



Corporate Responsibility
Report 2020

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

We help researchers make new discoveries, doctors and nurses improve the lives of patients, and lawyers develop winning strategies. We prevent online fraud and money laundering, and help insurance companies evaluate and predict risk. Our events combine in-person and digital experiences to help customers learn about markets, source products and complete transactions.

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

Sustainable Development Goals (SDGs)

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

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



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Your views are important to us.
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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



Corporate responsibility means engaging everyone at RELX.

Erik Engstrom
Chief Executive Officer

100%

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

1,500+

Employees engaged in CR networks

2020 was a year of great challenge for the world and for all businesses.

I'm proud of the way we maintained our focus on performing to the highest standards of corporate responsibility (CR). Our people came together and worked quickly to respond to the coronavirus pandemic. We immediately made essential scientific information, data, news and more freely available, aggregated on the RELX SDG Resource Centre, to inform and advance solutions to the crisis.

Among these was Elsevier's Novel Coronavirus Information Center with the latest medical and scientific information on Covid-19; LexisNexis Risk Solutions combined data and analytics with resources from other industry stakeholders to create a Covid-19 data set and interactive visualisations for insights on vulnerable populations and care capacity risks. LexisNexis Legal & Professional produced Covid-19 and the Global Media Landscape, a global news tracker with interactive charts showing the way Covid-19 is developing across the global media landscape in near real time. Reed Exhibitions Austria worked with the government of Vienna to turn a major city events space into a mobile hospital in the early stages of the pandemic.

Across RELX, we launched a podcast series looking at the impact of the pandemic on the SDGs and supported the World Health Organization's Covid-19 Solidarity Response Fund, establishing a partnership with Global Citizen and its One World: Together At Home campaign. In addition, through our global community programme, employees found innovative ways to volunteer, raising funds and engaging in primarily remote activities that made a difference in their local communities.

We also supported our people coping with working from home and balancing personal responsibilities, including by providing access to the Headspace mindfulness app, which offers well-being exercises and tools. We provided colleagues with one extra day off in recognition of their extraordinary efforts in the year. The pandemic has had particular implications for our events business, affected by restrictions in our markets; we are supporting those affected by any changes we make to ensure the health of the business ahead.

We advanced our stated CR objectives in the year, including our material issues. We continued corporate security incident response preparedness and strengthened controls to increase resilience to user-based attacks. We introduced a new suite of 2020-2025 inclusion goals and provided manager training on pay principles and equal pay. We mapped customer feedback mechanisms across business areas and developed an accessibility maturity model to further best practice in accessible product development. We developed training for new hires and managers for our global community programme, RELX Cares, and advanced our global fundraising partnership with Hope and Homes for Children. We increased the number of suppliers that signed up to our Supplier Code and found innovative distance solutions to conduct audits for continuous improvement in the performance of our key suppliers. We set new environment targets for 2020-2025, including a science-based carbon reduction target.

We also advanced our Unique Contributions to society – linked to the SDGs – at the heart of what we do across RELX. We advanced science and health, including through Elsevier's support of the Epicentre Medical Day in Niger which brought together researchers, public health experts and government officials to share best practice on fighting meningitis, malaria and malnutrition. LexisNexis Risk Solutions worked to protect society distributing over 1.7 million alerts in 2,100 missing children cases through the ADAM programme on behalf of the US National

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Center for Missing and Exploited Children; colleagues also reduced inequality by expanding financial inclusion pilots in Mexico and Colombia which allow lenders to increase their loan workflow to qualified citizens while reducing defaults. The LexisNexis Rule of Law Foundation received a first US government grant as a partner in a project led by the International Legal Foundation to progress the defence bar and legal aid in Indonesia. Reed Exhibitions appointed a head of sustainability to pursue environmental improvements and industry-specific sustainability opportunities across our show portfolio.

As always, we were guided in our activities by our commitment to the United Nations (UN) Global Compact and its ten principles focused on human rights, labour, environment and anti-corruption. The initiative celebrated 20 years in 2020, in a year that also marked the 75th anniversary of the UN and the fifth year of the UN SDGs. During the 2020 UN General Assembly, we released The Power of Data to Advance the SDGs, to explore the state of knowledge underpinning the SDGs, with an SDG graphic for all 17 SDGs.

In the year ahead, we have much work to do to advance our unique contributions, including launching new projects that advance equal access to health and which further research on reducing health disparities, especially for minority and underserved populations. We will increase our efforts to reduce online fraud and identity theft through our products and services and expand our rule of law work to eliminate racism inherent in legal systems. We will promote low-carbon strategies through key shows, in alignment with the COP 26 climate summit taking place in Glasgow in 2021, and increase the amount of content in the RELX SDG Resource Centre.

For the first time, we'll align our material issue objectives to the SDGs. We will conduct a privacy quality review on compliance with EU and other requirements for cross-border data and information transfers in accordance with SDG 16, Peace, Justice and Strong Institutions; we will introduce programmes to support the achievement of our new inclusion goals, and likewise advance our supplier diversity efforts to further SDG 10, Reduced Inequalities and SDG 5, Gender Equality; we will create a new internal quality assurance network, which links with SDG 8, Decent Work and Economic Growth and evaluate the impact of the pandemic on volunteering trends to further support our volunteers and communities to foster SDG 17, Partnerships for the Goals; we will embed our new environment targets to facilitate SDG 12, Responsible Consumption and Production and introduce a carbon premium for work-related flights to strengthen SDG 13, Climate Action.

We are pleased that our efforts are recognised externally, and I congratulate all our employees. In the year, Sustainalytics ranked us in the 1st percentile among 13,000+ companies. We were a constituent of the MSCI UK ESG Leaders Index; came fourth in the Responsibility100 Index, a ranking of the FTSE 100 on performance against the UN Sustainable Development Goals; and were named one of the World Benchmarking Alliance's SDG2000 list.

We will not, however, be complacent in continuing our CR efforts in the important year ahead.

Erik Engstrom
Chief Executive Officer

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



Market segments

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

Global #1

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

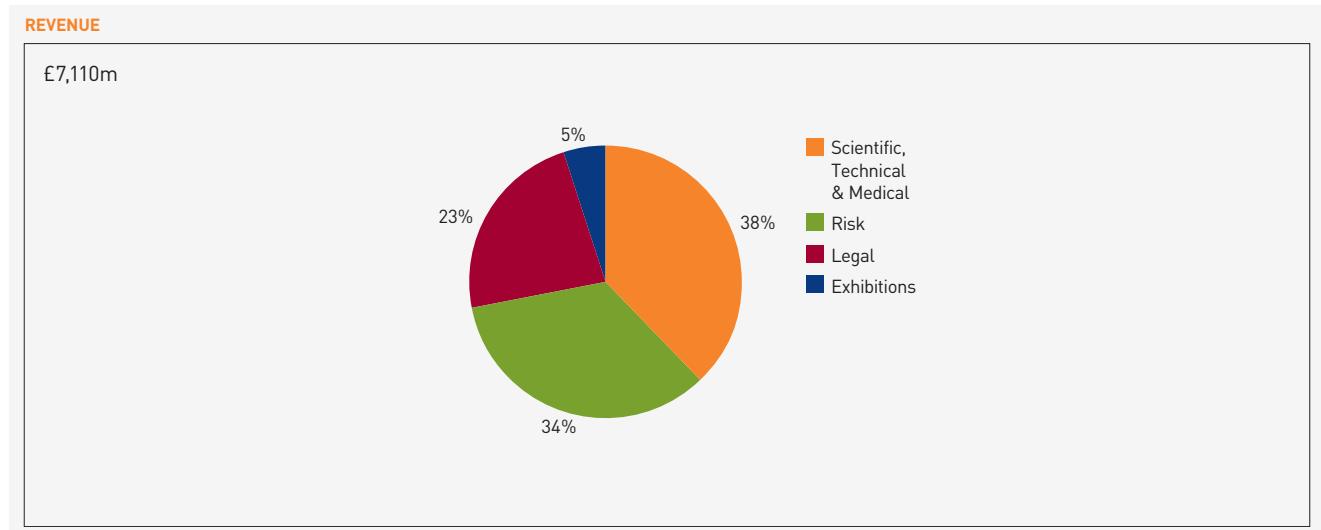
Legal provides legal, regulatory and business information and analytics that help customers increase their productivity, improve decision-making and achieve better outcomes.

US #2
Outside US #1 or 2

Exhibitions is a leading global events business. It 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. In 2020, they did this at over 169 face-to-face, hybrid and digital events in almost 22 countries, attracting more than 2.2m participants, as well as at 71 digital events.

Global #2

For more information, see Business Review in the 2020 Annual Report and Financial Statements at relx.com/go/annualreport



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Our approach to corporate responsibility





There is a consensus among our stakeholders, including our investors, customers and employees, that good CR management is a critical component of the long-term success of our business.

Dr Márcia Balisciano
Global Head of Corporate Responsibility, RELX

#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

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

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

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

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

CR and risk

In our 2020 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 our climate risks.

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 risk to our corporate reputation and financial loss.

The CEO has responsibility to the Board for CR. They and senior management, as well as the CR Forum, chaired by a senior leader and involving individuals representing key functions and business units, set and monitor CR performance. This includes our annual and longer term CR objectives, which reflect the views of a range of internal and external stakeholders as described on page 9. The Global Head of CR provides formal updates to the Board and engages on key issues with senior managers, who have CR-related Key Performance Objectives; see page 97 in the Annual Report and Financial Statements.

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Our 2020 Annual Report and Financial Statements can be found at relx.com/go/annualreport

We believe in timely, comprehensive reporting (see Appendix 5 for how we align with the Global Reporting Initiative). CR is an integral part of the RELX Annual Report and Financial Statements (see pages 39-52) and the Chairman, CEO and CFO include relevant CR issues in their statements (see pages 3, 4 and 54).

We focus on our unique contributions as a business where we make a positive impact through our knowledge, resources and skills, including universal sustainable access to information, advance of science and health, protection of society, promotion of the rule of law and access to justice, and fostering communities:

- Elsevier contributes to advancing human welfare and economic progress through its science and health information tools and analytics
- Risk provides essential insight to protect people and industry
- LexisNexis Legal & Professional promotes justice through its legal intelligence and analytics
- Reed Exhibitions fosters communities, enhancing productivity and efficiency

Our vision

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

Our contributions

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

Universal, sustainable access to information

Advance of science and health

Protection of society

Promotion of the rule of law and access to justice

Fostering communities

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

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Managing CR

Governance

Board – CEO – Business unit CEOs – CR Forum – Global Head of CR and team – Compliance Committees – RELX CR networks

Our unique contributions

The positive impact we make through our knowledge, resources and skills, including universal sustainable access to information; advance of science and health; protection of society; promotion of the rule of law and access to justice; and fostering communities.

United Nations Global Compact Ten Principles



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

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](#)

[Navigate to further information](#)

Determining what's material

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

Every two years, we formally ask stakeholders to assess our impact areas. Last in 2019, CR consultancy Carnstone reached out to over 150 stakeholders – including investors, employees and suppliers – to rank 14 issues we consider material. All 14 CR priorities were rated as either significant or very significant by 55% or more people (as a minimum), indicating that we are focusing on issues that they think are important for us. They also ranked their top five priorities. These responses were used to determine the rankings in the table below.

Impact on RELX*

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

Impact on society and the environment

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

* The survey asked people to select and rank their top five priorities in terms of impact on RELX, and RELX's impact on society and the environment.

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. We involve more than 1,500 colleagues across RELX in our CR networks, who in turn reach thousands more people across the Company.

Who we engage with outside RELX: Investors, government, customers, NGOs, local communities, suppliers, industry networks

Internal CR networks:

Accessibility Working Group, Mental Health First Aiders, Disaster and Emergency Relief Working Group, Inclusion Council, Inclusion Working Group, Editorial Policy Working Group, Elsevier Accessibility Guild, Employee Resource Groups, Environmental Champions, Green Teams, Modern Slavery Act Working Group, Quality First Principles Working Group, RELX Cares Champions, Reed Exhibitions Sustainability Steering Group, Rule of Law Working Group, SDG Champions, Socially Responsible Supplier Group, Well-being Champions, CR for Customers



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 demonstrate leadership as a UNGC LEAD company, contributing 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 by participating in and contributing to UNGC programmes on issues such as inclusion and climate change, including during the UN Private Sector Forum. We also serve on the board of UNGC networks in the UK, which our global head of CR chairs, and in the Netherlands.

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 nearly 400 representatives from business, government, investors, academia, non-profit organisations and civil society to inspire action and collaboration to advance the global goals. For more information, see page [24].

Our 2020 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 2020 Communication on Progress.](#)

2020 awards for excellence

Our employees, products and services regularly receive awards for excellence. In 2020, for example:

Scientific, Technical & Medical



Elsevier's ClinicalPath won Best Computerised Decision Support Solution at the 2020 MedTech Breakthrough Awards for the second consecutive year



Elsevier's Care Planning solution won the 2020 KLAS Category Leader Award for the fourth year in a row

Risk



LexisNexis Risk Solutions was awarded 'Best Anti-Fraud Solution' at the Card Not Present 2020 Awards



LexisNexis Risk Solutions was awarded 'Best Cybersecurity Solution' at the Asian Private Banker Technology Awards

Legal



LexisNexis Legal & Professional won 2020 SIIA CODiE Awards for both Lexis Newsdesk™ and Lexis Uni®



LexisNexis Legal & Professional's Digital Library won the 2020 New Product Award from the American Association of Law Libraries

Exhibitions



Reed Exhibitions South Africa excelled with 25 wins at the 2020 AAHO Roar Awards, including the award for Best Exhibition of the Year for World Travel Market



Reed Exhibitions Australia won Best Exhibition, Trade or Consumer for Pax, its gaming event, at the 2020 Australian Event Awards

2020 investor and other recognition



Constituent of the Ethibel Sustainability Index

Included in:
– Excellence Europe
– Excellence Global



CDP

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



Sustainalytics ESG Risk Rating

- 1st percentile out of 12,000+ companies



FTSE4Good Index

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



RE100
– Member



Dow Jones Sustainability Index
Included in

- Europe
- World



ISO 14001
– Certified



STOXX Global ESG Leaders Indices
– Included



ECPI Indices
– Included



MSCI ESG Ratings assessment
– AAA rating



Tortoise Responsibility 100 Index
– 4th out of 100

Workplace Pride Global Benchmark
– Most Improved Private Sector



Bloomberg's Gender-Equality Index
– Included

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2020 key CR data

| | 2020 | 2019 | 2018 | 2017 | 2016 |
|---|----------------|---------|---------|---------|---------|
| Revenue (€m) | 7,110 | 7,874 | 7,492 | 7,341 | 6,889 |
| People | | | | | |
| Number of full-time equivalent employees (year-end) | 33,200 | 33,200 | 32,100 | 31,000 | 31,200 |
| Percentage of female employees (%) ¹ | 51 | 50 | 51 | 51 | 52 |
| Percentage of female managers (%) ¹ | 43 | 42 | 42 | 43 | 43 |
| Percentage of female senior leaders (%) ^{1,2} | 31 | 30 | 28 | 29 | 28 |
| Community² | | | | | |
| Total cash and in-kind donations (products, services and time (€m)) | 9.2 | 9.2 | 8.7 | 7.5 | 7.1 |
| Market value of cash and in-kind donations (€m) | 17.6 | 18.7 | 17.6 | 12.6 | 16.5 |
| Percentage of staff volunteering (%) ³ | 26 | 45 | 42 | 45 | 39 |
| Total number of days volunteered in company time | 6,821 | 12,127 | 11,720 | 12,670 | 10,980 |
| Health and safety (lost time)⁴ | | | | | |
| Incident rate (cases per 1,000 employees) ⁴ | 0.11 | 0.50 | 0.28 | 0.55 | 0.75 |
| Frequency rate (cases per 200,000 hours worked) ⁴ | 0.01 | 0.06 | 0.03 | 0.06 | 0.09 |
| Severity rate (lost days per 200,000 hours worked) ⁴ | 0.07 | 0.69 | 0.69 | 1.15 | 2.09 |
| Number of lost time incidents (>1 day) ⁴ | 3 | 14 | 8 | 17 | 22 |
| Socially Responsible Suppliers (SRS) | | | | | |
| Number of key suppliers on SRS database ⁵ | 412 | 354 | 348 | 344 | 383 |
| Number of independent external audits | 99 | 93 | 84 | 83 | 89 |
| Percentage signing Supplier Code of Conduct (%) ^{6,7} | 91 | 91 | 89 | 91 | 89 |
| Environment⁷ | | | | | |
| Total energy (MWh) ⁸ | 133,238 | 163,628 | 179,228 | 186,228 | 195,556 |
| Renewable electricity (MWh) ⁸ | 125,019 | 136,410 | 125,707 | 117,799 | 107,124 |
| Percentage of electricity from renewable sources (%) ^{8,9} | 100 | 96 | 81 | 72 | 62 |
| Water usage (m ³) ⁸ | 215,858 | 331,913 | 332,490 | 344,918 | 337,889 |
| Climate change (tCO₂e)⁹ | | | | | |
| Scope 1 (direct) emissions ⁹ | 4,516 | 7,848 | 7,477 | 8,231 | 7,966 |
| Scope 2 (location-based) emissions ⁹ | 53,131 | 68,229 | 74,279 | 84,590 | 91,913 |
| Scope 2 (market-based) emissions ⁹ | 10,773 | 17,704 | 16,004 | 21,831 | 32,153 |
| Scope 3 (business flights) ¹⁰ ⁹ | 18,652 | 62,254 | 68,363 | 58,034 | 53,847 |
| Total emissions using Scope 2 (location-based) emissions ⁹ | 76,299 | 138,331 | 150,119 | 150,855 | 153,726 |
| Total emissions using Scope 2 (market-based) emissions ⁹ | 33,941 | 87,806 | 91,844 | 88,096 | 93,966 |
| Waste¹¹ | | | | | |
| Total waste (t) ¹¹ | 2,618 | 4,587 | 6,448 | 6,664 | 7,107 |
| Percentage of waste recycled (%) ¹¹ | 73 | 50 | 64 | 69 | 70 |
| Percentage of waste diverted from landfill (%) ¹¹ | 87 | 69 | 72 | 76 | 76 |
| Paper | | | | | |
| Production paper (t) ¹² | 36,259 | 34,599 | 35,555 | 36,484 | 46,128 |
| Sustainable content (%) ^{12,13} | 100 | 100 | 100 | 100 | 100 |

¹ Senior leaders are defined as those with a management level of 17 and above, plus management level 16 executives who are up to three reporting lines from the CEO, with some level 5 exceptions. The figure for 2019 has been re-stated to align with this new definition, agreed in 2020.

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 2019 to November 2020.

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. Volunteering rates decreased in the year due restrictions related to Covid-19.

⁴ Accident reporting covers approximately 85% 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 CoC include suppliers who have not signed the RELX Code, but already operate to equivalent codes of their own. These suppliers are subject to the same tracking and checking against the requirements of the RELX Code of Conduct as those which have signed the RELX Code.

⁷ Environmental data (carbon, energy, water, waste) covers the 12 months from December 2019 to November 2020.

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 RF emissions factor for air travel in Scope 3 (other).

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

¹² All paper we graded in 2020 – 92% of total production stock – was graded PREPS grade 3 or 5 (known and responsible sources).

¹³ Data assured by EY. [See Appendix 3 for EY assurance statement 2020](#).

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

2020–2021 CR objectives

We set meaningful targets and measure progress against them.

| Material issues | 2020 objectives | Achievement | 2021 objectives | By 2030* |
|--|--|--|--|--|
| Unique contributions  See page 17–26 for more information | <ul style="list-style-type: none"> ■ Advance of science and health: Meaningful support to advance SDG3 (Good Health and Well-Being), including MSF/Epicentre Medical Day in Niger; WaterFirst! Workshops; and skills training through Elsevier's Research without Borders | <ul style="list-style-type: none"> ■ Epicentre Medical Day in Niger in January 2020 focused on meningitis, malaria and malnutrition with researchers, public health experts and government representatives ■ Communication with WaterFirst! and Research without Borders stakeholders during the pandemic ■ Elsevier Foundation introduced new projects focused on ending health disparities in diverse and underserved communities | <ul style="list-style-type: none"> ■ 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 | <p>Use our products and expertise to advance the SDGs, among them:</p> <ul style="list-style-type: none"> ■ SDG3: Good Health and Well-Being ■ SDG10: Reduced Inequalities ■ SDG13: Climate Action ■ SDG16: Peace, Justice and Strong Institutions <p>Enrich the SDG Resource Centre to ensure essential content, tools and events on the SDGs are freely available to all</p> |
| | <ul style="list-style-type: none"> ■ Protection of society: Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of activities to find missing children and adults through US ADAM programme and UK Missing People | <ul style="list-style-type: none"> ■ National Center for Missing & Exploited Children used LexisNexis Risk Solutions' ADAM programme to distribute over 1.7 million alerts in 2,100 missing children cases ■ Over 1,500 new subscribers in 2020 ■ New partnership with ISM to display missing children posters on digital billboards ■ LexisNexis Risk Solutions' data used for Missing People's Lost Contact service | <ul style="list-style-type: none"> ■ Protection of society: Meaningful support of SDG 16 (Peace, Justice and Strong Institutions) by expanding reach of ADAM, LexisNexis Risk Solutions' US missing children alert service, through new partnerships and mobile text alerts; help deliver new missing alert service for UK's Missing People | |
| | <ul style="list-style-type: none"> ■ Protection of society: Meaningful support of SDG 10 (Reduced Inequalities): Advance financial inclusion pilots to more countries | <ul style="list-style-type: none"> ■ Using LexisNexis alternative credit qualification sources, new pilots launched in Colombia to help more citizens gain access to credit ■ Pilot in Mexico becomes commercial initiative, supporting lenders to increase loan workflows and reduce defaults | <ul style="list-style-type: none"> ■ 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 | |

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

| Material issues | 2020 objectives | Achievement | 2021 objectives | By 2030 |
|-----------------|--|---|--|---------|
| | <ul style="list-style-type: none"> ▪ Promotion of the rule of law and access to justice: Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of Rule of Law Cafés to new locations including South Africa; development of new LexisNexis Rule of Law Foundation ▪ Fostering communities: Meaningful support of SDG 11 (Sustainable Cities and Communities) by enhancing the sustainability of trade show events ▪ Create SDG Champions network ▪ More RELX SDG Graphics on the state of knowledge underpinning the SDGs ▪ Increase RELX SDG Resource Centre content by 25% | <ul style="list-style-type: none"> ▪ Rule of Law Cafés expanded to South Africa and the Philippines; also held in the UK and Singapore ▪ Development of LexisNexis Rule of Law Foundation: <ul style="list-style-type: none"> - Virtual events, including on the rule of law during Covid-19 - Contributed to United Nations (UN) Development Programme and Transparency, Accountability and Participation Network report on SDG 16 progress - First US government grant to partner on International Legal Foundation project to support legal aid and the defence bar in Indonesia ▪ New Sustainability Charter launched by Reed Exhibitions UK ▪ First Reed Exhibitions sustainability lead appointed | <ul style="list-style-type: none"> ▪ 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 including through six special releases; developing new partnerships; and holding a 2021 global SDG Inspiration Day | |

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|--|---|---|---|---|
| Governance  See page 27–32 for more information | <ul style="list-style-type: none"> Continue corporate security incident response preparedness; implement controls to increase resilience to user-based attacks, such as phishing and ransomware Assess and develop strategies to address compliance with emerging privacy regulation such as the California Consumer Privacy Act Continue to advance African tax law codification project; deploy proof of concept to shortlist of countries | <ul style="list-style-type: none"> Created playbooks to manage incidents at third-party suppliers; handled alerts from newly implemented security systems including Azure ATP, Office 365 ATP, and Azure AD Implemented Advanced Threat Protection to detect/prevent executive impersonation, malicious links and attachments across RELX, blocking approximately 10,000 threats a day Created ransomware response policy Dedicated privacy teams implemented requirements for compliance with emerging data protection regulations Completed California Consumer Privacy Act compliance quality review, focused on effectiveness of safeguards intended to mitigate non-compliance risk Worked with LexisNexis South Africa to identify pilot countries and relevant tax law | <ul style="list-style-type: none"> 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 South Africa and LexisNexis Rule of Law Foundation | <ul style="list-style-type: none"> Continued progressive actions that advance excellence in corporate governance within our business and the marketplace |
| People  See page 33–42 for more information | <ul style="list-style-type: none"> Introduce suite of 2020–2025 inclusion goals Provide manager training on pay principles and equal pay Map and expand Well-being Champions network and train more mental health employee leads | <ul style="list-style-type: none"> Goals formulated by the RELX Inclusion Council comprising Inclusion and Diversity leads for each business and other colleagues, with input from senior leaders Information created on global intranet for all staff on internal pay equity and how we manage it Training on pay equity principles with Level 2–4 leaders across the business Training focused on pay equity strategy and the tools and controls in place to ensure pay equity in both short and long term Champions mapped against business, locations and headcount Remote mental health first aider training conducted with more than 200 trained Headspace app made available to all employees; Elsevier launched Psychological Safety course | <ul style="list-style-type: none"> 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 assessment in four countries 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"> Continued high-performing and satisfied workforce through talent development, inclusion & diversity, and well-being; scale support for external human capital initiatives |

| Material issues | 2020 objectives | Achievement | 2021 objectives | By 2030 |
|---|---|--|---|--|
| Customers  See page 43–51 for more information | <ul style="list-style-type: none"> ▪ Introduce SDG Customer Award at flagship annual RELX SDG Inspiration Day ▪ Map customer feedback mechanisms across business areas ▪ Develop framework for product accessibility self-audits | <ul style="list-style-type: none"> ▪ Awards presented during virtual 2020 SDG Inspiration Day to the University of Southern Denmark, Aurora Universities Network and Auckland University, Netherlands and New Zealand nominated by Elsevier; Standard Chartered Bank, South Africa nominated by LexisNexis Risk Solutions; the Asian Development Bank, the Philippines nominated by LexisNexis Risk Solutions; and Scottish Power, nominated by Reed Exhibitions ▪ Creation of RELX-wide customer satisfaction metric in conjunction with customer insight leads across RELX ▪ Six-point increase year-on-year for customer satisfaction management portion of Dow Jones Sustainability Index (score of 54 vs industry average of 25) ▪ Developed new Accessibility Maturity Model to measure maturity and operating best practices for product accessibility implementation across RELX | <ul style="list-style-type: none"> ▪ 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 | <ul style="list-style-type: none"> ▪ Continue to expand customer base across our four business units through excellence in products and services, active listening and engagement, editorial and quality standards, and accessibility; a recognised advocate for ethical marketplace practice |
| Community  See page 52–58 for more information | <ul style="list-style-type: none"> ▪ Progress new partnership with global fundraising partner Hope and Homes for Children ▪ Develop RELX Cares Manager training ▪ Create RELX Cares module for staff induction across RELX | <ul style="list-style-type: none"> ▪ Partnership extended to April 2022 with aim to raise \$120,000; over one third raised by year end ▪ Facilitated conversations for HHC with the Elsevier Foundation, The Lancet Psychiatry and Reed Exhibition's Comic Con ▪ Materials shared with RELX Learning and Development team, adapting for the manager offerings on Percipio ▪ Induction materials designed and shared for use in new hire inductions | <ul style="list-style-type: none"> ▪ 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 | <ul style="list-style-type: none"> ▪ Through our unique contributions, significant, measurable advancement of education for disadvantaged young people; investments with partners for maximum impact |

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|--|---|-------------|---|--|
| Supply chain  See page 59–64 for more information | <ul style="list-style-type: none"> ▪ Increase the number of suppliers as Code signatories <ul style="list-style-type: none"> ▪ 99% core suppliers* (target 95%) ▪ 100% high risk core suppliers (target 100%) ▪ 91% total tracking list (target 85%) ▪ 3,457 total Code signatories (3,202 year end 2019) ▪ Continue using audits to ensure continuous improvement in supplier performance and compliance <ul style="list-style-type: none"> ▪ 99 audits completed ▪ Reduced open onsite audit points by 46% over 2019 ▪ Continue to advance US Supplier Diversity and Inclusion programme <ul style="list-style-type: none"> ▪ 12.9% diversity spend (US rolling four quarters) | | <ul style="list-style-type: none"> ▪ 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 | <ul style="list-style-type: none"> ▪ Reduce supply chain risks related to human rights, labour, the environment and anti-bribery by ensuring adherence to our Supplier Code of Conduct through training, auditing and remediation; drive supply chain innovation, quality and efficiencies through a strong, diverse network of suppliers |
| Environment  See page 65–78 for more information | <ul style="list-style-type: none"> ▪ Set new environment targets for 2020–2025 <ul style="list-style-type: none"> ▪ New targets set in consultation with internal and external stakeholders, including a science-based Scope 1 and Scope 2 carbon reduction target ▪ Purchase renewable electricity equal to 100% of global consumption <ul style="list-style-type: none"> ▪ 100% attained through green tariff purchases in Europe and green-e certified renewable energy certificates (RECs) in the United States ▪ Achieve ISO 14001 Environmental Management System (EMS) certification at 50% of the business by headcount <ul style="list-style-type: none"> ▪ Reached 55% of business by headcount ▪ Certification occurred at locations in Australia, France and Ohio | | <ul style="list-style-type: none"> ▪ Environmental responsibility – SDG 12 (Responsible Consumption and Production): Embed new environment targets across RELX ▪ Carbon reduction – SDG 13 (Climate Action): Launch internal carbon price for work-related flights | <ul style="list-style-type: none"> ▪ Further environmental knowledge and positive action through our products and services and, accordingly, conduct our business with the lowest environmental impact possible |

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

EY assured our 2020 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](#).



Our unique contributions

Why

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

2020 objectives

- Advance of science and health: Meaningful support to advance SDG3 (Good Health and Well-Being), including MSF/Epicentre Medical Day in Niger; WaterFirst! Workshops; and skills training through Elsevier's Research without Borders
- Protection of society: Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of activities to find missing children and adults through US ADAM programme and UK Missing People
- Protection of society: Meaningful support of SDG 10 (Reduced Inequalities): Advance financial inclusion pilots to more countries
- Promotion of the rule of law and access to justice: Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of Rule of Law Cafés to new locations including South Africa; development of new LexisNexis Rule of Law Foundation
- Fostering communities: Meaningful support of SDG 11 (Sustainable Cities and Communities) by enhancing the sustainability of trade show events
- Create SDG Champions network
- More RELX SDG Graphics on the state of knowledge underpinning the SDGs
- Increase RELX SDG Resource Centre content by 25%

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Our unique contributions



To track research progress on the UN Sustainable Development Goals, we need datasets that reflect diversity of expertise, backgrounds, regions and cultures. I am proud to be part of the team that has created a crowdsourcing tool on the RELX SDG Resource Centre to gather input from the global community.

Bamini Jayabalasingham
Senior Analytical Product Manager
Elsevier, US

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

Scientific, Technical & Medical

Elsevier, the world's leading provider of scientific, technical and medical information, plays an important role in advancing human welfare and economic progress through its science and health information, which spurs 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) and SDG 10 (Reduced Inequalities). In 2020, Elsevier combined content, data and analytics to reveal the state of knowledge underpinning the global goals in a free report, available on the RELX SDG Resource Centre, The Power of Data to Advance the SDGs.

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 180 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 4,000 journals and 27,500 e-books. In 2020, there were over 1.1m Research4Life downloads from ScienceDirect.

Elsevier serves the global scientific research community, publishing over 563,700 articles in 2020. At the start of the pandemic, Elsevier launched the Novel Coronavirus Information Center, regularly updated with the latest medical and scientific information on Covid-19. Free to access, there are more than 41,000 articles, encompassing research on Covid-19 and related viruses, journal articles, chapters from handbooks, reference works and encyclopedias. There is also the free Covid-19 Healthcare Hub providing clinical resources and current evidence-based practices such as symptom management, diagnosis, treatment and recovery.

The Elsevier Foundation supports partnerships to advance inclusion and diversity in science, research in developing countries and global health. In 2020, the Foundation sponsored Epicentre's Medical Day in Niger's capital, Niamey, where researchers, public health specialists and government officials discussed best practice in the treatment and prevention of meningitis, malaria and malnutrition. The Foundation also launched two new partnerships supporting SDG 3: Latino Diabetes Community Scientists with the Sansum Diabetes Research Institute, working to reduce health literacy barriers with Latino adults with or at risk of diabetes, and the National League for Nursing/Elsevier's Historically Black Colleges and Universities (HBCUs) Innovation in Technology Excellence programme, using virtual simulation and other pioneering tools to drive teaching excellence in nursing education at US HBCUs.

1.1m+

Research4Life downloads from Elsevier's ScienceDirect

4,000

Elsevier journals available through Research4Life

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To bridge the clinical practice gap in low-income countries, the Elsevier Foundation partnered with Amref Health Africa on the LEAP programme, scaling mobile learning for healthcare workers in Ethiopia, including urgent responses to the Covid-19 pandemic.

The Elsevier Foundation is focused on fostering greater diversity in healthcare. In the year, it forged a partnership with North Carolina Central University's Julius L. Chambers Biomedical Biotechnology Research Institute's Implementation Science Fellowship Programme to speed the adoption of evidence-based interventions to address health disparities in black and ethnic minority communities.



2020 objective:

Meaningful support to advance SDG3 (Good Health and Well-Being), including MSF/Epicentre Medical Day in Niger; WaterFirst! Workshops; and skills training through Elsevier's Research without Borders

The Elsevier Foundation works to address key challenges in science, health and inclusion in order to progress the SDGs. In 2020, the Foundation sponsored Epicentre's Medical Day in Niger's capital, Niamey, where researchers, public health specialists and government officials discussed best practice in the treatment and prevention of meningitis, malaria and malnutrition, the three biggest health challenges for Niger and the Sahel region – an area that runs from the Atlantic coast of Senegal through a number of sub-Saharan African countries, including the southern region of Niger, to the Red Sea on the Sudanese and Eritrean coast. According to Dr John McConnell, Editor-in-Chief of *The Lancet Infectious Diseases* and one of the speakers at Medical Day, "In the long-term, the health challenges of low- and middle-income countries cannot be solved by parachuting in expertise and technology from high-income regions. Human and technological resources,

Image: Professor Yap Boum II, Regional Representative for Epicentre Africa (left), and Dr John McConnell, Editor-in-Chief of *The Lancet Infectious Diseases*, at the Epicentre Medical Day in Niamey, Niger, in January 2020.

In the year, Elsevier colleagues launched the SSRN Race & Social Inequity Hub with early-stage research on topics such as racial violence and social justice in the wake of global protests against systemic racism.

along with a research-friendly environment, need to be stimulated, developed and maintained in the places where they are needed." Among the sessions was one on strengthening development strategies in public health and research in the Sahel to encourage dialogue between practitioners and researchers from different fields.

In the year, planning also began on an Epicentre-Elsevier Foundation course on effective communication for healthcare professionals, with a specific focus on how to use scientific communication for impact and community engagement post Covid-19. The one-week workshop will be held in 2021.

In March, longstanding partner Amref, with Elsevier Foundation support, launched Jibu (Swahili for answer), a continuing education app that provides efficient and cost-effective training for nurses in East Africa. The app, which can be used on mobile phones and tablets, offers access to information and learning materials to build the capacity of health workers.

Additionally, the Foundation has created a new portfolio of partnerships to tackle health disparities among black and ethnic minority communities and provide scholarships funds for nursing schools at historically black colleges and universities, with the aim of building capacity and fostering greater diversity in the healthcare sector.

The Covid-19 pandemic meant WaterFirst! Workshops and Research without Borders expert exchanges (between Elsevier staff and their African counterparts) were postponed; however, there was engagement between key stakeholders of both initiatives during the year.



It is our goal to do everything we can to ensure that our unique strengths in content, data and analytics help researchers and health professionals make the targets set by the United Nations in 2015 a reality.

Kumsal Bayazit
CEO, Elsevier

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Risk

LexisNexis Risk Solutions' 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, LexisNexis Risk Solutions partnered with local police departments, including the Ventura and Santa Barbara, California Police Departments, to provide community crime maps with automated alerts notifying citizens of crimes in their area.

In response to the pandemic, LexisNexis Risk Solutions launched a free Covid-19 Data Resource Centre combining data and analytics with content from other industry stakeholders, to create a US Covid-19 data set and interactive visualisations to identify at-risk populations and care capacity risks. There are heat maps and county-level risk rankings taking account of parameters such as areas where the population is 60 years or older with two or more high-risk Covid-19 comorbidities and areas of socioeconomic need that, if unaddressed, would most likely prevent optimal health outcomes.

2020 objective:

Meaningful support of SDG 10 (Reduced Inequalities): Advance financial inclusion pilots to more countries

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.

LexisNexis Risk Solutions is working to address a lending blindspot 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. In the year, 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.

The challenge of financial inclusion is often magnified in low-income countries, given gaps in identity verification and credit risk assessment. LexisNexis Risk Solutions' ThreatMetrix, in partnership with fintech partners, is deriving alternative data that can be used to assess risk from consumers who use smartphones. In 2020, following a successful pilot in Mexico, a commercial initiative was launched, allowing the lender involved, KU-BO Financiero, to double their loan workflow and reduce defaults. The initiative also expanded to Colombia in partnership with Bancupo and Rayco.

Additional pilots are planned for 2021 in Peru, Vietnam and other countries.



Linked to SDG 10: Reduced Inequalities

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

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2020 objective:

Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of activities to find missing children and adults through US ADAM programme and UK Missing People

LexisNexis Risk Solutions colleagues developed the ADAM programme in 2000 to help the National Center for Missing and 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 2020, the NCMEC used the ADAM programme to distribute over 1.7 million alerts in 2,100 missing children cases, and the system gained over 1,500 new subscribers. In the year, LexisNexis Risk Solutions and the NCMEC also announced a new partnership with ISM to further extend the

Image: 2020 marked the 20th anniversary of ADAM

Legal

LexisNexis Legal & Professional advances SDG 16 (Peace, Justice and Strong Institutions) through its products and services that promote the rule of law. The LexisNexis global legal and news database contains 128 billion documents and records providing transparency of the law in more than 150 countries.

Law360 and Lexis Practice Advisor made news coverage and practical guidance freely available to help lawmakers, and legal and other professionals, successfully navigate legal issues surrounding Covid-19. It also launched Covid-19 and the Global Media Landscape, which provides insight into the way coronavirus is developing across global news in near real time.

In the year, LexisNexis Digital Library platform won the American Association of Law Libraries 2020 New Product Award for advancing law libraries' access to legal information.

reach of the programme through digital billboards. Missing children posters are now being displayed on digital signage located in select areas. 2020 marked the 20th anniversary of the ADAM programme and, since its inception, nearly 190 missing children have been located, and the programme has assisted in other recovery efforts.

In the United Kingdom, Missing People is a key partner and LexisNexis Risk Solutions tools helped reconnect the missing with those searching for them. We give Missing People free access to TraceIQ, the basis of its Lost Contact service, which helps people find someone missing who is not legally missing or at risk in the eyes of the law. From 2019 to 2020, 21 reconnections were made through the Lost Contact service.. As Ross Miller, Head of Development and Communication at Missing People notes, "Helping with the search for vulnerable missing people, and those who have lost contact, is one of our most requested services by families and police officers. Your support is enabling us to safely find people – often years after their loved ones last heard from them – thanks to data."

In the year, we began discussions with Missing People about creating a new automated alert system using ADAM functionality.



Photos remain the single most powerful tool for finding a missing child. Getting photos and detailed information in front of people, quickly, is a big part of what makes this programme such a success. ADAM has truly helped change the way our nation searches for missing children.

Callahan Walsh

Child Advocate, National Center for Missing & Exploited Children

LexisNexis Legal & Professional partnered with the International Association of Lawyers in 2020 to provide access to justice in the Democratic Republic of Congo. Colleagues connected the organisation with the UK's International Law Book Facility which led to the dissemination of legal texts to a region in need of legal resources and more research tools.

Colleagues in the UK launched a Simplified Personal Independence Payment form, a digitised version of the UK government's paper-based form for disability claims. The free tool, available to independent legal clinics and disability claimants, enhances the chance of receiving qualifying financial support.

LexisNexis Legal & Professional partners with the International Bar Association on the eyeWitness to Atrocities App, which assists human rights defenders in documenting and reporting human rights abuses in a secure and verifiable way so information can be used as court evidence; the App is available to all Android users and has collected more than 10,000 photos and videos to date.

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Equality Under the Law + Transparency of Law + Independent Judiciary + Accessible Legal Remedy

= The Rule of Law



2020 objective:

Meaningful support of SDG 16 (Peace, Justice and Strong Institutions), including expansion of Rule of Law Cafés to new locations including South Africa; development of new LexisNexis Rule of Law Foundation

In the year, 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 shared our expertise by speaking at UNGC programmes on issues such as inclusion and climate change, including during the UN Private Sector Forum.

We moved our Rule of Law Cafés online and held them in the UK, Malaysia and Singapore, and for the first time in South Africa and the Philippines, bringing together stakeholders – including customers, government, NGOs and law societies – to discuss opportunities to go beyond legal minimums to advance the rule of law.

In 2020, the LexisNexis Rule of Law Foundation held seminars and panel discussions on subjects such as building leadership and the Rule of Law during Covid-19, and contributed to a report on SDG 16 progress by the UNDP and Transparency, Accountability and Participation (TAP) Network. The Foundation also published and distributed a children's colouring book to 1,000 children in rural Liberia and received its first US government grant as a partner in a project led by the International Legal Foundation to support the defence bar and legal aid in Indonesia.

In October, LexisNexis Legal & Professional and the US National Bar Association signed a multi-year agreement to support the mission and goals of both organisations, including initiatives to help combat systemic racism and racial inequality.



We believe we can make lasting and positive change in the fight against injustice through strengthening the rule of law.

Ian McDougall

Executive Vice President & General Counsel, LexisNexis Legal & Professional

Other Rule of Law activities held in 2020 include:

- The LexisNexis Rule of Law Foundation launched the 2020 Rule of Law Challenge for all RELX employees to pool ideas for new rule of law projects that can be undertaken by the Foundation. Colleagues submitted projects that advance one or more elements of the rule of law, including: equality under the law; transparency of law; independent judiciaries; and accessible legal remedy.
- LexisNexis Legal & Professional established the Rule of Law Project Board, an internal website that allows RELX employees from any part of the company to post opportunities, primarily with non-profit organisations, to which other employees can volunteer their time and talents and use their allocated RELX Cares hours. In the year, projects included requests for editorial and legal expertise to review a draft manual produced by the International Bar Association Human Rights Institute for judge and lawyer training on how to adjudicate and prosecute cases related to sexual and gender-based violence.
- Law360, a LexisNexis business, published a weekly Access to Justice newsletter, which delivered stories to readers on the trends affecting the justice gap, pro bono programmes and members of the legal profession and others helping citizens with the least resources gain access to the courts.

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



Linked to SDG 16: Peace, justice and strong institutions

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

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Exhibitions

Reed Exhibitions events strengthen communities and support the SDGs, including SDG 11 (Sustainable Cities and Communities).

In March 2020, Reed Exhibitions collaborated with the City of Vienna, Austria, to transform an exhibition venue in central Vienna into a field hospital with a 3,111 bed capacity. The temporary hospital was designed for patients with less serious Covid-19 illness to save hospital beds for the most critical cases. With the help of suppliers, the first 880 cubicles were built in just three days.

In the year, IBTM World, the global event for the meetings, incentives, conferences and events industry, created an online resource hub, IBTM Connect, to help event professionals keep informed and connected during Covid-19.



2020 objective:

Meaningful support of SDG 11 (Sustainable Cities and Communities) by enhancing the sustainability of trade show events

Reed Exhibitions plays a crucial role in forming communities by convening exhibitors and attendees, industry experts and others. Each show is a dynamic marketplace that advances market efficiency and promotes knowledge sharing.

In early January 2020, World Future Energy Summit welcomed 34,000 visitors from 125 countries, with the participation of 160 government ministers, to the event in Abu Dhabi. The Summit featured exhibitions covering energy, water, waste, solar and smart cities. More than 100 start-ups participated in the Climate Innovations Exchange enabling sourcing and funding of climate change solutions and technologies.

The Functional Fabric Fair, a US trade show for producers of functional or performance fabrics, has set sustainability criteria which must be met before companies are allowed to

Image: The World Future Energy Summit showcased innovations in green energy.

Reed MIDEM used its 2020 MIPCOM global content market to deliver Change for Good, a programme exploring the positive influence the global television industry can have on a range of issues, from minimising environmental impact to fostering diversity and inclusion. The keynote speech, delivered by Melissa Fleming, UN Under-Secretary for Global Communications, showed that how we communicate about climate change influences mitigation efforts. Sky Group Chief Executive, Jeremy Darroch, received the inaugural MIP SDG Award for Climate Action and Protection of the Oceans, recognising Sky's Ocean Rescue campaign to reduce ocean plastic. In addition, MIPCOM Diversify TV Excellence Awards honoured the most compelling creators, characters and stories promoting diversity and inclusion on-screen. Among them were Documentary Japan, NHK, NHK Enterprises, and ABS-CBN for Jake and Charice about the challenges and triumphs of a transgender singer.



Reducing the impact of our events is a sustainability priority. It matters to us, our exhibitors and attendees and to the planet.

David Kohalmi
Senior Procurement Manager

exhibit. The show, due to take place next in 2021, stipulates that exhibitors use materials that can be readily recycled, avoiding those that cannot, such as foam core or styrofoam. Structures at the show, including booths and furniture, are designed to be reused each year, and low energy lighting systems and recycled carpets help to further reduce the environmental impact of the Fair.

UK colleagues developed a new Sustainability Charter aligned to the SDGs. The Charter identifies the goals that the business can most effectively address, including SDGs 8, 12, 13 and 17. The Charter includes commitments to minimise the environmental impacts of Reed Exhibitions shows, positively contribute to sustainable development and demonstrate leadership in event programming and content.

In the year, the Reed Exhibitions senior leadership team named one of its members as the CR liaison, and appointed a new sustainability lead, to continue addressing the environmental impacts of its business.



**Linked to SDG 12:
Responsible consumption and production**

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



**Linked to SDG 11:
Sustainable Cities and Communities**

Target 11.3: By 2030, enhance inclusive and sustainable urbanisation and capacity for participatory, integrated and sustainable human settlement planning and management in all countries

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World Alzheimer's Day 2020: Ending The Stigma Around Dementia

In support of this year's theme - 'Let's talk about dementia' - Elsevier presents a curated, open access collection of 25 journal articles and book chapters focused on challenging the fear and stigma associated with dementia.

[Find out more here](#)



2020 objective:

Increase RELX SDG Resource Centre content by 25%

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 2020, we reached 1,566 content pieces on the site, an increase of 57% on 2019. This included curated special releases marking eight UN international days, such as World Mental Health Day, World Soil Day, World Food Day and World Alzheimer's Day.

We also created new partnerships including with Global Citizen. Since 2009, Global Citizen has leveraged the power of governments, artists, corporations, NGO partners and civil society with a primary goal to end extreme poverty. The organisation focuses campaigning on SDGs they believe will have the greatest impact on people living in extreme poverty: health, education, food and hunger, water and sanitation, environment and gender equality. Through the Global Citizen platform, citizens learn about the systemic causes of extreme poverty, take action on those issues, and earn rewards for their actions – as part of a global community committed to lasting change. Global Citizen content added to the RELX SDG Resource Centre in the year included the spread of rapid Covid-19 testing to Africa and the work of youth activists.

In 2020, we launched a podcast on the RELX SDG Resource Centre, The impact of Covid-19 on the SDGs. Dr Márcia Balisciano, Global Head of Corporate Responsibility, interviewed over 20 thought leaders with expertise covering the global goals. Guests included: Dr Richard Horton, Editor-in-Chief of The Lancet; Monika Froehler, CEO of the Ban Ki-moon Centre for Global Citizens; Sandra Kerr, Director of Race Equality at Business in the Community; and Jo Youle, CEO of Missing People. By year-end, the podcast had been downloaded by listeners around the world.

On the site, we highlighted the sixth RELX SDG Inspiration Day, which took place virtually on 24 June 2020 and was hosted by Dr Shola Mos-Shogbamimu, a lawyer, political and women's rights activist, and founder of the publication, Women in Leadership. The keynote speech was delivered by African stateswoman, Graça Machel, Co-Founder of The Elders with her late husband Nelson Mandela, and a member of the UN Secretary-General's SDG Advocacy Group. Nearly 400 representatives from business, governments, investors, academia, non-profit organisations and civil society took part in engaging and collaborative sessions throughout the day.

[Visit the RELX SDG Resource Centre.](#)



The knowledge which exists, the capacity which exists, the goodwill which exists and the sense of urgency and the solidarity we need, it can transform our world.

Graça Machel, Founder of both the Graça Machel Trust and the Foundation for Community Development and Co-Founder of The Elders, calling for action to achieve the SDGs in her keynote speech at the 2020 RELX SDG Inspiration Day.

89,902

Unique users of the RELX SDG Resource Centre in 2020

Image: The RELX SDG Resource Centre provides free content on each of the 17 Global Goals

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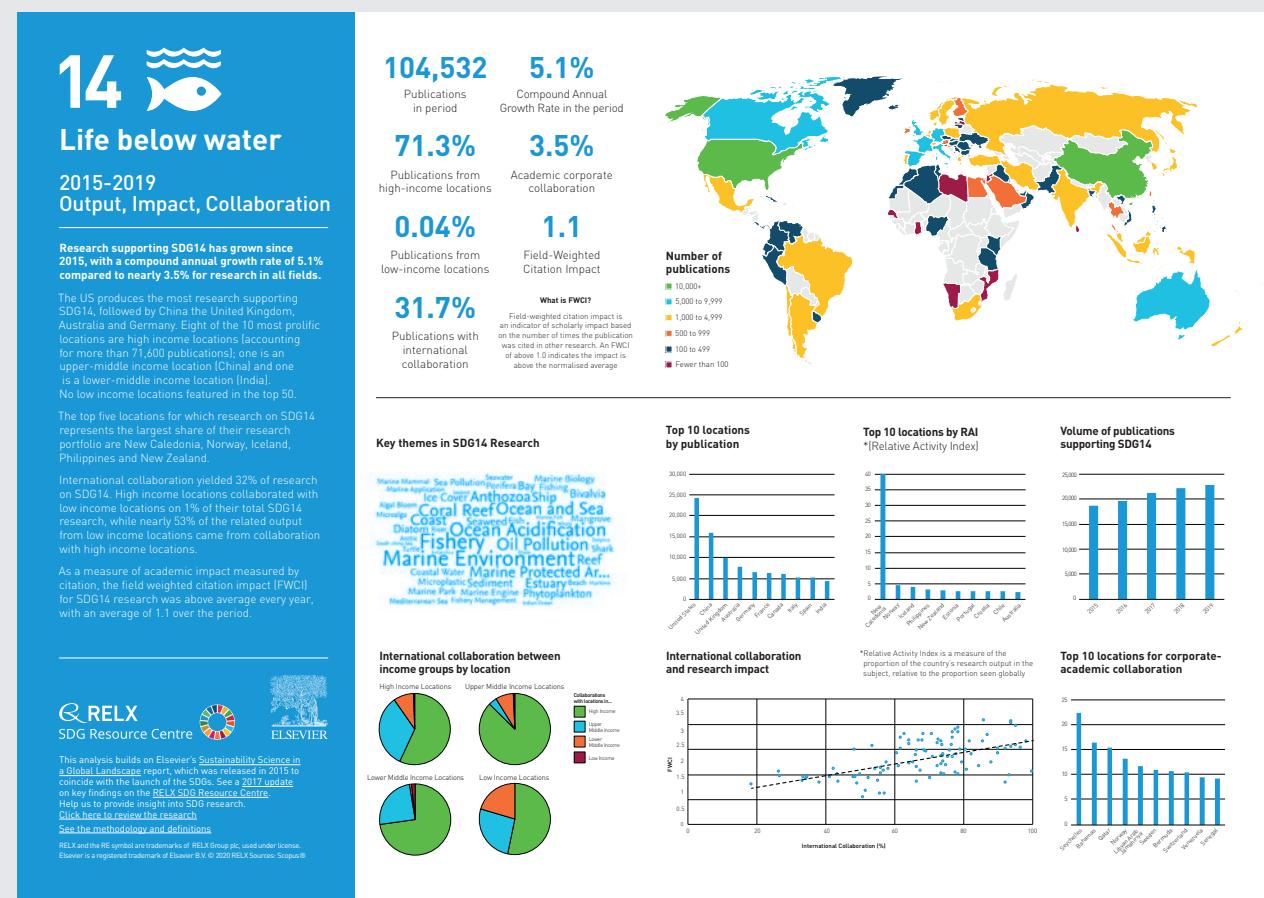
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2020 objective:

Create new RELX SDG Graphics on the state of knowledge underpinning the SDGs

The role of data in advancing the SDGs cannot be overestimated. We are committed to using our resources and analytical tools to unlock data to drive progress on the goals.

In 2015, RELX and Elsevier collaborated on the landmark report Sustainability Science in a Global Landscape to mark the adoption of the Sustainable Development Goals (SDGs). Subsequent supplementary reports and updates were published to give deeper insights into specific SDGs.

Over the previous five years, we used data and analytics to provide critical insights into the state of knowledge underpinning the SDGs. In 2020, for the first time, we published graphics covering all 17 SDGs using data and insights from Elsevier's Scopus citations database and SciVal analytical tool.

The graphics reveal key metrics on research output, collaboration and impact. Between 2015 and 2019, there were over four million publications in total, with the largest share – over three million – related to SDG 3 Good Health and Well-Being. SDG 17 had the smallest share of output with fewer than 250 publications, while SDG 11, Sustainable Cities and Communities had the highest growth rate. High income locations had the largest share of output, producing 67% of the content over the period.

Image: RELX SDG Graphics show the state of knowledge underpinning the SDG, including output, impact and collaboration.

A critical finding is that less than 2% of SDG research came from low-income locations, those that face the greatest challenges the SDGs aim to address, including SDG 2, Zero Hunger, which had the smallest share of output by high-income countries. Collaboration is critical for low-income locations, responsible for 73% of their output over the period. However, only 7% of output by high-income locations involved collaboration with researchers in low-income locations.

The results were compiled in a free Elsevier report, available on the RELX SDG Resource Centre, The Power of Data To Advance the SDGs – which also applies a gender lens to the findings. External experts helped us develop search terms which most accurately describe each SDG. We used these to identify research publications for each SDG in Scopus, and the results were loaded into SciVal to calculate the necessary metrics.

In the year, we introduced an SDG matching tool to crowdsource diverse knowledge on the SDGs. Using Elsevier's Scopus citations database, the tool allows readers to link research to specific SDGs, strengthening the indexing which Elsevier achieved in the year tagging Scopus content to the SDGs. This will make it easier for researchers to find the SDG-related content they need; track how their institutions are contributing to SDG knowledge; help funding agencies identify where to focus research investments to bridge gaps in their output on the SDGs; and demonstrate to authors and organisations how their work supports the SDGs.

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2020 objective: Create SDG Champions network

The fifth anniversary of the launch of the SDGs took place on 27 September 2020. In recognition of the continued efforts required to address the world's biggest challenges at a global, local and individual level, we created a RELX Hub on our global intranet, showcasing RELX business contributions to the global goals and signposting relevant initiatives, toolkits, training and events, for all employees. The aim is to inspire, inform and engage colleagues on how to take action and support the global goals that align with RELX's unique contributions.

In the year, we also established a cross-business SDG Leadership Council, to continue to drive forward strategic action on the SDGs across RELX, with a roadmap to 2030, the end date set in 2015 at their adoption. The Council held its first meeting in December.

We mapped colleague engagement across our CR networks and, in 2020, more than 1500 colleagues participated in a CR-related network, including Employee Resource Groups focused on key aspects of inclusion and diversity.



Linked to SDG 17: PartnershipFor The Goals

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

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. In 2020, we increased the amount of content on the site by 57% from 2019. This included information in response to the challenge of Covid-19. Since 2017, we have made over 650 journal articles and book chapters – of more than 1,500 content sources by the close of 2020 – free to access on the RELX SDG Resource Centre which would have otherwise cost approximately £1.5m to make open access.

2020 marked the tenth year of the RELX Environmental Challenge, focused on providing improved and sustainable access to water and sanitation where it is presently at risk. The \$50,000 first-prize winner was CUBEX S.A.L, a Lebanese social enterprise. Its mobile de-watering unit collects and treats sewage from septic systems in an ecologically safe and affordable way. The aim is to offer a complete collection and treatment process for sludge that is cost efficient, technically sound and applicable to developing countries. Onsite treatment of septic sewage in a mobile, service-model approach avoids wastewater and human waste from entering water streams and ground water, reducing disease risk. The service offers households an affordable solution, removing the cost of installing a fixed onsite product. According to Marc Anoun, Founder and General Manager of CubeX, "Through

accepting that our reliance on septic tanks will be around for a while, Cubex is improving how they function and the efficiency of servicing them in an ecological manner. With the additional validation that we will achieve thanks to the RELX Environmental Challenge, we will be able to attract strategic partners working in the development sector on sludge management as well as the right investors to take us to the next stage."

The \$25,000 second prize winner was BlueTap, which has developed a 3D printed chlorine doser to improve access to high-quality drinking water in low-resource settings. The winners were announced at a free, virtual event celebrating ten years of the competition and exploring the next decade of water, sanitation and hygiene action. Both winners also received a year's free access to ScienceDirect and, for the first time in 2020, a feature on the second place winner was included in One Earth, a CellPress journal. We also invited past winners to join together for a tenth anniversary collaboration prize; CAWST, AIDFI and Sanergy will be working together to create a series of online training and outreach in order to continue supporting water and sanitation networks and practitioners across Africa and Colombia throughout the global pandemic.

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

By 2030

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

SDG3: Good Health and Well-Being

SDG10: Reduced Inequalities

SDG13: Climate Action

SDG16: Peace, Justice and Strong Institutions

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

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Governance

Why

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

2020 objectives

- Continue corporate security incident response preparedness; implement controls to increase resilience to user-based attacks, such as phishing and ransomware
- Assess and develop strategies to address compliance with emerging privacy regulation such as the California Consumer Privacy Act
- Continue to advance African tax law codification project; deploy proof of concept to shortlist of countries

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Governance



RELX has a clear and positive ‘tone at the top’ approach to governance, which is embedded in every part of our business, both internally and externally, through consistent engagement with our stakeholders.

Asim Fareeduddin
Vice President, Regulatory Controls & IT Security
Assurance
RELX, US

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 in all that we do throughout our organisation. The 2018 UK Corporate Governance Code (UK Code) applied to RELX PLC during the year. The Board continued to review the Company's compliance with the principles and provisions of the Code, focusing on the Company's approach to key stakeholder engagement and, in the year, the effect of the Covid-19 pandemic on the Company's employees and others. The Board also reviewed RELX's culture, purpose, strategy and values.

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.

Information and documents detailing our governance procedures are available to stakeholders online at www.relx.com. The RELX financial statements are prepared in accordance with International Financial Reporting Standards.

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 by 'Doing the Right Thing', an embedded set of principles that asks employees to:

- act in conformity with the law and our policies
- be honest in dealings with others
- respect colleagues
- pause, reflect, and if needed, ask for guidance before taking action
- courageously speak out for what is right

And as an organisation, RELX will:

- provide guiding policies, training and resources
- enable a culture where colleagues can 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 there is no retaliation for raising issues
- hold everyone to the same behaviour standards, regardless of their position within the Company

The RELX Operating and Governance Principles provides processes, policies, and controls to manage risk. Our Code of Ethics and Business Conduct (the Code) (<https://www.relx.com/investors/corporate-governance/code-of-ethics>) 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 in depth and is supplemented by advanced in-person training for higher-risk roles.

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 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. We were ranked 8th out of 68 companies by Transparency International Netherlands in its study of Effective Whistleblowing Frameworks, released in 2020.

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 testing and monitoring of compliance with detailed, risk-based internal policies and procedures on topics such as doing business

2020 objective:

Continue corporate security incident response preparedness; implement controls to increase resilience to user-based attacks, such as phishing and ransomware

In 2020, we continued our efforts to educate stakeholders – including employees, customers, agents and suppliers – about maintaining data security. We created a ransomware response policy, as well as playbooks to manage incidents at third-party suppliers. We also implemented Advanced Threat Protection to detect and prevent executive impersonation, malicious links and attachments, with approximately 10,000 threats blocked by our controls daily. We communicated with employees about avoiding fraud during International Fraud Awareness Week and also recognised Cyber Security Awareness Month with an Information Security Town Hall. We ran our third Great Phishing Challenge contest, giving employees the opportunity to detect suspicious emails, with more than 2,000 submissions. Michael Breslin, Strategic Client Relations Director for Federal Law Enforcement at

LexisNexis Risk Solutions, was selected to serve on the newly established cyber investigations advisory board of the US Secret Service. In 2020, we also performed penetration testing of sensitive processes to assess our protections and to enhance them.



Linked to SDG 16: Peace, Justice and Strong Institutions

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

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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.

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 41 companies among approximately 10,000 business participants. 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 networks in the UK, which our global head of CR chairs, and in the Netherlands. We produced an annual Communication on Progress report, required of signatories annually, where we attained the Advanced Level and shared our expertise by speaking at UNGC programmes on issues such as inclusion and climate change, including during the UN Private Sector Forum.

The Code supports the principles of the UNGC and stresses our commitment to human rights. In accordance with the UN's Guiding Principles on Business and Human Rights, our businesses consider where and how they operate to continue ensuring we are not party to modern slavery and human trafficking. For more information on human rights, see Supply chain on page 59.

In 2020, we updated our Modern Slavery Act Statement (<https://www.relx.com/~media/Files/R/RELX-Group/documents/responsibility/relx-slavery-statement-2020.pdf>), which highlights how we are working internally, in our supply chain and through partnerships to address the risk of modern slavery and human trafficking.

Data privacy and security

Compliance with privacy rules around the globe was a critical RELX priority during 2020. Dedicated privacy teams implement requirements for compliance with emerging data protection regulations, including by completing a quality review of California Consumer Privacy Act (CCPA) compliance. The foundation of our privacy compliance activities is a long-standing commitment to be a trusted custodian of the personal data we hold.

Pensions and investments

The Statement of Investment Principles for our Reed Elsevier 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.

CR issues are relevant to other investment decisions we make. Among our sustainable investments is Healthline Networks, a provider of health information and technology services to publishers, advertisers, employers, healthcare providers and health plans. It also provides an easy way for consumers to find, understand and manage healthcare information, enabling them to make more informed decisions that lead to better health. Healthline's unique Medically Guided Search is powered by a consumer health catalogue of nearly one million medical terms and synonyms. This powerful engine translates everyday language and precisely matches it to medical information.

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California Consumer Privacy Act

2020 objective:

Assess and develop strategies to address compliance with emerging privacy regulation such as the California Consumer Privacy Act

Dedicated privacy teams implement requirements for compliance with emerging data protection regulations. In the year, RELX Compliance completed its California Consumer Privacy Act compliance quality review, which focused on the effectiveness of safeguards intended to mitigate the risk of non-compliance.



Linked to SDG 16: Peace, Justice and Strong Institutions

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 the compliance initiatives for each business

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

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

98.9

% 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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2020 objective:

Continue to advance African tax law codification project; deploy proof of concept to shortlist of countries

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 2020, we progressed a project to make African tax law more transparent to both governments and citizens, and aim to move to the implementation phase in one or two pilot countries in 2021.



Linked to SDG 16: Peace, Justice and Strong Institutions

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

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 2020, RELX paid £496 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

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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.

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 South Africa and LexisNexis Rule of Law Foundation

By 2030

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

People

Why

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

2020 objectives

- Introduce suite of 2020-2025 inclusion goals
- Provide manager training on pay principles and equal pay
- Map and expand Well-being Champions Network and train more mental health employee leads

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People



My company really cares about people, values diversity and is committed to supporting development. Because of active listening and innovative talent strategies, we have the ability to embrace new challenges and work across borders.

Alinne Rosa

Americas' Group Vice President of Human Resources and Global Executive Sponsor for Race Reed Exhibitions

2020 has been an extraordinary year for our people as 94% of them quickly adapted to homeworking to contain the spread of Covid-19. As many adapted to new ways of working, we provided support to help them through this challenging period. This included giving employees an extra day of annual leave.

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 providing a company where employees can do their best work, we will be able to achieve our objectives and meet the expectations of our customers and other stakeholders.

Covid-19 has had a devastating impact on the exhibitions industry and wider economy and so in 2020 we took difficult decisions to reshape our business now, including by making redundancies where necessary, so we can thrive in the future.

Our company culture and values mean we do everything we can to support all our colleagues and those affected by the changes, offering career advice and, where possible, retraining assistance. In 2020, our total turnover rate was 11.3%, 6.7% of which was voluntary.

Our People

Our workforce of over 33,000 people is 51% female and 49% male, with an average length of service of 7.59 years. In 2020, there were 43% female and 57% male managers, and 31% female and 69% male senior leaders. Our oldest employee is 84 years old. 25% of our technologists we employ directly are women. In the US, 27% of our employees were Black, Hispanic or Asian.

At year end 2020, women made up 45% of the members of the Board. The Nominations Committee considers the knowledge, experience and background of individual Board directors.

33,000+

Over 33,000 employees worldwide

7.6 yrs

Average length of service at RELX

9,000

Around 9,000 technologists work at RELX, approximately half of whom are software engineers

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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 250 participants.

In 2020, in the wake of the death of George Floyd in the US, the CEOs of our four businesses met regularly with members of our US African-Ancestry Networks to progress our efforts on race and ethnicity. RELX and its businesses signed the Business in the Community Race at Work Charter and each has appointed an executive sponsor for inclusion.

A Psychological Safety programme, developed in collaboration with Amy Edmonson, Novartis Professor of Leadership at Harvard Business School, was piloted at Elsevier and LexisNexis Legal & Professional to enhance a culture of trust. In 2020, we launched INCLUDE (Inclusive Habits and Behaviours Training) developed with the NeuroLeadership Institute, with over 500 leaders trained. We also launched courageous conversations and allyship training in the year.

In 2020, our 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, in 2020 we launched a new policy across RELX during Global Diversity Awareness Month giving 16 hours paid time-off per year to all staff to use for ERG-sponsored activities.

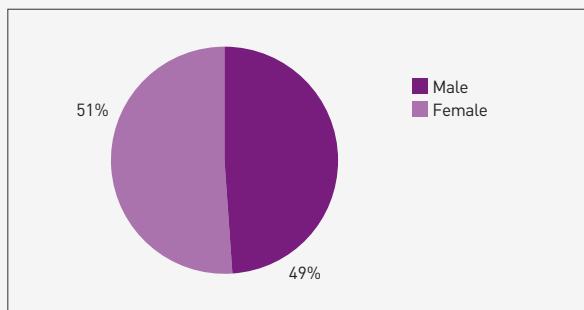
Also during the Month, we held our second ERG Conference – EmERGe – virtually over two days, with the first day open to all employees. Over 1,500 employees joined from 23 countries to debate, share best practice, develop action plans and identify success metrics. Twelve hours of broadcasting encompassed main stage presentations, breakouts, networking sessions, and expos covering themes such as innovation, women in tech, diverse recruitment and retention, support for different generations, and how events in 2020 advanced dialogue on racial inclusion.

Among 60 speakers were internal presenters including ERG leads, heads of diversity for the businesses, business unit CEOs and other executives. External speakers included subject matter experts such as: Charlene Liu, Executive Director, D&I Consulting and Co-Founder of Shanghai Pride; Dr. Temple Grandin of Colorado State University, a spokesperson for people with autism; Kwame Christian, Director of the American Negotiation Institute; and Derek Victor, a disability and intersectionality expert. The host was Dr. Shola Mos-Shogbamimu, founder of Women in Leadership and She@LawTalks, which promotes women and Black, Asian and Minority Ethnic leadership.

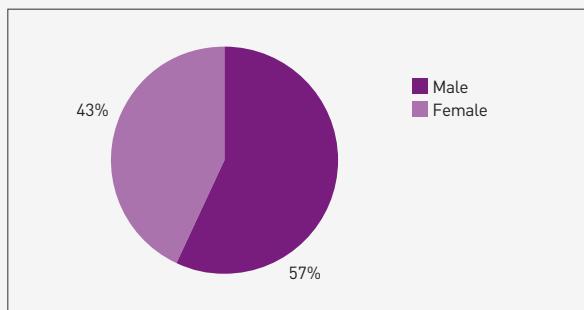
During Pride Month, we held our first ever virtual Pride Festival with Morning Gloryville. In the year, RELX scored 94% (up from 61% in 2019) in the Workplace Pride Benchmark.

RELX is a signatory to the Women's Empowerment Principles

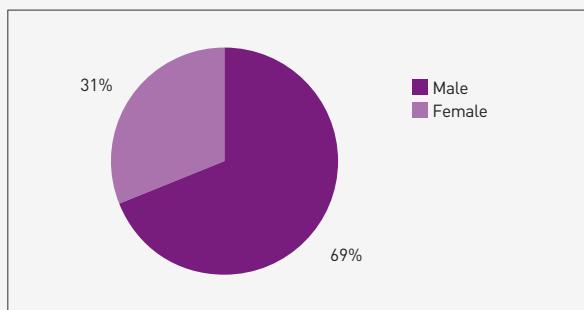
GENDER BREAKDOWN OF ALL POPULATION



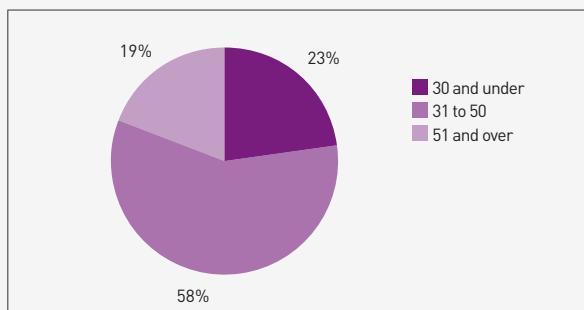
MANAGER GENDER SPLIT



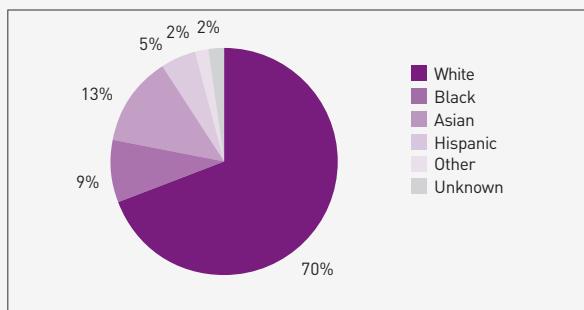
SENIOR OPERATING MANAGER (SENIOR LEADERS)



EMPLOYEE AGE SPLIT



ETHNICITY OF US WORKFORCE



Based on a sampling of approximately [90]% of employees.

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(WEPs), a UNGC and UN Women initiative to help companies empower women and promote gender equality. In 2020, RELX contributed a case study on its inclusion journey to UN Women and joined the Target Gender Equality initiative of the UN Global Compact to further implementation of the WEPs. We were also included in the Bloomberg Gender Equality Index, which recognises commitment to advancing women in the workplace and transparency in workplace gender reporting. We comply with employee-related reporting requirements and, in 2020, our business units 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>.

In 2020, RELX CEO Erik Engstrom joined The Valuable 500, a global CEO community revolutionising disability inclusion.

In the year, the Elsevier Enabled ERG focused on promoting disability-friendly hiring and information resources and LexisNexis Legal & Professional launched its Enabled ERG to provide a community of support for colleagues living with

disabilities and their allies. The ERG aims to raise awareness of the experiences of colleagues living with disabilities, reduce unconscious bias and create more inclusive workplaces. The inaugural event featured a talk from Lord Chris Holmes of Richmond MBE, Britain's most successful Paralympic swimmer.

We celebrated International Day of People with Disabilities with renewed commitment to customers and our employees who experience disability. Elsevier Enabled organised a programme of speakers and panelists including CEO Kumsal Bayazit. In support of this year's theme – Not all Disabilities are Visible – an open access special issue with over 50 journal articles and book chapters was published on the RELX SDG Resource Centre.

100+

In 2020, our Employee Resource Groups grew to over 100 networks



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 based on 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 and its mandate 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 advice on our Modern Slavery Act (MSA) Statement and to oversee our commitments to avoid Modern Slavery in our direct operations and our supply chain. In 2020, we published our MSA Statement, 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. This Statement is reviewed and approved by the RELX Board.

In employing over 33,000 people in around 40 countries worldwide, we ensure our labour and employment policies and practices are compliant with the principles of the UNGC regarding fair and non-discriminatory labour practices. We work closely with our staff/works councils in Europe, the US and elsewhere to foster positive employer/labour relations. 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 employers and contracted workers are paid a Living Wage, reflecting the true cost of living in the UK. We are extending our living wage commitments by assessing wages in four additional countries where we have the highest numbers of employees: the United States, the Philippines, India and France. We have engaged Business for Social Responsibility to support 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. This work was affected by the global pandemic but will continue in 2021. See Supply Chain for further information on our work with suppliers.



Linked to SDG 8: Decent Work and Economic Growth

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, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Image: Detail from the End Racism Word Cloud, an internal poster created by colleagues in 2020 for Diversity Awareness Month.

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2020 objective:

Introduce suite of 2020-2025 inclusion goals

In 2020, we undertook in-depth analysis of our diversity data, reviewing attrition, promotion and new hire rates for gender, as well as race and ethnicity in the US and UK.

In consultation with RELX senior leadership, the RELX Inclusion Council, comprised of the inclusion leads for each of our businesses and with participation of colleagues in corporate responsibility, human resources, legal and strategy, we developed a new suite of inclusion goals in the year, including a goal to increase the percentage of women in management, senior leadership and technology roles continually over time and to 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.

To support these goals, we are introducing targeted initiatives encompassing training, development and recruitment. We have established diversity dashboards to enable our leaders to easily monitor the trends in our data.

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 |



Inclusion is important to our future. We need the contributions of people from a wide range of backgrounds, experiences and ideas to achieve real innovation for our customers around the world.

Extract from the RELX Inclusion and Diversity Policy

[See the Inclusion and Diversity Policy](#)

| 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 |
| <ul style="list-style-type: none"> ▪ 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 |



Linked to SDG 8: Decent Work and Economic Growth

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

Linked to SDG 10: Reduced Inequalities

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



2020 objective:

Provide manager training on pay principles and equal pay

RELX is committed to paying our people equitably. The factors considered when determining pay include the market competitive pay level for the role, skills and experience, performance levels over time and location. Key enablers of pay equity include an integrated human resources (HR) information system, a robust job architecture and pay decisions underpinned by streamlined, transparent processes and clear governance. In 2019, we introduced a robust job architecture system into our new HR platform – Workday. Throughout 2020, RELX Reward conducted training on pay equity principles with leaders across the business. The training focused on our pay equity strategy and the tools and controls in place to ensure pay equity both short and long-term. Training will continue to more managers in the year ahead.

During 2018, the Equal Pay International Coalition invited companies to make pledges on equal pay to be achieved by 2022. RELX is proud to be supporting this initiative with pledges focused on helping our employees to better understand how we monitor pay equity across the business and review the effectiveness of our pay processes to ensure it is achieved.



Pay equity is top of mind across our business to ensure we are paying people fairly and equitably.

David Herzweig

Head of Data Analytics, Reward, LexisNexis Risk Solutions US



Linked to SDG 10: Reduced Inequalities

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

Image: The 2020 EmERGE conference engaged 1,500 colleagues over two days.

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Women in Technology

With around 9,000 technologists in our business, we need to attract the best talent for our current and future work, mirroring the diversity of our customers. In 2020, we continued our Women in Technology internal mentoring programme for high-potential women across our four business areas. The fourth cohort of the programme was launched in the autumn with 63 pairs; 48% of mentors were women working in technology in our business.

The Women in Technology webinar series ran throughout the year and featured talented RELX women in the field. Additionally, RELX signed the Tech Talent Charter to strengthen our support for an inclusive technology sector.

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.

RELX launched our new Enabling Performance approach to personal development which reviews skills and performance and identifies opportunities for recognition and advancement. Enabling Performance favours more regular and impactful performance, development and career conversations for all employees.

In 2020, 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 474,800 training hours across the Company, including hours spent on our online learning platforms. We have invested in leading digital learning for all employees to support their personal and professional development via mobile and other devices.

By the close of 2020, 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 2020, we enhanced benefits for US employees and maternity leave was increased from two weeks to up to 14 weeks.

\$11m

Around \$11m invested in training in 2020

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. We expanded our Employee Assistance Programme to all employees, giving access to expert guidance and specialist support on any kind of issue. The service is available 24 hours a day, 365 days a year.

We recognise the contributions of our people through numerous internal award programmes, including the Distinguished Technologist Award. In 2020, Elsevier's Mevan Samarasinghe, who led the delivery of ground-breaking AI-based solutions, won. He led the Healthcare Knowledge Graph service that organises the world's medical knowledge to drive advanced clinical decision support and medical reference applications.

Our Philippines office, which employs more than 4,000 people, was recognised by the Employer Branding Institute and World HRD Congress as one of the Philippines' best employer brands in 2020. The award is given to organisations which show exemplary HR practices.

Mike Walsh, CEO of LexisNexis Legal & Professional, was named one of the top ten Best CEOs for Diversity in 2020 by career website, Comparably. The business was also awarded Best Leadership Team, named one of the top three best companies for professional development and was ranked in the top ten best companies for women and diversity.

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 unit 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, Reed Exhibitions UK runs accredited health and safety management training for operational staff to ensure operational teams can appropriately respond to any incident.

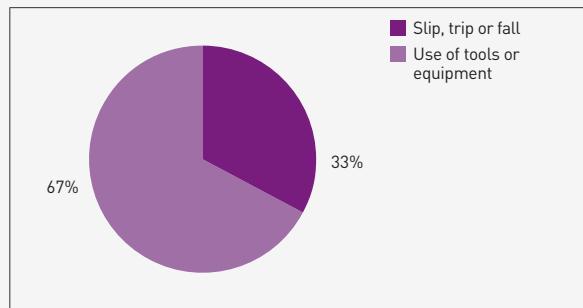
Working across many different countries where health and safety standards vary is a challenge for the events industry. Together with peers, Reed Exhibitions supports g-Guide, outlining standards to safeguard the health and safety of persons working at or visiting an event or exhibition, with cartoons to reinforce key points and overcome language barriers.

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

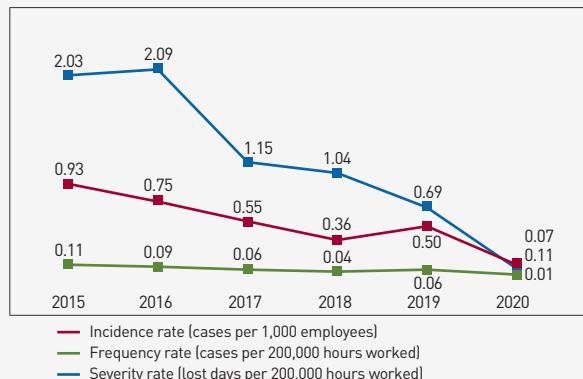
We provide employee support following any incident. For example, in the US, we work with a third-party resource to assign a nurse case manager to each complex or severe claim, who works with the employer, employee and treating physician to get an employee back to health and work in the shortest possible time.

There were no work-related deaths reported in 2020.

2020 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES BY TYPE



2020 HEALTH AND SAFETY PERFORMANCE (LOST TIME) CASES



Accident Reporting covers 85% of employees

85%

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

3

Lost-time incidents reported in 2020

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2020 objective:

**Map and expand Well-being
Champions Network
and train more mental health
employee leads**

The well-being of our colleagues is an important area of focus for us. Our network of more than 100 Well-being Champions engages with teams at their locations on a broad range of issues including diet, exercise, information and awareness.

Mental health is every bit as much a part of workplace well-being as physical health. This was especially true during the Covid-19 pandemic as our colleagues faced a range of challenges, including isolation for those living alone and balancing providing home schooling for children while working.

Image: LexisNexis Colorado Springs invited colleagues to share the good things happening in their homes and communities during the pandemic and created a word cloud to show the positives that can still be found in times of uncertainty.

In the year, we trained more than 200 mental health first aiders across all business areas. These volunteers undertake specific training to recognise when an employee may be in need of support and serve as a point of contact in order to direct them to available resources.

Throughout 2020, we provided guidance to all employees on managing stress. For managers, Elsevier developed a mental health training course to support them in being responsive to the mental health needs of their people; 40 managers completed the training course by the close of 2020.

Following a successful pilot earlier in the year, all colleagues were given free access to the Headspace app, which provides guided well-being exercises with a focus on mindfulness and meditation. To complement this, Reed Exhibitions and LexisNexis Risk Solutions initiated a pilot of Everymind, which provides tailored mental health content and access to support when necessary.

We gave an additional day off to all employees to thank them for their dedication at a difficult time. Regular communications from the leadership team reminded employees to be vigilant about safeguarding their well-being while working from home.



Mental health resources, like the RELX Headspace app, offer practical ideas for dealing with challenges brought about by the pandemic.

Tracey Ruffett

Health & Safety Manager, RELX UK



**Linked to SDG 3:
Good Health and Well-Being**

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

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 0.78% (number of unscheduled absent days out of total days worked in 2020) for reasons such as sick, compassionate and unpaid leave. In the US, there were 1,228 cases under the US Family Medical Leave Act, which provides up to 12 weeks of unpaid job protection in a 12-month period, for such purposes as the birth or adoption of a child, to care for a family member with a serious medical condition or for an employee's own serious health condition.

Well-being

The Covid-19 pandemic brought new challenges to the business and the wider communities in which we operate. In Austria, Reed Exhibitions supported the national response to the pandemic by converting its exhibition space into a field hospital to house Covid-19 patients. The 15,000m² space was designed to provide 3,000 beds.

Dedicated health and well-being programmes and resources are available to employees across all business areas and we maintain a network of more than 100 Well-being Champions.

Mindlife, Elsevier's well-being programme, continued to engage colleagues on wellness. In the year, the Health-sevier Week programme of events reached more than 1,000 people and included a panel with members of the senior leadership team. They held Vitality Days throughout the year and provided access to online talks and workshops on a wide range of mental health topics.

LexisNexis UK's programme, Thrive, marked well-being week with virtual sessions on topics such as first aid, mindfulness, finances and online fitness classes. Other events included a healthy cooking competition, stress awareness month, foreign language classes and webinars on Covid-19.

LexisNexis Risk Solutions Group's programme, Living Well, planned a full year of activities with a new focus each month including sleep, stress, family, mental health and financial well-being. New resources for Covid-19 were developed for employees to help protect well-being while working from home.

Reed Exhibitions gave employees access to a range of online events such as virtual high-intensity training classes, yoga and mental health webinars. The Creative Hour programme allowed colleagues to learn new skills such as drawing self-portraits and knitting.

In November, we had a special focus on men's health and well-being in celebration of Movember.



Image: The RELX HQ running club pre-pandemic; the team continued fitness activities virtually in 2020.

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We provide products and services that advance understanding of people and health and safety issues for our customers. Among them in 2020, 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.

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 assessment in four countries

Well-being – SDG 3 (Good Health and Well-Being): Develop RELX mental health policy reflecting cross-business and external insights

By 2030

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

Customers

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.

2020 objectives

- Introduce SDG Customer Award at flagship annual RELX SDG Inspiration Day
- Map customer feedback mechanisms across business areas
- Develop framework for product accessibility self-audits

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Customers



Accessibility is part of our strategic planning and business culture. It's why we build our products to enhance the productivity of all our customers, including those with varying levels of physical ability.

Min Xiong

Global Head of Content User Experience
LexisNexis Legal & Professional, UK

Improving customer outcomes

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

In 2020, electronic products and services accounted for 87% of revenue, up from 36% in 2006.

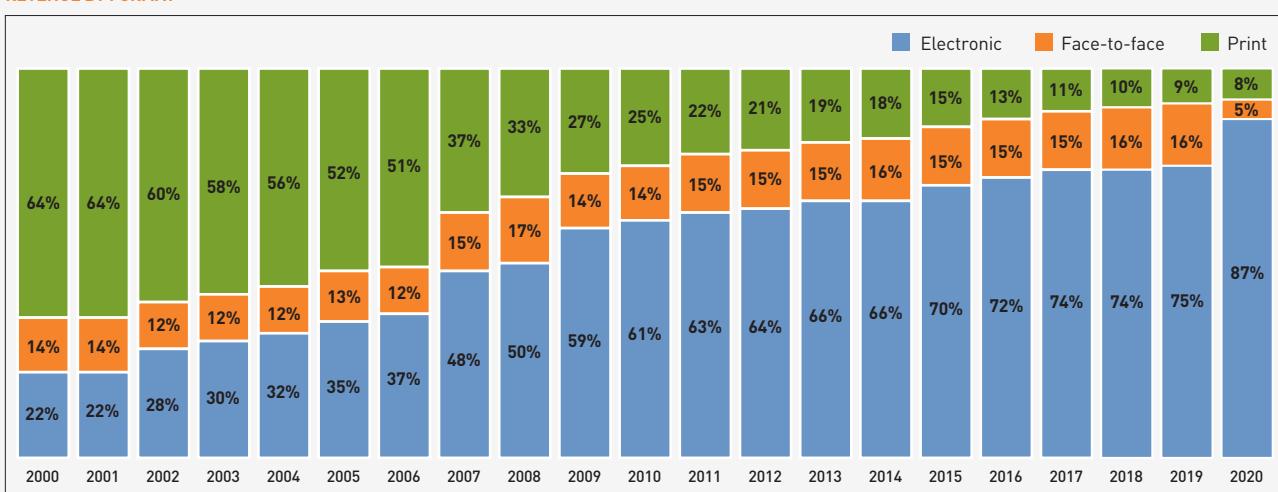
Editorial standards

Maintaining the integrity of what we publish is vital to the trust of customers and other stakeholders. Our Editorial Policy, available to all staff, 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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2020 objective:

Introduce SDG Customer Award at flagship annual RELX SDG Inspiration Day

In 2020, we launched the 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. The four winners were announced at the sixth RELX SDG Inspiration Day, which took place virtually on 24 June 2020. 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.

Recipients were:

- The University of Southern Denmark, Aurora Universities Network and Auckland University, the Netherlands and New Zealand, a consortium nominated by Elsevier for helping develop an SDG Matching Tool available on the RELX SDG Resource Centre to refine the complex search queries needed to identify research into each SDG. Ingwen Mu, Strategic Planning Manager of the University of Auckland, said, "We embrace the SDGs as this framework will bring our university and like-minded partners and academics together to solve some of the most pressing issues of our times."
- Standard Chartered Bank, South Africa – nominated by LexisNexis Risk Solutions for its Correspondent Banking Academy to raise standards in international banking in low-income countries. This, in turn, helps increase the ability of international banks to partner with banks in emerging economies.
- The Asian Development Bank (ADB), the Philippines – nominated by LexisNexis Legal & Professional for its Law and Policy Reform initiative working with judges in Asia and

the Pacific to strengthen environmental and climate law adjudication and enforcement. Irum Ahsan, a member of ADB's Office of the Compliance Review Panel, said, "The central premise of the Law and Policy Reform Programme is that a functioning legal system — anchored on the rule of law that establishes, implements and enforces laws and regulations fairly, consistently, ethically and predictably—is an essential component of inclusive and sustainable development."

- ScottishPower, UK – nominated by Reed Exhibitions – incorporated the SDGs into its business strategy, becoming the first integrated energy company in the UK to generate 100% green energy. Barry Carruthers, ScottishPower's Head of Innovation, Sustainability & Quality, said, "We will continue to take action to ensure clean affordable energy is central to reducing our carbon emissions; it allows us all to play our part in tackling climate change and achieving a better future, quicker."

We will continue the awards in 2021.



We're pleased to be recognised in these inaugural awards and take a real pride in our sustainability credentials.

Barry Carruthers

Head of innovation, Sustainability & Quality, ScottishPower

Digital knowledge and innovation: advancing customer goals

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

Scientific, Technical & Medical

In the year, Elsevier announced the US launch of Transition to Practice, an immersive online learning platform that empowers new nurses to quickly build skills and confidence as they transition from academia to professional clinical practice.

Global medical emergencies and other crises place an unprecedented demand on the mental and physical well-being of healthcare professionals, complications that can lead to staggering nurse burnout rates, emotional conflict, and overwhelming stress and anxiety. The effects of anxiety are especially compelling in new nurses just entering the workforce with limited confidence and competence in their skills.

Aligning with the American Nurses Association Standards of Professional Practice, Transition to Practice presents an evidence-based curriculum with cutting-edge eLearning modules – such as virtual simulation and interactive games – to accelerate competence and sharpen decision-making skills for new nurses. To promote a culture of support, the platform also features communication tools that allow new nurses to self-reflect on levels of confidence.

Using data that measures new nurses' professional competency, confidence levels and satisfaction rates, nurse leaders can then identify where new nurses are struggling and create a tailored approach to address their needs. With a learner-centered onboarding approach, nurse leaders can improve the overall satisfaction and retention levels of new nurses and help reduce stress, miscommunication and potential risks to ultimately enable better patient outcomes.



Transition to Practice builds on the foundation of new nurse undergraduate education to solidify their confidence in becoming a stronger interprofessional collaborator.

Lya Stroupe, DNP, APRN, CPNP, NEA-BC, NPD-BC

Director of the Transition to Practice programme, West Virginia University Medicine

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Risk

Perpetrators of fraud can be adept at avoiding detection. They deploy complex, multi-vector attacks and continually develop new strategies to bypass controls and exploit vulnerabilities. Differentiating between legitimate citizens and high-risk users in near real time is difficult and adding more security measures often produces unwanted friction for citizens. The best proven approach is a layered defence to inform better risk decisions. In the year, LexisNexis Risk Solutions added Behavioral Biometrics to its portfolio of fraud and identity solutions. Behavioral Biometrics, combined with existing digital identity intelligence, enables organisations to make more reliable fraud and risk decisions.

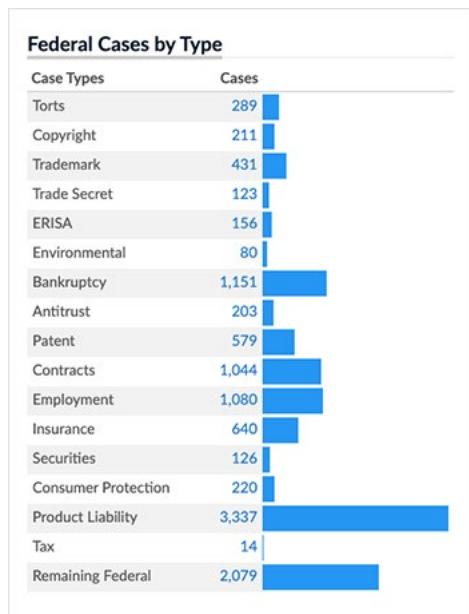
The tool is fully integrated into and accessed via LexisNexis ThreatMetrix, an enterprise solution for global digital identity intelligence and authentication powered by insight from billions of transactions, embedded machine learning and a decision platform. Behavioral biometrics adds an additional layer of defence by analysing the way a user interacts with a device and reliably differentiates between different user profiles.



By layering behavioural biometrics with digital identity intelligence, customers gain additional risk signals across account openings, high-risk pages (logins, personal information changes, password resets, payee creation, etc.) and payments. The result is transformative fraud-detection technology that protects businesses and gives trusted people the positive experience they deserve.

Legal

In 2020, Lex Machina, part of LexisNexis Legal & Professional, expanded its US federal district court coverage to provide users with access to all commercially relevant federal civil cases. Over the past ten years, Lex Machina has expanded to 16 different practice areas in federal courts, as well as an increasing number of state courts. With this addition of nearly 800,000 cases, Lex Machina provides access to over 2.8 million federal civil cases.



Users can now locate any federal district court case and ensure that it is incorporated in the generation of data-driven insights from Lex Machina's Legal Analytics on judges, law firms, attorneys, parties, and the subjects of the cases themselves. This includes a new case tag that allows users to view and analyse cases with claims that are directly caused by, or are significantly impacted by, the coronavirus health crisis or related societal changes. With this data, lawyers can predict the behaviours and outcomes that different legal strategies will produce, enabling them to win more cases.



With the addition of nearly 800,000 cases, Lex Machina is taking a major step forward in our mission to bring Legal Analytics to all areas of the law. This is the most cases we've ever added to our system at one time, giving users new capabilities and insights into the entire court system.

Karl Harris
CEO, Lex Machina

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The screenshot shows the Atlas digital platform interface. On the left, a session directory for September 22-24, 2020, lists sessions like 'Implicaciones legales del T-MEC en materia de ciberseguridad' and 'La nueva cara del cibercrimen'. On the right, a speaker directory lists speakers such as Abhishek Bansal, Abhishek More, Ajay Prasad, Akhil Jain, Amit Dutta, Amrit Kumar, Anchit Nayar, and Anuj Kerkar, each with their profile picture and brief bio.

Image: Atlas, Reed Exhibition's global digital platform, features a directory listing sessions (left) and speakers (right)

Exhibitions

Reed Exhibitions enhances the power of its face-to-face events through digital solutions and rich data analytics. When the pandemic prevented in-person events, digital platforms, tools and experience enabled the business to move key elements of its shows online at rapid speed. Atlas, the global digital platform powering over 620 show sites, has been central to keeping customers connected throughout the crisis. In 2020, it hosted 63,429 exhibitors who uploaded 55,084 products and 5,043 documents, leading to 18 million sessions with 37 million page views.

Atlas supports virtual webinars, matchmaking and one-to-one meetings, alongside videos, podcasts and presentations. More than a content management system, it features key components such as a show planner, floor plan and an exhibitor, conference, participant and product directory. Atlas also includes an exhibitor task list and offers a multitude of exhibitor sponsorship opportunities, as well as a native forms capability that can write leads to Salesforce, enabling exhibitors to keep a record of potential customers. In the year, Reed Exhibitions added a Customer Hub component, which allows customers to log in seamlessly to third-party platforms. There were also unique features for specific shows, such as an artist gallery for international art fair FIAC and Paris Photo.



Because Atlas is a global platform, our customers are benefiting from product improvements that originate in other shows from all over the world. We've never been able to benefit from this type of scale before.

Morgane Morice

Group Marketing Director, Reed Expositions France

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 2020, we continued good privacy practices throughout our businesses. Dedicated privacy teams implemented requirements for compliance with emerging data protection regulations. We also held Compliance Week activities with videos, emails, articles and a quiz.

In 2020, we continued our efforts to educate our stakeholders – employees, third parties, customers, and law enforcement – with frequent outreach. For example, in October 2020, we observed Cyber Security Awareness Month with an Information Security Town Hall for employees. We ran our third annual contest for employees called The Great Phishing Challenge; employees were quizzed on detecting suspicious emails. From more than 2,000 submissions, we randomly awarded prizes to ten employees with perfect scores. In November, we educated employees on protecting themselves against fraud during International Fraud Awareness Week. During the year, we also performed penetration testing of sensitive processes to assess and enhance our protections.

Michael Breslin, Strategic Client Relations Director for federal law enforcement at LexisNexis Risk Solutions, was selected to serve on the newly established cyber investigations advisory board of the US Secret Service. The advisory board, CIAB, will advise the Secret Service's office of investigations on latest trends in financial crime, investigative techniques, cybercrime and technologies and provide other insights in support of the agency's mission. "Public-private partnerships like the CIAB are very helpful as the government contends with rampant Covid-19 related identity thefts, fraud schemes and network intrusions," said Breslin. "Agencies must arm themselves with a layered defence that can detect the full spectrum of possible attacks."

87%

In 2020, electronic products and services accounted for 87% of revenue, up from 36% in 2006.

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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 mapped our customer satisfaction measures to establish a RELX-wide customer satisfaction metric. Empathising with our customers enables us to better leverage our content with data and analytics in order to provide beneficial solutions to advance their work.

Access to information

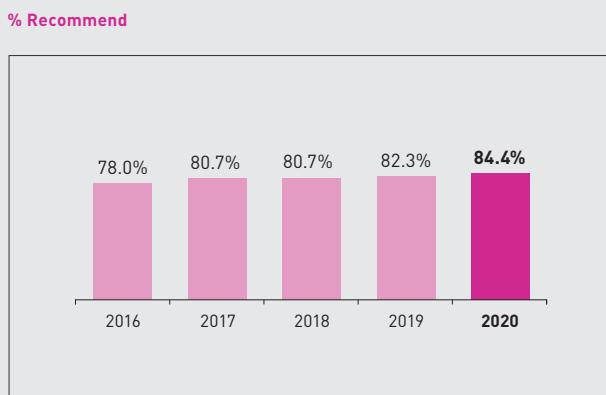
Our Scientific, Technical & Medical primary publications, like those of most of our competitors, are published largely on a paid subscription basis. As funding is available, we support our authors to publish open access, which can increase the visibility of their work. We welcome the debate in government, 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 Online Retailer and the Popai Awards in Paris, highlighting creativity and innovation in retail marketing.

2020 objective:

Map customer feedback mechanisms across business areas



In 2020, working with customer insight leads from across our business, we developed a RELX-wide customer satisfaction metric based on recommendation. The percentage of customers who responded to surveys across all RELX business units with a score between 7 and 10 on an 11 point scale where 0 was the lowest score were deemed to recommend. The results showed that in 2020, 84.4% of customers would recommend RELX businesses, compared with 82.3% in 2019. We included this metric in RELX's 2020 Dow Jones Sustainability Index submission, which contributed to a six point increase year-on-year for customer satisfaction management; we achieved a score of 54 compared with an industry average of 25.

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Capacity-building in countries with low resources is a priority for us. Through Research4Life, more than 10,000 institutions in over 120 low and middle income countries receive affordable access to over 100,000 peer-reviewed resources. Elsevier is a founding partner, providing a quarter 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.

In 2020, researchers benefited from newsletters with lay-summaries of relevant articles sent to journalists and over 90 pieces of news coverage generated by our weekly newsletter in top-tier outlets including The Times, The Telegraph, The Guardian, Sky News and CNN.

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:

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

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 2020, more than 22,000 people from 120 countries 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 3,000 people from more than 100 countries attended live or recorded Library Connect webinars. Regional teams supplemented online offerings with virtual seminars and workshops, including the first-ever event in South Africa. The Library Connect website, containing articles, infographics, videos and other resources, had approximately 88,000 visitors. In 2020, the Library Connect website was ranked 9th in the top 50 librarian blogs and websites for librarians by Feedspot, a content aggregator for blogs and websites.

Accessibility

We strive to empower all people, including persons with disabilities, by ensuring our products and services are accessible and easy to use by everyone. Our commitment to accessibility is embedded across RELX and advances our Inclusion Policy. We follow the Web Content Accessibility Guidelines (WCAG 2.1 level AA) and modernised our RELX Accessibility Policy in 2020 to be in line with the standard.

In 2020, we integrated several RELX Accessibility Policy best practices and guidelines across hundreds of digital products and websites.

In the year, members of the Accessibility Working Group logged over 150 accessibility projects and Elsevier's Global Books Digital Archive fulfilled more than 3,400 disability requests, 87% of them through AccessText.org, a service we helped establish.

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 continues to work directly with HESI testing candidates that register to take a HESI exam remotely via our remote proctoring vendors. Over the past two years, the team has processed more than 225 candidate accommodation requests, ensuring that these testing candidates have an accessible and inclusive testing experience.

We continue to be open and collaborative in sharing and receiving accessibility knowledge. Throughout 2020, RELX accessibility teams partnered with external content providers, including Highcharts, OAK, Pendo and Workday, to help guide accessible solutions for public benefit. 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. We updated our ScienceDirect VPAT and all new VPATs in 2020 according to the new WCAG 2.1 standard.

In January 2020, ScienceDirect achieved a 97% gold rating by the independent ASPIRE organisation for the platform's accessibility statement, the highest score of any publisher at that time. The reviewers commented: "There is a huge amount of technical information available and capturing this information in an understandable manner is a feat. The accessibility statement truly reflects the work and commitment of Elsevier to accessibility..." ScienceDirect also ranked 414th and in the top 1%, of WebAIM's accessibility analysis of the top 1,000,000 home pages.

Elsevier launched the Elsevier Brand Digital Guidelines version 2.0 with new guidance on accessible colour contrast, user interface components, and disability user personas.

In 2020, our businesses developed several in-house tools and resources to help educate our employees and foster best practice in development. Among them, LexisNexis Risk Solutions continued enhancing the A11yC.A.T tool to help developers address accessibility bugs in real time.

Elsevier trained over 200 employees through the internal accessibility belting programme, virtual training events, and the accessibility guild. We introduced a new one-hour introduction to accessibility for all new technology employees as part of induction training.

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Elsevier continues to publish new books and journals on the topic of accessibility and disability such as the Journal of Disability and Health. We also strengthened our alternative text for images in books by providing descriptive text for top health science titles including The Language of Medicine by Davi-Ellen Chabner and Fundamentals of Nursing by Patricia A Potter.

LexisNexis Legal & Professional's Global Product department integrated accessibility into over 100 products and its accessibility team responded to over 200 disability related enquiries. Its visual designer team worked with the content user experience team to include accessibility checks throughout the project lifecycle. LexisNexis Legal & Professional also updated its accessibility statement from WCAG 2.0 to WCAG 2.1.

Furthermore, we continue to work with executive level champions and chief technology officers in establishing best practice accessibility in development models, including in the make-up of development squads and designating product manager and user experience accessibility champions. In the year, RELX joined the Valuable 500, the global CEO community revolutionising disability inclusion through business leadership and opportunity.

We participated in accessibility conference CSUN 2020 where we presented our latest advancements with Highcharts and VPATs.

In 2020, we celebrated the second RELX Accessibility Leadership

Awards to showcase employees who show exceptional leadership in pursuing accessibility. Nominees must have made a demonstrable accessibility improvement that can be related to any product, process, technology, campaign, or partnership. The three judging criteria are impact on users with disabilities, innovative practices and leadership. The winner of the 2020 Leadership Award was Min Xiong, Global Head of Content User Experience at LexisNexis Legal & Professional. Michael Goddard, Senior Software Engineer at Elsevier, was awarded the Practitioner Award for his work to make Scopus one of the top accessibility rated products in the RELX suite, achieving a WCAG 2.0 AA rating.

In 2020, Elsevier continued its advocacy for inclusive publishing practices through its representation on the board of WIPO's Accessible Books Consortium and in revitalising key partnerships, including donating over 4,000 Elsevier book titles to the UK's Royal National Institute of Blind People, a not-for-profit organisation that provides an online library for people with print disabilities.



2020 objective:

Develop framework for product accessibility self-audits

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. The maturity model provides 14 rateable categories including engineering, employee training and people development. Elsevier was the first RELX business to use the tool to evaluate its accessibility efforts and to spotlight opportunities for 2021.



Linked to SDG 10: Reduced Inequalities

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

Image: Employees can take the Accessibility Belting Programme to advance from an understanding of accessibility to implementation and then best practice. Over 150 people have earned their yellow belts, which requires completing 14 online modules.

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The winner of the 2020 RELX Accessibility Leadership Award was Min Xiong, Global Head of Content User Experience at LexisNexis Legal & Professional.

150+

Accessibility projects logged by the Elsevier Accessibility Working Group

3,400+

Elsevier's Global Books Digital Archive fulfilled more than 3,400 disability requests

In 2020, we promoted wider understanding of accessibility issues through publications such as *Assistive Technologies: Principles and Practices*, the *Journal of Disability and Health*, *Autism 360° Assistive Technology for the Elderly*, *International Review of Research in Developmental Disabilities*, and *Demand for Emerging Transportation Systems*.

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

By 2030

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

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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.

2020 objectives

- Progress new partnership with global fundraising partner, Hope and Homes for Children
- Develop RELX Cares Manager training
- Create RELX Cares module for staff induction across RELX

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In our commitment to continuously serve our communities, we become change agents, translating compassion into positive action.

Ardy Co

Manager, HR and Employee Engagement
Reed Elsevier Shared Services, Philippines

230+

A network of over 230 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 2020, the focus quickly shifted to helping our charity partners in the wake of Covid-19.

The core focus of RELX Cares is 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 230 RELX Cares Champions ensures the vibrancy of our community engagement.

In 2020, we held the tenth Recognising Those Who Care Awards to highlight colleagues who made outstanding contributions to their community during the pandemic. Two individuals and two teams won charity donations to their chosen causes. To mark the tenth anniversary of the programme, we brought together previous winners to take part in an alumni challenge; teams pitched for donations to charities of their choice.

Each September, we hold RELX Cares Month to celebrate our community commitments. During the month, we raised funds to help global fundraising partner, Hope and Homes for Children, which aims to ensure children grow up in families rather than institutions. Employees are working to raise \$120,000 over a three-year period to support the charity's work with hearing-impaired children in Moldova. The country has three orphanages for children with hearing impairment, and disability is a common impetus for institutionalising children. Funding will support inclusive education to help affected children integrate into mainstream education, through speech therapy, quality hearing aids, support for parents and teacher training. Two children have now successfully undergone cochlear implant surgery and the charity is continuing to provide support with post-operation rehabilitation.

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Giving

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, including universal, sustainable access to information.

Employees across RELX sponsor charities for funding through the programme. RELX Cares Champions vote on applications, using decision criteria such as value to the beneficiary and opportunities for staff engagement. In 2020, in response to the pressure the pandemic placed on charities, we divided available funding among the charities RELX Champions had selected for donations in 2018 and 2019 that were still active partners. We did not seek applications and permitted recipients to use the grants to support their organisations at a critical time.

Accordingly, we donated \$295,750 to 41 charities. Examples of how the funds were used include:

- One to one remote tutoring for students in North America to help them cope with the impact of the pandemic on their families and communities
- Book boxes for children in Cameroon whose lives have been disrupted by the civil war, now at further risk from the pandemic
- Food and hygiene parcels to vulnerable families across South Africa
- Digital platforms to train community teachers in Cambodia, Myanmar and Nepal to raise awareness of good hygiene behaviours to minimise the spread of Covid-19
- Providing Syrian refugees in Lebanon with clean water, soap, masks and disinfectant
- Ensuring urgent food and sanitation supplies reach marginalised communities affected by the lockdown in India and Nepal

In managing community involvement, we apply the same rigour as in other parts of our business. Following the Business for Societal Impact (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 Business for Societal Impact to clarify the methodology we use for valuing in-kind contributions, and the organisation, of which we are members, assured our use of its reporting methodology. [Read the assurance statement in Appendix 2.](#)

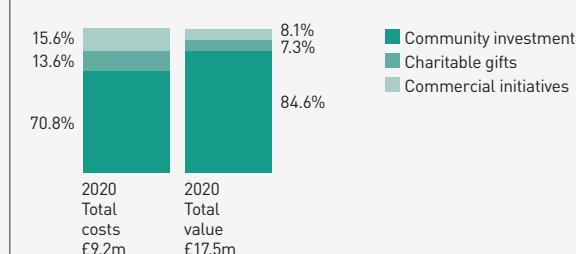
We donated £5.6m in cash (including through matching gifts), an increase over 2019, and the equivalent of £12m in products, services and staff time in 2020. Some 26% of employees, despite the challenges of the year, were engaged in volunteering through RELX Cares. According to Business for Societal Impact data, the average volunteering rate for all sectors is 8%.

In 2020, we continued to engage in skills-based volunteering, applying business knowledge and expertise to benefit communities. For example, in the UK, colleagues at LexisNexis Legal & Professional developed Digital PIP, a site that helps individuals process their Personal Independence Payment, the main welfare benefit in the UK for increased cost of living arising from a disability.

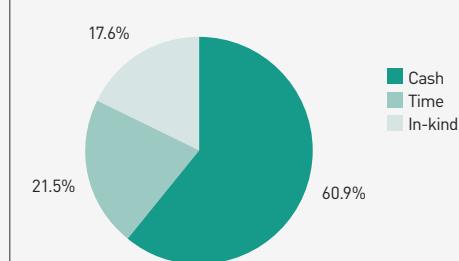
Throughout 2020, we encouraged in-kind contributions, such as product and equipment donations, in line with our Product Donation Policy. In the year, the LexisNexis Rule of Law Foundation published and distributed a children's colouring book on the rule of law for 1,000 children in rural Liberia. We also contributed

143,547 books to Book Aid International, Books for Africa and the Asia Foundation worth over \$9m.

COMMUNITY INVOLVEMENT



WHAT WE CONTRIBUTED IN 2020 (COST)



The ABC's of the Rule of Law

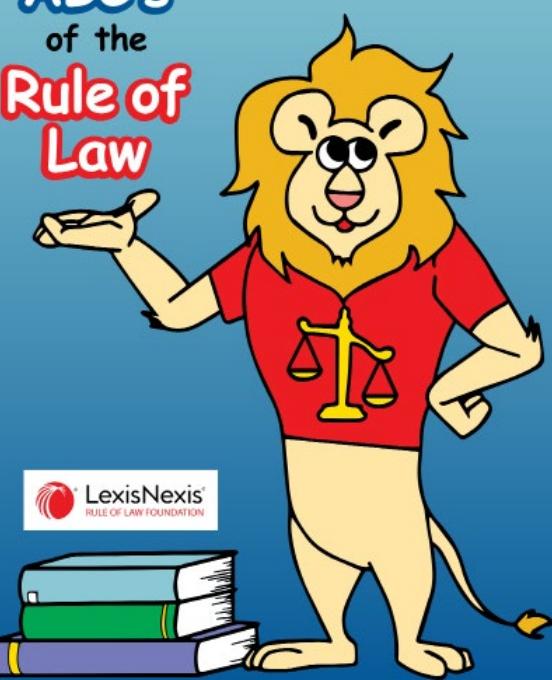


Image: Engaging Liberian children on the rule of law with a colouring book made possible by the LexisNexis Rule of Law Foundation.

Engagement

Employees were eager in 2020 to support their communities through the coronavirus pandemic. We allowed employees to use RELX Cares hours to volunteer in creative ways, relaxing the requirement for time to be used only for registered charities. Employees sewed masks for healthcare workers and made donations to food banks and supported neighbours in need.

During global RELX Cares Month in September, we ran a competition to encourage employees to use their two days: LexisNexis Risk Solutions colleagues from Manchester, UK recorded the highest number of RELX Cares hours per person (6.5 hours) and were awarded \$1,000 for the charity of their choice, the Motor Neuron Disease Association. Our office in Manila recorded the highest number of collective hours (3,217) and won \$500 for their chosen charity, the Kapatidkita Mahalkita Foundation.



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.

Benjamin Amster (left) is the son of Jason Amster, Content Manager for Lexis Practice Advisor in New York City, New York. He graduated from Deer Park High School in 2020 and will be attending Hunter College as a Macaulay Honors student. During his schooling, Ben was captain of his school's quiz bowl team, leading the team to playoffs for two consecutive years, and was a member of the local chapter of the National Honor Society and the French Honor Society. Additionally, he played for his school's golf and tennis teams. Outside school, Ben has volunteered for multiple political campaigns and organisations. He was a recipient of the AP Scholar award with distinction and the New York State Comptroller Student Achievement award.

Bilal Pandit (right) is the son of Ruchira Hasolkar, Security Manager for Risk & Business Analytics in San Jose, California. Bilal is currently a sophomore at UCLA, majoring in neuroscience with the aspiration to become a pathologist. As a high school student, he worked with a number of non-profit organisations, such as the Mental Health Association of San Francisco. He also interned with companies such as ThreatMetrix to gain work experience. Outside education, Bilal is an avid volleyball player, earning numerous accolades, and is an officer for the Beach Volleyball Team at UCLA.



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 2020 with messages to staff and a video that showcased the positive effect of volunteering on beneficiaries and employees alike.

RELX Cares Month 2020 touched thousands of employees with creative volunteering and fundraising and included Global RELX Cares Day on 17 September featuring community action across RELX. RELX Cares Month activities included:

Scientific, Technical & Medical:

- San Diego, US – wrote letters and made cards to accompany free meals to seniors in need
- Tokyo, Japan – fundraising to support Books For All
- Gurgaon, India – distributed dry ration kits to migrant workers

Risk:

- Stillwater, US – held a month long food and book drive for local non-profits
- Nottingham, UK – ran a virtual coffee morning to raise money for a cancer charity
- Hong Kong – recycled soap for the charity Soap Cycling
- São Paulo, Brazil – collected food for a non-profit that supports vulnerable children living with HIV

Legal:

- Sydney, Australia – held a virtual workshop on youth well-being and mentoring run by a charity partner
- Toronto, Canada – organised a virtual walk to raise money for a cancer charity
- Singapore – decorated a senior citizen home for the lantern festival

Exhibitions:

- Düsseldorf, Germany – joined with other RELX employees for a clean-up on the banks of the Rhine
- Norwalk, US – took part in a virtual volunteer fair with local charity partners

Across RELX:

- London, UK – arranged a lunch & learn with the youth charity Envision

Image: Reed MIDEM Paris colleagues packed book donations for Bibliothèques Sans Frontières (Libraries Without Borders).

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Impact

In accordance with the Business for Societal Impact model, we monitor the short- and long-term benefits of the projects with which we are involved. We ask beneficiaries to report on their progress and we share their letters and updates on our corporate intranet and in monthly update calls with RELX Cares Champions, to increase transparency and awareness.

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 2020, we received a total of 725 responses.



I was proud to tell the organisation I volunteered at that my company makes service a priority.

Respondent, RELX employee impact survey 2020



2020 objective: Develop RELX Cares manager training

We have developed materials for managers to support them in engaging their teams with RELX Cares activities. It contains information about how employees can get involved and includes information and videos about RELX Cares Month; our global charity partner programme; the RELX Cares Champions network; and detailed information about volunteering with links to RELX Cares policies.

The materials were shared with RELX Learning and Development colleagues and is accessible to all employees on the RELX intranet with a link to the materials on our HR portal.

Image: Colleagues from LexisNexis Risk Solutions New York volunteered with the Central Park Conservancy.

90%

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

71%

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

91%

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

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2020 objective:

Progress new partnership with global fundraising partner, Hope and Homes for Children

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

Hope and Homes for Children (HHC) was selected as the 2019–2020 Global Fundraising Partner in an all-employee vote. In 2020, we agreed to extend the partnership to 2022.

HHC is a global expert in the deinstitutionalisation of children. It aims to close institutions and give all children the opportunity to grow up in loving, stable families and work with governments to tackle the root causes of family breakdown and also engages with civil society organisations in over 30 countries to dismantle orphanage-based care systems.

RELX is aiming to raise at least \$120,000 by 2022 and we reached over \$100,000 by year end for a project in Moldova to benefit hearing-impaired children.

In Moldova, limited support services for children with disabilities is a key driver of family separation. Disabled children have the best chance of reaching their potential when growing up in families, with the right support available through community services and schools. Moldova has three orphanages specifically for children with hearing impairment.

The funds are being used to support quality inclusive education, working with 35 high-risk children and their families and helping them access education and support. HHC has continued its work despite the challenges caused by the coronavirus pandemic. Key programme milestones include:

- supporting two children to successfully undergo cochlear implant surgery
- supporting the most at-risk families remotely with counselling and virus protection training during the lockdown

- training teachers, support assistants and therapists, and advancing the infrastructure for special needs services across Moldova
- graduating eight children who no longer need support from the programme and opening it up to eight new children from recently closed residential institutions

As well as extending our partnership with HHC for another year, we have supported the charity by connecting it with various parts of the business. During the year, it submitted correspondence in response to a commission published by The Lancet Child & Adolescent Health: Institutionalisation and deinstitutionalisation of children.

\$120,000

Global fundraising partnership target



Linked to SDG 4: Quality Education

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

Image: The RELX Global Fundraising Partner, Hope and Homes for Children, provides support for hearing-impaired children and their families.

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2020 objective:

Create RELX Cares module for staff induction across RELX

We developed an engaging RELX Cares model to enable new employees to learn about RELX Cares and how they can get involved. New recruits learn about our global charity partnerships, their RELX Cares hours entitlement, RELX Cares Month and how to find out more about RELX Cares activities coming up in their office and around the world.

The materials are being integrated into onboarding processes across RELX.

Image: At the start of 2020, colleagues from LexisNexis Risk Solutions Singapore volunteered with Willing Hearts to prepare meals for families in need.

In 2020, we helped the Ban Ki-moon Centre for Global Citizens empower six young African leaders through their Global Citizen Scholars 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, which they presented at the RELX SDG Inspiration Day in June. Projects ranged from innovative approaches to wastewater management and avoiding food wastage to menstrual hygiene education.



Making RELX Cares part of the onboarding process demonstrates to new colleagues just how important giving back to the community is to our corporate culture.

Pamela Rath

Senior Director of Communications, Global Operations,
LexisNexis Legal & Professional US

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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

By 2030

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

Supply chain

Why

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

2020 objectives

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

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Corporate responsibility is embedded in how we operate at RELX, and we expect our suppliers to uphold the same high standards we set for ourselves. Although Covid-19 challenged the way businesses operate around the world, we continued to audit our suppliers via technology and new processes to ensure an ethical, socially responsible supply chain.

Lisa Bowling
Chief Procurement Officer
RELX, US

102,000

Approximately 102,000 purchase orders valued at over \$500m embedded with our Supplier Code

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 sign 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 written commitment to uphold the Supplier Code. The Supplier Code states that, where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards. 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 ten 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 2020, there were 412 suppliers on the SRS tracking list, 43 of whom were in high-risk countries and 60 in medium-risk countries. At year end, 91% of suppliers on the tracking list were signatories to our Supplier Code. We work with non-signatories to gain agreement to our Code, and/or assess whether they have equivalent standards in place, allowing us to work with them. In total, by embedding the Supplier Code into our sourcing process – including standard terms and conditions (such as contracts and purchase orders) – there were 3,457 suppliers who signed the Supplier Code in 2020, up from 3,202 in 2019.

16

Our Supplier Code of Conduct is available in 16 languages

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We engage a specialist supply chain auditor who undertook 99 external audits on our behalf in 2020: 25 virtual onsite audits and 74 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 could then evaluate the facility, conduct interviews, and review the necessary documentation in real-time, just as if conducting an in-person audit.

The auditor selects the employees and, to avoid improper influence, facility management is not allowed to choose or suggest which employees are interviewed or documents selected for review. The auditor will select employees from a full roster (and may select employees to interview 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 2020, audit locations included Argentina, Brazil, Bulgaria, Canada, China, Hong Kong, Hungary, India, Lithuania, Malaysia, Mauritius, Nicaragua, Pakistan, Peru, the Philippines, Poland, Russia, Singapore, South Africa, United Kingdom, United States and Vietnam.

For paper suppliers we rely on PREPS (Publishers for Responsible Environmental Paper Sourcing), a shared industry resource for sustainable paper which we helped establish. By year end 2020, 92% of RELX's paper, by weight, was graded on PREPS. 100% of this PREPS-graded paper came from known and responsible (sustainable) sources.

Linked to SDG 8: Decent Work and Economic Growth



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, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms

Linked to SDG 10: Reduced Inequalities



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

Promoting human rights through the Supplier Code

The Supplier Code contains provisions on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, freedom of association, health and safety, environment and anti-corruption. In accordance with the UK's Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices.

In 2020, we updated our [RELX Modern Slavery Act Statement \(MSA\)](#) to highlight how we are working to avoid slavery and human trafficking in our supply chain as well as in our direct activities. During the year, to further our commitments under the MSA, we appointed a consultant to undertake a human rights risk assessment of our supply chain, which will begin in 2021. We also worked with Reed Exhibitions to identify suppliers in high-risk locations. In the year Reed Exhibitions colleagues developed a Sustainability Charter which incorporates labour principles.

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 this Code of Conduct, or who assists in the investigation of any such report. We continually monitor and take action on suppliers who do not comply with our Supplier Code.

99

Independent audits completed, including onsite, remote onsite and desktop

12.9%

Total US spend with diverse suppliers



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

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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 the Supply Chain Event, PackPlus and SITL Europe, the trade fair for transport and logistics.

Helping employees understand the issues and supporting suppliers

In 2020, we invited RELX employees who manage supplier engagement to strongly support supplier diversity and inclusion in their selection process. We conducted training on using the RELX supplier diversity portal to assist employees in their efforts to identify diverse suppliers.

2020 objective:

Continue to advance US Supplier Diversity and Inclusion Programme

We are committed to proactive engagement with suppliers to ensure our supply chain reflects the diversity of our communities, and continued to focus on our supplier diversity programme. In 2020, 12.9% of our US spend was with diverse suppliers, up from 11.9% in 2019.



Linked to SDG 10: Reduced Inequalities

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

3,457

Suppliers who have signed the Supplier Code

412

Suppliers tracked

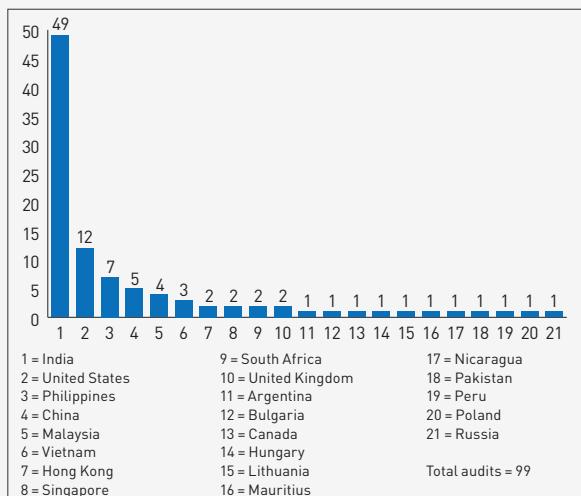
85%

The 2020 average onsite/remote onsite audit score (out of 100) was 85%, higher than our external auditor's global average of 82%

91%

Of signatories to the Supplier Code on our tracking list

AUDITS BY COUNTRY



| Target | Measure | Results | | |
|---|---|-------------|-------------|-------------|
| | | 2018 Actual | 2019 Actual | 2020 Actual |
| Increase # of suppliers as Code signatories | Total # of Code signatories | 3,082 | 3,202 | 3,457 |
| | % of suppliers on tracking list as Code signatories | 89% | 91% | 91% |
| | # of POs with Code embedded | 77,951 | 112,747 | 102,238 |
| Continue using audits to ensure continuous improvement in supplier performance and compliance | # of independent audits completed | 84 | 93 | 99 |
| | Onsite/remote onsite | 84 | 52 | 25 |
| | Desktop | - | 41 | 74 |
| | Average overall onsite audit score (0-100) | | | |
| | Onsite/remote onsite | 85 | 86 | 85 |
| | Desktop | - | 40 | 33 |
| Continue to advance the US Supplier Diversity and Inclusion Programme | % of total US spend with diverse suppliers | 11.2% | 11.9% | 12.9% |

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| Survey results | 2020 |
|--|-------------------|
| 25% response rate (80 responses) | |
| General | Percentage |
| Suppliers with a Board-level representative responsible for CR | 86 |
| Suppliers with Code of Business Ethics | 92 |
| Suppliers with Supplier Code of Conduct | 79 |
| Suppliers with supplier diversity statement and/or stated supplier diversity policy | 79 |
| Suppliers with training and development programmes | 79 |
| Suppliers who set annual corporate responsibility targets | 58 |
| Suppliers who report publicly on CR performance | 37 |
| Suppliers who monitor corporate responsibility compliance | 81 |
| Suppliers who are signatories to the UN Global Compact | 18 |
| Labour | |
| Suppliers who have policies in place to ensure that human trafficking and forced labour are not used | 89 |
| 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 | 71 |
| Coercion and harassment | |
| Suppliers who allow employees freedom of movement in the facility | 82 |
| Suppliers whose employees are permitted to work voluntarily and are free to terminate their employment and leave work at any time | 90 |
| 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 | 91 |
| Suppliers who ensure that recruitment agencies in their supply chain are audited relative to unethical recruitment practices | 71 |
| Suppliers who prohibit the use of recruitment fees or other related fees for their employment | 100 |
| Freedom of association | |
| Suppliers who allow employees a right to organise and bargain collectively | 94 |
| 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 | 100 |
| Suppliers who have a programme in place to investigate employee workplace accidents | 97 |
| Environment | |
| Suppliers who have publicly set reduction targets on greenhouse gases | 41 |
| Suppliers who have publicly set reduction targets on solid waste | 42 |
| Suppliers who have publicly set reduction targets on water usage | 35 |
| Suppliers who externally report CO ₂ emissions through the Greenhouse Gas (GHG) Scopes | 30 |
| Suppliers who have a science-based target for carbon emissions | 27 |
| Suppliers who are considering a science-based target for carbon emissions | 34 |

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Aligning with good partners: Xavier Creative House



WHERE HEALTHCARE BRANDS LIVE™

US Xavier Creative House (XCH) aligns with RELX given its focus on ethics, labour and human rights, and sustainable procurement. Its core business is creative design for the health services sector.

XCH provides protection of personal data for clients and trains its associates on its robust anti-corruption and harassment policies. To reduce its environmental impact, XCH offsets its carbon emissions through donations to renewable energy and reforestation initiatives. It also supports energy conservation by using more efficient electronics, and reduces waste by choosing environmentally responsible vendors. It also hosts sustainable community outreach programmes.

XCH invites the views of all individuals by cultivating a climate of positivity that fuels creativity and authentic self-expression. The company's employee wellness programme, skills/professional development training, and partner status with CarbonFund.org contributed to a 91st percentile ranking with EcoVadis globally.

XCH extends its commitments throughout its own supply chain by using EcoVadis and CarbonFund partner databases to source suppliers who share their values.



We are a RELX partner because we promote a culture of respect for all people, emanating widely from our core team to an extended network of clients, suppliers, vendors and global talent intelligence.

Sunny Beth White
CEO and Founder



Linked to SDG 12: Responsible Consumption and Production

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

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

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

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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.

2020 objectives

- Set new environment targets for 2020-2025
- Purchase renewable electricity equal to 100% of global consumption
- Achieve ISO 14001 Environmental Management System (EMS) certification at 50% of the business by head count

Key issues in this section

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- 65 2020 objectives
- 66 Environmental risks and opportunities
- 67 Managing our impact
- 68 Mapping the value chain
- 69 2020 Environmental Performance
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At ICIS, our energy business supports our customers in the energy transition to a cleaner future, empowering them to make better, more sustainable trading and investment decisions. We support our partners wherever they are on their sustainability journey – helping them anticipate what's next, and transition faster with less risk.

Philipp Ruf
Director Power and Carbon Analytics
ICIS, Germany

55%

of RELX by headcount is certified to ISO 14001

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 2020, continued our involvement with the Aldersgate Group which engages the UK government on environmental issues. In the year, we signed a letter calling for the UK government to adopt a Nationally Determined Contribution that is in line with the Paris Climate Agreement. We also attended a roundtable discussion with the CEO of COP26, and The Lancet signed the UK Health Alliance on Climate Change's letter, urging the government to pursue a green recovery from the Covid-19 pandemic.

We remained signatories of We Are Still In, confirming our commitment to combatting climate change, joining more than 3,900 businesses, universities, cities, states and other organisations. 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. We identify risks and opportunities associated with climate-related scenarios in alignment with the Task Force on Climate-related Financial Disclosures (TCFD), including transitioning to a lower carbon economy and risks related to physical impacts of climate change. Our risk management process considers current and emerging risks to achieving the strategic goals of the Company. The Board sets the risk appetite and mitigation strategies and monitors implementation by senior managers.

Our [Global Environmental Policy](#) applies to all areas of the business and is supported by a global Environmental Management System (EMS), aligned with the ISO 14001 environmental standard. In 2020, 55% of the Company by headcount was ISO 14001 certified. The Global Environmental Policy indicates 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.

Our network of Environmental Champions, together with colleagues throughout the business, as well as external stakeholders such as NGOs and investors, help with advice, ranking and tracking of our environmental risks and opportunities. They are reviewed during Environmental Checkpoint meetings, chaired by the CFO during the year.

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

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

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Managing our impact

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



Our best environmental impact: environmental knowledge

In creating our products and services we have an impact on the environment in areas such as carbon emissions, energy and water usage. But arguably bigger and more important is our growing portfolio of environmental products and services, which spread good practice, encourage debate and aid researchers and decision makers. The most recent results from the independent market analysis system show our share of citations in environmental science represented 47% of the total market and 62% in energy and fuels.

In the year, the RELX global head of corporate responsibility contributed to the Carbon Trust Corporate Sustainability Summit as a keynote speaker sharing perspectives on a sustainable recovery from the Covid-19 pandemic.

Scientific, Technical & Medical

In 2020, Elsevier published more than 560,000 articles and launched 115 new journals, further expanding the scientific record.

In the year, Elsevier conducted a survey of chemical and material companies to determine the extent to which circular economy principles have been adopted by the industry. The results showed that, while interest was high (81% of respondents were investigating circular models), adoption rates needed to improve (over half of respondents design their products in line with the principles).

In support of this year's United Nations World Environment Day, Time for Nature, RELX and Elsevier released a special issue on biodiversity. This collection of more than 60 Elsevier articles and book chapters is now freely available on the RELX SDG Resource Centre. Further, we released sustainability-focused special issues for Earth Day, World Food Day and World Soil Day, among others.

The Lancet partnered with the World Health Organization and UNICEF to produce the Child Flourishing Index, which ranked countries based on child survival and well-being, sustainability and income gaps. The index showed that no one country performed well in all areas.

Image: At the 2020 LexisNexis Legal Awards, Womble Bond Dickinson was awarded the inaugural award for sustainability

Our Environmental Champions network, led by the global environment and health and safety manager, includes key employees in all operational areas of the business. We work with Environmental Champions and dedicated engineering, design and real estate specialists to improve efficiency wherever possible in our portfolio.

Risk

In 2020, LexisNexis Risk Solutions Map View added new data sets allowing the geospatial data visualisation tool to offer insurance providers greater visibility into environmental risks across their portfolios to help price risks more accurately.

At the onset of the coronavirus pandemic, ICIS experts raised concern over the potential impact of Covid-19 on the recycled plastics industry and continued to provide important insights through their free to read blog series, including Chemical Connections.

Legal

In the year, LexisNexis Legal & Professional published the latest version of Renewable Energy Law and Policy, a key resource covering the latest developments in the legal landscape, future trends and sample agreements for renewable energy transactions.

In partnership with Dentons and the DIFC Academy, LexisNexis Legal & Professional hosted a specialist online training session for practitioners across the Middle East, examining the legal and contractual aspects of financing, managing and implementing renewable energy projects.

In South Africa, LexisNexis Legal & Professional organised a free webinar briefing on the country's new carbon tax regime.

The LexisNexis Legal Awards, held in London, introduced a new award category for sustainability to recognise the law firm, chambers or in-house team demonstrating the strongest commitment to improving the environmental sustainability of its operations and activities. It was awarded to Womble Bond Dickinson, a founding member of the Legal Sustainability Alliance, whose commitment to reducing the carbon footprint of its business yielded external validation including ISO 14001 certification.

Exhibitions

Reed MIDEM presented its inaugural MIP SDG Award for Climate Change and Protection of the Oceans in support of the SDGs to Sky Group Chief Executive Jeremy Darroch for Sky's Ocean Rescue campaigns.

ILTM Latin America, the luxury travel show, partnered with Iniciativa Verde to reduce carbon emissions from the event and to invest in projects protecting biodiversity in South America's Atlantic Forest.

World Future Energy Summit, an event covering key sustainability sectors, including energy, water, waste and smart cities, welcomed more than 34,000 visitors from 125 countries. 840 exhibiting companies were able to present their low carbon solutions to more than 3,000 C-level attendees.

100

Innovative start-ups showcased at the World Future Energy Summit

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Mapping the value chain

| Procure | → | Produce | → | Distribute | → | Use | → | Post-use | → |
|---|---|---|---|---|---|---|---|---|---|
| Online ▪ Server and data centre equipment | → | Online ▪ Content development and content maintenance | → | Online ▪ Hosting at RELX data centre, third party data centre or cloud | → | Online ▪ Accessing online content | → | Online ▪ Data gathering for Scope 3 emissions | → |
| Print ▪ Paper production ▪ Pulp ▪ Forest sources | → | Print ▪ Product design and third party printing | → | Print ▪ Warehousing, packaging and delivery of printed products | → | Print ▪ Printed materials | → | Print ▪ Returns and unsold printed material ▪ End user reuse and disposal of printed material ▪ Product donations, e.g. Book Aid International | → |
| Events ▪ Raw materials for exhibition stands | → | Events ▪ Materials used for exhibition stands | → | Events ▪ Attendees travel to visit stand at exhibition venue | → | Events ▪ Attendees travel to visit stand at exhibition venue | → | Events ▪ Reuse, recycling and disposal of exhibition stands and materials | → |

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

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



Driving innovations in sustainable chemistry

The Green and Sustainable Chemistry Challenge was launched six years ago by Elsevier Chemistry and is now organised in collaboration with the Elsevier Foundation and the International Sustainable Chemistry Collaborative Centre. In 2020, there were 318 proposals from 69 countries. The five finalists presented their proposals virtually at the 5th Green and Sustainable Chemistry Conference.

The €50,000 first prize was awarded to Dr Diana Carolina Parada Quinayá, a Colombian chemical engineer and professor in the Department of Bioengineering and Chemical Engineering at the University of Engineering and Technology in Lima, Peru, for her proposal to convert cocoa waste into composites – next generation compostable materials – for use in furniture. “It is a great opportunity to apply scientific knowledge and contribute to the solution of real environmental problems in the country,” said Dr Parada. “Winning the Challenge is also a great commitment: we will develop the project in the best way. It makes us happy to be able to contribute to the improvement of conditions in Amazonian communities.”

The €25,000 second prize was awarded to Clifford Okoth Owino of Nairobi, Kenya, CEO and Co-Founder of Chemolex for a project using innovative advanced bio-conversion technology to produce affordable multi-purpose biofuel from the invasive water hyacinth plant devastating Lake Victoria. He said, “The prize has given us a huge sense of hope and motivation. My hope for the future of sustainable chemistry is that it will enable sustainable solutions to challenges such as energy poverty, climate change and environmental degradation.”

Image: Dr Parada (left) and her students from the University of Engineering and Technology in Lima visited Chanchamayo, a coffee-producing region of Peru. (Photo courtesy of Diana Parada)

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Our global EMS is aligned to the requirements of ISO 14001. We provide our facilities teams an online EMS Implementation Pack containing documentation, training and audit materials to aid the certification process. In 2020, three additional locations achieved certification to the ISO 14001:2015 standard equating to 55% of our business by employee count. We are committed to increasing certification beyond 2020 to cover the entire business. Green Teams, employee-led environmental groups representing nearly 49% of employees in 27 key facilities, help us implement our EMS and achieve environmental improvements at the local level.

Consistent dialogue with a range of stakeholders, from employees to NGOs, also helps. We participate in sector initiatives, such as the Publishers' Database for Responsible Environmental Paper Sourcing (PREPS) and further our understanding through environmental benchmarking activities, such as CDP.

The Covid-19 pandemic distorted many of our performance metrics in 2020. A large number of our locations had significantly reduced occupancy for much of the year and restrictions led to a large decrease in business-related travel.

Although all our environmental impacts are important, we prioritise climate change, minimising the use of natural resources and waste generated in our own operations. Throughout 2020, we worked to reduce our direct environmental impact by minimising the use of natural resources and efficiently employing sustainable materials and technologies.

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



With a concerted focus on managing our environmental performance, we met the environmental goals we set in 2015. The pandemic accelerated a reduction trend over the period in emissions, energy, water and waste. To go even further, we are setting a science-based Scope 1 and 2 reduction target of 46% by 2025 from a 2015 baseline.

Nick Luff
Chief Financial Officer, RELX



Linked to SDG 12: Responsible Consumption and Production

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

2020 Environmental Performance

| | Absolute performance | | | Intensity ratio (absolute/£m revenue) | | |
|---|----------------------|----------|---------|---------------------------------------|----------|-------|
| | 2020 | variance | 2019 | 2020 | variance | 2019 |
| Scope 1 (direct emissions) tCO ₂ e | 4,516 | -42% | 7,848 | 0.64 | -36% | 1.00 |
| Scope 2 (location-based emissions) tCO ₂ e | 53,131 | -22% | 68,229 | 7.47 | -14% | 8.67 |
| Scope 2 (market-based emissions) tCO ₂ e | 10,773 | -39% | 17,704 | 1.52 | -33% | 2.25 |
| Total energy (MWh) | 133,238 | -19% | 163,628 | 18.74 | -10% | 20.78 |
| Water (m ³) | 215,858 | -35% | 331,913 | 30.36 | -28% | 42.15 |
| Waste sent to landfill (t)* | 173 | -68% | 546 | 0.02 | -65% | 0.07 |
| Production paper (t) | 36,259 | 5% | 34,599 | 5.10 | 16% | 4.39 |

* From reporting locations

Actual environmental data covers approximately 84% 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, November 2019 to December 2020.

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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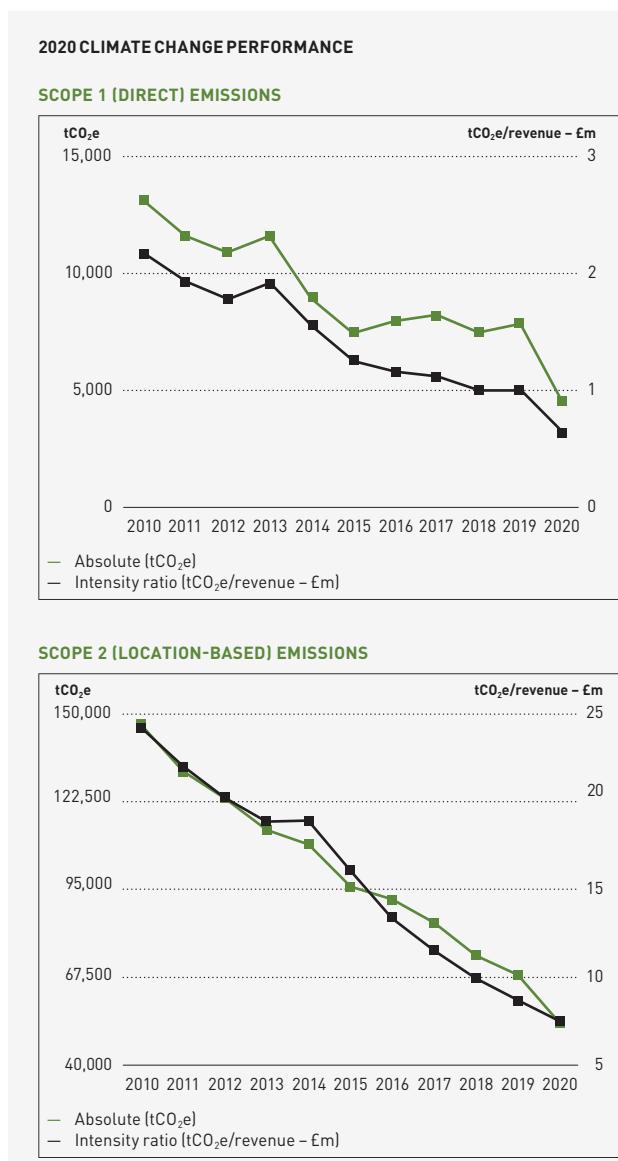
Climate change

The coronavirus pandemic led to larger than expected decreases in carbon emissions in 2020 with 94% 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 global intention to limit climate change to well below 2°C.

In our own operations (including business travel), our emissions were net zero in 2020 through a combination of reduced emissions and the purchase of renewable energy and renewable energy certificates, with the balance offset through Verified Carbon Standard (VCS) credits in a REDD+ carbon sequestration project.

[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. Accordingly, we engage with governments on climate change regulation.

We report emissions according to the GHG Protocol. Total Scope 1 emissions decreased by 42% primarily due to reduced office occupancy during the pandemic. Car fleet emissions, which constitute approximately one fifth of our Scope 1 emissions, have decreased by 83% since 2010. We have reduced Scope 1 emissions by 66% since 2010 (40% 2019 vs 2010).

Scope 3 business travel data is collected through our travel provider, BCD, and covers all air travel booked through our global travel partner. Severe travel restrictions in the year led to emission reductions of 70% on 2019 (9% reduction 2019 vs 2018).

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

Scope 3 other

In 2020, we continued to monitor indirect Scope 3 emissions to identify material areas and develop useful methodology; because much of the data relies on estimates, we separate it from total emissions.

Supply chain (excluding business travel)

We estimate indirect emissions from goods and services we purchase using the Comprehensive Environmental Data Archive 4.0, an economic input-output database. Our supply chain emissions were approximately 14 times larger than our total location-based emissions (Scope 1, Scope 2 and Scope 3 business travel) in 2020.

Home-based employees

In the year, home-working increased significantly as many locations closed for much of the year due to Covid-19. These closures contributed to the reduction in Scope 1 and 2 emissions. Using location-specific emissions factors, we estimate emissions from Covid-19 related home-working in the period to be approximately 11,200 tCO₂e.

Commuting

We surveyed the commuting habits of our workforce over two years and extrapolated results to cover 100% of employees. Through RELX's Environmental Standards programme, more than 50% of employees were covered by a local travel plan in 2020. Actions from travel plans, required in our Environmental Standards programme, include publishing information on public transport links, promoting commuter loan schemes and encouraging carpooling.

Cloud services

While RELX 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 cloud providers, we estimate the market-based carbon emissions associated with all cloud services provided to RELX to be approximately 2,400 tCO₂e in the year.

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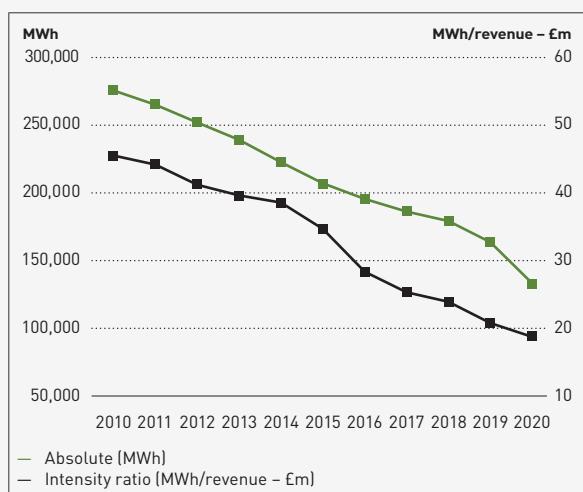
As our businesses predominantly occupy leased locations with few opportunities for onsite generation, we rely on green tariffs and renewable energy certificates (RECs) to purchase renewables equal to 100% of our global electricity consumption.

Energy consumption of our offices decreased in the year 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 as normal through the year.

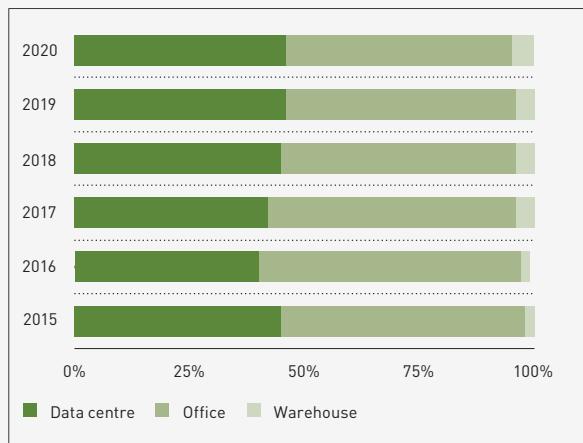
Energy use at our data centres is responsible for 45% of total energy usage (offices account for 53% and warehouses 2%). Data centre efficiency remains of critical importance with upgrades to efficient hardware and dedicated engineering services.

2020 ENERGY PERFORMANCE

ENERGY CONSUMPTION



ENERGY SPLIT BY BUILDING TYPE



Linked to SDG 7: Energy

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

Energy leadership

We are a member of RE100, which promotes corporate purchase of renewable energy.



Image: We purchased Green e-certified wind RECs, including from [above] Cottonwood 2 LLC wind farm



Image: Many Reed Exhibitions events were postponed due to the pandemic; with its next show moved to 2021, the first All-Energy & Decarbonise Virtual Summit took place over three days in November

We create products and services that advance understanding of energy production, use and efficiency. In 2020, we published *Applied Energy*, *Energy Policy* and *Renewable Energy*, among others. We also organised exhibitions such as World Future Energy Summit, while other shows such as All Energy organised specialist online content and webinars to inform and engage their audience during the pandemic.

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Water

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

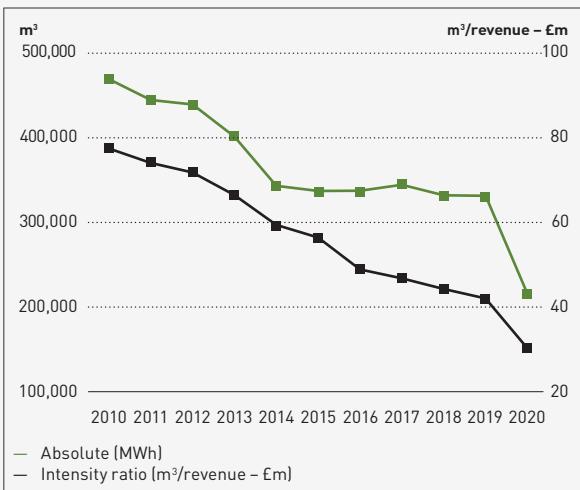
Our water usage decreased by 35% between 2019 and 2020 due to reduced occupancy of locations in response to the Covid-19 pandemic. Primary water use is in our supply chain, particularly paper suppliers, from whom we gather water data through PREPS.

We also survey suppliers directly to assess their water footprint (the process involves assumptions and unassured data but gives a useful indicative picture).

We engage with internal water experts who produce water-related content. In 2020, we offered customers 22 peer-reviewed journals in aquatic sciences, including Water Research.

2020 WATER PERFORMANCE

WATER USAGE



22

Peer-reviewed journals in aquatic sciences, including Water Research

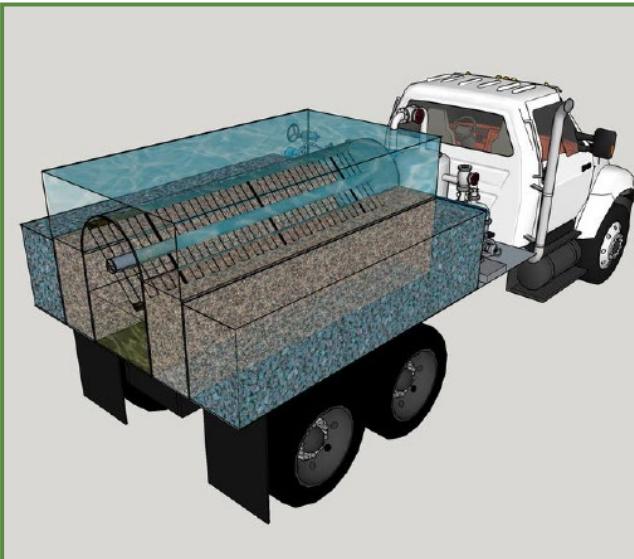
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The RELX Environmental Challenge: driving innovations in water and sanitation for the developing world

Since 2011, the RELX Environmental Challenge has supported innovative solutions that improve sustainable access to safe water and sanitation where it is most at risk, advancing SDG 6 (Clean Water And Sanitation). There has been rich diversity of ideas, technologies and business models – from a social enterprise that uses the hydroenergy to pump water to high altitudes, and a system for harnessing ultraviolet light to purify water, to a new approach for emptying pit latrines safely and efficiently.

In 2020, a shortlist of seven projects were chosen from a record 170 applications from 44 countries. The \$50,000 first prize winner was CUBEX S.A.L, a Lebanese social enterprise whose mobile de-watering unit collects and treats sewage from septic systems in an ecologically safe and affordable way. The \$25,000 second prize winner was BlueTap, which has developed a 3D printed chlorine doser to improve access to high-quality drinking water in low-resource settings. Both winners received access to Science Direct, Elsevier's leading platform of peer-reviewed literature to help advance their research. CUBEX will be featured in our prime water journal, Water Research, and for the first time in 2020, a feature on the second place winner was included in One Earth, a CellPress journal.

The winners were announced at a virtual event celebrating ten years of the competition and exploring the next decade of water, sanitation and hygiene action. Featured speakers included: inaugural first prize winner of the RELX Environmental Challenge (2011), Dr Arup K SenGupta, Chemical Engineering Professor at Lehigh University and Co-Founder of Drinkwell; Cheryl Hicks, CEO and Executive Director of the Toilet Board Coalition; Valeri Labi, Director of Water, Sanitation and Hygiene at iDE Ghana and a RELX Environmental Challenge judge; and Tim Brewer, Research Practice Lead at Water Witness International.

In addition to the two annual prizes, three past RELX Environmental Challenge Winners, CAWST, AIDFI and Sanergy, won a \$25,000 special Partnership Prize for a collaborative project to create online training and outreach to support water and sanitation networks and practitioners in Africa and Colombia in the wake of the Covid-19 pandemic.



Thanks to the RELX Environmental Challenge, we will be able to attract strategic partners working in the development sector on improved sanitation, including additional investors, to get us to the next stage of growth.

Marc Aoun

Founder and General Manager of Cubex S.A.L, first prize winner of the 2020 RELX Environmental Challenge

\$805,000

Awarded to prize winners since 2011



Linked to SDG 6: Clean Water and Sanitation

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

Images: (Left), the 2020 RELX Environmental Challenge first-prize winner was CUBEX S.A.L. Their mobile de-watering unit collects and treats sewage from septic tanks. (Right) The second-prize winner, BlueTap, creates 3D printed chlorine dosers which purify water.

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Waste

The total waste generated by our locations decreased by 34% in the year, primarily due to reduced occupancy at many locations in response to the Covid-19 pandemic. Of the waste generated at our reporting locations, 77% was recycled and 93% diverted from landfill through recycling, composting and energy generation from waste.

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

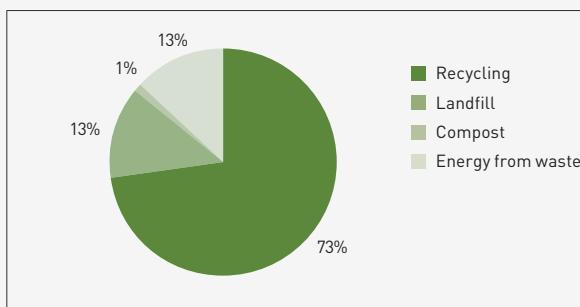
We do not produce any material amounts of hazardous waste.

We also continued to work toward our target to reduce waste sent to landfill from reporting locations. In the period we diverted 93% of waste from landfill.

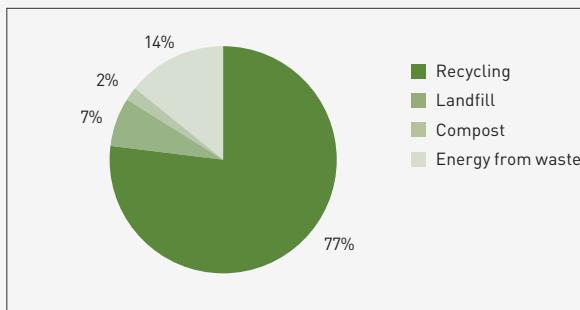
We work to reduce packaging waste from our physical products. In the UK, we provide information on packaging waste in line with the UK government's Producer Responsibility Obligations (Packaging Waste) Regulations 2007. As a member of the Biffpack compliance scheme, we report the amount of obligated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

2020 WASTE PERFORMANCE

WASTE (ALL LOCATIONS)



WASTE (REPORTING LOCATIONS)



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



Linked to SDG 12: Responsible Consumption and Production

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

93%

waste diverted from landfill from our reporting locations through recycling, composting and energy generation from waste



A new life for old equipment

Defunct hardware and other electronic waste is disposed of according to regulations and is only recycled if it cannot be reused. In 2020, we continued our work with Camara Education to ensure that equipment we no longer need can benefit students in Kenya, Tanzania and Ethiopia. Through its ITAD partners, Camara Education is able to refurbish our donated equipment and use the funds to purchase (relevant specification) computers for schools. Any equipment unable to be refurbished is recycled as e-waste. In 2020, Camara

Education was granted £300 to support its projects and a further 224 monitors and 81 computers were recycled as e-waste. Our donations saved 114.25 tonnes of CO₂. In addition, we donated \$7,500 to support 100 teachers from over 30 schools in Zambia to develop their ICT capacity via online learning modules.

83

In 2020 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

Image: We donate computer equipment we can no longer use to Camara Education, which creates computer labs for children across Africa.

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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 2020:

- LexisNexis Risk Solutions Boca Raton successfully petitioned its office landlord to provide electric vehicle charging stations. These will be installed in early 2021.
- Throughout 2020, Elsevier St Louis shared ideas and tips for how to live a more environmentally responsible life. These included ways to recycle yard signs following the US elections, how to save energy at home, and a green Christmas shopping guide. It also donated over 400 pairs of shoes as part of its annual shoe drive and took part in Adopt-A-Highway, a programme that allows volunteers to adopt stretches of state-maintained roadway to conduct litter pickups.
- LexisNexis Risk Solutions launched a business-wide plant friendly blog where colleagues share recipes, suggest dairy and meat alternatives, and support one another in the adoption of plant-based diets. It also ran a series of articles, entitled 'Green Across The Markets', where leaders from three businesses – Proagrica, ICIS and Cirium – gave their expert insights on sustainability in the agriculture, chemical and aviation industries.
- Reed Exhibitions UK launched a Sustainability at Home Guide with articles and advice for sustainable living, including a Sustainable Christmas Guide with resources on eco-friendly gift-giving, decorations and food. These guides were published on its Sustainability Hub, a new intranet site aligned with the UN SDGs.

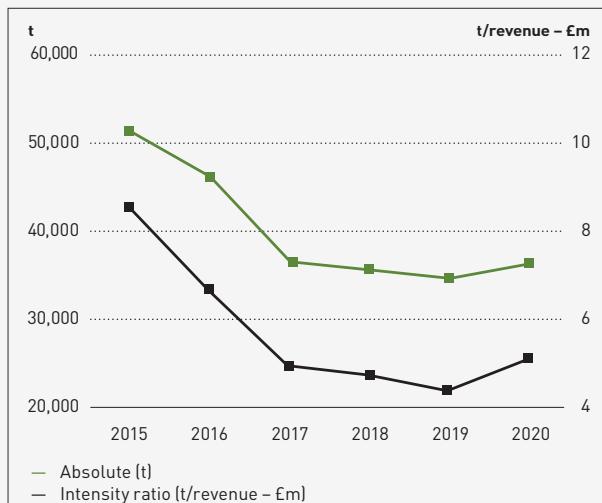
Image: In March, the Green Team at Elsevier, Munich cleaned up litter in their local community.

Paper

We have decreased our use of production paper by 45% since 2010 as we deliver more of our products online, reflecting a circular economy approach to conducting our business. Production paper increased in 2020 due to an improved reporting regime and 100% of production paper, graded on PREPS, was from known and responsible sources. 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.

2020 PAPER PERFORMANCE

PAPER



Focus on sustainable paper

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

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

- In 2020, we used approximately 84 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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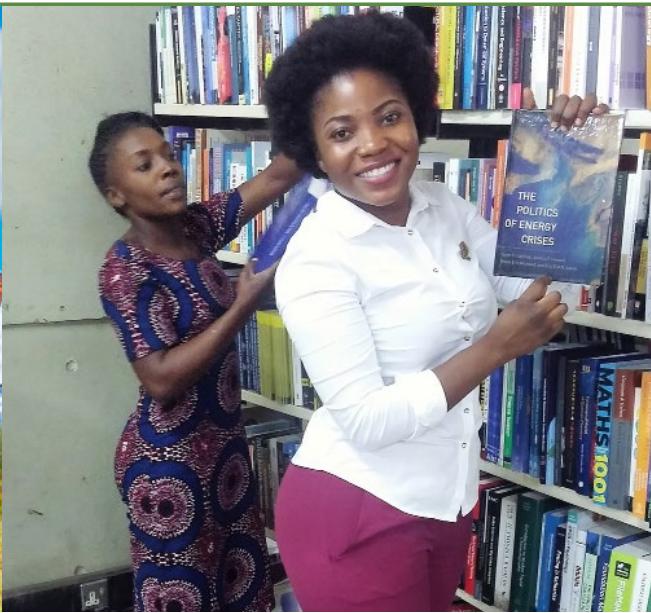
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Linked to SDG 15: Life on Land

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



Book donations: supporting education and training in 13 countries

Since 2014, we have focused on maximising donations of returned physical products as well as excess titles, while minimising waste through print on demand and print run control. Rather than dispose of books, where possible, we donate them to our key charity partners including Book Aid International, Books for Africa and The Asia Foundation. Since 2017, all excess titles have been made available for donation.

Although RELX incurs time, labour and shipping costs for picking, preparing and shipping orders directly to 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 2020, RELX donated 143,547 books with a value of over \$9m to our charity partners.

Book Aid International

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

In a year like no other, RELX continued to support BAI with donated books, funding for projects and staff volunteering, enabling the charity to continue its vital work supporting people around the world who would otherwise have little or no access to the books needed for reading and furthering their education. Covid-19 restrictions and library and university closures around the world made 2020 a uniquely challenging year.

In 2020, RELX donated 65,517 medical and higher education books with a value of over £5m, which were sent to hospitals and universities in 13 countries, including Liberia, South Sudan and Syria. RELX also shipped two containers of medical books directly to Zambia and Zimbabwe, which were distributed to BAI medical partners in both countries.

[Read more about how donated medical books are helping healthcare students in Malawi study and qualify.](#)



In 2020, more than ever before, books have been an absolute lifeline, enabling the next generation of medical professionals to qualify and support communities where healthcare systems are stretched to their limit and in desperate need of new workers to join the ranks. The books donated by RELX are therefore contributing to the transformation of healthcare systems around the world.

Alison Tweed

Chief Executive, Book Aid International

143,547

The number of books Elsevier donated in 2020



Linked to SDG 4: Quality Education

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

Image: Our book donations support students, nurses and researchers who would otherwise have little or no access to the books needed to further their education.

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Targets and standards

Our focus is on delivering continuous improvement in our environmental performance year by 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 (e.g. because of renewable electricity we purchase).

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

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

Due to the widespread closure or partial occupancy of many offices due to Covid-19, many metrics are lower this year than would be expected in a normal year; however historic performance against the targets shows that we were on course to achieve the targets even without the impact of the pandemic.

We have set new targets, taking into account past performance and in consultation with a range of stakeholders, including the RELX CFO and our Environmental Champions network, to encourage further performance improvements between 2020 and 2025, including a science-based carbon reduction target.

Environmental targets

| Focus area | Targets – 2020 | 2020 performance |
|---------------------------------|--|------------------|
| Climate change | Reduce Scope 1 and 2 (location-based) carbon emissions by 40% against a 2010 baseline | -64% |
| Energy | Reduce energy and fuel consumption by 30% against a 2010 baseline | -52% |
| Energy | Purchase renewable electricity equivalent to 100% of RELX's global electricity consumption | 100% |
| Waste | Decrease total waste generated at reporting locations by 40% against a 2010 baseline | -78% |
| Waste | 90% of waste from reporting locations to be diverted from landfill | 93% |
| Production paper* | 100% of RELX production papers graded in PREPS, to be rated as known and responsible sources | 100% |
| Environmental management system | Achieve ISO 14001 certification for 50% of the business by 2020 | 55% |
| | Key locations achieving five or more RELX Environmental Standards | 61% |

* All paper we graded in 2020 – 92% of total production stock – was graded 3 or 5 stars (known and responsible sources).

We have reported on all emission sources required under the Companies Act 2006 (Strategic Report and Directors' Report) Regulations 2013. We have included emissions from all RELX operating companies. Environmental data covers 12 months from November to December.

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.

New environmental targets

| Focus area | Targets – 2025 |
|---------------------------------|--|
| Climate change | Reduce Scope 1 and 2 (location-based) carbon emissions by 46% against a 2015 baseline |
| Energy | Reduce energy and fuel consumption by 30% against a 2015 baseline |
| Energy | Continue to purchase renewable electricity equivalent to 100% of RELX's global electricity consumption |
| Waste | Decrease waste sent to landfill from reporting locations to 35% below 2015 levels |
| 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 |
| Environmental management system | Achieve group certification to ISO 14001 certification across the business |
| | 100% of new office fit-outs to achieve RELX Sustainable Fit-Out standard by 2025 |
| Content | Meet our responsibility under the Media Climate Pact to advance climate knowledge through our content |

In 2020, we became a founding signatory to the Responsible Media Forum's Media Climate Pact. The pact requires signatories to set a science-based carbon reduction target and commit to furthering climate awareness and positive action through their content.

61%

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

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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 m³ of water per person per year (warehouse: 9 m³ 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.

61% of key locations achieved five or more RELX Environmental Standards and achieved Green status; 39% 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.

Key Environmental Metrics 2010-2020

| | 2010 | 2015 | 2018 | 2019 | 2020** |
|---|---------|---------|---------|---------|----------------|
| Scope 1 and 2 location-based emissions (tCO ₂ e) | 159,758 | 103,393 | 81,756 | 76,077 | 57,647 |
| Total Energy (MWh) | 275,627 | 207,093 | 179,228 | 163,628 | 133,238 |
| Waste sent to landfill (t)* | 3,124 | 801 | 658 | 546 | 173 |
| Sustainable production paper (%)*** | 83% | 91% | 90% | 96% | 92% |

* Waste sent to landfill from reporting locations.

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

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

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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

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 – 2020 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 2020, 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 second ERG Conference – EmERGe – virtually over two days, with the first day open to all employees. Over 1,500 employees joined from 23 countries. During Pride Month, we held our first ever virtual Pride Festival with Morning Gloryville. See page 76 in 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 76 in 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 2020 with input from the customer insight leads across our business, we mapped our 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 2020 we launched the RELXSDG Customer Awards to recognise the exceptional efforts of our customers who share RELX's ambition to advance the SDGs. See page 77 in 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 2020 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; the UK All Party Parliamentary Corporate Responsibility Group; and the UK HM Revenue and Customs' Business Tax Forum. We remained signatories of We Are Still In and in the year we signed a letter calling for the UK government to adopt a Nationally Determined Contribution (NDC) that is in line with Paris Climate Agreement. |
| Suppliers | We must ensure our suppliers meet the same ethical standards we set for our corporate behaviour | We engaged with 412 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 2020, we engaged a specialist supply chain auditor who undertook 99 external audits on our behalf. |
| Non-governmental organisations (NGOs) | NGOs have expert knowledge in a range of areas and can inform best practice performance | Focused on key issues with NGOs such as renewable energy through RE100, and education for all through our global fundraising project with Hope and Homes for Children, the Ban-Ki Moon Centre for Global Citizens, Global Citizens, among others; 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; London Climate Business Leaders Group; Publishers' Database for Responsible Environmental Paper Sourcing; Publishing Industry Product Safety Forum; Business for Societal Impact Steering Group, the Uptime Institute; 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, 26% of employees were engaged in 2020, according to Business for Societal Impact data, the average volunteering rate for all sectors is 8%. We engaged with communities local to our operations through events such as food drives, career guidance for students, sponsored runs and environmental clean-ups. 90% of 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 2020

Corporate Citizenship has been asked by RELX to review its use of the B4SI Framework (formerly LBG) for measuring corporate community investment activity occurring between January 2020 and December 2020.

RELX is an active member of B4SI. The B4SI measurement 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 2020. The scope of the B4SI assurance covers the inputs contributed and the outputs achieved through its corporate community investment. 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 holding steady with an overall 0.1% decrease in total contributions from 2019-2020. While volunteering was directly impacted by the onset of the Covid-19 pandemic and decreased from 38% to 21% of total community investment, this was offset by a 40% increase in cash contributions, with over 60% of total community investment provided through direct cash support.

Having transitioned to using an online data collection platform in 2020, RELX has strengthened its approach to the measurement of its global community investment activities. This fundamental change to the process has allowed for application of the B4SI framework to be more methodical and more consistent. The data is now gathered via a portal hosted by Ecometrica, which is accessible globally, allowing for a robust 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.

In order to ensure that 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 2020 data showed that there is a solid understanding of the framework across the divisions, with a particular improvement in the classification of activities as "charitable" and "strategic" since last year. Where there are still areas of confusion, we would recommend updating the guidance to ensure the data is classified correctly and can therefore be compared year-on-year.

RELX continue to record a large amount of in-kind donations (18% 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 2020, 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.

28th January 2021

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Appendix 3 – EY assurance statement 2020

We have performed a limited assurance engagement on selected performance data presented in the RELX Corporate Responsibility Report 2020 (“the Report”).

Respective responsibilities

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

Our responsibility, in accordance with our engagement terms with RELX management, is to carry out a ‘limited level’ assurance engagement on the selected data (“the Subject Matter Information”) indicated with a ‘^’ symbol on page 11 of the Report. This data is reported under the following headings in the Report:

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

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

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

Completeness

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

Consistency

- Whether the corporate responsibility reporting guidelines, comprising the ‘RELX Reporting Guidelines and Methodology 2020,’ Guidance for Completion of the RELX Health & Safety Survey and RELX Code of Conduct Standard Operating Procedures, have been consistently applied to the data.

Accuracy

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

Summary of work performed

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

1. Interviewed a selection of specialists responsible for managing environmental, diversity, H&S performance in the business, and for collating and reviewing sustainability data for internal and public reporting purposes.
2. Reviewed a selection of management documentation and reporting tools, including guidance documents.
3. Performed a review of the Ecometrica reporting system, including reviewing 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. Reviewed underlying documentation for a sample of site-level, environmental, health and safety, and supplier data points.
5. Reviewed and challenged the validation and collation processes undertaken by RELX management in relation to the Subject Matter Information.
6. Reviewed the Report for the appropriate presentation of the Subject Matter Information, including the discussion of limitations and assumptions relating to the data presented.

Limitations of our review

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

Completion of our testing activities has involved placing reliance on RELX’s controls for managing and reporting corporate responsibility information, with the degree of reliance informed by the results of our review of the effectiveness of these controls. We have not sought to review systems and controls at RELX beyond those used for selected corporate responsibility data (defined as the Subject Matter Information above). The responsibility for the prevention and detection of fraud, error and non-compliance with laws or regulations rests with RELX management. Our work should not be relied upon to disclose all such material misstatements, frauds, errors or instances of non-compliance that may exist.

We have only sought evidence to support the 2020 performance data. We do not provide conclusions on any other data from prior years. We have not sought any supporting evidence for data that has been sourced from the Report beyond the Subject Matter Information for which we are providing assurance. We have not provided assurance over claims made by RELX that are statements of belief or forward looking in nature.

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Conclusion

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

Observations and areas for improvement

Our observations and areas for improvement will be raised in a report to the RELX's management. Selected observations are provided below. These observations do not affect our conclusions on the Report set out above.

- RELX reports the percentage of electricity purchased from renewable sources, relying on green tariffs and renewable energy certificates (RECs). Of the 100% renewable electricity reported in 2020, 9% was associated with US RECs that have been used to cover consumption in countries outside the United States.

Our independence

We have implemented measures to comply with the applicable independence and professional competence rules as articulated by the IFAC Code of Ethics for Professional Accountants and ISQC1.¹ EY's independence policies apply to the firm, partners and professional staff. These policies prohibit any financial interests in our clients that would or might be seen to impair independence. Each year, partners and staff are required to confirm their compliance with the firm's policies.

We confirm annually to the Group whether there have been any events including the provision of prohibited services that could impair our independence or objectivity. There were no such events or services in 2020.

Our assurance team has been drawn from our global Climate Change and Sustainability Services Practice, which undertakes engagements similar to this with a number of significant UK and international businesses.

Ernst & Young LLP

London

18 February 2021

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

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

This appendix signposts the pages of the RELX Corporate Responsibility Report containing the most relevant information for each of the four thematic areas in the TCFD report and details our approach to climate-related scenario analysis.

| Governance | Strategy | Risk Management | Metrics and Targets |
|---|---|---|---|
| Describe the board's oversight of climate-related risks and opportunities Pages 7–8, 66 | Describe the climate-related risks and opportunities the organisation has identified over the short, medium and long term. Page 66 | Describe the organisation's processes for identifying and assessing climate-related risks. Pages 66, 69 | Disclose the metrics used by the organisation to assess climate-related risks and opportunities in line with its strategy and risk management process. Pages 11, 69, 77–78 |
| Describe management's role in assessing and managing climate-related risks and opportunities Pages 7–8, 66 | Describe the impact of climate related risks and opportunities on the organisation's businesses, strategy, and financial planning. Pages 7–8, 66 | Describe the organisation's processes for managing climate-related risks. Pages 7–8, 66, 69, 77–78 | Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks. Pages 11, 69, 70 |
| | Describe the resilience of the organisation's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario. Pages 85 | Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organisation's overall risk management. Pages 7–8, 66, 69, 77–78 | Describe the targets used by the organisation to manage climate-related risks and opportunities and performance against targets. Pages 77–78 |

Initial Climate-related Scenario Analysis

Scenario analysis is a useful tool for evaluating how future risks and opportunities could impact our business. This analysis is an important element in making disclosures consistent with the guidance from the TCFD.

Climate-related scenario analysis is not an exact science. It requires an organisation to identify a range of future states (for example, a world in which the climate has warmed by an average of 2 degrees Celsius) and to make a number of assumptions associated with that state (for example, carbon tax levels, extreme-weather impacts on the business and supply chains).

For this reason, RELX is adopting a step approach to climate-related scenario planning, starting with a qualitative, narrative approach. We have incorporated these scenarios into our climate change risk assessment and have not identified any significant risks to the business emerging from scenario planning. The risk assessment is reviewed periodically: if a significant risk is identified we will likely incorporate quantitative factors into our scenarios.

We have incorporated three qualitative scenarios based on details in the Intergovernmental Panel on Climate Change's fifth assessment report – scenarios RCP 8.5 and RCP 2.6 and RCP 1.9. We also used additional sources including our current performance data, location of our operations, as well as reports such as the IEA World Energy Outlook, IEA Transition Pathways and the Deep Decarbonization Pathways Project.

The following scenarios are not exact descriptions of an expected future, but the description of a future based on certain assumptions.

We will continue to update the scenarios over time as global trends and developments evolve.

 [Click here to see our environmental risks and opportunities](#)

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Scenario 1 – Business as usual (RCP 8.5)

In this scenario, carbon emissions continue to increase at current rates and temperatures exceed 4 degrees Celsius by the year 2100.

Limited policies will be introduced to reduce carbon emissions, existing policies continue. Some countries will price carbon emissions and set standards for building and vehicle energy efficiency. The availability of renewable energy will grow under existing policies, but the share of energy from fossil fuels will remain sizeable.

With this level of warming, extreme and severe weather events are likely to increase. Drought and increased precipitation will impact agriculture. Severe storms will interfere with our supply chains and logistics. Rising sea levels will affect land use of coastal and low-lying regions where we may have offices. Significant 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 water supplies and as large numbers of people move from regions most heavily impacted by climate change. Global economic uncertainty is the norm, with limited growth at best and decline at worst. As these impacts become more apparent, public sentiment may favour those organisations that took action to limit the impacts 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.

Countries will introduce more challenging carbon targets as they update their Nationally Determined Contributions under the 2016 Paris Climate Agreement. A range of new policies will 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.

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. There will 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.

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.

Emissions must peak in the early 2020s to achieve net zero emissions by 2050, with emissions in the second half of the century net negative. These ambitious carbon reductions would be supported by new policies (with carbon prices reaching 4x the price under the 2C scenario) and strong regulation. By 2050 approximately 80% of energy will be from renewable sources; coal will comprise approximately 20% of the energy mix by 2040, with oil dropping to very low levels by 2060. The transport sector will see significant change, with the majority of vehicles powered by alternative sources. Similarly buildings will be subject to tougher standards to achieve carbon reductions of nearly 3x those under the 2 degree scenario.

After 2050, technologies such as bioenergy and carbon capture and storage (BECCS) will be necessary to remove excess carbon from the atmosphere. Other nature-based solutions to climate change, such as forestation, are 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. RELX's most significant carbon impact in this (and other scenarios) will continue to be through the knowledge, tools and events on environmental best practice it produces – in 2020, energy was less than 1% of the RELX cost base.

Appendix 5 – Global Reporting Initiative Content Index

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

| GRI Standard Number | GRI Standard Title | Disclosure Title | Page Number |
|---------------------|---------------------|--|-------------------|
| GRI 102 | General Disclosures | Name of the organization | Title page |
| GRI 102 | General Disclosures | Activities, brands, products, and services | 6 |
| GRI 102 | General Disclosures | Location of headquarters | Inside cover |
| GRI 102 | General Disclosures | Location of operations | 6 |
| GRI 102 | General Disclosures | Ownership and legal form | 6, 28 |
| GRI 102 | General Disclosures | Markets served | 6 |
| GRI 102 | General Disclosures | Scale of the organization | 6 |
| GRI 102 | General Disclosures | Information on employees and other workers | 6, |
| GRI 102 | General Disclosures | Supply chain | 33-42 |
| GRI 102 | General Disclosures | Significant changes to the organization and its supply chain | 59-64 |
| GRI 102 | General Disclosures | Precautionary Principle or approach | 59 |
| GRI 102 | General Disclosures | External initiatives | 9 |
| GRI 102 | General Disclosures | Membership of associations | 9 |
| GRI 102 | General Disclosures | Statement from senior decision-maker | 4 |
| GRI 102 | General Disclosures | Values, principles, standards, and norms of behavior | 7, 27-32, 33-42 |
| GRI 102 | General Disclosures | Governance structure | 7-9, 28 |
| GRI 102 | General Disclosures | List of stakeholder groups | 80 |
| GRI 102 | General Disclosures | Collective bargaining agreements | 40 |
| GRI 102 | General Disclosures | Identifying and selecting stakeholders | 9, 80 |
| GRI 102 | General Disclosures | Approach to stakeholder engagement | 9, 80 |
| GRI 102 | General Disclosures | Key topics and concerns raised | 9 |
| GRI 102 | General Disclosures | Entities included in the consolidated financial statements | AR 175-179 |
| GRI 102 | General Disclosures | Defining report content and topic Boundaries | 3, 8 |
| GRI 102 | General Disclosures | List of material topics | 9 |
| GRI 102 | General Disclosures | Restatements of information | 11 |
| GRI 102 | General Disclosures | Changes in reporting | 11 |
| GRI 102 | General Disclosures | Reporting period | 11 |
| GRI 102 | General Disclosures | Date of most recent report | 18/1/21 |
| GRI 102 | General Disclosures | Reporting cycle | Annual |
| GRI 102 | General Disclosures | Contact point for questions regarding the report | Inside cover |
| GRI 102 | General Disclosures | Claims of reporting in accordance with the GRI Standards | Appendix 5 |
| GRI 102 | General Disclosures | GRI content index | Appendix 5 |
| GRI 102 | General Disclosures | External assurance | Appendix 2-3 |
| GRI 103 | Management Approach | Explanation of the material topic and its Boundary | 9, 69 |
| GRI 103 | Management Approach | The management approach and its components | 7-9 |
| GRI 103 | Management Approach | Evaluation of the management approach | 7-9, appendix 2-3 |

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 6 – 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 |
| Selfassessment | 1 | 1 | 2 | 1 | 1 |
| <p>Ensure the best possible health outcomes for employees and surrounding communities across own and supply chain operations</p> <p>Research, develop, and deploy products, services, and business models for improved health outcomes</p> <p>Lead on multi-stakeholder initiatives that encourage healthy behaviors and improve access to healthcare</p> | <p>Advance of science and health is one of our unique contributions as a business. his commitment is approved at Board level</p> <p>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.</p> | <p>Elsevier serves the global scientific research community, publishing over 563,700 articles in 2020. In 2020 Elsevier launched the Novel Coronavirus Information Centre, regularly updated with the latest medical and scientific information on Covid-19. Free to access, there are more than 53,000 articles, encompassing research on Covid-19 and related viruses. There is also the free Covid-19 Healthcare Hub providing clinical resources and current evidence-based practices.</p> | <p>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. During 2020, we conducted remote mental health first aider training for more than 200 colleagues. We ensure the health of employees in our supply chain through the Supplier Code of Conduct. In 2020 all areas of the business supported the fight against Coronavirus; Elsevier's Novel Coronavirus Information Center; LexisNexis Risk Solutions created a data set and interactive visualisations for insights; LexisNexis Legal & Professional produced Covid-19 and the Global Media Landscape, and Reed Exhibitions Austria worked with the government of Vienna to turn a major city events space into a mobile hospital</p> | <p>We actively collaborate with a range of stakeholders to advance SDG 3 challenges. The Elsevier Foundation has a partnershipdriven approach, working collaboratively with partner organisations including AMREF Health Africa with their JIBU programme to provide targeted mobile nursing education in East Africa, Sansum Diabetes Research Center 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. In 2020, a letter from Elsevier Chairman, Younghuk Chito President Elect Biden outlined our continued commitment to supporting the fight against Coronavirus using our unique expertise, skills and insights.</p> | <p>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.</p> |

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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 | 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. Elsevier Foundation programmes include jibu (Swahili for 'answer'), a continuing education app that provides efficient and cost-effective training for nurses in East Africa. | Capacity-building in countries with low resources is a priority for us. Through Research4Life, more than 10,000 institutions in over 120 low- and middle-income countries receive affordable access to over 100,000 peer reviewed resources. Elsevier is a founding partner, providing a quarter of the content in Research4Life. In 2017, we launched the free RELXSDG Resource Centre to advance awareness, understanding and implementation of the UN's SDGs. In 2020, we increased the amount of content on the site by 57% from 2019. This included special issues to mark eight UN international days. | 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. | On behalf of the Global Business Coalition for Education we developed a database to record private sector educational contributions and assets that can be deployed quickly in an emergency. Numerous businesses have now signed up to the digital platform. | 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. Our Supplier Code of Conduct forbids child labour and supports decent work. 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. |
| 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 | | | | | | |
| Implement programmes to support higher education and access to free, equitable, and inclusive primary and secondary education | | | | | | |
| 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 . In 2020, we undertook in-depth analysis of our diversity data, reviewing attrition, promotion and new hire rates for gender, as well as race and ethnicity in the US and UK, introduced a suite of 2020–2025 inclusion goals and conducted training on pay principles and equal pay. In 2020, RELX developed an accessibility maturity model to further best practice in accessible product development across the business. | We are living wage accredited in the UK and are extending our living wage commitments by assessing wages in four additional countries where we have the highest numbers of employees: the United States, Philippines, India and France. 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. | 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." In 2020, 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. In 2020, we set a new suite of inclusion targets as described in the People section of this report. | 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. RELX supports the Equal Pay International Coalition. We are also a signatory to Business In The Community's Race at Work Charter. | We set public targets relating to SDG 10, measure progress and report against them. Senior management have CRrelated Key Performance Objectives. In 2020, RELX CEO Erik Engstrom joined 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 | | | | | |
| Implement policies and practices to support equality of opportunity, treatment and outcome for all across own and supply chain operations | | | | | |
| Design and implement products, services, and business models that explicitly target the needs of disadvantaged and marginalized populations | | | | | |

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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. They are reviewed during Environmental Checkpoint meetings, chaired by the CFO. | We prioritise climate change, minimising the use of natural resources and waste. These are reflected in our environmental targets (see page 77). In 2020, RELX set new environment targets for 2020–2025, including science-based carbon reduction target. Across RELX, business divisions seek ways to identify solutions to climate change. For example in 2020, World Future Energy Summit welcomed 34,000 visitors from 125 countries with the participation of 160 government ministers to the event in Abu Dhabi. The Summit featured exhibitions covering energy, water, waste, solar and smart cities. More than 100 start ups participated in the Climate Innovations Exchange enabling the sourcing and funding of climate change solutions and technologies. | We make a positive environmental impact through our products and services, which inform debate, aid decision makers and encourage research and development. The most recent results from the independent market analysis system show our share of citations in environmental science represented 49% of the total market and 62% in energy and fuels. We also continued producing an SDG graphic on the state of knowledge underpinning SDG 6, 13; and in fact, we produced a RELX SDG graphic in 2020 for every SDG, published on the RELX SDG Resource Centre, showing output by country, collaboration, quality and share of the global south. | We support progressive environmental legislation and in 2020, continued our involvement with the Aldersgate Group which engages the UK government on environmental issues. We remained signatories of We Are Still In, confirming our commitment to combatting climate change, joining more than 3,900 businesses, universities, cities, states and other organisations. We are members of the London Business Climate Leaders Group, working with London's Mayor to achieve a zero | 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 |
| Selfassessment | 1 | 1 | 1 | 1 | 1 |

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

Work with government to strengthen institutions and increase respect and support for the rule of law

Work with government and/or international institutions in areas of conflict and humanitarian crises to contribute to peace and institution building

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 128 billion documents and records providing transparency of the law in more than 150 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. The LexisNexis Rule of Law Foundation launched the 2020 Rule of Law Challenge for all RELX employees to pool ideas for new rule of law projects that can be undertaken by the Foundation. In 2020, Law360, a LexisNexis business, published a weekly Access to Justice newsletter which delivered stories to readers on the trends affecting the justice gap, pro bono programmes and members of the legal profession and others helping citizens with the least resources gain access to the courts.

The RELX Code of Ethics and Business Conduct [the Code] (<https://www.relx.com/investors/corporategovernance/code-ofethics>) 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. 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 2020, we moved our Rule of Law Cafés online and held them in the UK, Malaysia and Singapore, and for the first time in South Africa and the Philippines, 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 7 – Business Disclosures per SDG Target

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|---|--|--|--|--------------|--------------------------|------------|--------|-----------|-----------|--------------|-------------|------------|
| <p>CHAPTER KEY</p> <ul style="list-style-type: none"> 1 Introduction 2 Our unique contributions 3 Governance 4 People 5 Customers 6 Community 7 Supply chain 8 Environment | <p>SDG 1: NO POVERTY</p> <p>Chapter</p> <ul style="list-style-type: none"> 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 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 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 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 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 | <p>SDG 2: ZERO HUNGER</p> <p>Chapter</p> <ul style="list-style-type: none"> 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 | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Introduction</td><td style="padding: 5px;">Our unique contributions</td><td style="padding: 5px;">Governance</td></tr> <tr> <td style="padding: 5px;">People</td><td style="padding: 5px;">Customers</td><td style="padding: 5px;">Community</td></tr> <tr> <td style="padding: 5px;">Supply chain</td><td style="padding: 5px;">Environment</td><td style="padding: 5px;">Appendices</td></tr> </table> | Introduction | Our unique contributions | Governance | People | Customers | Community | Supply chain | Environment | Appendices |
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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 2020 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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