made me realise the big impact I could have with my 'micro' project. It also helped me zero in on the SDG targets and outcomes I wanted to achieve.

Gillian Ndlovu

Ban Ki Moon Centre scholar, Zimbabwe

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Across RELX

Recognising that across RELX we have products, services, tools and events that advance the UN's 17 SDGs, we created the free RELX SDG Resource Centre in 2017 to advance awareness, knowledge and implementation. Since 2017, we have made over 1,000 journal articles and book chapters free to access via the RELX SDG Resource Centre which would have otherwise cost over £2 million to make open access.

2021 marked the eleventh year of the RELX Environmental Challenge, focused on providing improved and sustainable access to water and sanitation where it is presently at risk. A shortlist of seven projects were chosen from more than 180 applications. The \$50,000 first prize winner was Green Empowerment, a US charity operating in Latin America, Southeast Asia and Africa. Their project addresses the challenge of reliable water treatment in low-resource communities through the use of data to deliver a robust, autonomous, sensor-based Chlorine Management System. The sensor collects community specific patterns of water consumption, as well as water quality ranges specific to the water source, to develop a predictive algorithm for effective water chlorination. Andrea Johnson, Executive Director at Green Empowerment says "Green Empowerment believes in innovation that is designed in collaboration with partners and communities who will most benefit from the new technology. The RELX Environmental Challenge will help us accelerate field testing and improvements in our prototype for immediate benefit to community partners while positioning us to maximise the potential of this solution."

The \$25,000 second prize winner was Mosan, an international social enterprise offering circular, off-grid dry sanitation services for densely populated settlements. The sanitation system features an in-home toilet designed to a high specification. A community-led model and strong role for users will help operation and maintenance costs to remain low. In the year, past winners CAWST, AIDFI and Sanergy – recipients of the 2020 tenth anniversary collaboration prize – delivered online training and outreach during the pandemic to water and sanitation networks and practitioners across Africa and Colombia.

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2022 objectives

- **Protection of society:** SDG 10 (Reduced Inequalities) – Expand financial inclusion pilots in low-income countries; use of products and services to reduce online fraud and identity theft
- **Advance of science and health:** SDG 3 (Good Health And Wellbeing) – Champion inclusive health and research through global partnerships which incubate new approaches and catalyse change, including through a project with the Sansum Diabetes Research Institute's Latino community scientists and engagement with the Black Women's Health Alliance to improve health care outcomes and reduce health disparities for African American and other minority women and families in Philadelphia
- **Promotion of the rule of law and access to justice:** SDG 16 (Peace, Justice And Strong Institutions) – Advance legislative review project with the UK National Crime Agency and the International Centre for Missing and Exploited Children on child sexual abuse reporting and data sharing across nine countries
- **Fostering communities:** SDG 13 (Climate Action) – Focus on show content supporting net zero and the transition to a low carbon economy
- **Universal, sustainable access to information:** Advance the SDGs – Increase the number of research articles available on the RELX SDG Resource Centre

By 2030

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

SDG 3 (Good Health And Well-Being)

SDG 10 (Reduced Inequalities)

SDG 13 (Climate Action)

SDG 16 (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

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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see page 100 of the appendix



Why

Good governance ensures decisions are made at the appropriate level and in a manner that weighs not only economic considerations, but also the risk to and impact on business operations, customers, suppliers, employees, shareholders, and our communities.

2021 objectives

- Security – SDG 16 (Peace, Justice And Strong Institutions): Continue to implement controls to increase resilience to user-based attacks such as phishing and ransomware; introduce a Great Phishing Challenge for internal and external stakeholders
- Privacy – SDG 16 (Peace, Justice And Strong Institutions): Conduct a 2021 privacy quality review on compliance with EU and other requirements for cross-border data transfers
- Responsible tax – SDG 16 (Peace, Justice And Strong Institutions): Continue to advance African tax law codification in pilot countries, working with LexisNexis Legal & Professional South Africa and LexisNexis Rule of Law Foundation

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The governance landscape is evolving rapidly due to regulatory developments and the rise of technologies such as AI. Organisations which align their risk and compliance activities with human rights principles and purpose-driven activities will see positive financial and non-financial outcomes with shareholders, government, employees and customers.

Myfanwy Wallwork
Executive General Manager, Regulatory Compliance
Global LexisNexis Legal & Professional Australia

Governance and Reporting

Our Board recognises the importance of maintaining high standards of corporate governance, which underpins our ability to deliver consistent financial performance, and value to our stakeholders, and is consistent with our wider RELX culture of acting with integrity. The Board has oversight responsibility of RELX's corporate governance is explained more fully in RELX Annual Reports.

RELX PLC is the sole parent company of the group. 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. RELX PLC, its subsidiaries, associates and joint ventures are together known as RELX.

The shares of RELX PLC are traded through its primary listing on the London Stock Exchange and its secondary listing on Euronext Amsterdam, while its securities are also traded on the New York Stock Exchange under its American Depository Share programme. Accordingly, the Board has implemented standards of corporate governance and disclosure applicable to a UK incorporated company, with listings in London, Amsterdam and New York.

Our values

We monitor the progress of each business in embedding our values.

Our values



Customer focus



Valuing our people



Innovation



Passion for winning



Boundarylessness

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Helping our people pursue the highest ethical standards

RELX is committed to fostering a culture of integrity. Doing the Right Thing is more than a phrase at RELX, it carries with it a specific definition and principles created internally by a cross-divisional group asked to describe RELX's Culture of Integrity.

At RELX Doing the Right Thing means we:

- Respect each other
- Incorporate ethics into all our actions
- Grow our business with integrity
- Hold ourselves and each other accountable
- Take time to ask questions and report concerns

Not only is it important to define what it means to do the Right Thing, but it is important to explain the steps we take to accomplish that goal. At RELX we have a set of principles for the company and a set of principles for colleagues to enable us to meet our ethical standards.

As RELX colleagues we will:

- Be honest in our dealings with others
- Respect our colleagues
- Pause, reflect, and if needed, ask for guidance before taking action
- Act in conformity with the law and our policies
- Courageously speak out for what is right

As an organisation RELX will:

- Provide policies, training and resources to guide us
- Enable a culture where we feel comfortable to ask questions, speak up and report concerns
- Listen to concerns when they are raised and act on them in a fair and timely manner
- Ensure that when we raise concerns, we do not suffer retaliation for doing so
- Hold everyone to the same standards of behaviour, regardless of position within the company

2021 objective

Continue to implement controls to increase resilience to user-based attacks such as phishing and ransomware; introduce a Great Phishing Challenge for internal and external stakeholders

In 2021, we continued our efforts to increase the resilience of the company to attacks aimed at our users. We ran monthly phishing simulations on all employees, with results significantly better than the corresponding industry benchmarks. Using advanced technology controls, we blocked approximately 40 million unwanted emails in just one month from our users, including 5.9 million phishing attacks and 65,000 detection resistant attacks. We continued to communicate with employees about avoiding fraud during International Fraud Awareness

The RELX Operating and Governance Principles describes the processes, policies, and controls to manage risk. Our [Code of Ethics and Business Conduct](#) (the Code) sets the standards of behaviour for all RELX employees. Among other topics, the Code addresses 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 they honestly believe may have occurred.

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 regularly throughout their employment – on topics such as maintaining a respectful workplace, preventing bribery and anti-competitive activity, and protecting personal and company data. Mandatory periodic training covers key Code topics and is supplemented by advanced in-person training for those in higher-risk roles or higher-risk regions.

We offer employees an Integrity Line where they can report any concerns, managed by an independent third party and accessible by telephone or online 24 hours a day, 365 days a year. The Integrity Line also includes an Ask A Question feature which allows employees to seek ethical advice before taking action.

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.

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SDG alignment

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

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. Contributions are made on a bipartisan basis to support the progression of the company and no funds are donated for presidential campaigns.

We remained diligent in our ongoing efforts to comply with applicable bribery and sanctions laws and mitigate risks in these areas. Our anti-bribery and sanctions programmes include detailed, risk-based internal policies and procedures on topics such as doing business with government officials, gift and entertainment limits, gift registers, and 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 reviews and internal monitoring and audits of the operational aspects of the programmes. We also held Compliance Week activities with videos, emails, articles and a quiz.

Our Code of Ethics and Business Conduct supports the principles of the United Nations Global Compact (UNGC) and stresses our commitment to human rights. In accordance with the UN's Guiding Principles on Business and Human Rights, our businesses consider where and how they operate to continue to ensure we are not connected to modern slavery and human trafficking. For more information on human rights, see [People on page 35](#) and [Supply chain on page 61](#).

In 2021, we updated our [Modern Slavery Act Statement](#), available from the RELX homepage, which states how we are working to avoid human trafficking and modern slavery in our direct operations and in our supply chain.

As a signatory to the UNGC, we embed its principles, encompassing human rights, labour, environment and anti-corruption, in key policies including our Code and our Supplier Code. During the year, we demonstrated leadership by maintaining our LEAD status, one of 38 companies among approximately 12,000 business signatories.

We were part of the UNGC Expert Network and contributed to key UNGC SDG working groups on SDG 8 (Decent Work In Global Supply Chains) and SDG 16 (Peace, Justice And Strong Institutions). We served on the board of UNGC Network in the UK, where our Global Head of ESG and Corporate Responsibility is Chair. We produced an annual Communication on Progress report, required of signatories annually, where we attained the Advanced Level and also shared our expertise by speaking at UNGC programmes on issues such as inclusion and climate change, including during COP 26.

Data privacy

Our commitment to data privacy remained a critical RELX priority during 2021. Dedicated privacy teams implemented requirements for compliance with emerging data protection regulations around the globe. In addition, RELX continued to advocate for clear national privacy laws that protect consumers, bolster consumer trust and allow businesses to invest in data-driven activities that serve the public interest.

Cyber security

We observed Cyber Security Awareness Month with both central and divisional initiatives aimed at improving security understanding for employees. This included presentations with internal and external experts and our fourth annual phishing awareness challenge for employees. Furthermore, in recognition of International Fraud Awareness Week, we hosted presentations on ransomware and conducted additional employee events. Throughout the year, we also contributed to industry knowledge by sharing appropriate learnings with the external security awareness community.

Pensions and investments

The Statement of Investment Principles for our UK pension scheme indicates that the extent to which environmental, social or governance issues may have a financial impact on the portfolio or a detrimental effect on the employer covenant is considered when making investment decisions.

Corporate responsibility issues are relevant to other investment decisions we make. Among sustainable investments is Agworld. The company's mission is to initiate positive change in the agricultural industry with solutions that drive sustainable food production. They continuously dissect and evaluate ideas and processes against real data in order to plan and build for the long term. Another is EdCast, working to revolutionise talent experience by providing AI-powered learning and skill building. The company's values include incorporating "sustainability into core business operations through internal and external efforts." They have committed to promoting environmental education, outreach and awareness. Yet another is Babbel, a digital company that makes learning a new language engaging through quick lessons, live online classes, podcasts and more. Babbel maintains guidelines for creating inclusive content to ensure diverse and inclusive representation in script dialogues, images, vocabulary and phrases.

2021 objective

Conduct a 2021 privacy quality review on compliance with EU and other requirements for cross-border data transfers

RELX Compliance completed a privacy quality review focused on the effectiveness of safeguards intended to mitigate the risk of non-compliance with the European Commission requirements for the cross-border transfer of personal data originating in the European Economic Area.

The RELX Privacy Office and Government Affairs teams participate extensively in discussions with government and civil society representatives around the globe to advocate for responsible and effective privacy, data protection and artificial intelligence regulatory frameworks. Consumers deserve to know how data about them is being used; businesses need flexibility to use data to benefit society; and businesses need certainty to invest in new digital businesses that help economies flourish. For example, data uses in the RELX business help to:

- stop identity theft by offering efficient identity confirmation tools for use in commerce and finance;
- support offering credit to under-privileged communities in the United States not served by the traditional banking system
- identify how insurance companies and medical providers can identify patients who need additional support to recover and thrive following medical treatment

Such 'data for good' uses in the public interest require responsible action combined with sophisticated technology. They are critical to preserve as countries consider new or modified data regulations.

RELX participates in numerous privacy and data protection groups and think tanks in order to discuss these issues with legislators, regulators and civil society. Such groups include the Future of Privacy Forum, the Centre for Information Policy Leadership and the International Association of Privacy Professionals.

**SDG alignment**

Target 16.6: Develop effective, accountable and transparent institutions at all levels

Key points:

Ethics and compliance policies, training and tracking

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

To help employees comply with applicable 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 which help set and implement compliance initiatives for each business

We provide specialised training and webinars for colleagues in higher-risk roles and locations

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

99.7

% completion rate for all courses within 90 days of issuance

14

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

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2021 objective

Continue to advance African tax law codification in pilot countries, working with LexisNexis Legal & Professional South Africa and LexisNexis Rule of Law Foundation

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.

Unfortunately, in many countries around the world, it is difficult for tax authorities and taxpayers alike to access tax law in a complete, up-to-date and consolidated form. We are looking to apply our skills and experience to improve access to tax law for all.

In 2021, we initiated a project to make tax law more transparent to both governments and citizens, starting with one pilot country in Africa. We aim to complete this first phase of the project in 2022.

**SDG alignment**

Target 16.10: Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements

We provide products that advance governance, ethical conduct and data privacy and security. These include: EDD Insight, an enhanced due diligence platform that combines consumer, business and risk data into a single product; WorldCompliance Data, which provides one of the most comprehensive and up-to-date politically exposed persons lists; and IDU, which allows businesses to confirm client identity online, comply with anti-money laundering requirements and protect themselves from the threat of fraud.

A responsible taxpayer

Taxation is an important issue for us as well as our stakeholders, including our shareholders, governments, customers, suppliers, employees and the global communities in which we operate. We are transparent about our approach to tax. On our corporate website, stakeholders can review our tax principles and our global tax contribution – broken down by key countries and categories – along with our tax risk control framework. There are also case studies showing how tax-related products we sell have benefited society as a whole. RELX is also a signatory to the B Team's Responsible Tax Principles.

Globally, in 2021, RELX paid £342 million in corporate taxes, but also paid and collected much more in payroll taxes and indirect taxes. Full details of our total tax contribution and our Tax Principles are set out at www.relx.com/go/TaxPrinciples.

**SDG alignment**

Target 10.4: Adopt policies especially fiscal, wage, and social protection policies and progressively achieve greater equality

2022 objectives

Security – SDG 16 (Peace, Justice And Strong Institutions): Expand National Institute of Standards and Technology Cybersecurity Framework assessment reporting

Privacy – SDG 16 (Peace, Justice And Strong Institutions): Global activities for employees to raise awareness of data privacy and protection, including for Data Privacy Day

Responsible tax – SDG 16 (Peace, Justice And Strong Institutions): Continue to advance African tax law codification pilots

By 2030

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

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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see [page 100](#) of the appendix



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.

2021 objectives

- Inclusion – SDG 10 (Reduced Inequalities): Progress RELX inclusion goals through focused recruitment, training and development efforts
- Pay equity – SDG 8 (Decent Work And Economic Growth): Continue living wage assessments in four countries
- Well-being – SDG 3 (Good Health And Well-Being): Develop RELX mental health policy reflecting cross-business and external insights

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At RX, we are building a diverse and inclusive culture by engaging our colleagues and driving meaningful change across every region and business function. From our Global Inclusion Council to our Employee Resource Groups, we are bringing together different voices and cultural perspectives from around the world to advance our inclusion priorities.

Ray Rhodes

Global Director of Inclusion & Diversity and Engagement Director, RX Global Inclusion Council

33,000+

Over 33,000 employees worldwide

8 yrs

Average length of service at RELX

Our People

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 being a company where employees can do their best work, we can achieve our objectives and meet the expectations of our customers and other stakeholders.

The continuation of the global pandemic in 2021 meant many of our offices around the world were closed for periods of the year, which required colleagues to work from home to contain the spread of Covid-19. When and where restrictions eased, we allowed colleagues to combine home and in-office work or to continue working from home to support their personal circumstances.

Our workforce of over 33,000 people is 50% women and 50% men, with an average length of service of 8 years. In 2021, 44% of managers were women and 56% were men, 33% of senior leaders were women and 67% were men. Our oldest employee is 85 years old. 25% of our technologists we employ directly are women. In the US and UK, 26% of our employees were from ethnic minority backgrounds. 96% of our employees are full time and 1% are temporary workers. We have over 1,000 contingent workers. We estimate the total hours worked to be more than 52m hours in the year.

The Nominations Committee considers the knowledge, experience and background of individual Board directors. At year-end 2021, women comprised 45% of the Board; one member, in line with the UK Parker Review, is from a minority ethnic background. Non-Executive Director, Marieke van Lier Lels, serves as our Workforce Engagement Director.

LexisNexis Risk Solutions, Elsevier, and LexisNexis Legal & Professional were winners in the 2021 Comparably Best Places to Work Awards; Best Companies for Women; and Best Companies for Diversity. The awards, based on anonymous ratings from current employees, also recognised LexisNexis Risk Solutions and Elsevier with awards for Best Company Culture and Best Work-Life Balance, while LexisNexis Legal & Professional won a Happiest Employees award. Comparably additionally named Elsevier CEO, Kumsal Bayazit, as one of the Best CEOs of 2021.

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. Our company culture and values mean we do everything we can to support all our colleagues and those affected by changes, offering career advice and, where possible, retraining assistance. In 2021, our total turnover rate was 15.8%; the voluntary turnover rate was 12.5% and the involuntary rate was 3.3% reflecting the buoyancy of international labour markets.

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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 Inclusion and Diversity Policy articulates our commitment to a diverse workforce and an environment that respects individuals and their contributions, regardless of gender, race or other characteristics. Our inclusion strategy focuses on translating the Inclusion and Diversity Policy into practical action. Among its commitments is maintaining an Inclusion Council, composed of leaders from each area of our business, supported by a broader Inclusion Working Group with more than 300 participants. Our 2020-2025 inclusion goals, covering all aspects of diversity, are a catalyst to our efforts to ensure an inclusive and diverse workforce.

In 2021, RELX Employee Resource Groups (ERGs) grew to over 100 networks, focused on a range of inclusion priorities, including gender, race and ethnicity, age, LGBTQ+ and disability. ERGs allow colleagues to collaborate, advocate and engage communities, furthering the RELX Inclusion and Diversity Policy. In recognition of the important roles ERGs play in advancing a culture of inclusion, all staff have two days paid time-off per year to use for ERG-sponsored activities. In 2021 4,227 ERG hours were recorded.

In the year, we held our annual inclusion and diversity conference virtually during Diversity Awareness Month. Reimagine Inclusion to Strengthen Engagement (RISE) featured more than 1,100 attendees and 20 hours of programming spanning multiple time zones, with sessions on psychological safety, professional development, inclusive leadership and ERG engagement featuring the CEOs of our four businesses in a panel discussion hosted by RELX's Chief Strategy Officer.

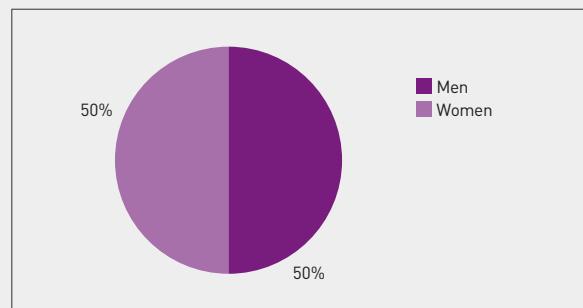
Gender equality

RELX is a signatory to the Women's Empowerment Principles (WEPs), a United Nations Global Compact and UN Women initiative to help companies empower women and promote gender equality. We comply with employee-related reporting requirements and, in 2021, our business areas published UK gender pay gap reports as required by UK legislation. These can be found at: <https://www.relx.com/corporate-responsibility/engaging-others/policies-and-downloads/local-reporting-requirements>.

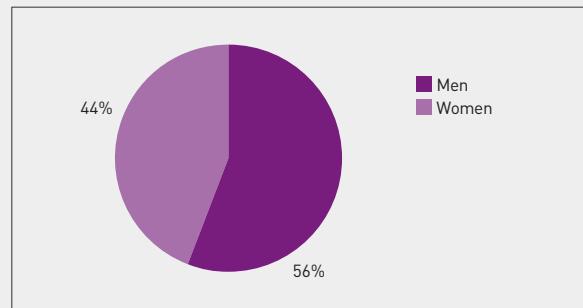
With some 10,000 technologists in our business, we need to attract the best talent for our current and future work, mirroring the diversity of our customers. Of the approximately 7,000 technologists we employ directly, 25% are women. In 2021, we continued our Women in Technology internal mentoring programme across our four business areas; senior women in tech continue to serve as mentors to help high potential women technologists advance. We conducted a review of the programme in the year to assess participant promotion and attrition rates.

On Ada Lovelace Day, our 2021 Women in Technology webinar series featured Board member Charlotte Hogg, who discussed her career journey and answered questions for participants across the business. As a signatory to the Tech Talent Charter, a non-profit organisation working to address inequality in the UK tech sector, we contributed data in support of a report on equality in the UK technology workforce.

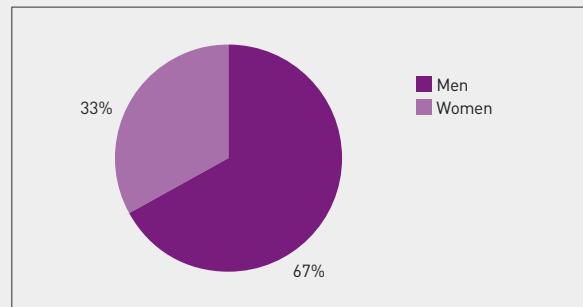
GENDER OF EMPLOYEES



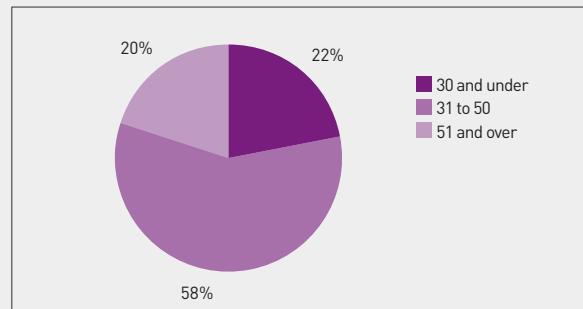
GENDER OF MANAGERS



GENDER OF SENIOR LEADERS



EMPLOYEE AGE SPLIT



SDG alignment

Target 5.5: Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

Race and ethnicity

The BITC Race at Work Charter underpins our efforts to increase representation of ethnic minorities in our workforce. In the year, Elsevier launched its TIDE reverse mentoring programme focused on inclusion, diversity and equity; 23 Elsevier colleagues from its African Ancestry Networks and Embrace ERGs served as mentors paired with Elsevier senior leaders as mentees to discuss race and ethnicity in the company and wider society. 95% of mentors said that sharing their perspective and experience made a positive change in their mentee's awareness of race and ethnicity in the workforce.

LexisNexis Risk Solutions launched a Black Women Leading programme for US Black women leaders focused on leadership development, sponsorship, self-awareness. In addition, 2,500 people attended sessions on understanding racial micro-aggression.

LGBTQ+

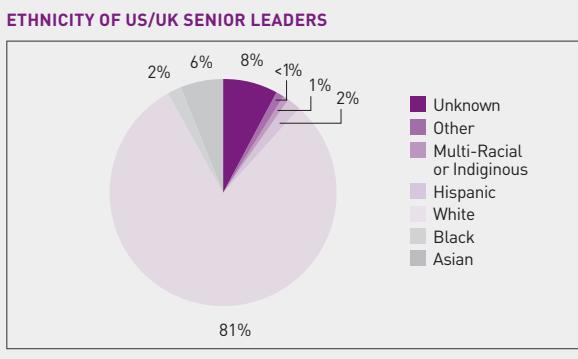
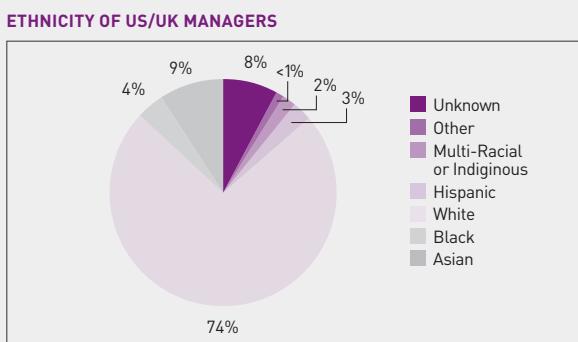
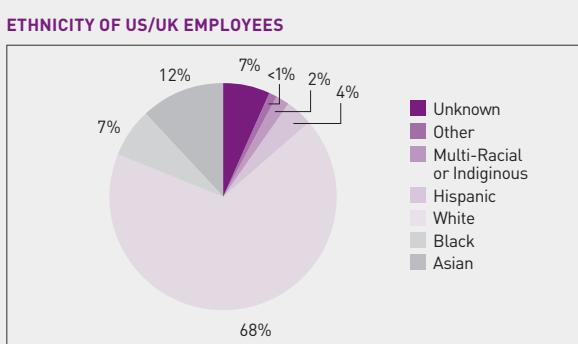
We are a member of the Open for Business Coalition which promotes the economic case for LGBTQ+ inclusion. We provided pro bono access to LexisNexis Legal & Professional's News Desk in support of their report, The Economic Case for LGBT+ Inclusion in Central and Eastern Europe. In May, we marked International Day Against Homophobia, Transphobia and Biphobia with a panel of external speakers who discussed gender identity, LGBTQ+ discrimination and the actions that colleagues can take to serve as allies. In the year, Elsevier announced that transgender writers and journalists were free to change their by-lines. Elsevier Germany was recognised by the Pride Index 2021 which assess businesses for their support of LGBTQ+ colleagues in areas such as HR, recruitment, communication and visibility.

LexisNexis Legal & Professional received a perfect score in the Human Rights Campaign Foundation's 2021 Corporate Equality Index, the main US benchmarking survey and report on LGBTQ+ corporate policies and practices on workplace equality.

In the year, we participated in an event with Workplace Pride highlighting the impact of LGBTQ+ workplace inclusion on investors.

Disability

The RELX CEO is a signatory to the Valuable 500, a global CEO community revolutionising disability inclusion. We recognised International Day for People with Disabilities with a panel discussion screened across the company and available on demand following. The panel was moderated by Jason Broughton, Chief Design Officer, LexisNexis Legal & Professional and Executive Sponsor for LexisNexis Legal & Professional Enabled ERGs. Panellists included Jenny Lay-Flurrie, Chief Accessibility officer, Microsoft; Paul Harpur, Associate Professor, Queensland University and Temple Grandin, Professor at Colorado State University and autism champion.



100+

In 2021, our Employee Resource Groups grew to over 100 networks



ALL EQUAL

Standing up for human rights

We have a responsibility to protect the human rights of our people. In doing so, we commit to upholding the Universal Declaration of Human Rights, the UNGC's Human Rights Principles, the ILO Declaration on Fundamental Principles and Rights at Work, the Women's Empowerment Principles, the UN Guiding Principles on Business and Human Rights, and the OECD Guidelines for Multinational Enterprises which stipulates that business must "respect the internationally recognised human rights of those affected by their activities."

Responsibility for upholding human rights belongs to all employees but ultimately resides with the CEO. We have a Modern Slavery Working Group to provide input into our Modern Slavery Act (MSA) Statement and to oversee our commitments to avoid modern slavery in our direct operations and in our supply chain. We published our 2021 MSA Statement, reviewed and approved by the RELX Board and available from our homepage, 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 employing over 33,000 people in approximately 40 countries worldwide, we ensure our labour and employment policies and practices are compliant with the principles of the UNGC and other standards regarding fair and non-discriminatory labour practices. We work closely with our staff and works councils in Europe, the US and elsewhere to foster positive employer/labour relations. These councils provide an opportunity to improve employee engagement and foster communication. Approximately 14% of our employees were represented by a collective bargaining agreement with trade

unions. As an equal opportunity employer, we are committed to freedom of association and treating all employees and applicants with respect and dignity. In the UK, we are an accredited Living Wage Employer, which means that both our employees and contracted workers are paid a Living Wage, reflecting the true cost of living in the UK. We have extended this commitment by assessing wages in four additional countries where we have the highest numbers of employees: the United States, the Philippines, India and France. Business for Social Responsibility is supporting us in this work.

We understand skill-level can be an indication of risk, and that some countries are at higher risk for human rights issues, which is why, when prioritising focus areas for avoiding human trafficking and modern slavery, we consider location, type of work and employment status. However, given the highly-skilled nature of our workforce, we consider the risk of slavery and trafficking to be low in our direct operations.

But because we have suppliers in high-risk locations, identified using our country risk ranking tool, we have committed, as part of our [MSA Statement](#), to conduct a human rights risk assessment of our building management services, including cleaners who may be low-skilled and potentially vulnerable workers. See Supply Chain for further information on our engagement with suppliers.



SDG alignment

Target 8.5: 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



SDG alignment

Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking

2021 objective

Progress RELX inclusion goals through focused recruitment, training and development efforts

In the year, we progressed our inclusion goals by introducing targeted initiatives encompassing training, development and recruitment. We have an established governance structure with an Inclusion Council comprised of inclusion and diversity leads from each of our business areas as well as representatives from legal, reward, strategy and HR. The Diversity and Inclusion Data Steering Committee supports the advancement of the goals through quarterly reviews of diversity data trends. Here are some examples of how the goals are progressing.

Gender

In the year, we increased the gender diversity of our senior leader population from 31% women at the end of 2020 to 33%, while our women people managers increased from 43% to 44%. This is the result of targeted efforts to enhance the career development of women across RELX such as Ignite & Accelerate, a bespoke leadership development programme at LexisNexis Risk Solutions, which involved mentoring, coaching and sponsorship for 18 high potential women to move cross functionally, vertically and specifically into commercial roles. LexisNexis Legal & Professional have focused on increasing hires and promotions for women in senior roles and introduced related KPOs for their leadership team.

Race and ethnicity

There have been marginal improvements in ethnic minority representation in the US and UK, two key jurisdictions which account for approximately 57% of our employee base. Ethnic minority senior leaders remained at 11% while ethnic minority managers rose to 19% in 2021 from 17% in 2020. We recognise improvements will take time as we progress a number of initiatives underway. In the year, RX Global expanded its Global Race and Ethnicity Committee to new regions and made \$200,000 in donations to nine organisations fighting racial injustice and antiracism in the UK, USA, Brazil and South Africa. LexisNexis Legal & Professional launched a fellowship programme in partnership with its African Ancestry Networks and the LexisNexis Rule of Law Foundation. Through a partnership with the Historically Black Colleges and Universities (HBCU) Law School Consortium, 12 fellows received targeted training and carried out research projects related to removing bias and increasing equality in the legal profession. Elsevier ran Rising T.I.D.E (Elsevier for a better Tomorrow: Inclusion, Diversity, and Equity) with 10 interns from minority ethnic backgrounds. All RELX businesses are members of Business in the Community's Race at Work and participated in their 2021 survey of UK businesses.

LGBTQ+

As a data-driven organisation we are focused on creating a culture where all employees feel safe to voluntarily disclose their diversity data, including as it relates to sexual orientation and gender identity. In the year, we planned for a project to encourage our employees to self-identify this information to help us understand our baseline data and to track improvements in representation over time. We also progressed the recruitment of a project manager to lead this strategic initiative. In the year, LexisNexis Risk Solutions launched an allyship track to deepen empathy and action to improve the experience of LGBTQ+ and other colleagues. In the year, RELX scored 97.8% (up from 94% in 2020) in the Workplace Pride Benchmark. We further marked Pride Month 2021 with ERG activities across the company including panel discussions on intersectionality,

which addresses discrimination in overlapping social categorisations such as gender, race, ethnicity, class, physical ability, as well as sexual orientation.

Disability

Our Enabled ERGs have continued to champion disability inclusion through internships and mentoring. During Health'sevier Week in October, Elsevier Enabled hosted a panel discussion to answer colleagues' questions about disability at work and disability inclusion with a focus on mental health. LexisNexis Legal & Professional in Malaysia launched a mentoring programme for law students with disabilities and Elsevier participated in the Leonard Cheshire Change 100 programme employing 10 students with disabilities.

Inclusive workplace

In our 2021 global Employee Opinion Survey, the question we use to measure inclusion scored 84%, an increase of twelve points from 2018 (72%). Impactful training such as unconscious bias, psychological safety and inclusive leadership, key pillars to creating an inclusive workplace at RELX, took place in the year. We also launched Equality Ally to help employees learn how they can actively promote and advance a culture of inclusion. At LexisNexis Risk Solutions, more than 1,100 managers signed up and completed virtual inclusive leadership training. Elsevier developed an inclusive leadership course with the Neuro Leadership Institute completed by 650 employees in the year. And LexisNexis Legal & Professional enhanced its inclusion and diversity curriculum to include psychological safety and allyship, logging more than 2,770 course completions in 2021.

 [See the Inclusion and Diversity Policy](#)

2020-2025 Inclusion goals

Gender: Increase the percentage of women in management, senior leadership and technology roles continually over time

Race and ethnicity: Increase the racial and ethnic diversity of our workforce continually over time, with a focus on the US and UK where it is legally permissible to ask for and collect relevant data

LGBTQ+: Improve LGBTQ+ data collection, including by allowing employees to self-identify; clear action on fostering an LGBTQ+ supportive workplace tracked through employee surveys and participation in relevant external benchmarking

Disability: Improve disability data collection, including by allowing employees to self-identify; clear action on fostering a disability supportive workplace tracked through employee surveys and participation in relevant external benchmarking

Inclusive workplace: Establish minimum global standards in areas such as flexible working and parental leave; Continue impactful global inclusion training and track effectiveness, including through employee surveys; Engagement on inclusion across RELX, with leadership involvement and grassroots employee participation, including through Employee Resource Groups; Robust inclusion metrics, external benchmarking and disclosure on progress toward inclusion goals

2021 objective

Continue living wage assessment in four countries

WE ARE ONE OF THOUSANDS OF ACCREDITED LIVING WAGE EMPLOYERS



We are a living wage accredited employer in the UK and an active member of the UN Global Compact's living wage working group.

With employees in more than 40 countries, we can contribute to sustainable economic development. We are committed to assessing wage levels to ensure we provide living wages as an essential aspect of decent work. During 2021, we continued living wage assessments in France, India, the Philippines, and the US, where combined with the UK, we employ approximately 80% of our people. To align methodology, we worked with accrediting bodies Living Wage for US in the United States, and the Living Wage Foundation in the United Kingdom. We continue to engage in broader dialogue on living wages, and during the 2021 RELX SDG Inspiration Day, held a session on making living wage commitments. The Living Wage Foundation also featured during our first-ever Supplier Sessions.

**SDG alignment**

Target 8.5: 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

**SDG alignment**

Target 10.4: Adopt policies especially fiscal, wage, and social protection policies and progressively achieve greater equality

“

We understand working poverty is a reality in many parts of the world, including in countries where we operate. By conducting living wage assessments, we ensure we are promoting decent work and economic growth for all our employees.

Noelle Simon,
Head of Reward, RELX

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Training and reward

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. We undertake an annual organisational talent review, reviewed by the CEO and senior leaders, to identify staff advancement opportunities across RELX. Enabling Performance is our approach to personal development which reviews skills and achievements and identifies opportunities for recognition and advancement. Enabling Performance favours more regular and impactful performance, development and career conversations for all employees.

In 2021, we invested around \$11m 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 400,000 training hours across RELX, including hours spent on our online learning platforms. We invest in leading digital learning for all employees to support their personal and professional development via mobile and other devices.

By the close of 2021, approximately 100 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 and knowledge; and future career aspirations. Plans may include gaining international experience, focused coaching and engagement outside RELX, including charity placements in new areas. Progress against development plans are regularly updated and checked by the CEO.

We operate a number of different stock programmes for employees including options, restricted stock and performance stock units. For senior colleagues, these are based on annual allocations of stock – the vesting of which may be related to company performance or service-based. We also offer all-employee stock programmes in which employees may choose to join in certain markets, for example Sharesave in the UK. These incentive programmes are available to approximately 20% of our employees. Targets associated with CR performance are embedded within our annual incentive framework to progress our annual and multi-year CR objectives.

In the US, maternity leave is 14 weeks at full pay. In the UK it is 26 weeks' ordinary maternity leave.

\$11m

Around \$11m invested in training in 2021

100

Approximately 100 of RELX's top executives either completed a Management Development Process or had their existing development plan revisited

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Support and recognition

We offer employee assistance programmes to all our employees, providing professional counselling to help them and their family members with personal or work-related issues that may impact their health or wellbeing. The service is available 24 hours a day, 365 days a year.

In the year, we conducted our most recent global employee opinion survey, with consistent questions to allow us to track performance. Employee engagement scores increased 13 points to 68% compared to the last company-wide survey three years earlier. In alternative years we conduct pulse and other surveys to understand and respond to employees' current experience.

We recognise the contributions of our people through numerous internal award programmes, including the Distinguished Technologist Award, which in 2021 was awarded to Kyle Patrick, Senior Architect at LexisNexis Legal & Professional. He was recognised for his strategic technology vision and for introducing technology evolutions which will deliver value for our customers and provide new opportunities to explore untapped markets.

Our Philippines office, which employs more than 4,000 people, was recognised by the Employer Branding Institute and World HRD Congress as a Global Best Employer Brand in 2021. The award is given to organisations which show exemplary HR practices.

Health and safety

The importance of employee health and safety is emphasised in the RELX [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 area CEOs. They receive support from health and safety managers and other colleagues in the business, encompassing bimonthly calls, a Health Resources page on our intranet site HOME, 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, RX UK runs accredited health and safety management training for operational staff to ensure operational teams can appropriately respond to any incident.

Working across many different countries where health and safety standards vary is a challenge for the events industry. Together with peers, RX endorses 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

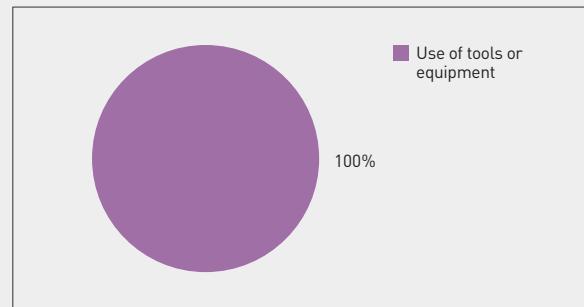
the employer, employee and treating physician to get an employee back to health and work in the shortest possible time.

Throughout 2021, we conducted regular reviews of Covid-19 risk assessments including the distribution of hand sanitizers, cleaning materials, signage and face coverings for offices that remained open as permitted by government regulations.

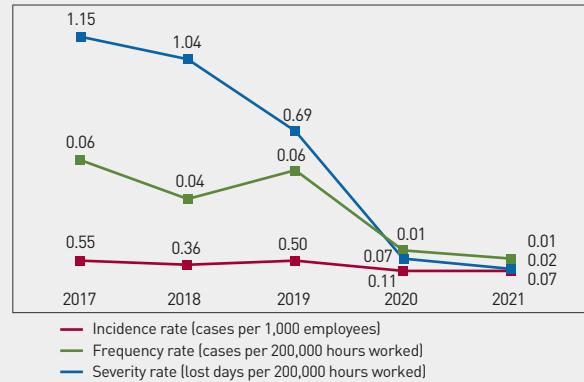
With many employees continuing to work from home, we ensured regular communication to help employees understand the importance of good posture, correct home set-up and positive working routines. We introduced an occupancy tool to monitor attendance in offices and to ensure controls were in place to reduce exposure to Covid-19.

Increased home working and reduced travel due to the pandemic resulted in significantly lower accidents in the year. There were no work-related deaths reported in 2021.

2021 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES BY TYPE



2021 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES



Accident Reporting covers 86% of employees.

86%

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

2021 objective

Develop RELX Mental Health Policy reflecting cross-business and external insights

**SDG alignment**

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



I find that using Headspace helps me refocus and unwind especially on stressful days when work demands seem to come flying in from everywhere.

Karen Victoriano,
Marketing manager, APAC at Cirium.

With the mental health of our employees a top priority, we progressed a Mental Health Policy to ensure a healthy culture with an emphasis on positive wellbeing. It states:

"Having a workplace in which people can talk openly about mental health without fear of ridicule or reprisal is good for individual employees and for the organisation. RELX is committed to promoting positive mental health for its employees and each of the RELX business divisions support this commitment."

We have mental health first aiders across our business who act as a point of contact for any colleague who is experiencing a period of adverse mental health or emotional distress. Interaction ranges from active listening to supporting the individual to get appropriate help. As well as in a crisis, mental health first aiders are valuable in providing early intervention for someone who may be developing a deterioration in their mental health.

To further promote a culture of wellness, we've partnered with Headspace, a global leader in mindfulness and meditation. Employees across RELX have free access to the Headspace app which offers resources such as storytelling, breathing exercises, and guided meditations on everything from stress to sleep.

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Absence

Our global HR information system covers approximately 99% of our workforce, allowing us to track absence. In the UK and the Netherlands, there was an absence rate of 0.95% (number of unscheduled absent days out of total days worked in 2021) for reasons such as sick, compassionate and unpaid leave. In the US, there were 1,309 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 or an employee's own serious health condition.

Well-being

As the global pandemic continued into 2021, with large numbers of employees working from home, we prioritised the physical and mental health of our people. We highlighted dedicated health and wellbeing resources available to all employees across RELX and maintained a network of more than 100 wellbeing champions.

With limited on-site activities, we offered wellness activities and resources throughout the year, including virtual exercise classes through Culture of Fit with more than 6,000 employees registered. Live and on-demand classes included stretching, cardio, strengthening and yoga, with webinars featuring nutritionists and health experts.

Elsevier won the Personnel Today 2021 Health & Wellbeing Private Sector Award for its MindLife programme. The judges cited how MindLife celebrates physical and mental health and well-being and drives employee engagement.

RELX held its first World Wellbeing Week with offerings such as Calm an Anxious Mind, Make an Impact at Work, Whole Body Energy and Food and Mood. LexisNexis Risk Solutions ran a Positive Choices Challenge with 72 employees who were encouraged to make positive choices each day for a month and to leave behind poor habits, while LexisNexis Legal & Professional held an event on preventing burnout and fostering resilience.

We provide products and services that advance understanding of people and health and safety issues for our customers. Among them in 2021, we published LGBTQ Employment Law Practice Guide; Tolley's Health and Safety at Work Handbook; Disability and Health Journal; and Safety and Health at Work.

2022 objectives

Inclusion – SDG 10 (Reduced Inequalities): Progress RELX inclusion goals, including piloting voluntary disclosures for gender identity, sexual orientation and disability

Pay equity – SDG 8 (Decent Work And Economic Growth): Advance reward education for people managers encompassing pay equity; cascade newly developed on-demand, reward eLearning modules to managers for real time access

Well-being – SDG 3 (Good Health And Well-Being): Review safety risk assessment and training modules to cover three working models – office, home and hybrid

By 2030

Continued high-performing and satisfied workforce through talent development, D&I and well-being; 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.

SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see [page 100](#) of the appendix



2021 objectives

- Customer engagement – SDG 17 (Partnerships For The Goals): Further engagement with customers on the SDGs
- Quality – SDG 8 (Decent Work And Economic Growth): Create new internal customer quality assurance network
- Accessibility – SDG 10 (Reduced Inequalities): Advance Accessibility Maturity Model across RELX

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11

Accessibility is fundamental at RELX. We have a responsibility to ensure that the people who use our products and services are supported.”

Rob Otim

User Experience Designer
ICIS part of LexisNexis Risk Solutions

Improving customer outcomes

Our goal is to improve outcomes for our customers by providing online and other solutions that benefit their daily work.

In 2021, electronic products and services accounted for 86% of revenue, up from 37% in 2006.

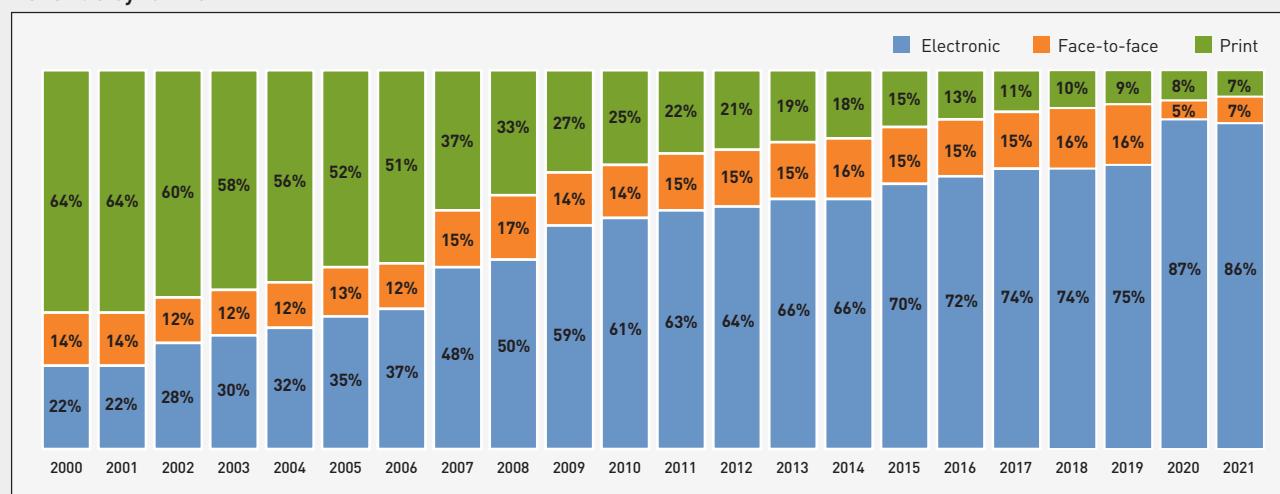
Editorial standards

Maintaining the integrity of what we publish is vital to the trust of customers and other stakeholders. Our [Editorial Policy](#), available to all staff (and publicly available on the RELX website), makes clear our respect for human rights and encourages pluralism of sources, ideas and participants. It states our commitment to privacy, among other provisions.

To ensure the quality of scientific papers submitted to Elsevier, primary research journals undergo peer review. This means that once received from an author, editors send papers to specialist researchers in the field. In most disciplines, this is done anonymously. In some cases, the process is ‘double blind,’ where both the reviewer and the author are anonymous, to limit bias based on an author’s gender, country of origin, academic status or previous publication history. It may also help ensure that articles written by renowned authors are considered on the content of their papers, rather than their reputation.

 [Read about peer review](#)

Revenue by format



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2021 objective

Further engagement with customers on the SDGs

In 2021, we held the second RELX SDG Customer Awards to recognise the exceptional efforts of our customers who share our ambition to advance the SDGs. Customers were nominated by colleagues in each RELX business, and the four winners were announced at the seventh RELX SDG Inspiration Day in June. The RELX SDG Inspiration Day is held annually and brings together representatives from business, NGOs, academia and civil society to catalyse action on the SDGs.

Danish renewable energy provider, Ørsted, was nominated by LexisNexis Risk Solutions for the company's dramatic transformation from a fossil fuel provider to a renewable energy provider. Ranked as one of the world's most sustainable energy company in the Corporate Knights Global 100 Index, the company is on track to be carbon-neutral in energy generation and operations by 2025.

Nominated by Elsevier, the University of São Paulo, Brazil, was awarded for its efforts to increase student diversity and environmental sustainability. Ranked 48th out of more than 1,100 institutions in the 2021 Times Higher Education impact ranking for its work towards the SDGs, the university has increased the number of students from underrepresented minority groups and disadvantaged backgrounds through affirmative action, financial support packages, subsidised meal programmes and tailored educational support. The University has also implemented programmes to reduce its energy use, offers free bikes to students, and works with local communities to protect biodiversity.

The International Commission of Jurists was nominated by LexisNexis Legal & Professional for advancing the rule of law and protecting human rights, particularly in Myanmar where,



prior to the military coup, it partnered with the supreme court to support the development of legal research capabilities and the publishing of commercial cases.

A+E Networks, an American multinational broadcasting company, was awarded for its commitment to diversity and inclusion both on and off screen. A+E Networks works in partnership with RX France to promote equality and amplify underrepresented voices across the television industry and is a founding partner of the MIPCOM Diversify TV Excellence Awards. The annual Women in Global Entertainment Power Lunch was also launched by A+E Networks 10 years ago and is now a meaningful, global platform for female executives to connect, mentor and inspire one another.



"Since 1952, we've been working to defend the rule of law and ensure its connection to human rights is respected around the world. We are honoured to have RELX and our colleagues at LexisNexis Legal & Professional recognise this work and that of our colleagues in Myanmar.

Saman Zia-Zarifi

Secretary General of the International Commission of Jurists

Digital knowledge and innovation: advancing customer goals

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

Risk

Proagrica, part of LexisNexis Risk Solutions is a global provider of digital connectivity for the agriculture industry. Its Sirrus app allows agronomists to collect and manage a range of data from any location.

In 2021, Proagrica launched a new version of the app, which works with or without internet connectivity, to enable agronomists and farmers to work together digitally to develop planting, fertiliser, soil sampling, crop protection and tillage recommendations – collaboration that facilitates quick responses to emerging risks.

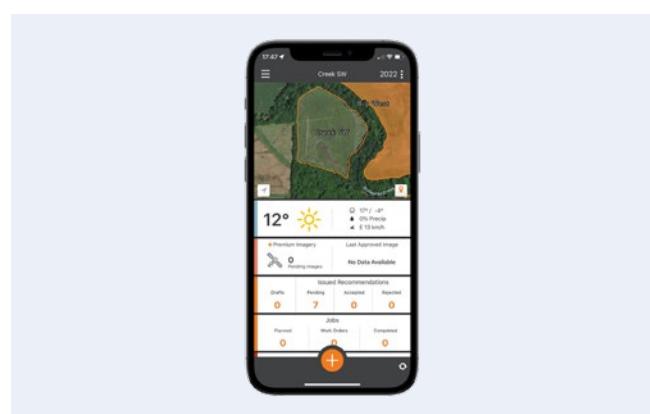


Image: New Sirrus functionality supports farmers on their journey from pre-season plans to completed season.

Scientific, Technical & Medical

In the year, Elsevier launched an enhanced version of ClinicalKey, the clinical search engine that helps healthcare professionals and students to find the right answers. The new ClinicalKey provides users with quick access to Elsevier's trusted medical resources as well as clinical decision support at the point of care, helping clinicians to diagnose and treat patients faster and more effectively. The enhanced product includes both in-depth research materials and concise, summarised content, with the dynamic linkage between the content types enabling clinicians to diagnose a patient or create a treatment plan without needing to repeat a search query. The new user interface also speeds up the process of finding an answer as each page now includes a clear visual hierarchy of factors such as relevance, importance and recurrence to assist the decision-making process.

This enhancement is a response to the challenge that time-pressed clinicians face in having to stay up to date with a high volume of medical research output and ever-evolving guidance. By giving clinicians access to the latest medical research, ClinicalKey enables them to make evidence-based decisions with confidence.



The responsibilities of clinicians today are becoming increasingly complex with more and more patients presenting with comorbid, chronic conditions that can be difficult to manage, especially in today's fast-paced, demanding healthcare environment. This next generation of ClinicalKey is deeply rooted in learnings that we made with our partners from across the globe, combined with the latest design thinking. It supports every moment in the healthcare continuum with trusted, evidence-based answers, from quick point-of-care answers to deep clinical research through one single search.

Jan Herzhoff

President, Health, Elsevier

Legal

In 2021, LexisNexis Legal & Professional launched Lexis Create, a powerful new platform that allows lawyers to draft, check, redact and complete documents without leaving the Microsoft environment. By having everything needed to write effective legal documents in one place, Lexis Create makes legal drafting quicker and easier, solving the problem of having to constantly switch between different windows, applications and add-ins when drafting legal documents.

As using previously crafted work or clauses can make legal drafting more efficient, Lexis Create helps lawyers create, save, find and insert their own 'snippet' clauses without leaving the page. Sharing of prior work across a firm, coupled with the optional screening and maintenance of this work by knowledge managers, also helps legal teams to more effectively collaborate and share best practice.

Moreover, as small errors can have serious ramifications, Lexis Create spots potential legal or formatting inconsistencies and automatically validates the legal status of citations and recommends alternatives if needed. The built-in calculators check dates and numbers, while the redact function enables confidential information to be made permanently irretrievable, allowing documents to be shared risk-free. Once the document is complete, Lexis Create does a final sweep to ensure the work is client-ready and enables digital signatures to optimise the client experience.



Everything we do at LexisNexis is about helping lawyers to work smarter and more effectively. Lexis Create ensures that lawyers get the maximum return from the time and energy they put into document creation.

Danielle McCormick

VP Product, Nexis Solutions, LexisNexis Legal & Professional

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Image: ShopVISION, allows customers to research thousands of products in a year - round digital marketplace, generating rich data, improving audience engagement and extending the reach of the in-person show.

Exhibitions

RX enhances the power of its face-to-face events through digital solutions and rich data analytics. In the year, RX, in partnership with Balluun, a digital marketplace platform provider, launched ShopVISION, a year-round digital marketplace for the global vision care community. On the platform, buyers can source products, build relationships with suppliers and manage all of their product discovery and research needs, keeping up-to-date with industry trends, creating wish-lists, comparing prices, streaming product demos and requesting one-to-one meetings. ShopVISION will include Vision Expo+, a digital extension of Vision Expo, to extend the reach of the in-person show to a global audience.



We built ShopVISION to be a digital marketplace for the global vision care community: 24 hours a day, 7 days a week, 365 days a year. With highly engaged buyers researching thousands of products, we are generating rich data that will help us improve our audience engagement, and find innovative ways to help buyers discover new and exciting products.

Matthias Clock

Marketing Director, Vision Expo, RX US

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 2021, we continued good privacy practices throughout our businesses. Dedicated privacy teams implemented requirements for compliance with emerging data protection regulations.

We held Compliance Week in the year to highlight key data privacy issues for colleagues across the business.

In October, we observed Cyber Security Awareness Month with presentations from internal and external experts, scavenger hunts, and other events, including our fourth annual contest, The Great Phishing Challenge. Quizzed on detecting suspicious emails, we recognised the top three finishers in each region and had more than 1,700 participants. In November, we educated employees on protecting themselves against fraud during International Fraud Awareness Week with presentations on ransomware, online cyber escape rooms, and a quiz.

We also engaged frequently with other stakeholders, including third parties, customers, and law enforcement. In the year, we contributed to industry knowledge by sharing our learnings with the Living Security Community for security awareness professionals.

LexisNexis Risk Solutions was recognised in 2021 with four awards highlighting excellence in the fields of fraud prevention, identity authentication and cyber security: CyberSecurity Breakthrough Awards - Overall Cybersecurity Company of the Year; The Global Banking & Finance Awards - Decade of Excellence Anti-Fraud/Security Solution USA; Juniper Research Future Digital Awards - AI in Fraud Prevention Innovation Gold Winner; and Pan Finance Awards - Best Financial Services Cybersecurity Solutions.

86%

In 2021, electronic products and services accounted for 86% of revenue, up from 37% in 2006

Responding to customer needs

Listening to our customers allows us to deepen our understanding of their needs and drive improvements. We do this through regular surveys, customer dashboards and feedback mechanisms. In the year, with input from the customer insight leads across our business, we calculated a RELX-wide customer satisfaction metric showing that in 2021, 82.9% of customers would recommend RELX businesses.

Access to information

Our Scientific, Technical & Medical primary publications, like those of most of our competitors, are published largely on a paid subscription basis. As funding is available, we support our authors to publish open access, which can increase the visibility of their work. We welcome debate in government, academic and library communities regarding the mechanisms by which scientific outputs should be openly available and continue to create new access options together with industry partners.

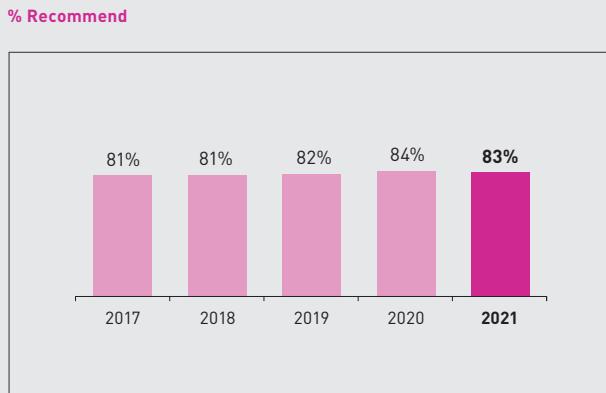
Our authors also have the option to make their accepted manuscript available. In addition, we are a founding partner of Clearinghouse for Open Research (CHOR) which enables public

access to funded research. CHOR 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. Furthermore, members of the public can read Elsevier's peer-reviewed content through walk-in access at public and academic libraries around the world. Our ScienceDirect platform is available to the public through onsite user access from any participating university library or UK public library via the Access to Research programme.

We produce products and services that advance understanding of customer issues including LexisNexis InterAction, Technovation, Journal of Retailing and Consumer Services and exhibitions such as Advanced E-Commerce Retail and the Popai Awards Paris.

2021 objective

Create new internal customer quality assurance network



In 2021, we brought our editorial policy and quality groups into a combined network of over 50 colleagues to better leverage expertise and synergies. In December, the new network hosted Elizabeth Crossick, head of RELX EU government affairs and global AI policy lead, who discussed policy trends in artificial intelligence and how that may play out in future legislation. She highlighted the progression of the first regulation in this space, the EU's AI Act and its main focus, and RELX's response.

The aim of the network is to foster discussion on cross RELX collaboration opportunities in editorial policy and quality to ensure we are meeting the highest standards and expectations of our customers and others.

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Capacity-building in countries with low resources is a priority for us. Through Research4Life, more than 10,500 institutions in over 125 low and middle income countries receive affordable access to over 154,000 peer-reviewed resources. Elsevier is a founding partner, providing around 20% of the content in Research4Life, as well as access to our abstract and citation database Scopus. Since the programme began, our trainers have run over 70 workshops for Research4Life librarians to ensure that they are equipped to make effective use of the resources provided through the programme. The head of the Elsevier Foundation, Ylann Schemm, serves as Vice Chair of Research4Life.

Bringing science into society

We work closely with journalists to ensure that research findings are accurately and effectively communicated to the public, and that authors receive credit for their work. A number of journalists receive free access to all Elsevier publications via Elsevier's Media Access programme.

Researchers who published an outstanding peer-reviewed article that has significantly impacted people's lives around the world, or has the potential to do so, are recognised with the Elsevier Atlas Award. The articles are made freely available and translated to common language, while author interviews are made public to encourage the dissemination or implementation of their findings. Content is linked to the SDGs and is featured on the RELX SDG Resource Centre.

We also partner with the US National Library of Medicine on the Emergency Access Initiative to provide temporary free access to full text articles to healthcare professionals, librarians and members of the public affected by disasters. For specific medical related emergencies such as the opioid epidemic in the US or the Zika outbreak, we create free emergency resource centres with curated, relevant research, for example:

- 2010: Haiti earthquake and cholera epidemic; flooding in Pakistan
- 2011–2013: Fukushima earthquake and tsunami in Japan; Typhoon Haiyan in The Philippines
- 2014–2015: Ebola crisis and Nepal earthquake
- 2017: Hurricanes Irma, Harvey and Maria, and Mexico earthquakes
- 2020 - 2021: Covid-19 global pandemic

Elsevier's Library Connect programme, including a website, newsletter, events and online social media channels, provides library and information science (LIS) professionals worldwide with opportunities for knowledge sharing. In 2021, more than 2,000 globally subscribed to the Library Connect Newsletter, a complimentary publication covering LIS best practices, trends and technology. More than 28,000 people subscribed to the Library Connect webinar channel and approximately 1,800 people attended live or recorded Library Connect webinars.

During 2021 Library Connect website, containing articles, infographics, videos and other resources, had over 30,000 visitors. In 2021, the Library Connect website was ranked 7th in the top 60 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 Inclusion Policy. We follow the Web Content Accessibility Guidelines (WCAG 2.1 level AA).

We updated our Accessibility Policy in 2021 to highlight utilising industry standard tools and our focus on collaboration and embedding accessibility into our business operations. We applied best practice from the RELX Accessibility Policy across hundreds of digital products and websites. We gained valuable knowledge by testing our products with people who use assistive technology including text to speech engines; technology teams incorporated feedback into development work which resulted in an improved user experience for the visually impaired.

LexisNexis Risk Solutions continued enhancing our A11yC.A.T tool to help developers address accessibility bugs in real time. Elsevier's ScienceDirect adopted the AblePlayer, a fully accessible cross-browser HTML5 media player designed from the ground up to meet the diverse needs and preferences of all users.

In the year, members of the Accessibility Working Group logged over 150 accessibility projects and Elsevier's Global Books Digital Archive fulfilled more than 3,200 disability requests, 92% of them through AccessText.org, a service we helped establish. Elsevier continued to enhance the accessibility of EPUB books by partnering with Benetech to move toward Global Certified Accessible status. Additionally, we performed research and specification work toward providing fully inclusive journal articles and book chapters in PDF format.

Customers can utilise the accessibility@relx.com Inbox to connect with an accessibility expert or to request a Voluntary Product Accessibility Template (VPAT) or Accessibility Conformance Report. In support of the RELX Accessibility Policy, Elsevier's Health Education Systems Incorporated (HESI) Delivery Operations team continued to work with HESI testing candidates that register to take a HESI exam remotely via our remote proctoring vendors. Since 2019, the team has processed more than 225 candidate accommodation requests, ensuring that these testing candidates have an accessible and inclusive experience.

We continue to be collaborative in sharing and receiving accessibility knowledge. We work with disability services offices, procurement officials, and instructors across the world to supply detailed VPATs and Accessibility Conformance Reports. We also offer a VPAT service package to help internal teams understand where they rank against accessibility standards compared with other products. In the year, customers provided positive feedback on Elsevier VPATs such as: "Our review of this product showed that its conformance to WCAG 2.1AA was exemplary in the level of detail provided and the transparency in the product's accessibility barriers." Elsevier launched a new Accessibility & Inclusion Forum to bring together accessibility experts, human resources, and heads of business to steer and monitor progress against our accessibility standards and goals.

We promoted accessibility to outside companies and vendors throughout 2021. RELX accessibility teams partnered with external content providers, including Highcharts, OAK, Pendo and Workday, to advance accessible solutions for public benefit. We launched a new questionnaire to help gauge supplier commitment. Also, in 2021, Elsevier was a gold level supporter of the 23rd International ACM SIGACCESS Conference on Computers and Accessibility.

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Elsevier offers an internal accessibility belting programme, virtual training events, and accessibility guild and web accessibility course as part of the onboarding process for technology hires. To equip teams to use inclusive design best practices in their daily work, Elsevier launched new inclusive design training sessions open to anyone whose work touches product, content or platform development.

LexisNexis Legal & Professional launched Project Empowerment: over 500 people took part in 2021 to embed accessibility through agile workflows and 70 received related training. Project Empowerment sponsored 15 events throughout the year on a variety of disability related topics. The LexisNexis Enabled ERG added regional chapters in Southeast Asia, South Africa and Europe and colleagues created blogs, a communications group and a disability resource library to support enablement focused charities. LNLP Enabled led an effort to facilitate completion of the Global Disability Equality Index for Southeast Asia, The Philippines, and South Africa.

150+

Accessibility projects logged by the Accessibility Working Group

3,200+

Elsevier's Global Books Digital Archive fulfilled more than 3,200 disability requests



2021 objective

Advance Accessibility Maturity Model across RELX

To help us drive accessibility forward across RELX, in 2020 we rolled out an Accessibility Maturity Model, a self-audit tool for relevant teams to assess the maturity and operating best practices of company accessibility programmes. In 2021, we convened a quarterly Accessibility and Inclusion Forum to advance the RELX Accessibility Maturity Model in areas such as employee training; policy, governance and reporting; inclusive design; and project management.

In the year, we celebrated the third RELX Accessibility Leadership Awards to showcase employees who demonstrate exceptional leadership in advancing accessibility. The winners of the 2021 Leadership Awards, announced at an event to mark International Day of Persons with Disabilities 2021, was Elsevier's Stefan Kuip for his approach in applying accessibility standards to strategic products, and LexisNexis Legal & Professional's David Lovell for accessibility guidance

and stakeholder engagement throughout the coding process. In 2021, we introduced a new Workplace category which celebrates individuals or teams that have successfully delivered a programme or initiative to champion and advance accessibility, helping make RELX an inclusive and accessible place to work.

Image: Ted Gies, User Experience Lead Specialist at Elsevier testing an accessibility feature in a product to ensure content can be accessed easily by users of all physical abilities.

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Volume 14 / Issue 1 / January 2021

Disability and Health Journal

The Official Journal of the American Association on Health and Disability

Highlights of this issue:

- Impact of COVID-19 on people with physical disabilities: A rapid review
- Impact of COVID-19: Nursing challenges to meeting the care needs of people with developmental disabilities
- Social inequities in the distribution of COVID-19: An intra-categorical analysis of people with disabilities in the U.S.
- Online support information for students with disabilities in colleges and universities during the COVID-19 pandemic

www.disabilityandhealthjnl.com

ELSEVIER

ISSN 1936-6574

Disability and Health Journal is a scientific, scholarly, and multidisciplinary journal for reporting original contributions that advance knowledge in disability and health.

In 2021, we promoted understanding of accessibility issues through publications such as *Research in Developmental Disabilities*, *Disability and Health Journal*, *Handbook of Decision Support Systems for Neurological Disorders* and *Neural Engineering Techniques for Autism Spectrum Disorder*.

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2022 objectives

Customer engagement – SDG 17 [Partnerships For The Goals]: Create tools to enable customer-facing staff to share information about RELX and CR

Quality – SDG 8 [Decent Work And Economic Growth]: Publish and launch RELX Responsible Artificial Intelligence Principles

Accessibility – SDG 10 [Reduced Inequalities]: Advance cross-business, on-demand accessibility training

By 2030

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

Community

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- 59 Impact
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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see [page 100](#) of the appendix



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.

2021 objectives

- Employee community engagement – SDG 17 (Partnerships For The Goals): Evaluate the impact of the pandemic on community engagement; campaign to promote virtual volunteering
- Philanthropic giving – SDG 17 (Partnerships For The Goals): Update central donations programme in order to better report impact of community giving

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“

When we make an effort, we can bring warmth and hope to the community, and perhaps even a positive impact on the world.

Carmen Wong

Office Manager and RELX Cares Champion
Cirium, Hong Kong

220+

A network of over 220 RELX Cares Champions ensures the vibrancy of our community engagement

The mission of RELX 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.

RELX Cares, our global community programme, supports employee volunteering and giving that makes a positive impact on society. In 2021, we continued to adapt how we serve our communities during the ongoing global pandemic.

Our people engaged in remote and in-person volunteering and fundraising advancing the mission of RELX Cares: education for disadvantaged young people that advances one or more of our unique contributions as a business. Employees have up to two days' paid leave per year for their own community work. A network of over 220 RELX Cares Champions ensures the vibrancy of our community engagement.

In 2021, we held the eleventh Recognising Those Who Care Awards to highlight colleagues who made outstanding contributions to their community during the pandemic. The winners – two individuals and two teams – each chose a charity to receive a RELX donation.

Each September, we hold RELX Cares Month to celebrate our commitment to our communities around the world. During the Month, we raised funds to help global fundraising partner Hope and Homes for Children (HHC), which aims to ensure children grow up in families not institutions. Having met the initial target of \$120,000, employees aim to reach \$135,000 early in 2022. This will support the charity's work with hearing-impaired children and their families in Moldova, where a lack of educational and support services for children with disabilities drives family separation and institutionalisation. With RELX's support, affected children receive speech therapy and quality hearing equipment allowing them to integrate into mainstream education, while empowering parents, and training teachers and support staff. To date, RELX has funded 700 rehabilitation sessions for 49 children with hearing impairments and enabled the charity to work directly with 33 schools and kindergartens to create a quality education framework for children with sensory disabilities.

Colleagues at LexisNexis Risk Solutions came together to record a song by the Foo Fighters to support HHC. Sixty-nine musicians and singers from across the globe worked together on the project using RELX Cares time. The finished video has amassed thousands of views and raised over \$12,000. In addition, over 200 colleagues from across RELX took part in a 50K Your Way Fitness Challenge to raise funds for HHC.

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Giving

Our central donations programme aligns with the RELX Cares mission. Employees serve as sponsors for charities seeking funding, which must in turn indicate how they meet one or more of RELX's unique contributions as a business including protection of society and reducing inequalities, advancing science and improving health outcomes, furthering the rule of law and access to justice and fostering communities.

RELX Cares Champions vote on the submissions using decision criteria such as value to the beneficiary and opportunities for staff engagement. In 2021, RELX Cares Champions donated over \$280,000 to 24 charities supporting over 20,700 young people. Projects include:

- Creation of a library in a poorly resourced primary school in a disadvantaged rural slum area in Kiambu county, Kenya, serving children from Kiandutu slums
- Legal advocacy and education for low-income children and families from underprivileged communities in Los Angeles, USA
- A work experience programme for young ex-offenders and vulnerable young people in Nottingham, UK
- Food and hygiene kits for 1,470 girls from poor families enrolled in education projects in rural West Bengal, India
- Publication of a book of refugee stories and a webinar series to raise awareness of the living conditions and challenge for refugees and asylum-seekers in Malaysia
- A mentoring program for at-risk young people in New South Wales, Australia

In managing community involvement, we apply the same rigour as in other performance areas. Following the Business for Societal Impact (B4SI) – formerly LBG methodology - a global standard for measuring and reporting corporate community investment, we conduct an annual Group Community Survey with RELX Accounting Services and RELX Cares Champions. It divides our aggregate giving into short-term charitable gifts, ongoing community investment and commercial initiatives of direct business benefit.

During the year, we worked with B4SI, of which we are members, to ensure we effectively apply the organisation's methodology for valuing in-kind contributions; B4SI subsequently assured our use of the reporting methodology. [Read the assurance statement in Appendix 2.](#)

We donated £5.5m in cash (including through matching gifts), and £15.1m in products, services and staff time in 2021. Some 32% of employees, despite the challenges of the year, were engaged in volunteering through RELX Cares. According to 2021 B4SI data, during the pandemic the average volunteering rate was 25% for our sector and 8% for all sectors.

We continued to engage in skills-based volunteering, applying business knowledge and expertise to benefit communities in the year. For example, in the US, colleagues at LexisNexis Legal & Professional took part in a hackathon to help the National Bar Association (NBA) develop nine legal standards charts summarising key case law from litigation challenging voting laws and practice. The standards charts enabled NBA attorneys get up to speed quickly on governing law and claims at issue in voting rights litigation.

Throughout 2021, we encouraged in-kind contributions, such as product and equipment donations, aligned with our Product Donation Policy (available in the CR section of our website). We also contributed over 182,000 books to Book Aid International (BAI) and Books for Africa worth over \$12.4m. In addition, 32 RELX remote volunteers helped BAI remotely prepare content for publication.

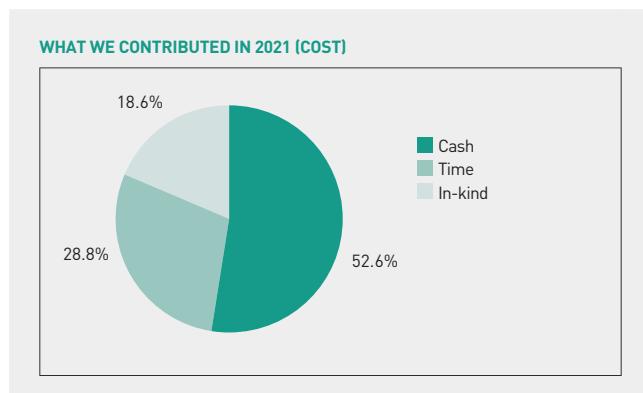
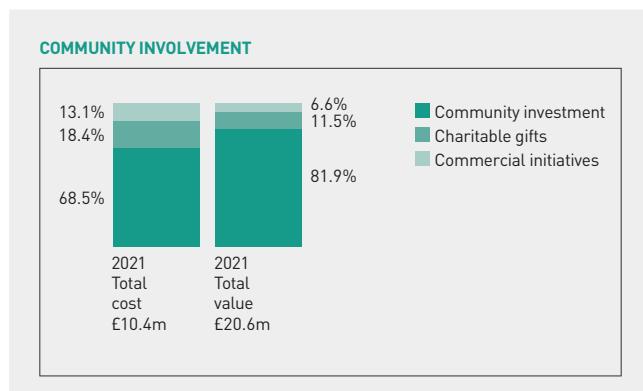


Image: RX China colleagues volunteered at the Being Stars & Rain Educational Institute.

Engagement

Given the need to work remotely in many parts of the world in 2021, we allowed employees to use RELX Cares hours to volunteer in creative ways, relaxing the requirement that they only be used in connection with registered charities. Where restrictions allowed, employees conducted in-person activities such as beach and park clean-ups, while remote volunteering included supporting charity partners with translation services.

During global RELX Cares Month in September, we once again ran a competition to encourage employees to use their Two Days and two LexisNexis Risk Solutions' UK offices in the UK won donations for charities of their choice.

Jeffrey P Mladenik and Andrew Curry-Green Memorial Scholarship



As a lasting memorial to our colleagues Jeffrey Mladenik and Andrew Curry-Green, who lost their lives on 9/11, we offer scholarships in their name to children of eligible employees.

Micah Feinberg (left) is the daughter of Lizabeth Feinberg, Legal Project Editor for LexisNexis Legal & Professional in Tennessee. She graduated from Hume-Fogg Academic High School and attends New York University where she studies computer science and Spanish literature. In high school, Micah was selected as a Siemens Competition semi-finalist for a study she conducted on synaptic remodelling. She is now working on how traditional STEM [Science, Technology, Engineering and Maths] disciplines can be leveraged beyond a laboratory context to effect meaningful change in communities. Micah also works as a volunteer translator and is involved in maintaining a story and sound art installation in downtown Manhattan.

Tiffany Khaikham (right) is the daughter of Soukphavanh Khaikham, Customer Contact Centre Assistant for LexisNexis Risk Solutions in Alpharetta, Georgia. Tiffany is in her second year at the Georgia Institute of Technology studying business administration with a focus on finance. She is involved in a variety of business-affiliated clubs on campus, such as the Georgia Tech Marketing Association and the Society of Women in Business, and is currently a Marketing Communications Intern for TechSAge, a rehabilitation engineering research centre that specialises in supportive technology for people ageing with long-term disabilities. After graduation, Tiffany is considering starting her own company that creates new products, establishing a marketing agency or setting up a financial advisory firm.



RELX Cares Month: Engaging employees across the world

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

Business area CEOs and other senior leaders launched activities in September 2021 with messages to staff and a video showcasing the positive effect of volunteering on beneficiaries and employees alike.

RELX Cares Month 2021 touched thousands of employees with creative volunteering and fundraising and included Global RELX Cares Day on 23 September featuring community action across RELX. RELX Cares Month activities included:

Risk:

- Alpharetta, US - Sales Operations group set a target to increase ADAM signups, the risk business's long-standing technology solution to help find missing children
- Mumbai - virtual team created and delivered appreciation cards to medical workers
- UK - over 200 employees picked up litter in their local communities

Scientific, Technical & Medical:

- Philadelphia, US - virtual book drive in aid of a children's literacy charity
- Frankfurt, Germany - a charity run for a LGBTQ charity
- Beijing, China - Family fun day to raise money for a local school

Legal:

- Hong Kong - Lunch & Learn session with an NGO focusing on migrant domestic workers in Hong Kong
- Manilla and Iloilo, Philippines - held a raffle for two children's charities
- Singapore - editing publications and holding webinars for a pro bono law charity

Exhibitions:

- France - games and toy collection for a children's charity
- Brazil - support for a charity that supports vulnerable families

Across RELX:

- London, UK - Lunch and Learn and a charity quiz in aid of a local homeless charity

Image: RELX Strategy, Analytics and Innovation team clearing a garden for KIDS charity.

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Impact

In accordance with the B4SI 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 to increase transparency and engagement.

In addition, we survey RELX Cares volunteers on the impact the programme has on their work via an automated survey link following each volunteer activity. In 2021, we received a total of 7,971 responses.



I feel a great sense of pride working for RELX and being able to go into the community and volunteer.

Respondent, RELX employee impact survey 2021

90%

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

75%

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

2021 objective

Evaluate the impact of the pandemic on community engagement; campaign to promote virtual volunteering



RELX employees have Two Days per year to volunteer. In 2021, we surveyed employees to understand how the pandemic impacted community engagement, with a specific emphasis on volunteering. More than 1,450 colleagues participated in a survey to identify barriers to volunteering. We shared the results with our network of RELX Cares Champions to help them better plan their RELX Cares activities. Key findings included:

- 62% of respondents said they have become more aware of societal needs and challenges since the pandemic
- 52% of respondents said it felt more difficult to find opportunities to use volunteering hours during the pandemic

Image: Risk US colleagues reading stories remotely to children at a Ronald McDonald House.

- 71% of respondents who had not used their Cares hours the previous year cited lockdown restrictions as the biggest barrier to volunteering
- 94% of all respondents said they intended to volunteer in the future

Virtual volunteering was a focus for RELX Cares Month communications, including a video which provided inspiration from different parts of the business with remote volunteering examples such as business mentoring and reading stories to ill children.



I was also happy to meet other colleagues that I would otherwise have never met in person since this was a global and virtual event.

Wendy Yuan from LexisNexis Risk Solutions

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2021 objective

Update central donations programme in order to better report impact of community giving

**SDG alignment**

 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 people and children in vulnerable situations

In 2021, for the second year, we helped the Ban Ki-moon Centre for Global Citizens empower eight young African leaders through their Global Citizen Scholarship Programme in association with the University of Bordeaux. The scholars, change-makers in their communities and beyond, developed SDG Micro-Projects, using the RELX SDG Resource Centre as a source. Projects focused on sustainable cities and communities (SDG11) and ranged from efforts to empower women and children in slum communities and training for low-income women, to the development of a hydro-social model dedicated to reducing vulnerability in informal settlements in flood-prone areas and increasing access to health services in remote areas.



Being accountable to RELX for the money that they have donated to us has helped us to remain on track with our project

Keval Shah,
The Karuna Trust

In 2021, we updated our central donations programme. We moved to a single giving round of central donations to allow better reporting of the impact our financial support. Previously, grants were decided in two rounds at the beginning and close of each year. By moving to a single round we were able to make dispersals earlier in order to begin hearing back from the charities on how their projects were progressing before the end of the year.

We asked 2021 beneficiaries for an update report and heard back from 16 by the close of the year, which told us whether they are on track to deliver their project aims. Two had already completed their intended objectives.

Among them were Karuna Trust which works with Dalit and tribal communities in India and Nepal. Our donation enabled them to provide food and hygiene kits, despite challenges presented by the pandemic and extreme weather, to 1,470 girls from poor families enrolled in their education projects in rural West Bengal.

Image: Children's Corner in the Accra Central Library, funded by RELX central donations.

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Employee community engagement – SDG 17 (Partnerships For The Goals): Continue to improve impact measurement of our charitable donations

Philanthropic giving – SDG 17 (Partnerships For The Goals): Establish new strategic global fundraising partnership

By 2030

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

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- 62 Monitoring suppliers
- 63 Promoting human rights through the Supplier Code
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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see page 100 of the appendix



Why

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

2021 objectives

- Responsible Supply Chain – SDG 8 (Decent Work And Economic Growth): Increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance
- Supplier Diversity – SDG 10 (Reduced Inequalities): Advance Supplier Diversity and Inclusion programme

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We continue to improve our methodology for gathering and analysing supplier data, while increasing our collaboration to support our collective ethical performance.

Dr Clive Bastin
Head of Program Management, RELX

99.5k

99,485 purchase orders valued at over \$470m embedded with our Supplier Code

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 over 150 countries across multiple categories. These include technology (hardware, software, cloud, telecom, etc.), indirect (consulting, marketing, contingent labour, travel, etc.), and direct (content and production services, print/paper/bind, distribution, etc.).

Given the importance of an ethical supply chain, we maintain a Socially Responsible Supplier (SRS) programme encompassing all our businesses, supported by colleagues with expertise in operations 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 adhere to and display prominently in the workplace. It commits them to following applicable laws and best practice in areas such as human rights, labour and the environment. It also asks our suppliers to require the same standards in their supply chains, including requesting subcontractors to enter into a 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. Our SRS programme is a key aspect of our work to prevent modern slavery and human trafficking in our supply chain as described below.

Through our SRS database, we track suppliers with whom we spend >\$1m annually, suppliers identified as critical by the business, and those located in medium- and high-risk countries, (as designated by our supplier risk tool developed by Carnstone), with a spend of >\$200,000 for a consecutive two-year period. The tool incorporates 11 indicators, including human trafficking information from the US State Department and Environmental Performance Index results produced by Yale University and Columbia University in collaboration with the World Economic Forum.

The tracking list changes year-on-year based on the suppliers we engage to meet the needs of our business. In 2021, there were 359 suppliers on the SRS tracking list, 44 of whom were in high-risk countries and 50 in medium-risk countries. At year end, 96% of suppliers on the tracking list were either signatories to our Supplier Code or have an equivalent code. We work with non-signatories to gain agreement to our Code, and/or assess whether they have equivalent standards in place. In total, by embedding the Supplier Code into our sourcing process (including standard terms and conditions) there were 3,670 suppliers in 2021 who agreed to the Supplier Code, or have an equivalent code, up from 3,457 in 2020.

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We engage a specialist supply chain auditor who undertook 111 external audits on our behalf in 2021: 28 onsite and virtual onsite audits and 83 desktop audits. During a desktop audit, the supplier responds to an online questionnaire and uploads relevant supporting documents followed by a third-party auditor review. For virtual onsite audits, facility representatives wear a video and audio source located in a lightweight harness to allow remote interaction with a qualified auditor. The auditor can then evaluate the facility, conduct interviews, and review the necessary documentation in real-time, just as if conducting an in-person audit. During an onsite audit, the auditor will select employees from a full roster to interview (and may select employees on the work floor during the facility walkthrough). Employee interviews are private and confidential and facility management is not allowed to be present. All information gathered from employee interviews is anonymised. When the auditor communicates non-compliance to facility management, they are not allowed to disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden in the Supplier Code.

Incidents of non-compliance trigger continuous improvement reports summarising audit results and remediation plans. Areas covered in the audit include: labour (including child/forced labour, discrimination, discipline, harassment/abuse, freedom of association, labour contracts); wages and hours (including wages and benefits and working hours); health and safety (including general work facility, emergency preparedness, occupational injury, machine safety, safety hazards, chemical and hazardous material, dormitory and canteen); management systems (including documentation and records, worker feedback and participation, audits and corrective action process); environment (including legal compliance, environmental management systems, waste and air emissions); anti-corruption and data security. During 2021, audit locations included Argentina, Australia, Brazil, Bulgaria, Canada, China, Colombia, Egypt, Hong Kong, Hungary, India, Italy, Lithuania, Malaysia, Mauritius, Netherlands, Peru, Philippines, Poland, Romania, Russia, Singapore, South Africa, United Kingdom, United States and Vietnam.

For paper suppliers we primarily rely on the Forest Sourcing module of The Book Chain Project, a shared industry resource for sustainable paper we helped establish. By year end 2021, 98% of RELX's production paper was graded by The Book Chain Project as known and responsible (sustainable) sources or certified to FSC or PEFC.

In the year, we held RELX Supplier Sessions. We invited suppliers from across the world to join us in a conversation with experts from the UN Global Compact; The Dickson Poon School of Law, King's College London; and the Living Wage Foundation, among others. We will continue to work with our suppliers to meet our 2022 corporate responsibility objective (see the Environment section) to advance reporting of our Scope 3 (supply chain) carbon emissions.

Promoting human rights through the Supplier Code

As stated above, the Supplier Code sets out expectations for our suppliers' ethical conduct. It 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 2021, we updated our [RELX Modern Slavery Act Statement \(MSA\)](#), available from the RELX homepage, which states how we are working to avoid human trafficking and modern slavery in our direct operations and in our supply chain.

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 it requires mechanisms for reporting grievances. It additionally 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. Suppliers have access to our Modern Slavery Awareness training, which we make available to suppliers in 16 languages.

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 states 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 the Supplier Code or who assists in the investigation of any such report.

In the year, we held training for our procurement colleagues with the Slave-Free Alliance on the nature and forms of modern slavery; how to recognise signs and indicators; and steps to take if a victim or incident is identified.

111

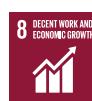
Independent audits completed, including onsite, virtual onsite and desktop

3.1%

US spend with Veteran, Minority or Woman-owned businesses. In total, including spend with small businesses, 12.9% of US spend was with diverse suppliers



RELX supplier country locations with a spend of over \$1,000.



SDG alignment

Target 8.7: Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour

2021 objective

Advance Supplier Diversity and Inclusion Programme

We are committed to proactive engagement with suppliers to ensure our supply chain reflects the diversity of our communities. In the year, we continued to focus on our US supplier diversity programme while expanding focus outside the US. In 2021 3.1% of our US spend was with veteran, minority or women-owned businesses. In total, including spend with small businesses, 12.9% of US spend was with diverse suppliers. We use an independent Supplier Diversity Database to classify diverse suppliers.

Diverse-owned businesses interested in working with RELX can register on the RELX Supplier Diversity Registration Portal. While registration does not provide preferred supplier status or a guarantee of business, it can provide visibility within RELX to potential opportunities.

Our Supplier Diversity and Inclusion Mission

To establish and implement a sustainable Supplier Diversity and Inclusion program that creates value by:

- Promoting the sourcing of goods and services from high performing, competitive Diverse Suppliers;
- Monitoring and measuring the Supplier Diversity and Inclusion Program effectiveness; and
- Participating in outreach programmes/activities to support Diverse Suppliers

We featured supplier diversity and inclusion during RISE, our Employee Resource Group conference, to highlight the opportunity to engage diverse suppliers across RELX.

3,670

Suppliers who have signed the Supplier Code or have an equivalent code

359

Suppliers tracked

92%

Average score for all onsite/virtual onsite audits scored in 2021. Higher than our external auditor's global average of 82%

96%

Suppliers on the tracking list who were either signatories to our Supplier Code or have an equivalent code

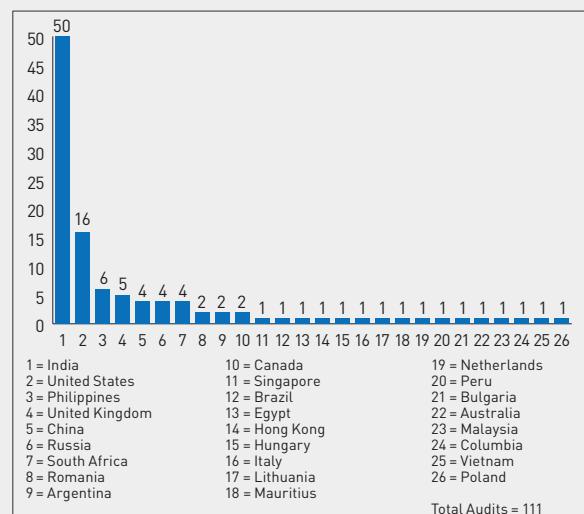


SDG alignment

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

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

AUDITS BY COUNTRY



Results

Target	Measure	2019 Actual	2020 Actual	2021 Actual
Increase # of suppliers as Code signatories	Total # of Code signatories	3,202	3,457	3,670
Code signatories	% of suppliers on tracking list as Code signatories	91%	91%	96%
	# of POs with Code embedded	112,747	102,238	99,485
Continue using audits to ensure continuous improvement in supplier performance and compliance	# of independent audits completed	93	99	111
	Onsite/virtual onsite	52	25	28
	Desktop	41	74	83
	Average overall audit score (0-100)*			
	Onsite/virtual onsite	86	85	92
	Desktop	40	33	60
Continue to advance the US Supplier Diversity and Inclusion Programme	% of total US spend with Veteran, Minority, Woman-owned, and Small Businesses	11.9%	12.9%	12.9%
	% of total US spend with diverse suppliers (Veteran, Minority, Woman-owned) excluding Small Businesses	2.5%	2.8%	3.1%

* Average audits scored in 2021 (includes 27 of 28 onsite/virtual onsite audits, 68 of 83 desktop audits).

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Survey results	2021
35% response rate (105 responses)	
General	Percentage
Suppliers with a Board-level representative responsible for CR	76
Suppliers with Code of Business Ethics	96
Suppliers with Supplier Code of Conduct	83
Suppliers with supplier diversity statement and/or stated supplier diversity policy	86
Suppliers with training and development programmes	77
Suppliers who set annual corporate responsibility targets	58
Suppliers who report publicly on CR performance	43
Suppliers who monitor corporate responsibility compliance	75
Suppliers who are signatories to the UN Global Compact	23
Labour	
Suppliers who have policies in place to ensure that human trafficking and forced labour are not used	88
Suppliers who have policies in place that specifically restrict forced labour and prohibit having employees younger than 16 years old	94
Suppliers who ensure employees' identification or immigration documents are not held or destroyed	70
Coercion and harassment	
Suppliers who allow employees freedom of movement in the facility	92
Suppliers whose employees are permitted to work voluntarily and are free to terminate their employment and leave work at any time	87
Modern slavery	
Suppliers who provide workers with a written employment agreement in their native language prior to the worker departing from his or her country of origin	86
Suppliers who ensure that recruitment agencies in their supply chain are audited relative to unethical recruitment practices	80
Suppliers who prohibit the use of recruitment fees or other related fees for their employment	97
Freedom of association	
Suppliers who allow employees a right to organise and bargain collectively	96
Health and safety	
Suppliers who have a safety and health programme that is fully compliant with all applicable local regulations	100
Suppliers who maintain fire detection, suppression equipment and adequate exits	98
Suppliers who have a programme in place to investigate employee workplace accidents	97
Environment	
Suppliers who have publicly set reduction targets on greenhouse gases	32
Suppliers who have publicly set reduction targets on solid waste	33
Suppliers who have publicly set reduction targets on water usage	32
Suppliers who externally report CO ₂ emissions through the Greenhouse Gas (GHG) Scopes	33
Suppliers who have a science-based target for carbon emissions	29
Suppliers who are considering a science-based target for carbon emissions	51

Aligning with good partners: BCD



For 45 years, BCD has been in the business of bringing people together through travel and meetings, two activities made nearly impossible since March 2020. But the same conditions that affected our industry also highlighted our responsibility to our people, our clients and our community.

We continually reinforce our company's dedication to ethically managing environmental, social and financial responsibilities. And we've seized every opportunity to work with our clients to build more sustainable managed travel programmes for the future.

We believe sustainable collaboration goes beyond 'green.' Thanks to the combined efforts of all of our businesses – BCD Travel, BCD Meetings & Events and Advito – we're showing clients how to become holistic leaders in travel-related sustainability by reducing the need for travel; ensuring business continuity with integrated virtual collaboration options; while promoting traveller safety and wellbeing through communication and education campaigns. Equally important is reducing the impact of travel on the environment through sourcing eco-friendly suppliers, educating travellers and enabling them to reduce their carbon footprint, and offset carbon emissions.

Business travel will look very different as we move into a post-COVID world. But what will never change is our commitment to the wellbeing of our people, our clients and their travellers, and the wellbeing of the global community in which we all live and work.



A sustainable tomorrow requires action today. We're proud to support RELX's drive to raise awareness, change behaviour, reduce environmental impact and ensure their travellers' wellbeing.

Kathy Jackson
Vice President and Executive Chair, Sustainability, BCD

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2022 objectives

Responsible Supply Chain – SDG 8 (Decent Work And Economic Growth): Increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance

Supplier Diversity – SDG 10 (Reduced Inequalities): Advance Supplier Diversity and Inclusion 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

In this section

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SDG Alignment

We have identified the following SDG's that relate to this section. For a description of each SDG, please see [page 100](#) of the appendix



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. Our best environmental impact is our environment-related content, tools and events which furthers knowledge and inform debate.

2021 objectives

- Environmental responsibility – SDG 12 (Responsible Consumption And Production): Embed new environment targets
- Carbon reduction – SDG 13 (Climate Action): Launch internal carbon price for work- related flights

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At LexisNexis UK, we provide customers with up-to-date practical guidance on all aspects of climate change, the energy transition and the extensive environmental, social and governance issues organisations face. Our sustainable business toolkit helps legal practitioners understand what sustainability means and how they can maximise ESG opportunities and minimise risks.

Simone Davidson
Lead PSL
LexisNexis Legal & Professional, UK

55%

of RELX by headcount is certified to ISO 14001

 [See our environmental risks and opportunities.](#)

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

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 head of ESG and Corporate Responsibility engages with the Board on Environmental issues and our Environmental Champions network, led by the global environment and health and safety manager, includes employees in key operational areas of the business. We work with Environmental Champions and dedicated engineering, design and real estate specialists to improve efficiency wherever possible in our portfolio.

In the year, we signed the Climate Pledge, committing to achieving net zero across all carbon scopes by 2040 at the latest. In signing the Pledge, we will measure and report greenhouse gas emissions, implement decarbonisation strategies for emissions reductions and address residual emissions with high quality offsets. For Scope 1, Scope 2 and Scope 3 (work-related flights, cloud computing, home-based working and commuting) we were net zero in 2021.

We support progressive environmental legislation and, in 2021, we continued our membership in the Aldersgate Group, an alliance of leaders from business, politics and civil society that drives action for a sustainable economy. In the year, we participated in a conference on Race to Zero – a global campaign to rally leadership and support from businesses, cities, regions, investors for a healthy, resilient, zero carbon recovery – with a Member of the UK Parliament, and provided feedback to the UK Office for Environmental Protection on the government's 25 year environmental plan. We also signed a We Mean Business letter urging world leaders to take strong action to meet the climate goal of limiting global warming to 1.5C.

In the year, we became a Taskforce for Climate-related Financial Disclosure (TCFD) supporter and expanded our TCFD disclosure (see appendix 4) and remained signatories of We Are Still In, a network of more than 3,900 businesses, universities, cities, states and other organisations, committed to combatting climate change. We are members of the London Business Climate Leaders Group, working with London's Mayor to achieve a zero carbon London.

Environmental risks and opportunities

The assessment, prioritisation and mitigation of environmental risks are integrated into our overall company-wide risk management process. Our risk management process considers current and emerging risks to achieving RELX's strategic goals. The Board assesses the risk level and mitigation strategies and monitors implementation by senior managers.

Our Environmental Champions network, together with colleagues throughout the business, as well as external stakeholders such as NGOs and investors, help us monitor and rank our environmental risks and opportunities. They are reviewed by the Environmental Checkpoint Committee, chaired by the CFO, during the year.

Our Global Environmental Policy applies to all areas of the business and states that we must consider, among other risks, those that require legislative compliance, have significant cost implications for the business and/or may affect our reputation.

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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 Scopus show our share of citations in environmental science represented 51% of the total market. A small proportion of our customers operate in carbon intensive industries, and a small number of journals (less than 1% of the total) cover fossil fuel industries. We are committed to continuing our efforts to support these customers in their energy transition.

Risk

In March, new research from Proagrica, a LexisNexis Risk Solutions (LNRS) business that delivers market-leading farm management software for the agricultural industry, showed US citizens are factoring in reducing food waste into buying decisions. The study found that 76 percent of shoppers said they are more likely to shop more often and in smaller quantities, to avoid having to throw away unwanted or spoiled food. It also highlighted the growing number of UK consumers who take ethical considerations into account when purchasing food. Almost a third said the ethical credentials of the retailers and producers influence their purchase choices whenever possible.

LexisNexis Risk Solutions director of financial crime compliance, Douglas Wolfson, released a podcast about wildlife trafficking transactions, the world's fourth largest illegal trade valued up to \$26bn per year. He noted they are hard to detect because the payments involved are hidden within legitimate businesses and much of the trade is done in cash. He recommended that they should effectively be integrated into financial crime compliance strategies.

In April, LNRS' ICIS, which connects data, markets and customers to create a comprehensive view of global commodities markets, hosted its third Recycling & Sustainability Conference in a virtual format. Topics included trends shaping the recycling market – from supply projections and demand analysis – and technological breakthroughs, active and upcoming partnerships, and legislation and other factors driving scalable solutions to combat plastic waste.

Scientific, Technical & Medical

In 2021, Elsevier published more than 600,000 articles and launched 105 new journals, expanding the scientific record.

In the year, Elsevier combined content, data and analytics to launch a new report, Pathway to Net Zero: The Impact of Clean Energy Research, with a foreword by former UN Secretary General, Ban Ki-moon highlighting the global impact of current research, including country-level, and collaboration trends, including among the Global North and South, and across sectors from academia to business and funders.

Code red for a healthy future: Lancet Countdown 2021 was issued in October, representing the views of 43 academic institutions and UN agencies. The report's 44 indicators expose an unabated rise in the health impacts of climate change and the current health consequences of a delayed and inconsistent response of countries around the globe, providing a clear imperative for accelerated action. Also in the year, The Lancet, alongside more than 200 health journals worldwide, published an editorial calling on leaders to take emergency action on climate change and to protect health, a first joint statement of its kind.

In support of COP26, Elsevier released a climate change special issue on the free RELX SDG Resource Centre, a curated list of 160 journal articles and book chapters to inspire positive environmental action and further climate research. Elsevier also produced special issues on the RELX SDG Resource Centre for World Environment Day, Earth Day, World Food Day and World Water Day, among others.

Throughout the year, Cell Press' One Earth published significant original research to inform and address today's environmental grand challenges bridging natural, social, and applied sciences. During COP 26 the Editorial Board noted that the "global energy system transition must not only be fast but also be fair. Capacity building, investment, and political support for emerging economies and developing countries will be essential."

Legal

LexisNexis Legal & Professional (LNLP) provides extensive environment law information and news to advise the legal community on environmental regimes and rapidly evolving developments, including climate change. In 2021, there were practice notes on climate related financial disclosures, environmental law precedents, an environmental law news podcast, environment weekly highlights, as well as a UK and EU environment legislation tracker tool.

In the year, LNLP launched an extension to its Intellectual Property analytics solution, PatentSight, which maps global patent data to the UN Sustainable Development Goals. The new application identifies growth opportunities in emerging markets; competitive advantages in future-oriented technologies; aids strategic decision making for sustainable investments; and supports stakeholder engagement and funding.

Exhibitions

Pollutec, the international trade fair for environmental and energy solutions, was held in October as a hybrid edition. Pollutec is a platform for environmental and energy solutions across industries, cities and territories, and a springboard for innovation and international development. Participants were able to visit the trade fair and take part in conference proceedings via web stream.

In the run-up to COP26, RX held the virtual sustainability summit Dcarbonise Week, focussing on renewable and low carbon energy. Sessions included Let's Talk Hydrogen with senior members of the hydrogen community to discuss the potential and challenges surrounding hydrogen as an energy source, and From Oil and Gas to Energy Integration which explored how energy integration can help reduce production emissions and accelerate the progress of CCS and hydrogen in support of net zero. All sessions are available on-demand.

World Future Energy Summit (WFES) enriched its Content Hub throughout the year, with blogs on topics like solar, smart cities, circular economy, and the Middle East's clean energy transition; reports such as WFES Artificial Intelligence Outlook 2021; and news, videos and a 2021 Back to Business webinar series with experts sharing knowledge on themes that included decarbonising water networks and clean energy and the United Nations Sustainable Development Goals.

The Global Environment Policy is supported by a global Environmental Management System (EMS), aligned with the ISO 14001 environmental standard.

We provide our facilities teams an online EMS Implementation Pack containing documentation, training and audit materials to aid the certification process. In 2021, we held certification to the ISO 14001:2015 standard at 27 locations, equating to 55% of our business by employee count. We are committed to increasing certification to cover the entire business by 2025.

The EMS covers the assessment of existing and emerging regulatory requirements related to climate change, including carbon pricing, taxes and additional reporting requirements.

It includes transition and physical risks and has informed our 2021 TCFD report, including transitioning to a lower carbon economy and risks related to physical impacts of climate change.

Green Teams, employee-led environmental groups representing 49% of employees in 27 key facilities, help us implement our EMS and achieve environmental improvements at the local level. We are also aided by consistent dialogue with stakeholders including employees, government, and NGOs. We participate in sector initiatives, such as the Publishers' Database for Responsible Environmental Paper Sourcing (PREPS), part of the Bookchain Project, and further our understanding through environmental benchmarking activities, such as CDP, where we were scored A- in the Climate Change programme, B in the Water Security programme and B- in the Forests programme.

 See appendix 4 for our TCFD disclosure.

Assessing our environmental impact

The Covid-19 pandemic continues to distort many of our performance metrics in 2021. A large number of our locations had greatly reduced occupancy for much of the year and restrictions led to a significant decrease in business-related travel.

Although all our environmental impacts are important, we prioritise climate change, minimising the use of natural resources and waste from our own operations. Throughout 2021, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies.

We use a life cycle perspective encompassing upstream and downstream impacts. These include risks related to the forest sources and production of pulp and paper for our printed products (see further information in the Paper section), while opportunities include the donation of unsold or returned printed products and IT equipment to development charity partners decreasing waste and increasing societal benefit, particularly in less-developed nations. [See page 76](#) for further details.

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](#)



SDG alignment

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

Chemistry for Climate Action Challenge



Driving innovations in sustainable chemistry

In 2021, after five successful years of the Green & Sustainable Chemistry Challenge, with thousands of proposals from more than 70 countries, the Elsevier Foundation re-established the competition as the Chemistry for Climate Action Challenge. The aim is to address the SDG 13 target of fostering positive climate action in least developed countries to benefit women, youth and marginalised communities.

2021 winners:

- Brenya Isaac, from Ghana, for his proposal entitled "Biodegradable building and packaging materials made from coconut waste"
- Pham Hong & Dinh Van Khuong, from Vietnam, for their proposal entitled " Producing Nano filter and bio-degradable plastics from rice straws"

Climate change

The coronavirus pandemic led to continued decreases in carbon emissions over the last two years with many of our people working from home for much of the year and limited business travel. Historic data is reported below to show trends over a longer period.

Our Climate Change Statement supports the scientific community's opinion that human activity is contributing to climate change; we back the Paris's Agreement's intention to limit climate change to 1.5°C.

[Read the RELX Climate Change Statement](#)

We support mitigation activities to reduce climate change, including reducing deforestation and protecting rainforests (e.g., by committing to only purchasing 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 accordingly engage with governments on climate change regulation.

Total Scope 1 emissions increased by 16% as company car use increased from the low levels during the early phase of the pandemic in 2020. Scope 1 emissions associated with our buildings decreased by 16% in the year. Car fleet emissions have decreased by 63% since 2010. We have reduced total Scope 1 emissions by 60% since 2010.

Scope 3 business travel data is collected through our travel provider, BCD, and covers all air travel booked through our global travel partner. Continued severe travel restrictions in the year led to emission reductions of 73% on 2020 (92% reduction 2021 vs 2019).

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

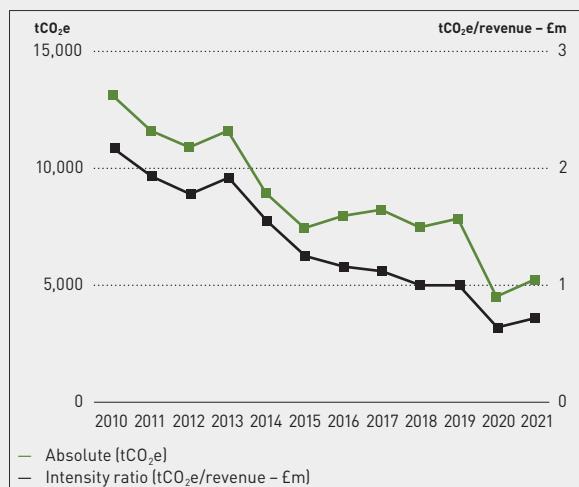


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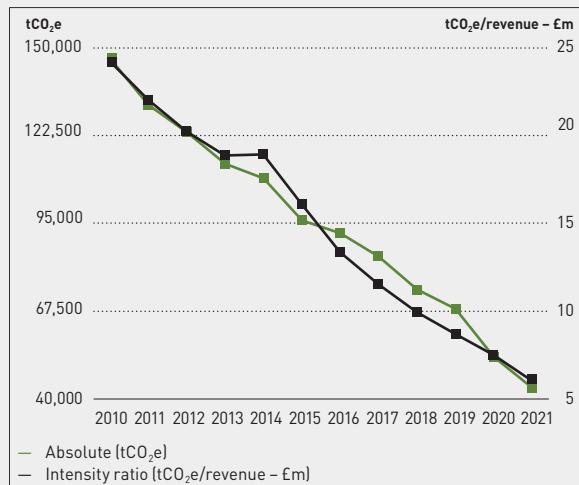
Target 13.2 Integrate climate change measures into national policies, strategies and planning

2021 CLIMATE CHANGE PERFORMANCE

SCOPE 1 (DIRECT) EMISSIONS



SCOPE 2 (LOCATION-BASED) EMISSIONS



2021 Environmental Performance

	Absolute performance			Intensity ratio (absolute/£m revenue)		
	2021	variance	2020	2021	variance	2020
Scope 1 (direct emissions) tCO ₂ e	5,226	16%	4,516	0.72	14%	0.64
Scope 2 (location-based emissions) tCO ₂ e	43,445	-18%	53,131	6.00	-20%	7.47
Scope 2 (market-based emissions) tCO ₂ e	7,715	-28%	10,773	1.07	-30%	1.52
Total energy (MWh)	117,161	-12%	133,238	16.17	-14%	18.74
Water (m ³)	175,372	-19%	215,858	24.21	-20%	30.36
Waste sent to landfill (t)*	107	-38%	173	0.01	-39%	0.02
Production paper (t)	40,910	13%	36,259	5.65	11%	5.10

* From reporting locations only, excluding estimated data

Actual environmental data covers approximately 79% 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 12 month period, December 2020 to November 2021.

Scope 2 (location-based) emissions are calculated using grid average carbon emissions factors for all electricity sources.

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

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Our Net Zero Commitment

In 2021, we reaffirmed our commitment to climate action by signing The Climate Pledge to become net zero no later than 2040. The Climate Pledge, a community of more than 100 companies and organisations working to address the climate crisis, commits us to measuring and reporting greenhouse gas emissions, implementing decarbonisation strategies for emissions reductions and neutralising remaining emissions with high quality offsets.

Following a 64% reduction in our Scope 1 and 2 location-based carbon emissions between 2010-2020, we set new environment targets. We used the Science Based Target initiative methodology to set a 2020-2025 (2015 baseline) target to reduce Scope 1 and Scope 2 location-based carbon emissions by 46%. This aligns with the 1.5°C goal of the Paris Climate Agreement. To get there, we will reduce greenhouse gas emissions and charge an internal carbon price, among other measures.

For Scope 1, Scope 2 and Scope 3 (work-related flights), we were net zero in 2020; in 2021 we covered more Scope 3 categories: home working, commuting, hotel and cloud computing. For the portion of our emissions we have offset in 2020 and 2021, we have invested in REDD+ forestry projects in Papua New Guinea, Kenya and Brazil.



Scope 3

In 2021, we advanced our understanding of our Scope 3 emissions, identifying material areas, refining our methodology and our direct engagement with suppliers.

Supply chain (excluding business travel)

We estimated indirect supplier emissions through an improved methodology by surveying key suppliers to derive carbon intensity factors we then use to extrapolate carbon figures for our full supply chain. Our supply chain emissions were approximately 2 times larger than our total location-based emissions (Scope 1, Scope 2 and Scope 3 business travel) in 2021.

Home-based employees

In the year, homeworking remained extremely high due to Covid-19. Reduced office occupancy contributed to reduction in Scope 1 and 2 emissions. Using location-specific emissions factors, we estimated emissions from Covid-19 related homeworking in the period to be approximately 10,700 tCO₂e.

Commuting

Through RELX's Environmental Standards programme, more than 50% of employees were covered by a local travel plan in 2021. Actions from travel plans include publishing information on public transport links, promoting commuter loan schemes and encouraging carpooling. We estimated emissions in the year to be approximately 4,000 tCO₂e.

Cloud computing services

While RELX continues to undertake energy efficiency projects at its own data centres, some of the energy and carbon reductions at these facilities have been achieved by moving content to third-party cloud services. With data provided by our two most significant IaaS cloud providers, we estimated 2021 market-based carbon emissions associated with all cloud computing services provided to RELX to be approximately 1,900 tCO₂e.

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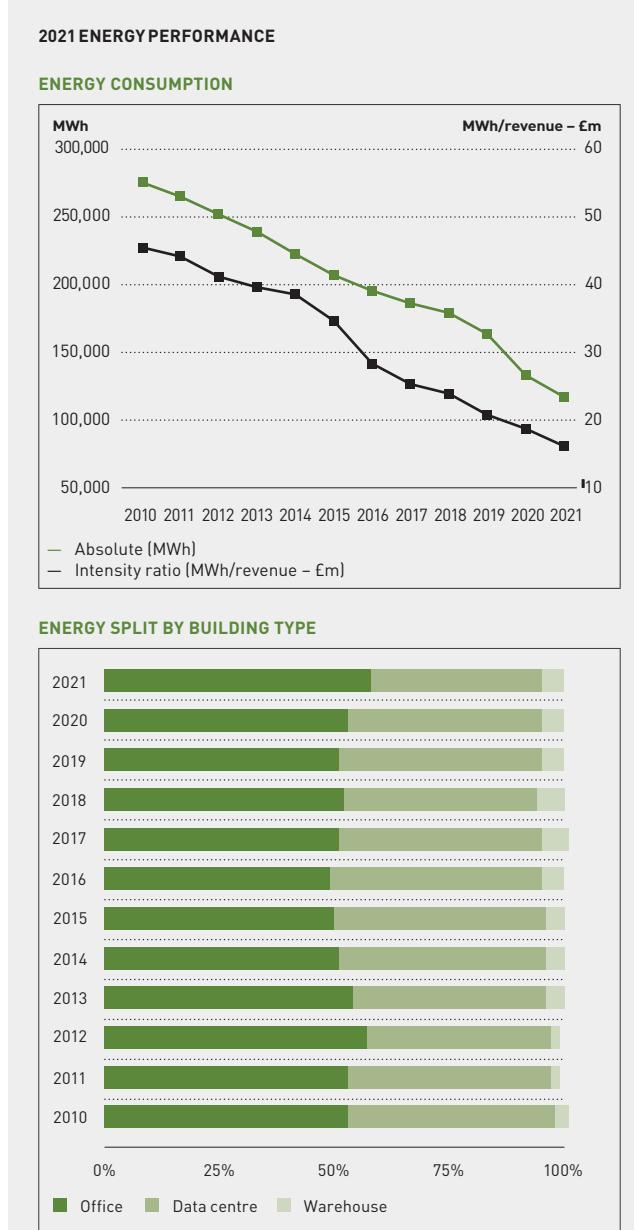
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Energy

As our businesses predominantly occupy leased locations with few opportunities for onsite generation, we rely on green tariffs and renewable energy certificates (RECs) to purchase renewables equal to 100% of our global electricity consumption.

Energy consumption at our offices decreased in 2021 due to reduced occupancy as employees worked from home in compliance with government guidelines where we operate. Data centre energy was less affected as they continued to operate throughout the year.

Energy use at our data centres is responsible for 45% of total energy usage (offices account for 52% and warehouses 3%). To advance data centre efficiency, we undertake hardware and other upgrades and have dedicated engineering services.



SDG alignment

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, a global initiative bringing together businesses committed to 100% renewable electricity.



Image: Sunflower Wind Project, North Dakota, which provides some of our US Green-e certified wind RECs.

RE100

We are members of RE100 - a global corporate renewable energy initiative.

We create products and services that advance understanding of energy production, use and efficiency. In 2021, we published Applied Energy, Energy Policy and Renewable Energy, among others. We also organised virtual events for the 2021 editions of World Future Energy Summit and All Energy to inform and engage audiences during the pandemic.

200+

Health journals join the Lancet in calling for emergency action on climate change and to protect health ahead of COP26

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Water

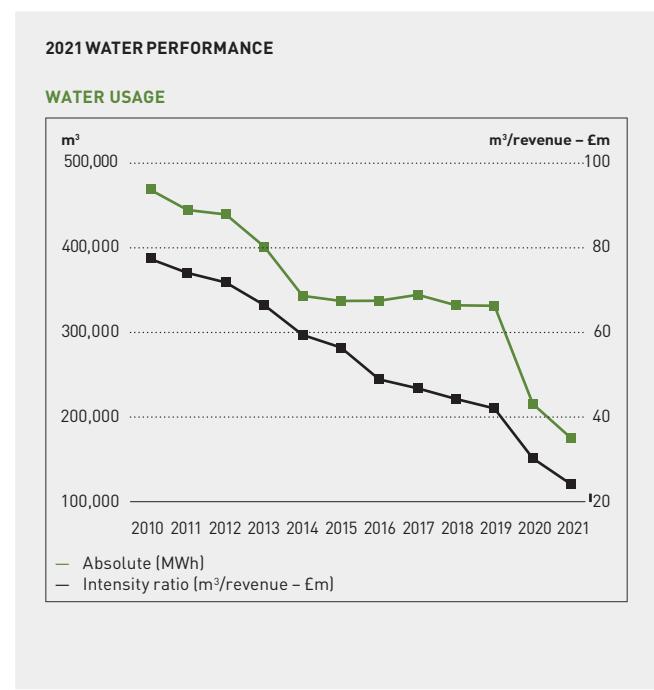
The majority of our sites use water from municipal supply and are in developed countries with a high capability for water adaptation and mitigation.

Our water usage decreased 19% between 2020 and 2021 due to continued reduced occupancy of locations in response to the Covid-19 pandemic.

We engage with internal water experts who produce water-related content. In 2021, we offered customers 23 peer-reviewed journals in aquatic sciences, including Water Research.

23

Peer-reviewed journals in aquatic sciences



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

2021 marked the eleventh year of the RELX Environmental Challenge, focused on providing improved and sustainable access to water and sanitation where it is presently at risk. A shortlist of seven projects were chosen from more than 180 applications. The \$50,000 first prize winner was Green Empowerment, a US-based charity operating in Latin America, Southeast Asia and Africa. The project addresses the challenge of reliable water treatment in low-resource communities by analysing data to deliver an autonomous, sensor-based chlorine management system. Predictive algorithms for effective water chlorination are built from data collected by the sensors tracking a community's water quality and consumption patterns.

The \$25,000 second prize winner was Mosan, an international social enterprise offering circular, off-grid dry sanitation services for densely populated settlements. The sanitation system features the Mosan Toilet – an in-home toilet designed to high technical standards. Operational and maintenance costs are kept low with a community-led model that engages users and their communities.

In the year, CAWST, AIDFI and Sanergy, past Environmental Challenge winners – and recipients of the tenth anniversary 2020 collaboration prize – delivered online training and outreach to continue supporting water and sanitation networks and practitioners in Africa and Latin America during the global pandemic.



SDG alignment

Target 6.1: By 2030, achieve universal and equitable access to safe and affordable drinking water for all



SDG alignment

Target 6.2: By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations



Green Empowerment believes in innovation that is designed in collaboration with partners and communities who will most benefit from the new technology. The RELX prize will help us accelerate the field testing and improvements in our prototype for immediate benefit to community partners.

Andrea Johnson
Executive Director, Green Empowerment

\$915,000

Awarded to prize winners since 2011

Images: Left: Children in Rio Abajo, Nicaragua wash their hands at a school connected to the community-owned water system deploying Green Empowerment's technology.

Right: 2017 2nd prize winner, Aeropurifier, a wind powered solution to desalinate water in Colombia's Guajira Peninsula.

Waste

Total waste generated by our locations decreased by 16% in 2021, primarily due to continued reduced occupancy at many locations in response to the Covid-19 pandemic. Of waste generated at all of our locations, 81% was recycled and 89% diverted from landfill through recycling, composting and energy generation from waste. Of the waste produced at our reporting locations, excluding estimated data, 86% was recycled.

Where reliable measurements are not available, we calculate waste based on weight sampling and by counting waste containers leaving our premises. Although 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 linked to our reporting locations.

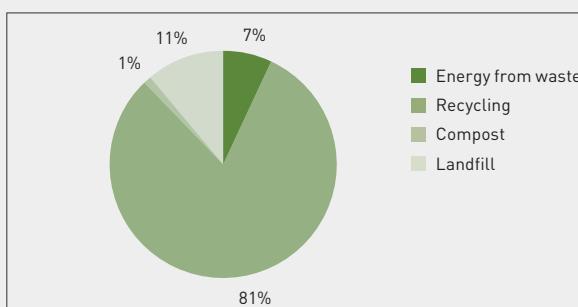
We do not produce any material amounts of hazardous waste.

We also continued to work toward our target to reduce waste sent to landfill from reporting locations. In the period waste sent to landfill from reporting locations, excluding estimated data, decreased by 38%.

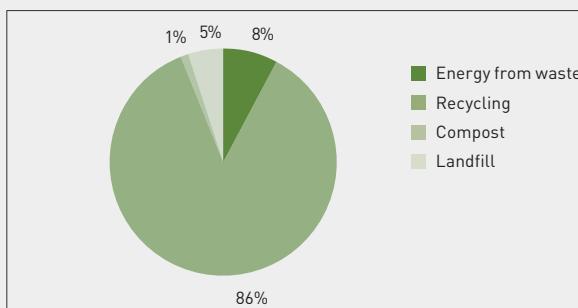
We work to reduce packaging waste from our physical products. In the UK, we provide information on packaging waste in line with the UK government's Producer Responsibility Obligations (Packaging Waste) Regulations 2007. As a member of the Biffpack compliance scheme, we report the amount of obligated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

2021 WASTE PERFORMANCE

WASTE (ALL LOCATIONS)



WASTE (REPORTING LOCATIONS)



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



SDG alignment

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



A new life for old equipment

We dispose of defunct hardware and other electronic waste according to local regulations and recycle only if equipment cannot be reused.

In 2021, we continued our work with Camara Education to donate equipment for students. With the help of partners, Camara Education refurbishes our donated equipment and then use the funds to purchase relevant specification computers for schools. Any equipment unable to be refurbished is recycled as electronic waste.

In 2021, Camara Education generated £5,600 from equipment donated by RELX to enable students in Zambia to develop their ICT capacity via online learning modules. Our 2021 donations saved more than 138 tonnes of CO₂ and 639kg of landfill.



In 2021 alone, the support provided by RELX will benefit almost 8,000 learners by ensuring their teachers have the capacity to deliver the curriculum.

Anita McWilliams

African Projects Coordinator, Camara Education

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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 2021:

- LNRS Green Team in Sutton shared tips on living plastic free, green living and also participated in Clean Beaches Week and World Car Free Day.
- Elsevier Amsterdam raised over 15,000 euros through fundraising events with colleagues allowing the planting of over 2,500 trees via their partner Trees For All. Employees conducted a beach clean-up, a celebration for World Clean Up Day, including a virtual bingo clean-up and a clean-up at a local canal. 166 colleagues participated and collected over 170kg of trash. They also shared information with colleagues through the year, including a communication around sustainable gifts for the festive period.
- Elsevier Oxford promoted a new bank of electric vehicle charging stations installed in the year.
- LNLP Dayton held Adopt A Highway clean-up events and ran a shoe drive resulting in over 750 shoes donated to a local non-profit homeless shelter.
- RX UK held a dedicated sustainability week of virtual events and content to promote sustainability action. Colleagues also expanded their Sustainability Hub, an intranet site which promotes RX UK's Sustainability Charter and green action within the events sector.

Image: Sutton, UK Green Team members volunteer at Stave Hill – an ecological park that provides a wellness reserve for education.



SDG alignment

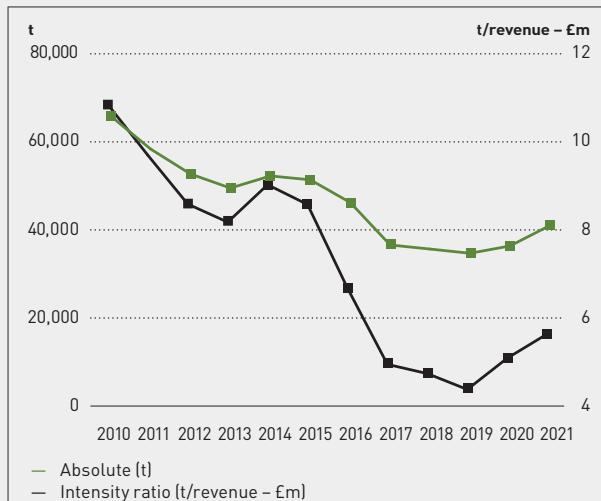
Target 15.2: By 2020, promote the implementation of sustainable management of all types of forests, halt deforestation, restore degraded forests and substantially increase afforestation and reforestation globally

Paper

The quantity of production paper purchased in 2021 increased by 13% over 2020 as we increased paper held in inventory. We have decreased our use of production paper by 38% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business. 98% of RELX production papers were graded in PREPS as 'known and responsible sources' or certified to FSC or PEFC. 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.

2021 PAPER PERFORMANCE

PAPER



Focus on sustainable paper

We are a founding member of the Bookchain Project's paper module (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 2021, we used approximately 94 tonnes of office paper (approximately 500 sheets per person). To reduce paper use at sites with higher consumption levels, we have set a target of 2,800 sheets per person in our Environmental Standards programme.

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Book donations: supporting education and training in 21 countries

Since 2014, we have focused on maximising donations of excess titles, while minimising waste through print on demand and print run control. Rather than dispose of books, where possible, we donate them to key charity partners including Book Aid International and Books for Africa. 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 charity partners, the benefits are significant. Instead of pulping valuable material, we provide it free of charge to institutions that need the information most, turning a waste stream into a valuable asset.

In 2021, RELX donated 182,000 books with a value of over £10m to our charity partners.

Book Aid International

RELX has been Book Aid International (BAI) partner for over 20 years through regular book donations, financial support and staff fundraising and volunteering, and is the charity's primary donor of medical books. The texts are critical to educating the next generation of healthcare providers and supporting research and care at hospitals, training colleges and universities.

In 2021, we donated 67,579 new higher education and medical books, and also contributed funds and volunteer support. The books are vital to a range of students and medical professionals working to build resilient healthcare systems and improve patient care in 21 countries. They have reached communities in places like Somaliland, rebuilding after following decades of war and international isolation.

In the year, we gave more than £9,000 to help BAI open a new Explorer School Library in Kiambu county, Kenya, which serves children from the Kiandutu slums. Children now have access to over 2,500 brand new children's books selected to support their education.

[Read more about how donated medical books are helping midwives study in Malawi.](#)



Over the past 20 years, RELX, through its support for Book Aid International, has given millions of people the opportunity to access books which support students facing huge challenges to reading and learning around the world, particularly during the Covid pandemic. We would like to thank the whole RELX team for their support, and we look forward to many more years of working in partnership.

Alison Tweed

Chief Executive, Book Aid International

182,000

The number of books Elsevier donated in 2021

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Image: Antenatal medical practitioners in Somaliland were among recipients of donated medical and educational books.

Targets and standards

Our focus is on delivering continuous improvement in our environmental performance year on year. We also set longer term targets to reflect our ambition over time.

We set our carbon reduction target using the Science Based Target Methodology 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 (including for the 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, above, for more information.

We set other targets for reducing energy and fuel consumption, increasing the amount of renewable electricity we purchase and decreasing the amount of waste we generate.

Due to the widespread closure or partial occupancy of many offices due to Covid-19, following on from 2020, consumption levels were lower in the year than would be expected pre-pandemic; however long-run performance show that we have been reducing our impact over a number of years.

Our new targets, including a carbon reduction target set using the Science Based Target initiative's methodology, take account of past performance and reflect consultation with a range of stakeholders, including the RELX CFO and our Environmental Champions network, to encourage further performance improvements between 2020 and 2025.

We are a founding signatory to the Responsible Media Forum's Media Climate Pact which requires signatories to set a science-based carbon reduction target and commit to furthering climate awareness and positive action through their content.

Environmental targets		
Focus area	Targets – 2025	2021 performance
Climate change	Reduce Scope 1 and 2 (location-based) carbon emissions by 46% against a 2015 baseline	-53%
Energy	Reduce energy and fuel consumption of our locations by 30% against a 2015 baseline	-43%
Energy	Continue to purchase renewable electricity equivalent to 100% of RELX's global electricity consumption	100%
Waste*	Decrease waste sent to landfill from reporting locations to 35% below 2015 levels	-87%
Production paper	100% of RELX production papers to be graded in PREPS as 'known and responsible sources', or certified to FSC or PEFC by 2025	98%

* From reporting locations, excluding estimated data.

Environmental management system	Achieve group certification to the ISO14001 standard across the business	55% of the global business by headcount certified
	100% of new office fit-outs to achieve RELX Sustainable Fit-Out standard by 2025	RELX Sustainable Fit-Out standard developed
Content	Meet our responsibility under the Media Climate Pact to advance climate knowledge through our content	Carbon reduction target set and content to support climate awareness and positive action (see p.67)

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. Environmental data covers 12 months from December 2020 to November 2021.

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.

Key Environmental Metrics 2010-2021

	2010	2015	2019	2020**	2021**
Scope 1 and 2 location-based emissions [tCO ₂ e]	159,758	103,393	76,077	57,647	48,672
Total energy (MWh)	275,627	207,093	163,628	133,238	117,161
Waste sent to landfill (t)*	3,124	801	546	173	107
Sustainable production paper (%)***	83%	91%	96%	92%	98%

* Waste sent to landfill from reporting locations, excluding estimated data.

** 2020 and 2021 figures are low due to the temporary impact of the Covid pandemic.

*** 2025 target includes all papers certified through the BookChain Project's Paper module, Publishers for Responsible Environmental Paper Sourcing (PREPS), database, plus all other certified papers we buy (prior years restated using the new methodology).

RELX 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

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

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

62% of key locations achieved five or more RELX Environmental Standards and achieved Green status; 36% of reporting locations achieved Green+ status in the year and are the best-performing sites within the business.

We agree with scientific opinion, as reflected in our journals and other content, 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.

62%

of key locations achieved five or more RELX Environmental Standards and achieved Green status

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2022 objectives

Carbon reduction – SDG 13 (Climate Action):

Advance reporting of Scope 3 (other) emissions

Environmental responsibility – SDG 12 (Responsible Consumption And Production):

Launch new online reporting tool for sustainable production paper

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 – 2021 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 over 1,500 colleagues across RELX in CR networks who in turn reach thousands more people across the Company. In 2021, our Employee Resource Groups (ERG) grew to over 100 networks, focused on a range of inclusion priorities including gender, race and ethnicity, age, LGBTQ+ and disability. We held our annual inclusion and diversity conference virtually during Diversity Awareness Month. Reimagine Inclusion to Strengthen Engagement (RISE) featured more than 1,100 attendees and 20 hours of programming. During Pride Month, we held ERG activities across the company. See page 49 in the 2021 RELX Annual Report for more.
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 Dow Jones Sustainability Index. We completed the Workplace Disclosure Index and Bloomberg Gender Equality Survey. See page 84 in the 2021 RELX Annual Report for more.
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	In 2021, with input from the customer insight leads across our business, we calculated a customer satisfaction measures to establish a RELX-wide customer satisfaction metric. Customers participated in our Business for the Rule of Law Cafés and our annual SDG Inspiration Day. In 2021, we held the second RELX SDG Customer Awards to recognise the exceptional efforts of our customers who share RELX's ambition to advance the SDGs. See page 86 in the 2021 RELX Annual Report for more.
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 continued our involvement with the Aldersgate Group which engages the UK government on environmental issues. We have had one-to-one communication with governments as well as through networks such as the London Business Climate Leaders Group and the UK All Party Parliamentary Corporate Responsibility Group. We remained signatories of We Are Still In and in the year we signed a We Mean Business letter urging world leaders to take strong action to meet the climate goal of limiting global warming to 1.5C.
Suppliers	We must ensure our suppliers meet the same ethical standards we set for our corporate behaviour	We engaged with 356 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 2021, we engaged a specialist supply chain auditor who undertook 111 external audits on our behalf.
Non-governmental organisations (NGOs)	NGOs have expert knowledge in a range of areas and can inform best practice performance	We focused on key issues with NGOs such as renewable energy through RE100, and education for all through our global fundraising project with Hope and Homes for Children, the Ban-Ki Moon Centre for Global Citizens and Global Citizens. We provided support for NGOs through RELX 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; Publishers' Database for Responsible Environmental Paper Sourcing, part of the Bookchain Project; Publishing Industry Product Safety Forum; Business for Societal Impact Steering Group; Partnership for Sustainable Development Data and 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, RELX Cares, 32% of employees engaged in volunteering in 2021, according to Business for Societal Impact data, the average volunteering rate for our sector is 25% and for all sectors is 8%. We engaged with local communities through events such as food drives, career guidance for students, sponsored runs and environmental clean-ups. 90% of surveyed employees said their motivation and pride in the company had increased as a result of volunteering.

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Appendix 2 – Business for Societal Impact assurance statement 2021

Corporate Citizenship has been asked by RELX to review its use of the Business for Societal Impact (B4SI) Framework for measuring corporate community investment activity occurring between December 2020 and November 2021.

RELX is an active member of B4SI. The B4SI measurement Community Investment Framework helps businesses to improve the management, measurement and reporting of their social impact. It moves beyond charitable donations to include the full range of contributions (time, in-kind and cash) made to social causes, and assesses the actual results for the community and for the business. (See <https://b4si.net> for more information).

As managers of B4SI, we have worked with RELX to ensure the B4SI model and its principles have been applied across all operations when measuring community investment programmes in 2021. The scope of the B4SI assurance covers the inputs contributed and the outputs achieved through its corporate community investment activities. Having conducted an assessment, we are satisfied that the data reflects the B4SI 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

The data shows total community investment increasing 13% in 2020–2021, driven by an increase of 52% in Time contributions and 18% in In-kind, despite a decrease in cash contributions of 2%. While volunteering has still not recovered to pre-pandemic numbers, it increased from 21% to 29% of total community investment, engaging 32% of employees and 82,899 hours of paid staff time.

This is the second year RELX has used Ecometrica as an online data collection platform. The data is gathered through the portal which is accessible globally, allowing for a consistent data collection process for all RELX's business units and regions. This data is then reviewed by the central CR team prior to assurance, ensuring the data is reliable and easily queried for the purpose of assurance. Although there are still aspects of manual data entry from the central team and regional RELX Cares Champions, the potential for error has significantly decreased and all calculations are automated.

To ensure a consistent approach to measurement is applied across the business, extensive guidance notes are provided to all RELX Cares Champions, which are updated following each reporting cycle. We would encourage RELX to continue to share learnings with RELX Cares Champions, as this is vital in ensuring the consistent application of the B4SI framework across the business.

Our review of the 2021 data showed a consistent application of the framework across divisions, with mostly consistent classification of activities. Where areas of confusion arise, we recommend revising internal guidance to ensure contributions are correctly classified as 'charitable gifts', 'community investment' or 'commercial initiatives', and can therefore be compared year-on-year.

RELX continue to record a large amount of in-kind donations (19% of total contribution) and has developed specific guidance for valuing common types of in-kind contributions such as pro-bono services and access to literature. In 2021, this guidance was applied thoroughly, and we would encourage RELX to continue communicating this methodology globally. It may also be useful to update this guidance with new examples of in-kind donations that are prevalent because of Covid-19 such as virtual learning.

Corporate Citizenship

www.corporate-citizenship.com

The scope of the statement is limited to the reporting period

28 January 2021

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Appendix 3 – EY assurance statement 2021

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Scope

We have been engaged by RELX to perform a 'limited assurance engagement,' as defined by International Standards on Assurance Engagements, here after referred to as the engagement, to report on RELX's corporate responsibility data (the "Subject Matter") indicated with a '^' symbol contained in page 11 of RELX's (the "Company's") Corporate Responsibility Report as of 31st December 2021 (the "Report").

This data is reported under the following headings in the Report:

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

We have only sought evidence to support the 2021 performance data. We do not provide conclusions on any other data from prior years. Other than as described in the preceding paragraph, which sets out the scope of our engagement, we did not perform assurance procedures on the remaining information included in the Report, and accordingly, we do not express a conclusion on this information.

Criteria applied by RELX

In preparing the Subject Matter, RELX applied their corporate responsibility reporting guidelines, comprising the 'RELX Reporting Guidelines and Methodology 2021', Guidance for Completion of the RELX Health & Safety Survey and RELX Code of Conduct Standard Operating Procedures (Criteria).

RELX's responsibilities

RELX's management is responsible for selecting the Criteria, and for presenting the Subject Matter in accordance with that Criteria, in all material respects. This responsibility includes establishing and maintaining internal controls, maintaining adequate records and making estimates that are relevant to the preparation of the Subject Matter, such that it is free from material misstatement, whether due to fraud or error.

EY's responsibilities

Our responsibility is to express a conclusion on the presentation of the Subject Matter based on the evidence we have obtained.

We conducted our engagement in accordance with the International Standard for Assurance Engagements Other Than Audits or Reviews of Historical Financial Information ('ISAE 3000'), and the terms of reference for this engagement as agreed with RELX on 20th December 2021. Those standards require that we plan and perform our engagement to express a conclusion on whether we are aware of any material modifications that need to be made to the Subject Matter in order for it to be in accordance with the Criteria, and to issue a report. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risk of material misstatement, whether due to fraud or error.

We believe that the evidence obtained is sufficient and appropriate to provide a basis for our limited assurance conclusion.

Our Independence and Quality Control

We have maintained our independence and confirm that we have met the requirements of the Code of Ethics for Professional Accountants issued by the International Ethics Standards Board for Accountants and ISQC , and have the required competencies and experience to conduct this assurance engagement.

EY also applies International Standard on Quality Control¹, Quality Control for Firms that Perform Audits and Reviews of Financial Statements, and Other Assurance and Related Services Engagements, and accordingly maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Description of procedures performed

Procedures performed in a limited assurance engagement vary in nature and timing from and are less in extent than for a reasonable assurance engagement. Consequently, the level of assurance obtained in a limited assurance engagement is substantially lower than the assurance that would have been obtained had a reasonable assurance engagement been performed. Our procedures were designed to obtain a limited level of assurance on which to base our conclusion and do not provide all the evidence that would be required to provide a reasonable level of assurance.

Although we considered the effectiveness of management's internal controls when determining the nature and extent of our procedures, our assurance engagement was not designed to provide assurance on internal controls. Our procedures did not include testing controls or performing procedures relating to checking aggregation or calculation of data within IT systems.

A limited assurance engagement consists of making enquiries, primarily of persons responsible for preparing the Subject Matter and related information and applying analytical and other appropriate procedures.

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

Our procedures included:

1. Interviewed a selection of specialists responsible for managing environmental, people, H&S and supplier performance in the business, and for collating and checking sustainability data for internal and public reporting purposes. We did this to obtain an understanding of the internal control environment for the data, performance of KPIs in the period and reporting processes both at a group and site level.
2. Checked a selection of management documentation and reporting tools, including guidance documents, to understand internal controls, reporting processes and policies to further inform our assurance approach and procedures.
3. Undertook a review of the Ecometrica reporting system, including the functionality and data controls contained within Ecometrica and preliminary data from sites to form a view on reporting risk and materiality for subsequent data substantiation activities.
4. Performed analytical reviews to understand trends in the data and whether they align to our expectations based on our knowledge gained from the procedures above.
5. Reperformed calculations to check the accuracy of the data collation and KPIs reported.
6. Tested underlying documentation for a sample, based on professional judgement, of site-level, environmental, health and safety, and supplier data points to determine the accuracy and completeness of data points within the data sets.
7. Evaluated the suitability and application of the Criteria and that the Criteria have been applied appropriately to the Subject Matter.
8. Challenged the validation and collation processes undertaken by RELX management in relation to the Subject Matter.
9. Examined the Report for the appropriate presentation of the Subject Matter, including the discussion of limitations and assumptions relating to the data presented.

We also performed such other procedures as we considered necessary in the circumstances.

Emphasis of matter

RELX reported 100% of its electricity purchased from renewable sources for 2021, relying on green tariffs and renewable energy certificates (RECs). However, it should be noted that, for 2021, 15% of this percentage reported related to US RECs that have been applied to countries outside the United States. This means that the location of the purchased RECs differs from the location where they have been applied. This does not affect our conclusions on the Report as set out below.

Conclusion

Based on our procedures and the evidence obtained, we are not aware of any material modifications that need to be made to the Subject Matter as of 31st December 2021, in order for it to be in accordance with the Criteria.

Restricted use

This report is intended solely for the information and use of RELX management and is not intended to be and should not be used by anyone other than those specified parties.

Ernst & Young LLP

8 February 2022

London

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Appendix 4 – Taskforce on Climate-related Financial Disclosure (TCFD)

RELX makes the following disclosures, consistent with the recommendations of the Taskforce on Climate-related Financial Disclosure (TCFD).

I. Governance

a. Board oversight of climate-related risks and opportunities

This statement has been reviewed and approved by the Board.

The RELX Board oversees the internal controls and risk management practices as described on page 66 of the [2021 RELX Annual Report](#). In the year, the Company's approach to managing its climate change risks and opportunities was covered by the Board at multiple points including in discussions with and papers from the Chief Financial Officer (CFO), responsible to the Board for performance against climate targets; the Head of ESG and Corporate Responsibility; and the Head of Risk and Audit, as part of RELX Audit Committee review of the Company's risk management process.

The result of these undertakings is that the Board has found climate change has no material impact on RELX's business in the short term and will be unlikely to have a significant impact in the medium and longer term. This is based on the review of RELX's low sector exposure to climate change and consideration of climate change by the business in its strategy, activities, policies, annual budgets, and business plans, setting and monitoring of performance objectives, major capital expenditures, acquisitions and divestitures.

Moreover, this view is predicated on strong climate action by the business in 2021 and over time to mitigate the effect of transition and physical climate change risks as described in this statement and in the [2021 RELX Annual Report](#).

b. Management's role in assessing and managing climate-related risks and opportunities

Management in each business area is responsible for identifying customer need and developing relevant products related to climate change. This ranges from launching and advancing scientific journals carrying articles on climate change itself, energy efficiency, and other climate-related topics, providing data and analytics that support customers in reducing their environmental impact, providing information and analytics on laws and regulations related to the environment, through to running exhibitions targeted at the renewable energy sector.

As RELX's senior environmental champion, the CFO leads the RELX environmental checkpoint group which sets strategy and targets for measuring and reducing the group's own environmental impact. The group monitors performance throughout the year, tracking emissions across all scopes and performance relative to our target to reduce Scope 1 and 2 (location based) carbon emissions by 46% by 2025 against a 2015 baseline.

Management in each operational area is responsible for ensuring the continuity of the group's operations, including resilience to events caused by extreme weather events. The Business Continuity Forum brings together specialists from across the group to identify risks, assess continuity and incident response plans, learn from incidents and spread best practice.

We recognise climate change intersects with other environmental and sustainability issues. For this reason, climate change is also considered by the RELX Corporate Responsibility (CR) Forum, with oversight by a member of the executive committee, the head of corporate affairs, and led by the head of ESG and corporate responsibility. The CR Forum meets twice per year and comprises more than 70 participants including function heads and business area leads from across the Company.

II. Strategy

a. Climate-related risks and opportunities in the short, medium, and long term

While we are in a low carbon intensive sector, the Board and the environmental checkpoint group continued to consider our climate-related risks and opportunities based on the scenarios in section c below. Examples of our findings include:

Short (<10 years) – Transition risks: Policy and legal requirements relative to climate change will continue to increase as they have over the last five years requiring us to ensure adequate disclosure; there will be increasing stakeholder pressure requiring us to ensure our products and services help accelerate the green transition for our customers in carbon intensive and other industries. Physical risks: Variability in weather patterns and more frequent extreme weather events mean we must advance both mitigation and adaptation strategies, including thorough business continuity planning.

Medium (10 to 20 years) – Transition risks: There will likely be increased pricing of GHG emissions and enhanced reporting obligations, particularly in areas like supply chain emissions; reputational damage could result if we don't show medium term results for meeting our obligations as a signatory of The Climate Pledge and similar initiatives. Physical risks: Gradual increase of average temperatures will affect businesses we operate in some locations more than others and we are developing country and local response plans; mean temperature rise will likely affect our suppliers as well so we will continue our due diligence related to exposure in our supply chain.

Long term (20 years +) – Transition risks: Stigmatization could result if our products and services are not seen as part of the solution to climate change; this creates an opportunity for us to increase offerings that support a lower carbon world. Physical risks: Sea level rise will be varying but worse under the business as usual scenario which will increase risk of business interruption and damage to property; we recognise that this must be part of our planning for the places where we will operate in the future.

See our statement of principal risks page 66 of the [2021 RELX Annual Report](#) for additional information on our approach to risk.

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Our carbon action hierarchy is to first, reduce our carbon emissions; second, to purchase increasing amounts of our green tariff energy as availability improves in global markets where we operate; third, to purchase certified renewable energy certificates where necessary; and finally, to purchase high quality, verified offsets for the remainder. For Scope 1, Scope 2 and Scope 3 work-related flights, cloud computing, home-based working and commuting we were net zero in 2021. RELX is committed to achieving net zero emissions following our carbon action hierarchy across all scopes by 2040 at the latest, through our participation in The Climate Pledge, part of the UN Race to Zero campaign. We have expanded understanding of our Scope 3 data in the year and aim in 2022 to set a Scope 3 emissions reduction target in order to obtain validation of all our carbon targets by the Science Based Targets initiative (SBTi). We used the SBTi methodology in setting our Scope 1 and 2 (location-based) reduction target of 46% by 2025 (2015 baseline).

b. Impact of climate-related risks and opportunities on our business, strategy, and financial planning

We are using the climate scenarios we outline below to inform strategy and financial planning at both the Board and business area level. One example is our work with finance and other teams in the business on a carbon price of \$25 tCO₂e (which will increase over time) on business-related travel, with proceeds to be used for, among other measures, internal climate action projects such as solar installations where possible.

It is also part of strategy planning for our portfolio as our scientific research information, analysis of environmental law, tracking of carbon and recycling markets becomes even more important for our customers, investors and other stakeholders in their own responses to climate change.

Customers, including those operating in carbon-intensive industries, use the information, data and analytics we provide to support them in reducing their environmental impact. In Risk, products such as CIRIUM, which serves the aviation sector, are playing a role in supporting climate action. Using data analytics, CIRIUM helps airlines plan and conduct maintenance of their fleet to ensure their efficient operation and helps identify flight routes for maximum occupancy so emissions per passenger are lower.

Elsevier is working to support clean energy and in 2021 held Geofacets Day: Energy Transition, a virtual conference on the energy transition for oil and gas, renewable energy and metals and mining professionals. Topics included redefining the sector's future, renewable energy and the role of geosciences in the energy transition. In addition, Elsevier combined content, data and analytics to launch a free report, Pathway to Net Zero: The Impact of Clean Energy Research, highlighting the global impact of current research as well as geographic, topic and collaboration trends across sectors from business to academia.

LexisNexis Legal & Professional provides LexisPSL Environment to help clients identify environmental liabilities, understand the commercial implications of environmental law and keep track of current developments with daily news feeds on new cases, legislation, and consultations as well as practice notes, Q&As, and legal precedents.

RX holds World Future Energy Summit, a portfolio of events specifically designed to combat climate change, in-line with the United Nations Sustainable Development Goals (SDGs) and the Paris Agreement. And leading up to COP 26, RX organised the All-Energy Dcarbonise Week Virtual Sustainability Summit to help attendees accelerate strategies and actions to achieve net zero.

All RELX businesses are contributing content to the RELX SDG Resource Centre which provides free access to news, research, tools and events on the SDGs, including SDG 7 Clean and Affordable Energy and SDG 13 Climate Action. The site also incorporates relevant content from key partners, including the UN Global Compact (UNGC). In support of COP26, Elsevier released a climate change special issue on the free RELX SDG Resource Centre, a curated list of 160 journal articles and book chapters to inspire positive environmental action and further climate research. See the TCFD risk table below.

A small proportion of our customers operate in carbon intensive industries, including in agriculture and in aviation, and we are committed to continuing our efforts to support these customers in their energy transition.

c. Resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario

We have a threefold strategy to address climate-related risks:

1. Minimising our environmental impact through measures such as energy efficiency, renewable energy, reducing waste and other measures. This reduces our exposure to future legislation and the rising price of carbon
2. Providing products and services which support customers through their transition to a low-carbon economy. We anticipate demand for these offerings to continue to increase over time
3. Supporting wider action on climate change through collaboration, partnerships and initiatives such as the Digital Impact of Media Project in conjunction with the Responsible Media Forum, comprised of industry peers, and Bristol University

We manage both transition and physical risks of climate change as described above: that is, consideration by the Board and the Audit Committee as part of robust risk control measures covering our products and operations (including our property portfolio and supply chain). The environmental checkpoint group tracks all related metrics and provides data and advice to the Board and engages throughout the business. We also pursue best practice through engagement with the UNGC, Race to Zero, Media Climate Pact, Net Zero Carbon Events, and the Science-based Targets initiative, among others.

We have considered three possible future scenarios from business as usual to a 1.5 degrees scenario with an indication of possible timeframe. The following scenarios are not exact descriptions of an expected future, but the description of a future based on certain assumptions.

In 2021, energy represented less than 1% of the RELX cost base. Although energy costs, and associated carbon costs, may increase substantially, the impact on RELX's financial results is likely to remain limited. In scenarios where extreme weather events occur more frequently, we may see increased incidents that disrupt our operations, necessitating additional measures, with some potential cost, to ensure our operational resilience. However, in the context of RELX's overall cost base, we would not expect any such incremental cost to be significant.

We believe our strategy will be resilient even in the most challenging future scenario.

Scenario 1 – Business as usual (RCP 8.5). In this scenario, carbon emissions continue to increase at current rates and temperature increases exceed 4 degrees Celsius by the year 2100.

Short term: While some policies could be introduced to reduce carbon emissions, action is limited. Some countries may price carbon emissions and set standards for building and vehicle energy efficiency.

Medium term: The availability of renewable energy may grow, but the share of energy from fossil fuels will remain sizeable. With this level of warming, extreme and severe weather events will likely increase. Drought and increased precipitation will impact agriculture. Severe storms will interfere with our supply chains and logistics. The heightened need for innovation in climate adaptation infrastructure may increase demand for our environmental products and services for the scientific, technical and other communities.

Long term: Rising sea levels will affect land use of coastal and low-lying regions where we may have operations, requiring investment to protect or relocate key Company facilities to ensure business continuity. Significant government investment will be required to mitigate the impacts, for example in strengthening flood and coastal defences or securing reliable water supplies, with follow-on effects for places where we and future customers operate.

Political instability in some regions may increase as populations compete for resources such as fresh water supplies and as large numbers of people move from regions most heavily impacted by climate change. Global economic uncertainty will likely become the norm, with limited growth at best and decline at worst. As impacts become more apparent, public sentiment may favour organisations like RELX that have taken action to limit the impact of climate change.

We would continue to pursue measures such as science-based carbon reductions, implementation of innovative technological solutions, carbon sequestration and (re)forestation, but without the catalyst of global government investment in these areas.

Scenario 2 – 2 degrees Celsius climate change (RCP 2.6). In this scenario, carbon emissions are halved by 2050 and climate change does not exceed 2 degrees Celsius by the year 2100.

Short term: Countries would introduce more challenging carbon targets as they update their Nationally Determined Contributions under the 2016 Paris Climate Agreement. A range of new policies would most likely be introduced across many countries to control carbon emissions including carbon pricing, higher standards on building and vehicle energy efficiency, with increased renewable energy generation in global power grids. Such developments will be reflected in our policies and procedures. And such climate mitigation efforts could increase the demand for many of our products and services.

Medium term: There should be public and private investment in greater carbon sequestration, capture and storage, (re)forestation, and other measures – all of which would aid action in these areas within our business.

Long term: The frequency of extreme weather events will increase but not as much as under Scenario 1. There will still be disruption to transport and logistics through storms, but sea level rise will be more limited, as will costs we may face associated with adaptation and mitigation projects. With reduced climate impacts, political and economic instability will be lessened. Climate-related migration will still be a factor but to a smaller degree than anticipated under Scenario 1.

Scenario 3 – 1.5 degrees climate change (RCP1.9) In this scenario, to achieve a 66% chance of avoiding more than 1.5C warming by 2100, inclusive and sustainable development will be a key consideration for policy makers with high levels of international cooperation.

Short term: Emissions must peak in the early 2020s to achieve net zero emissions by 2050. These ambitious carbon reductions would be supported by new policies (with carbon prices reaching as much or more than four times the price under the 2 degrees C scenario) and strong regulation.

Medium term: Buildings will be subject to tougher standards to achieve carbon reductions of nearly three times those under the 2 degree scenario. Energy costs and associated carbon costs could be higher than in Scenario 1 or 2, but this is unlikely to have a major impact for RELX as energy is not a significant part of our cost base as indicated above.

The transport sector will see significant change, with the majority of vehicles powered by alternative sources. Nature-based solutions to climate change, such as forestation, are also likely to play an important role. In this scenario, RELX efforts to reduce emissions, seek technology-driven carbon solutions and pursuit of nature-based decarbonisation will be magnified.

Long term: By 2050, approximately 80% of global energy should be from renewable sources. Use of coal will decrease significantly and oil will drop to very low levels by 2060. After 2050, technologies such as bioenergy and carbon capture and storage will need to be widespread to remove excess carbon from the atmosphere to ensure emissions are net negative.

III. Risk Management

a. Our processes for identifying and assessing climate-related risks

The principal and emerging risks facing the business, which have been assessed by the Audit Committee and Board, are described on pages 66 to 70 of the 2021 RELX Annual Report. The directors have considered the risk of climate change to the business, including the positive contribution that RELX makes through activities such as supporting academic research, pricing recyclable materials, and enabling customers to access our products electronically.

Climate-related risks are assessed as part of the RELX risk management process. Risks are formally reviewed every six months. The significance of each risk is assigned based on the potential impact to revenue and the likelihood of that risk being realised. As part of our environmental management system, the climate risk assessment covers transition and physical risks as described above, and also includes the assessment of existing and emerging regulatory requirements related to climate change. These include carbon pricing schemes, taxes and additional reporting requirements.

b. Our processes for managing climate-related risks

Climate change responsibilities are assigned to key roles, including the CFO at the executive level. Performance is monitored and evaluated throughout the year by the environmental checkpoint group, chaired by the CFO, and new programmes are introduced as required to control climate-related transition and physical risks.

We engage with Government Affairs colleagues on legislative and product trends, as well as through fora such as the Aldersgate Group, and through the process of ISO 14001 environmental certification of our EMS. We speak with experts in the business, our climate-related employee resource groups including Green Teams and Elsevier's Climate Board, and gain insights through industry network the Responsible Media Forum's Climate Pact and the cross-sector through networks like the CR and Sustainability Council of the Conference Board, chaired by our Head of ESG and Corporate Responsibility.

The business continuity programme, under the direction of a RELX Business Continuity Forum, oversees mitigations of the physical risks of climate change on our operations through business continuity plans which include remote working and detailed employee information.

Supplier management practices of the Global Procurement team, the Supplier Resiliency Working Group, the Business Continuity Forum and the Socially Responsible Supplier programme mitigate the potential impact of climate-related risks on our supply chain. These practices include supplier engagement on their practices and policies and interventions through a risk-based programme of supplier audits and remediation.

IV. Metrics and Targets

Key climate-related metrics and targets are set out on [pages 67-80](#) of this report. The remuneration of the CEO and the CFO is linked to the achievement of environment targets. These included in 2021, a key performance objective to reduce Scope 1 and Scope 2 (location-based) carbon emissions by 33% against a 2015 baseline 53% achievement; reduce energy and fuel consumption by 23% against a 2015 baseline 43% achievement; and to purchase renewable energy equivalent to 100% of RELX's global electricity consumption. See page 104 of the 2021 RELX Annual Report for further details.

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TCFD Risks

Risk group	Type	Climate-related risk	Implication	Opportunity
Transition risks	Policy and legal	Increased pricing of GHG emissions: The rapid transition to a low carbon energy system could require higher energy prices and a higher carbon price to disincentivise the use of fossil fuels	RELX has low exposure to energy and carbon pricing (less than 1% of total spend) and has achieved significant reductions in energy consumption since 2010. For this reason, moderate to significant increases in energy costs will have a limited impact on RELX.	There will be an increased need for information on energy and carbon pricing; research on energy transition and zero carbon; and events which bring stakeholders together to showcase related technological innovation are likely to increase the demand for RELX products and services.
		Enhanced emissions- An increasing number of governments are likely to impose requirements on business to achieve the low carbon transition. New requirements are likely to include additional reporting and transparency requirements for GHG emissions	RELX has processes in place for carbon reporting and disclosure aligned with various reporting obligations: best practice frameworks. Additional reporting requirements are expected to have insignificant financial implications. Widespread introduction of different reporting regimes in the countries where we operate could increase the risk of non-compliance (and therefore the risk of fines). However, RELX operates an environmental management system certified to ISO14001 which requires a compliance assessment of environmental legislation. This reduces the risk of non-compliance with future reporting regulations.	As new regulations are introduced, there will be a greater need for guidance; this could result in an increased demand for our products and services.
	Mandates on and regulation of existing products and services: New regulations may be introduced for products to support the transition to a low carbon economy	RELX offers products and service in three categories i) online/digital; ii) printed products, iii) in-person events. Increasing regulation on products in these areas could result in an increased costs for providing those products and services. Online/digital: Products served by RELX-owned data centres are covered by the purchase of renewable electricity and RELX's net zero commitment (RELX achieved net zero on its emissions for Scope 1, Scope 2 and, within Scope 3, work-related flights in 2020. In 2021, RELX extended this, achieving net zero for Scope 1, Scope 2 and, within Scope 3, work-related flights, cloud computing, home based working and commuting). RELX is engaging with Scope 3 suppliers for greater transparency on our share of their carbon emissions and renewable energy. Printed products: Revenue from printed products has decreased significantly since 2010 as more product offerings are made online. Paper used in RELX's printed products complies with the RELX Sustainable Paper Policy which requires all papers are from known and sustainable sources and/or certified to a recognised standard. In person: Exhibitions is part of an events industry initiative, working to achieve net zero by 2040. This commitment requires significant reductions in carbon emissions and partnerships with other industries to minimise events-related emissions. A small proportion of our customers operate in carbon intensive industries, and a small number of journals (less than 1% of the total) cover fossil fuel industries. We are committed to continuing our efforts to support these customers in their energy transition.	New regulations on products will, in many cases, be best addressed through industry collaboration. The convening power of our businesses in the markets we serve could support such industry collaboration.	
Technology	Substitution of existing products and services with lower emissions options	RELX has largely transitioned from printed physical products to online/digital products and services. This avoids the emissions associated with the manufacture and distribution of printed products but introduces emissions associated with the use of data centres for the digital offerings. RELX-owned data centres are covered by renewable electricity and RELX's net zero commitment (RELX achieved net zero on its emissions for Scope 1, Scope 2 and, within Scope 3, work-related flights in 2020. In 2021, RELX extended this, achieving net zero for Scope 1, Scope 2 and, within Scope 3, work-related flights, cloud computing, home based working and commuting). As described, we are engaging with our cloud providers for greater transparency on carbon emissions and renewable energy.	Our products, services and events, have the potential to aid the low-carbon transition benefitting our customers and society.	
	Costs to transition to lower emissions technology	The cost implications for transitioning to new technology are primarily in our supply chain. Printed products are manufactured and distributed by suppliers on behalf of RELX. RELX engages its suppliers through the Socially Responsible Suppliers programme and has processes in place for reporting on its supply chain related emissions.	Detailed energy and carbon market insights we can provide through our products, services and events will allow companies to better assess the risks and costs of transitioning to lower emissions technologies.	

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Risk group	Type	Climate-related risk	Implication	Opportunity
Market	Changing customer behaviour	Significant increases to the cost of air travel due to the factoring in of carbon charges may discourage business travel in favour of virtual meetings. This could lead to a reduction in the number of attendees at in-person events effecting our events business. We offer virtual attendance options and in-person participation allows exhibitors and attendees to hold numerous meetings during one event.		The ability for an exhibitor or event attendee to maximise engagement by attending one event, for example, with customers, prospects, and suppliers, could become more valuable as the cost of travel increases.
	Uncertainty in market signals	As businesses take action to combat climate change, they might need to change business models or practices to ensure their success in a low-carbon economy. Some of these changes may raise questions for investors or other stakeholders and reduce visibility of the business's strategy. RELX provides detailed and transparent disclosure on climate change to provide clarity to investors and other stakeholders.		Businesses can develop new disclosures to effectively communicate plans with stakeholders. The demand for our products which provide company and market insights could grow as investors' requirements for reliable information and data increases.
	Increased cost of raw materials: Low-carbon requirements on the use of and distribution of raw materials could lead to an increase in their cost	RELX does not manufacture products from raw materials. An increase in the cost of raw materials would primarily impact RELX via higher prices in our supply chain.		Pricing insights in key supply chains such as chemicals and plastics are provided within our risk business. If cost and price volatility increases, there could be a greater demand from such products and services.
Reputation	Shifts in consumer preferences	Business customers may become more aware of environmental concerns and expect a high standard of performance from companies. Over time, this may lead to a decrease in demand for carbon intensive products as consumers move to low emission alternatives.		While we do not produce consumer products, we do serve a variety of industries and can support their efforts to decarbonise through our products, services and events.
	Stigmatization of sector: Products and services offered to carbon-intensive industries could result in negative public reaction	We offer products and services across a wide range of industries, some of which are carbon intensive industries. We will work to support these industries in their transition to a low carbon economy.		Industries which face the greatest challenges in decarbonisation will need support, information and tools. There is opportunity for new products and services to support these industries in their decarbonisation efforts.
	Increased stakeholder concern or negative stakeholder feedback: Poor performance could result in negative feedback from stakeholders such as investors or colleagues	RELX sets environmental targets on a five-year cycle and has a science-based carbon reduction target which aligns its emissions reductions with those required to meet the 1.5C ambition of the Paris Agreement.		Maintaining good performance provides a reputational benefit with our stakeholders, including investors. Strong environmental performance and commitments could accelerate access to green financing.
Physical risks	Acute	Increased severity of extreme weather events such as cyclones and floods: severe weather could interrupt normal business operations	RELX operates a comprehensive business continuity programme to ensure colleagues can work remotely and be informed should a location be impacted by severe weather conditions. This allows the business to function despite the impact of the severe weather. As risks associated with weather events increases, insurance premiums paid by RELX could increase.	We produce products that help to assess and quantify insurance perils. As insurance premiums increase, demand for these products could grow as insurance providers seek more accurate risk assessments related to weather.

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Risk group	Type	Climate-related risk	Implication	Opportunity
Chronic	Changes in precipitation patterns and extreme variability in weather patterns: Such changes could affect agricultural processes	Printed products require supply of wood from sustainable forest sources. Changes in precipitation and weather patterns could disrupt the growth in forest sources known to be sustainably managed which could increase the price of sustainable paper. RELX has flexibility in the types of paper used and the forest sources of these papers which allows purchases to be made elsewhere should the need arise. As a member of the Book Chain Project, we assess the sustainability of a large number of papers, allowing us to consider alternatives.		We offer products that use data analytics to help increase the efficiency of farms in areas such as water consumption and fertilizer use. Demand for such products could grow as a response to decreasing yields due to weather.
	Rising mean temperatures: The gradual increase of average temperatures is a factor of climate change	Climate change will affect temperatures differently in different locations. This means that, over time, the operation of some offices will become less efficient as they may need to maintain physical working conditions close to or outside the range for which they were designed. This could lead to an increase in operational costs as more energy will be required for cooling.		Rising mean temperatures will require review of local building standards and guidelines. Our businesses could develop guidance on new standards and associated planning regimes.
	Rising sea levels	If sea levels rise significantly there is increased risk of property damage to any RELX locations in low lying coastal regions. This could increase insurance premiums or disrupt the working arrangements of colleagues in those locations. We have a comprehensive business continuity programme in place to mitigate such impacts and consider climate risk in citing of our offices.		We offer products that help to assess and quantify insurance perils risk. As insurance premiums increase, demand for these products could grow.

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Appendix 5 – Sustainability Accounting Standards Board (SASB) disclosure

SASB Standards enable businesses around the world to identify, manage and communicate financially-material sustainability information to their investors. The SASB standards are industry specific and identify the minimal set of financially material sustainability topics and their associated metrics for the typical company in an industry.

SASB assigns RELX to the Professional and Commercial Services sector. The following disclosure is made according to the SASB standard for that sector.

Topic	Accounting metric	Code	Disclosure location
Data security	Description of approach to identifying and addressing data security risks	SV-PS-230a.1	See page 32
	Description of policies and practices relating to collection, usage and retention of customer information	SV-PS-230a.2	See pages 32 and 50
	(1) Number of data breaches, (2) percentage involving customers' confidential business information (CBI) or personally identifiable information (PII), (3) number of customers affected	SV-PS-230a.3	Except as a matter of public record, RELX does not disclose this information for reasons of commercial confidentiality
Workforce diversity and engagement	Percentage of gender and racial/ ethnic group representation for [1] executive management and [2] all other employees	SV-PS-330a.1	See page 38
	[1] Voluntary and [2] involuntary turnover rate for employees	SV-PS-330a.2	See page 36
	Employee engagement as a percentage	SV-PS-330a.3	See page 43
Professional integrity	Description of approach to ensuring professional integrity	SV-PS-510a.1	See pages 33 and 47
	Total amount of monetary losses as a result of legal proceedings associated with professional integrity	SV-PS-510a.2	Except as a matter of public record, RELX does not disclose this information for reasons of commercial confidentiality
Activity metrics	Number of employees by: [1] full-time and part-time, [2] temporary, and [3] contract	SV-PS-000.A	See page 36
	Employee hours worked, percentage billable	SV-PS-000.B	See page 36

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Appendix 6 – Global Reporting Initiative Content Index

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

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GRI 102	General Disclosures	Location of operations	6
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GRI 102	General Disclosures	Markets served	6
GRI 102	General Disclosures	Scale of the organization	6
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GRI 102	General Disclosures	External initiatives	9
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GRI 102	General Disclosures	Reporting period	11
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GRI 102	General Disclosures	Reporting cycle	Annual
GRI 102	General Disclosures	Contact point for questions regarding the report	Inside cover
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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 7 – 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	1	2	1	1

Ensure the best possible health outcomes for employees and surrounding communities across own and supply chain operations

Research, develop, and deploy products, services, and business models for improved health outcomes

Lead on multi-stakeholder initiatives that encourage healthy behaviors and improve access to healthcare

Advance of science and health is one of our unique contributions as a business. This commitment is approved at Board level.

Elsevier, part of RELX is the world's leading provider of scientific, technical and medical information and plays an important role in advancing human welfare and economic progress through its science and health information, which spurs innovation and enables critical decision-making.

Elsevier serves the global scientific research community, publishing over 600,000 articles in 2021.

In 2021 Elsevier held a free programme on Demystifying the Covid-19 Vaccines which was broadcast in 27 Countries across Zoom and YouTube while simultaneously translated into German, French, Spanish, Italian, Portuguese, Polish and Russian.

In 2021, Elsevier launched the free India Covid-19 Healthcare Hub, extending the Covid-19 Healthcare Hub launched at the beginning of the pandemic, to provide resources and online learning tools on the prevention and management of Covid-19.

Goal 3 is embedded across functions. Dedicated health and well-being programmes and resources are available to all employees and we maintain a network of more than 100 Well-being Champions. Elsevier won the Personnel Today 2021 Health & Wellbeing Private Sector Award for its MindLife programme which celebrates physical and mental health and well-being and drives employee engagement. mobile hospital

We actively collaborate with a range of stakeholders to advance SDG 3 challenges. The Elsevier Foundation has a partnership driven approach, working collaboratively with partner organisations including AMREF Health Africa to help train 35,000 healthworkers, as part of the Ethiopian government's COVID-19 prevention and treatment programme, Sansum Diabetes Research Institute to train Hispanic/Latina Community Scientists with wearable tech and clinical research to reduce health literacy barriers with Latino adults with or at risk of T2D.

We set public targets relating to SDG 3, measure progress and report against them. Senior management have CR-related key performance objectives. We actively commit to advancing SDG 3 through our products and services, notably through our Elsevier business, aiding our customers through scientific, technical and medical information.

Listening to our customers allows us to deepen our understanding of their needs and drive improvements and across RELX, dedicated teams measure and monitor customer satisfaction.

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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
Ensure that all employees across the business and supply chain have access to vocational training and life-long learning opportunities	We have strong leadership in support of SDG 4 throughout our business and our supply chain which includes zero tolerance for child labour. The business invests in learning and development programmes to support employees personal and professional development, and this includes investing in leading digital learning via mobile and other devices. Our products and services play an important role in advancing understanding and in improving educational outcomes.	Capacity-building in countries with low resources is a priority for us. Through Research4Life, more than 10,500 institutions in over 125 low- and middle-income countries receive affordable access to over 154,000 peer reviewed resources. Elsevier is a founding partner, providing around 20% of the content in Research4Life.	Quality education is embedded across our business: particularly through the scientific and medical and legal areas of our business. RELX Cares, our global community programme, supports employee volunteering and giving. The programme's core focus is on education for disadvantaged young people that advances one or more of our unique contributions as a business.	Our central donations programme aligns with the RELX Cares mission of advancing education for disadvantaged young people that furthers one or more of our unique contributions as a business. Employees across RELX sponsor charities for funding through a central RELX Cares fund; RELX Cares Champions vote on applications, using decision criteria such as value to the beneficiary and opportunities for staff engagement.	We measure the take-up and impact of key training initiatives both internal and external. The former includes the amount of money we invest in training as detailed in the People section of this report.
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		In 2017, we launched the free RELX SDG Resource Centre to advance awareness, understanding and implementation of the UN's SDGs. In 2021 we expanded the site, with a 62% increase in content over the previous year. This included special issues to mark twelve UN international days.		Employees across RELX raise funds for our global fundraising partner Hope and Homes for Children, aiming to raise \$135,000 by early 2022 to support hearing-impaired children in Moldova integrate back into mainstream education.	Our Supplier Code of Conduct forbids child labour and supports decent work.
Implement programmes to support higher education and access to free, equitable, and inclusive primary and secondary education					Our Modern Slavery Act Statement lays out our approach to avoid human trafficking and modern slavery in our direct operations, and our progress in meeting those objectives.
Research, develop, and deploy products and services that improve educational access and learning outcomes					

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SDG 10: Reduced inequalities

Business actions in support of goal 10 Do your actions satisfy the leadership qualities?					
Self-assessment	Intentional	Ambitious	Consistent	Collaborative	Accountable
	1	1	2	2	2
Assess the distribution of economic value across stakeholder groups and implement policies and practices to make it more equal	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 at www.relx.com . LexisNexis Risk Solutions, Elsevier, and LexisNexis Legal & Professional were winners in the 2021 Comparably Best Places to Work Awards; Best Companies for Women; and Best Companies for Diversity. In 2021 we convened a quarterly Accessibility and Inclusion Forum to advance the RELX Accessibility Maturity Model in areas such as employee training; policy; governance and reporting; inclusive design, and project management.	We are living wage accredited in the UK and are continuing our living wage commitments with assessments completed in France, India and the Philippines and the US living wage assessments and accreditation ongoing.	The RELX 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."	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 Ghana. We are members of the Open for Business coalition, advocating for LGBTQ+ rights.	We set public targets relating to SDG 10, measure progress and report against them. Senior management have CR related Key Performance Objectives. RELX CEO Erik Engstrom is a signatory to The Valuable 500, a global CEO community revolutionising disability inclusion, with public reporting criteria.
Support the establishment and expansion of social protection measures at the national level	Rise conference attended by 1,100+ colleagues to mark diversity awareness month.	We have engaged Business for Social Responsibility to support us in this work. LexisNexis Risk Solutions' Riskview tool widened financial inclusion for marginalised groups, including those without credit history, by providing alternative data sets not in traditional credit reports, such as home ownership, education status and professional licences.	In 2021, our Employee Resource Groups (ERG) grew to over 100 networks, focused on a range of inclusion priorities including gender, race and ethnicity, age, LGBTQ+ and disability. All staff now have two days paid time-off per year to use for ERG-sponsored activities. In 2021 4,227 ERG hours were recorded.	RELX supports the Equal Pay International Coalition.	We are also a signatory to Business In The Community's Race at Work Charter.
Implement policies and practices to support equality of opportunity, treatment and outcome for all across own and supply chain operations			One of the commitments in our Inclusion and Diversity Policy is maintaining an Inclusion Council, composed of leaders from each area of our business.	RELX is a signatory to the Women's Empowerment Principles, a United Nations Global Compact and UN Women initiative.	We are a member of the Open for Business Coalition.
Design and implement products, services, and business models that explicitly target the needs of disadvantaged and marginalized populations					

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	1
Ensure climate resilience of company and supply chain operations, and the communities surrounding them	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 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.	We prioritise climate change, minimising the use of natural resources and waste. These are reflected in our environmental targets (see page 77). In 2021, RELX progressed our environment targets for 2020-2025, including a carbon reduction target set using the science based target methodology. Across RELX, business divisions seek ways to identify solutions to climate change. For example, RX holds World Future Energy Summit, a portfolio of events specifically designed to combat climate change.	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 2021, continued our involvement with the Aldersgate Group which engages the UK government on environmental issues.	We set public targets relating to SDG 13, measure progress and report against them. Senior management have CR-related Key Performance Objectives.	
Substantially reduce emissions associated with own and supply chain operations, in alignment with climate science						
Shift to a portfolio of goods and services that have, and promote, negligible emissions from use						
Promote climate conscious behavior and build capacity for climate action						

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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

Identify and take robust action against corruption and violence in own operations and the supply chain

LexisNexis Legal & Professional advances SDG 16 (Peace, Justice and Strong Institutions) through its products and services which promote the rule of law. The LexisNexis global legal and news database contains 139 billion documents and records providing transparency of the law in more than 180 countries.

Protection of society is another of our unique contributions and includes activities to find missing children and adults through the US ADAM programme and UK Missing People.

LexisNexis Risk Solutions' products and services help law enforcement keep communities safe and protect society by detecting and preventing fraud.

We are ambitious in our support of SDG 16. In 2021 we continued to expand Rule of Law Cafés, holding virtual sessions in the UK, Malaysia, South Africa and the Philippines.

RELX supported the development of the SDG 16 Business Framework which launched in June 2021, to help companies embrace transformational governance, which calls on business to be accountable, ethical, inclusive and transparent as a driver to responsible business conduct, to enhance ESG performance and strengthen public institutions.

The RELX Code of Ethics and Business Conduct (the Code) (<https://www.relx.com/investors/corporategovernance/code-ofethics>) sets the standards of behavior for all RELX employees. Among other topics, the Code addresses 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 they honestly believe may have occurred.

Employees receive mandatory training on the Code – both as new hires and regularly throughout their employment.

We actively engage in partnerships to advance SDG 16. In 2021, we continued our virtual Rule of Law Cafés bringing together stakeholders including customers, government, NGOs and law societies. We are a member of the UN Global Compact Action Platform on Peace, Justice and Strong Institutions.

We set public targets relating to SDG 16, measure progress and report against them. Senior management have CR-related key performance objectives.

RELX is signatory to the UNGC, with LEAD company status. We are part of the UNGC Expert Network and contribute to key UNGC SDG working groups on SDG 8, Decent Work in Global Supply Chains and SDG 16, Peace, Justice and Strong Institutions. We produce an annual Communication on Progress report, required of signatories annually, where we attained the Advanced Level.

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Appendix 8 – Business Disclosures per SDG Target

CHAPTER KEY	SDG 1: NO POVERTY	SDG 2: ZERO HUNGER
1 Introduction	Chapter	Chapter
2 Our unique contributions	2 Target 1.1. By 2030, eradicate extreme poverty for all people everywhere, currently measured as people living on less than \$1.25 a day	8 Target 2.4. By 2030, ensure sustainable food production systems and implement resilient agricultural practices that increase productivity and production, that help maintain ecosystems, that strengthen capacity for adaptation to climate change, extreme weather, drought, flooding and other disasters and that progressively improve land and soil quality
3 Governance	2,6 Target 1.2. By 2030, reduce at least by half the proportion of men, women and children of all ages living in poverty in all its dimensions according to national definitions	
4 People	2 Target 1.3. Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable	
5 Customers	2 Target 1.4. By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance	
6 Community	8 Target 1.5. By 2030, build the resilience of the poor and those in vulnerable situations and reduce their exposure and vulnerability to climate-related extreme events and other economic, social and environmental shocks and disasters	
7 Supply chain		
8 Environment		
Introduction Our unique contributions Governance People Customers Community Supply chain Environment Appendices		

SDG 3: GOOD HEALTH AND WELL-BEING

Chapter

- 5 **Target 3.3.** By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases
- 4 **Target 3.4.** By 2030, reduce by one third premature mortality from non-communicable diseases through prevention and treatment and promote mental health and well-being
- 5 **Target 3.6.** By 2020, halve the number of global deaths and injuries from road traffic accidents
- 2 **Target 3.8.** Achieve universal health coverage, including financial risk protection, access to quality essential health-care services and access to safe, effective, quality and affordable essential medicines and vaccines for all

SDG 4: QUALITY EDUCATION

Chapter

- 6 **Target 4.1.** By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes
- 6 **Target 4.2.** By 2030, ensure that all girls and boys have access to quality early childhood development, care and pre-primary education so that they are ready for primary education
- 4 **Target 4.3.** By 2030, ensure equal access for all women and men to affordable and quality technical, vocational and tertiary education, including university
- 6,8 **Target 4.4.** By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship
- 6 **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
- 6 **Target 4.6.** By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy

SDG 5: GENDER EQUALITY

Chapter

- 4 **Target 5.1.** End all forms of discrimination against all women and girls everywhere
- 4 **Target 5.5.** Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic and public life

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SDG 6: CLEAN WATER AND SANITATION

Chapter

- 2,8** **Target 6.1.** By 2030, achieve universal and equitable access to safe and affordable drinking water for all
- 8** **Target 6.2.** By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations
- 8** **Target 6.3.** By 2030, improve water quality by reducing pollution, eliminating dumping and minimizing release of hazardous chemicals and materials, halving the proportion of untreated wastewater and substantially increasing recycling and safe reuse globally

SDG 7: AFFORDABLE AND CLEAN ENERGY

Chapter

- 2** **Target 7.1.** By 2030, ensure universal access to affordable, reliable and modern energy services
- 2,8** **Target 7.2.** By 2030, increase substantially the share of renewable energy in the global energy mix
- 8** **Target 7.3.** By 2030, double the global rate of improvement in energy efficiency

SDG 8: DECENT WORK AND ECONOMIC GROWTH

Chapter

- 3** **Target 8.2.** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high value added and labour-intensive sectors
- 2** **Target 8.3.** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium sized enterprises, including through access to financial services
- 8** **Target 8.4.** Improve progressively, through 2030, global resource efficiency in consumption and production and endeavour to decouple economic growth from environmental degradation, in accordance with the Ten-Year Framework of Programmes on Sustainable Consumption and Production, with developed countries taking the lead
- 4,7** **Target 8.5.** 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
- 6** **Target 8.6.** By 2020, substantially reduce the proportion of youth not in employment, education or training
- 3,4,7** **Target 8.7.** Take immediate effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 4,7** **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
- 2** **Target 8.10.** Strengthen the capacity of domestic financial institutions to encourage and expand access to banking, insurance and financial services for all

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SDG 9: INDUSTRY, INNOVATION AND INFRASTRUCTURE

Chapter

- 2 **Target 9.3.** Increase the access of small-scale industrial and other enterprises, in particular in developing countries, to financial services, including affordable credit, and their integration into value chains and markets
- 8 **Target 9.4.** By 2030, upgrade infrastructure and retrofit industries to make them sustainable, with increased resource-use efficiency and greater adoption of clean and environmentally sound technologies and industrial processes, with all countries taking action in accordance with their respective capabilities
- 2,8 **Target 9.5.** Enhance scientific research, upgrade the technological capabilities of industrial sectors in all countries, in particular developing countries, including, by 2030, encouraging innovation and substantially increasing the number of research and development workers per 1 million people and public and private research and development spending

SDG 10: REDUCED INEQUALITIES

Chapter

- 2,4,5,7 **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
- 2,4,7 **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
- 2,4 **Target 10.4.** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

SDG 11: SUSTAINABLE CITIES AND COMMUNITIES

Chapter

- 2 **Target 11.3.** By 2030, enhance inclusive and sustainable urbanization and capacity for participatory, integrated and sustainable human settlement planning and management in all countries
- 5 **Target 11.5.** By 2030, significantly reduce the number of deaths and the number of people affected and substantially decrease the direct economic losses relative to global gross domestic product caused by disasters, including water-related disasters, with a focus on protecting the poor and people in vulnerable situations
- 2 **Target 11.6.** By 2030, reduce the adverse per capita environmental impact of cities, including by paying special attention to air quality and municipal and other waste management

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SDG 12: RESPONSIBLE CONSUMPTION AND PRODUCTION

Chapter

- 8 **Target 12.4.** By 2020, achieve the environmentally sound management of chemicals and all wastes throughout their lifecycle, in accordance with agreed international frameworks, and significantly reduce their release to air, water and soil in order to minimize their adverse impacts on human health and the environment
- 7,8 **Target 12.5.** By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse
- 5,8 **Target 12.6.** Encourage companies, especially large and transnational companies, to adopt sustainable practices and to integrate sustainability information into their reporting cycle
- 8 **Target 12.7.** Promote public procurement practices that are sustainable, in accordance with national policies and priorities
- 8 **Target 12.8.** By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

SDG 13: CLIMATE ACTION

Chapter

- 5 **Target 13.1.** Strengthen resilience and adaptive capacity to climate-related hazards and natural disasters in all countries
- 8 **Target 13.3.** Improve education, awareness-raising and human and institutional capacity on climate change mitigation, adaptation, impact reduction and early warning

SDG 15: LIFE ON LAND

Chapter

- 8 **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

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SDG 16: PEACE, JUSTICE AND STRONG INSTITUTIONS

Chapter

- 2,7 Target 16.2. End abuse, exploitation, trafficking and all forms of violence against and torture of children
- 2,3 Target 16.3. Promote the rule of law at the national and international levels and ensure equal access to justice for all
- 2 Target 16.4. By 2030, significantly reduce illicit financial and arms flows, strengthen the recovery and return of stolen assets and combat all forms of organized crime
- 2,3 Target 16.5. Substantially reduce corruption and bribery in all their forms
- 2 Target 16.6. Develop effective, accountable and transparent institutions at all levels
- 2,4 Target 16.7. Ensure responsive, inclusive, participatory and representative decision-making at all levels
- 2 Target 16.8. Broaden and strengthen the participation of developing countries in the institutions of global governance
- 2 Target 16.9. By 2030, provide legal identity for all, including birth registration
- 2,3 Target 16.10. Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements

SDG 17: PARTNERSHIPS FOR THE GOALS

Chapter

- 3 Target 17.1. Strengthen domestic resource mobilization, including through international support to developing countries, to improve domestic capacity for tax and other revenue collection
- 6 Target 17.3. Mobilize additional financial resources for developing countries from multiple sources
- 2,5 Target 17.6. Enhance North-South, South-South and triangular regional and international cooperation on and access to science, technology and innovation and enhance knowledge-sharing on mutually agreed terms, including through improved coordination among existing mechanisms, in particular at the United Nations level, and through a global technology facilitation mechanism
- 8 Target 17.7. Promote the development, transfer, dissemination and diffusion of environmentally sound technologies to developing countries on favourable terms, including on concessional and preferential terms, as mutually agreed
- 2 Target 17.9. Enhance international support for implementing effective and targeted capacity-building in developing countries to support national plans to implement all the Sustainable Development Goals, including through North-South, South-South and triangular cooperation
- 2,5 Target 17.16. Enhance the Global Partnership for Sustainable Development, complemented by multi-stakeholder partnerships that mobilize and share knowledge, expertise, technology and financial resources, to support the achievement of the Sustainable Development Goals in all countries, in particular developing countries
- 2 Target 17.17. Encourage and promote effective public, public-private and civil society partnerships, building on the experience and resourcing strategies of partnerships

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Credits

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

We print other key corporate documents. The 2021 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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