

RELX Group is a world leading provider of information solutions for professional customers across industries. We help scientists make new discoveries, lawyers win cases, doctors save lives, corporations build commercial relationships, insurance companies assess risk and government and financial institutions detect fraud. **We make unique contributions through** universal, sustainable access to information, advance of science and health, protection of society, and promotion of the rule of law and access to justice.

Scientific, Technical & Medical

Elsevier

The Elsevier Foundation committed \$700,000 in 2014 to support libraries in developing countries, women scientists and nursing facilities. Elsevier provides over 3,000 journals and nearly 13,000 books to Research4Life which benefits institutions in 100 countries. In 2014 there were over 3.9m Research4Life downloads from ScienceDirect.

Risk & Business Information

LexisNexis Risk Solutions

The ADAM (Automated Delivery of Alerts on Missing Children) programme in the US, developed by employees, continues to assist in the recovery of missing children through its system of targeted alerts. 142 children have been recovered since 2000. During the year, it enhanced its eCrash solution, which aids law enforcement professionals by automating vehicle crash reporting from initial data capture to report distribution.

Exhibitions

Reed Exhibitions

At the 2014 World Travel Market, Reed Exhibitions hosted World Responsible Tourism Day, with events available to the show's 50,000+ attendees on topics such as poverty reduction and wildlife protection. In 2014, New York Comic Con, which attracted 151,000 attendees, became corporate sponsor of the Comic Book Legal Defense Fund, a non-profit organisation protecting the rights of comics artists, publishers, retailers, librarians and fans.

Legal

LexisNexis Legal & Professional

In conjunction with STOP THE TRAFFIK, in 2014 it released Dressed to Kill, a report examining the cotton industry and human trafficking. It measured media coverage of both fashion and human trafficking media to help the industry – as well as the broader public – understand what is currently happening, and offers guidance on eliminating and reducing risk.

Reed Business Information

In 2014, to help young farmers, Reed Business Information's Farmers Weekly title hosted its annual business event, Fertile Minds. 150 farmers in the early stages of their careers heard presentations by entrepreneurs and industry experts on jobs, wages, benefits, work load and also had the chance to address the UK's Farming Minister.

Across RELX Group

The **Environmental Challenge** awards grants to projects advancing access to safe water and sanitation. Over four years, 10 projects in Southeast Asia, Africa and Central America have received a total of \$330,000 in funding. In the year, we established a media partnership with the Guardian and developed links with a university-based water consortium to help us extend the reach of the Challenge.



Governance:

Strong corporate governance is fundamental for us in promoting long-term prosperity for the business

- Our Code of Ethics and Business Conduct incorporates the 10 principles of the UN Global Compact to which we are a signatory. Associated training completed by 100% of employees within four months
- In 2014, New York Stock Exchange Governance Services ranked our Code among the top 10% of more than 2,500 codes the organisation evaluated
- Bribery compliance: 100% completion rate in 2014 of online training by relevant employees
- Additional compliance training includes competition and anti-trust, bullying and harassment
- We are considered a responsible corporate tax payer. In 2014, our combined businesses paid £347m in corporate taxes



Community:

Contributing to our local and global communities is an opportunity and a responsibility

- RE Cares global community programme — run through a network of more than 190 RE Cares champions
- In 2014, £3.4m in cash and £2.6m in products, services and employee time donated. 32% of employees volunteered through RE Cares in 2014
- Champions voted to donate nearly \$400,000 to more than 35 charities in 2014 through central donation programme
- By the close of 2014, we had raised over \$50,000 for our global fundraising partnership with the International Rescue Committee



People:

We are committed to building a diverse and inclusive workforce

- We employ over 28,000 people and are an equal opportunity employer. We ensure our labour and employment policies and practices comply with the UNGC principles
- In 2014, 53% of employees were women and 44% of managers were women. Women make up 30% of the Reed Elsevier NV combined board and 22% of the Reed Elsevier PLC combined board. 29% of senior operational managers are women
- In 2014, CEO Erik Engstrom signed the Women's Empowerment Principles, which aim to help companies empower women and promote gender equality
- All employees have an annual objective setting and development programme. In 2014 nearly \$20m was invested in training
- Our Diversity and Inclusion (D&I) Statement sets out the framework for an inclusive culture—actively promoted by senior leadership. In addition, employee resource groups support women, LGBT, African American employees and other interest groups
- The Health and Safety Policy commits to providing a healthy and safe workplace for all. Health and wellbeing programmes are available to over 24,000 employees around the world. re:fit2win is a global wellbeing competition which offers donations to charity for winning teams



Customers:

We provide solutions that help our customers make better decision, get better results and be more productive

- Our Editorial Policy sets out for our customers our responsibilities as creators and managers of content. It formalises the guiding principles of professionalism for our editorial, content, data and marketing teams. In 2014, we also created and rolled out an Editorial Policy for Suppliers and launched Quality First Principles
- The Accessibility Policy states that RELX Group proactively endeavours to make its products fully accessible to all users, including those with disabilities
- Our sales and customer facing teams have access to many resources to support engagement with customers, for completion of RFPs and corporate responsibility surveys



Supply chain:

We require our suppliers to meet the same high standards as we set for our own behaviour

- We operate a Socially Responsible Supplier (SRS) programme covering all businesses. In 2014, the Supplier Code of Conduct was signed by 84% of key suppliers.
- RELX Group is a founding member of PREPS (an industry resource for grading paper sustainability). By the close of 2014, 95% of papers by weight were graded on PREPS, 100% of which came from sustainable sources
- Following a successful pilot, we implemented our new US Supplier Diversity programme in 2014, encompassing small business as well as minority, women and other diverse-owned businesses
- RELX Group is a founding member of the Publishing Industry Product Safety Forum (PIPS)



Environment:

We are committed to reducing negative environmental impacts and have a positive impact on the environment

- We are consistently rated as a leader in environmental performance by independent organisations: In 2014, we were part of the CDP Disclosure Leadership Index for the seventh year
- RELX Group has 2015 energy efficiency targets and longer term 2020 goals such as 100% of electricity from renewable sources or offsets and zero waste to landfill at key locations
- We have reduced carbon emissions from the use of electricity and heat by 22% since 2010 and 45% of electricity is from renewable sources or offsets
- Our employee networks of Environmental Champions and Green Teams allow all operational areas to share best practice
- The Environmental Standards programme tracks individual sites' achievements and progress towards our targets. In 2014, 72% of employee locations achieved five or more Environmental Standards
- We support progressive environmental legislation and, as a member of the Aldersgate Group, engage with government on environmental reporting and other key issues

For more information about corporate responsibility at RELX visit www.relx.com/go/CR

Contact: corporate.responsibility@relx.com