

Global Health and Safety Policy

Purpose

The Global Health and Safety Policy outlines RELX's commitment and approach to providing a healthy and safe workplace for all employees as well as safe products and services for customers.

RELX aims to comply with all legal obligations in each of the jurisdictions in which we operate.

Scope

The policy applies to all RELX businesses.

Body of policy

Employees and other persons attending RELX facilities are required to follow all safety instructions and procedures adopted by the company, as are those employees working remotely away from business facilities. They are also responsible for taking reasonable care for their own health and safety and that of others who may be affected by what they do or do not do. Any questions about possible health and safety hazards, laws, or policies governing the workplace at any facility, should be brought to the timely attention of facilities management, human resources, or a senior member of staff.

Business unit managers are responsible for the health and safety of their employees, and for compliance with policies and relevant regulation/legislation. They are also responsible for providing safe work equipment, methods of work, and the necessary training to all employees, addressing specific training needs as required.

RELX encourages the physical and mental wellbeing of employees through the provision of information and resources such as access to an Employee Assistance Programme, the Mindlife app and, where available, subsidised gym membership.

If an employee experiences a work-related injury or illness, they should seek medical assistance as quickly as possible from a competent person and then report the matter according to local incident reporting guidelines, to human resources or a senior member of staff immediately.

This Health and Safety Policy provides a framework for local policies and is available to all employees on the intranet and to other stakeholders at www.relx.com. The Code of Ethics and Business Conduct also contains information on health and safety at RELX.

This policy will be reviewed annually and is authorised by the Chief Legal Officer, RELX.