PROTECTING HUMAN RIGHTS
MODERN SLAVERY ACT STATEMENT

This statement, approved by the RELX Board during the 8 February 2022 Board meeting, has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by RELX PLC and its subsidiaries to prevent modern slavery and human trafficking in its business and supply chain during the year ending 31 December 2021. This is our sixth Modern Slavery Act statement. Past statements can be found here.

OUR COMPANY

RELX is a global provider of information-based analytics and decision tools which enable our business and professional customers make better decisions, get better results and be more productive. We use our knowledge, resources, and skills to make a positive impact on society. These are our unique contributions which help our customers fight fraud and reduce inequalities; furthering science and health; promoting the rule of law and justice; and fostering communities by bringing businesses together to source products and complete transactions.

RELX has:

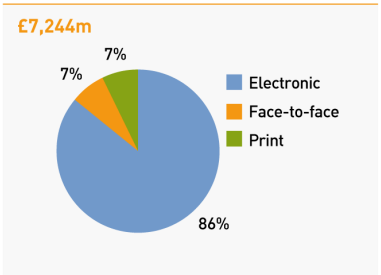
33,000+
Over 33,000 employees worldwide

40+
Countries with offices

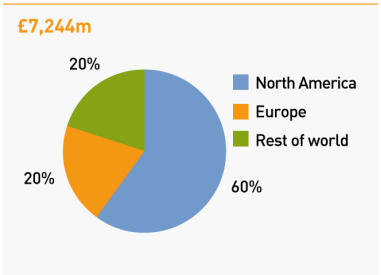
6
Based in six continents

180+
Serving customers in 180+ countries worldwide

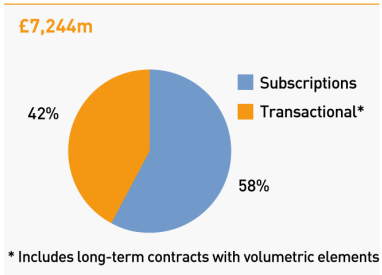
Revenue by format



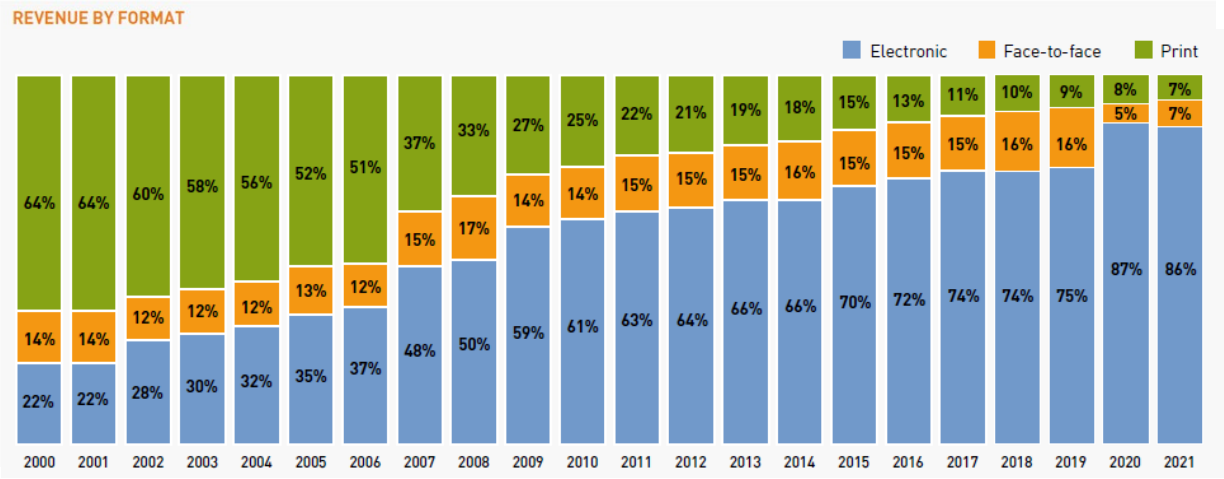
Revenue by geographical market



Revenue by type



* Includes long-term contracts with volumetric elements



We operate in **four major market segments.** In 2021, electronic products and services accounted for 86% of revenue, up from 36% in 2006.

Risk & Business Analytics

We combine data and analytics with deep industry expertise to help customers make better decisions and manage risk. We help detect and prevent online fraud and money laundering and deliver insight to insurance companies. We provide digital tools that help airlines and farmers improve their operations. Risk comprises the following market-facing industry/sector groups: Business Services, Insurance Solutions, Data Services (including energy and chemicals, aviation, agriculture and human resources) and Government Solutions. Key products include Cirium which provides aviation data and analytics to the world's airlines, airports, aircraft finance, manufacturers, tech giants and travel companies and Proagrica, a global agricultural network, enabling agriculture and animal health industry participants to seamlessly collaborate.

Scientific, Technical & Medical

helps researchers and healthcare professionals advance science and improve health outcomes by combining quality information and data sets with analytical tools to facilitate insights and critical decision-making. Elsevier services fall into four market categories: Primary Research, Databases & Tools, Reference and Pharma & Life Science Promotion. Significant products include: Science-Direct, the world's largest platform dedicated to peer-reviewed primary scientific and medical research; Scopus and SciVal, which offers insights to support decision-making; and ClinicalKey, the flagship clinical reference platform accessed in over 90 countries.

Legal provides legal, regulatory and business information and analytics that helps customers increase their productivity, improve decision-making and achieve better outcomes. The LexisNexis legal and news database contains 139bn documents and records. On average, 1.9m new legal documents are added daily to the database from 71,000 sources, generating 137bn connections. Nexis news and business content includes over 39,000 premium sources in 37 languages, covering more than 180 countries. Legal analytics tool, Lex Machina, has normalised over 88m counsel mentions and over 47m party mentions since 2016.

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 2021, they did this over 269 face-to-face events in 19 countries, with 43 industry sectors served in 22 countries across the globe. There are more than 400 events in the Reed Exhibitions portfolio, including World Travel Market, a premier global event for the travel industry.

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 & access to justice
- Fostering communities

Detailed information about the segments, each of their business models and our unique contributions can be found in the RELX Annual Report on relx.com.

OUR COMMITMENT TO PROTECT HUMAN RIGHTS

Modern slavery is the exploitation of another person for commercial or personal gain. It is an umbrella term for human trafficking, sexual exploitation, domestic servitude, forced and bonded Labour. The 2018 Global Slavery Index defines modern slavery as "situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, abuse of power or deception."

We stand against all forms of slavery and human trafficking. We do not tolerate it in any part of our business, including our supply chain. We are a signatory to the United Nations Global Compact (UNGC) Ten Principles related to human rights, fairand non- discriminatory labour practices, the environment, and anti-corruption. Our policies are also informed by the Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the Women's Empowerment Principles.

We are aware of the risk of modern slavery given our global presence and diverse supply chain. We have robust human rights due diligence processes in place which include:

- Assessing risks in our own operations and our supply chain through consultations with key stakeholders and through the use of due diligence tools
- Providing training to teams who are more likely to face potential modern slavery issues
- Conducting awareness raising campaigns for all employees, including materials for all employees on detecting modern slavery
- Enhancing our policies when necessary to address modern slavery risks
- Prioritising key risk areas so that steps can be taken to monitor those areas more closely and provide remediation if necessary

At RELX, all employees have an obligation to conduct business with integrity including respecting human rights.

We have a governance structure in place to support this very important objective, including personnel devoted to corporate responsibility, procurement, audit, compliance, corporate affairs, and legal. The CEO is responsible to the Board for the ethical operation of our business, including respecting human rights, supported by the CEOs of our business areas, the head of corporate affairs, the chief legal officer, the head of ESG and corporate responsibility, the chief procurement officer, the chief human resources officer and colleagues throughout our company.

OUR PEOPLE

As a global provider of information-based analytics and decision tools for professional and business customers, RELX attracts and develops highly skilled professionals who can realise their career aspirations. Given the nature of our work and our workforce, the risk is low for human trafficking and modern slavery in our direct operations.

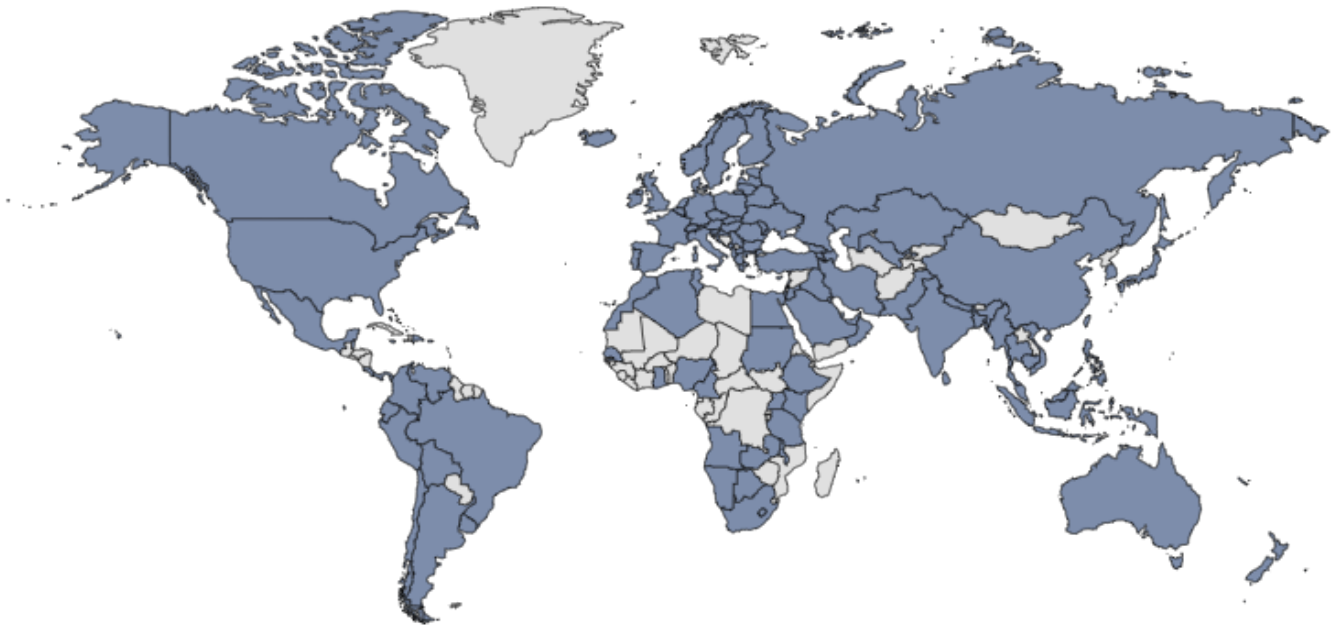
We employ more than 33,000 people in more than 40 countries worldwide. Approximately 70% of our employees are based in North America and Europe. The Philippines is our third largest geography where 14% of our employees are located.

We have approximately 1,000 contingent workers through our central programme for contingent labour who provide support such as editorial, technical, project management, and administrative services. Many of these skilled workers are engaged through a global supplier and are subject to our Supplier Code of Conduct. In the past three years, 30% of suppliers providing contingent labour have been audited.

OUR SUPPLY CHAIN

RELX has a diverse supply chain: there were 134 countries in which we spent more than $1,000. These suppliers are spread across multiple categories including technology (hardware, software, cloud, telecom, etc.), indirect (consulting, marketing, contingent labour, travel, etc.), and direct (content, production services, print/paper/bind, distribution, etc.). Based on four quarters ending Q3 2021, 36.5% of RELX global procurement spend was in categories covering content software and contractors.

RELX supplier country locations



*Based on four quarters ending Q3 2021 with supplier spend of more than $1,000

POLICIES TO AVOID SLAVERY AND HUMAN TRAFFICKING

OUR BUSINESS

Our Code of Ethics and Business Conduct (Code) disseminated to every employee and publicly available at www.relx.com, sets the standard for our corporate and individual behaviour. The UNGC ten principles are reflected in our Code which stresses our commitment to respecting human rights and supporting fair and non-discriminatory labour practices, among other provisions. The Code clearly states that we "support and respect international human rights" and work to "ensure that we are not complicit in human rights abuses."

The Code is available in 14 languages to ensure all our employees understand it. It is supplemented by other policies to further assist employees in complying with laws related to anti-bribery, competition, data privacy and security, trade sanctions and workplace harassment.

Employees receive mandatory training on the Code – both as new hires and at regular intervals during their tenure – in order to maintain a respectful workplace, prevent bribery and protect 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 ensure training effectiveness through validation and feedback during and after the training.

We are committed to an inclusive workplace, with diversity that reflects our customers and communities, and a culture that welcomes individuals and their contributions, regardless of gender, race or other characteristics protected by law, as stated in our Inclusion and Diversity Policy. We have publicly stated inclusion goals to ensure diverse representation across our business.

We are an equal opportunity employer. We are committed to treating all employees and applicants for employment with respect and dignity, and we prohibit discrimination. We recruit, hire, develop, promote, and provide conditions of employment without regard to protected characteristics.

We have a global Employee Assistance Programme to support all employees in managing work and personal challenges. The programme provides employees with professional counselling offering support with personal or work-related problems that may impact health, and mental or emotional wellbeing. The helpline is strictly confidential. It's available 24 hours a day, 365 days a year.

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.

CONFIDENTIAL REPORTING & EMPLOYEE SUPPORT

We maintain compliance committees for all parts of RELX. Employees are expected to report suspected violations of the Code or law to their manager, a human resources representative, a company lawyer or the appropriate compliance committee. We also offer employees a confidential reporting line, the Integrity Line, managed by an independent third party, which is accessible by telephone or online 24 hours a day, 365 days a year. As allowed under applicable law, employees may submit reports to the Integrity Line anonymously.

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 the compliance team and compliance committees. The Code stipulates protection against retaliation if a suspected violation of the Code or law is reported. Substantiated Code breaches are subject to disciplinary action, up to and including termination of employment. The Integrity Line now includes "Ask a Question" functionality which provides another avenue for employees to get ethics and compliance advice.

RELX tracks all enquiries and reports received through the Integrity Line plus any reports received, regardless of reporting mechanism. We analyse violations and reports by subject matter, business line, and geography, among other categories; and report trends and mitigation efforts to senior management and the Audit Committee. To date, we have not received any reports or questions from employees that directly relate to modern slavery.

OUR SUPPLY CHAIN

We have a comprehensive Supplier Code of Conduct (Supplier Code), available in 16 languages, which we ask suppliers to adhere to and display prominently in the workplace. It commits them to following applicable laws and best practice in areas such as human rights, labour and the environment.

It also asks our suppliers to require the same standards in their supply chains, including requesting subcontractors to enter into a commitment to uphold the Supplier Code. The Supplier Code states that, where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards. Our SRS programme is a key aspect of our work to prevent modern slavery and human trafficking in our supply chain.

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

Our Supplier Code states unequivocally that suppliers cannot directly or indirectly use, participate in, or benefit from involuntary workers, including human trafficking or related activities. To strengthen adherence to our Supplier Code, we embed it into standard terms and conditions (such as contracts and purchase orders).

We continue to work with non-signatories to gain agreement to our Code, and/or assess whether they have equivalent standards in place, in order to ultimately decide whether to continue doing business with them.

By embedding the Supplier Code into our sourcing process – including standard terms and conditions there were 3,670 suppliers who agreed to the Supplier Code in 2021, up from 3,457 in 2020.

EXCERPT FROM SUPPLIER CODE ON INVOLUNTARY LABOUR

"Suppliers will not directly or indirectly use, participate in, or benefit from involuntary workers, including human trafficking related activities, for example: (i) using misleading or fraudulent recruitment or engagement practices for employees or contract workers (ii) charging employees and/or contract workers recruitment or engagement fees; (iii) destroying, concealing, confiscating, or otherwise denying access by an employee or any contract worker to his or her identity documents, such as passports or drivers' licenses); or (iv) using workers who are imprisoned, indentured, bonded, military or slaves."

DUE DILIGENCE

OUR BUSINESS

We are a Living Wage accredited employer in the UK which means our employees and contractors are paid a Living Wage. We monitor this each year to ensure that this still applies as living wage rates of pay increase. During the year, we found 51 employees fell below the new UK living wage rates, published in November. All employees have now had their wage levels remediated. In January 2022 we are introducing an alert in our HR system to notify reward managers if a UK employee is receiving less than a UK living wage.

We also made progress toward our 2021 objective to conduct Living Wage assessments in four countries where we have the highest numbers of employees, excluding the UK, where we are already Living Wage accredited. These countries are: the United States, the Philippines, India and France. Working with a consultant from BSR to access living wage data we have completed the assessments in France, India and the Philippines with no remediation required. We are continuing the assessments in the US. To align methodology, in 2021 we worked with accrediting bodies Living Wage for US in the United States, and the Living Wage Foundation in the United Kingdom. We continue to engage in broader dialogue on living wages and during the 2021 RELX SDG Inspiration Day held a session on making living wage commitments. The Living Wage Foundation also featured during our global Supplier Sessions.

We are committed to paying people equitably and fairly and have previously undertaken a comprehensive review of job architecture to improve consistencies in pay. We also introduced a robust job architecture system into our HR platform, Workday.

RELX Reward conducts training on pay equity principles with leaders across the business. The training focuses on our pay equity strategy and the tools and controls in place to ensure pay equity in both the near and long-term.

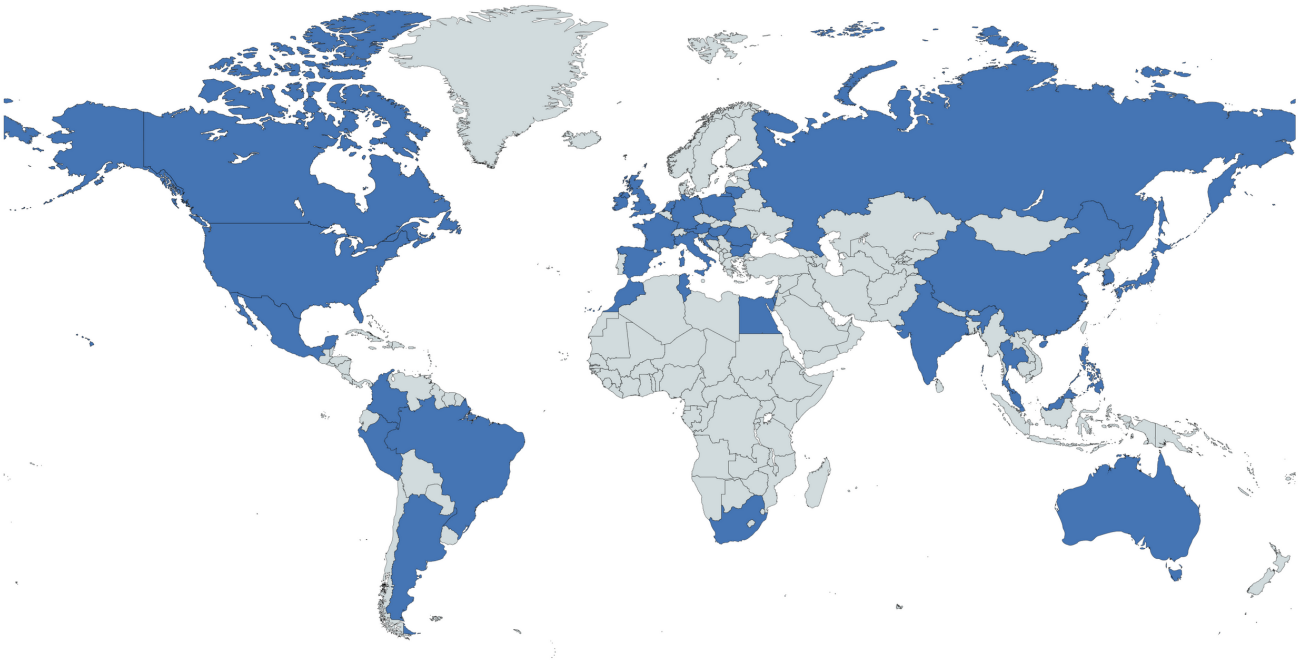
OUR SUPPLY CHAIN

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. We use a country risk ranking tool to determine risk in our supply chain. The tool, developed by Carnstone, incorporates eleven indicators including data from the ITUC Global Rights Index, the US State Department Trafficking in Persons report, the Human Development Index, the Freedom in the World Civil Rights survey, the Rule of Law Index produced by the World Justice Project and UNICEF's % of children aged 5-14 years engaged in child labour data, to determine the risk level of each country. We focus on suppliers primarily located in high and medium risk countries, as designated by the tool.

In addition, we monitor our supply chain by using our own commercial tools such as LexisNexis Entity Insight, which provides access to comprehensive global news content and company and market intelligence, alerting colleagues to potential supply chain disruptions and supplier risks. We also use Bridger Insight XG which allows us to monitor our supply chain for global sanctions. We are notified of any potential sanctions matches in an easy to use workflow.

The tracking list changes year-on-year based on the suppliers we engage to meet the needs of our business. In 2021, there were 359 suppliers on the SRS tracking list, of which 44 are in high risk countries and 50 in medium risk countries. At year end, 96% of suppliers on the tracking list were signatories to our Supplier Code. Of the 16 non-signatories, 8 suppliers are in high risk countries and 8 in medium risk. We work with non-signatories to gain agreement to our Code, and/or assess whether they have equivalent standards in place.

Location of suppliers on the 2021 tracking list



MONITORING SUPPLIERS

Where required by law, suppliers must have employment contracts signed with all employees in the applicable local language clearly outlining the employment relationship. They must comply with local labour laws and upon hiring, inform their employees of the terms of their employment.

We use our tracking list to identify suppliers for audit. We engage a specialist external supply chain auditor which undertook 111 external audits on our behalf in 2021 including 28 onsite/remote onsite audits and 83 desktop audits. During a desktop audit, the supplier responds to an online questionnaire and uploads relevant supporting documents followed by a third-party auditor review. For virtual onsite audits, facility representatives wear a video and audio source located in a lightweight harness to allow remote interaction with a qualified auditor.

The auditor can then evaluate the facility, conduct interviews, and review the necessary documentation in real-time, just as if conducting an in-person audit. During an onsite audit, the auditor will select employees from a full roster (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 2021, audit locations included Argentina, Australia, Brazil, Bulgaria, Canada, China, Colombia, Egypt, Hong Kong, Hungary, India, Italy, Lithuania, Malaysia, Mauritius, Netherlands, Peru, Philippines, Poland, Romania, Russia, Singapore, South Africa, United Kingdom, United States, Vietnam. All of our third party auditors undergo Compliance Practitioner Initiative (CPI) corporate responsibility lead auditor training.

The training covers various Human Rights standards including the United Nations Universal Declaration of Human Rights, the International Labor Organization's (ILO) Eight Fundamental Conventions, the United Nations Guiding Principles on Business and Human Rights, and the Ethical Trading Initiative (ETI) Base Code. In addition to the CPI training, Intertek conducts periodic refresher training to cover various topics such as human trafficking and modern slavery, land rights and other new or emerging issues. When an audit is scheduled, the auditor asks each facility to inform them what languages employees speak, and if necessary, obtains their own outside interpreter.

An incidence of non-compliance triggers a continuous improvement report summarising audit results, with remediation plans and submission dates agreed and signed by both the auditor and the supplier. The auditors review evidence of remediation which they accept or reject, working with suppliers until full compliance is reached.

RELX has a tiered approach to remediation, as detailed in the table below:

Finding Rating	Time to remediate (Months)	Re-audit
Zero Tolerance	1	Re-audit within 12 months
Major	3	Re-audit within 12 months
Moderate	6	A score of 90 or above with moderate issues, re-audit within 24 months
Minor	9	A score of 90 or above, re-audit within 24 months

Ensuring suppliers remediate any findings from audits is critical to confirm compliance with the Supplier Code. We have a defined process in place with increased communication both internally and externally to help suppliers remediate Zero and Major findings within the defined timelines. If a supplier does not remediate zero and major findings within the deadline, we work with relevant colleagues to define next steps (e.g., alternative suppliers, exit strategy, etc.).

As stated in The Supplier Code, "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." In 2021 we had no zero tolerance findings.

We understand audits are a helpful diagnostic tool to effectively identify risks alongside other measures. We strive for meaningful relationships with our suppliers to foster dialogue on labour and other issues.

As a result of 2021 audits, we required:

3 suppliers to ensure regular working hours do not exceed allowable limits under applicable law or agreement

4 suppliers to ensure employees are paid the minimum wage under applicable law

1 supplier to ensure payment of wages are not delayed past 5 days

Our suppliers and their employees can report any grievances to a dedicated RELX email inbox. We did not receive any complaints in 2021 related to human trafficking or modern slavery.

EFFECTIVENESS

In 2021 we worked with specialist consultancy Carnstone to assess human rights risks in our supply chain and review our current risk assessment process. The assessment took into consideration sector, country of operations and spend. India and the Philippines were identified as having high country-based human rights risks; our high risk sectors were identified as:

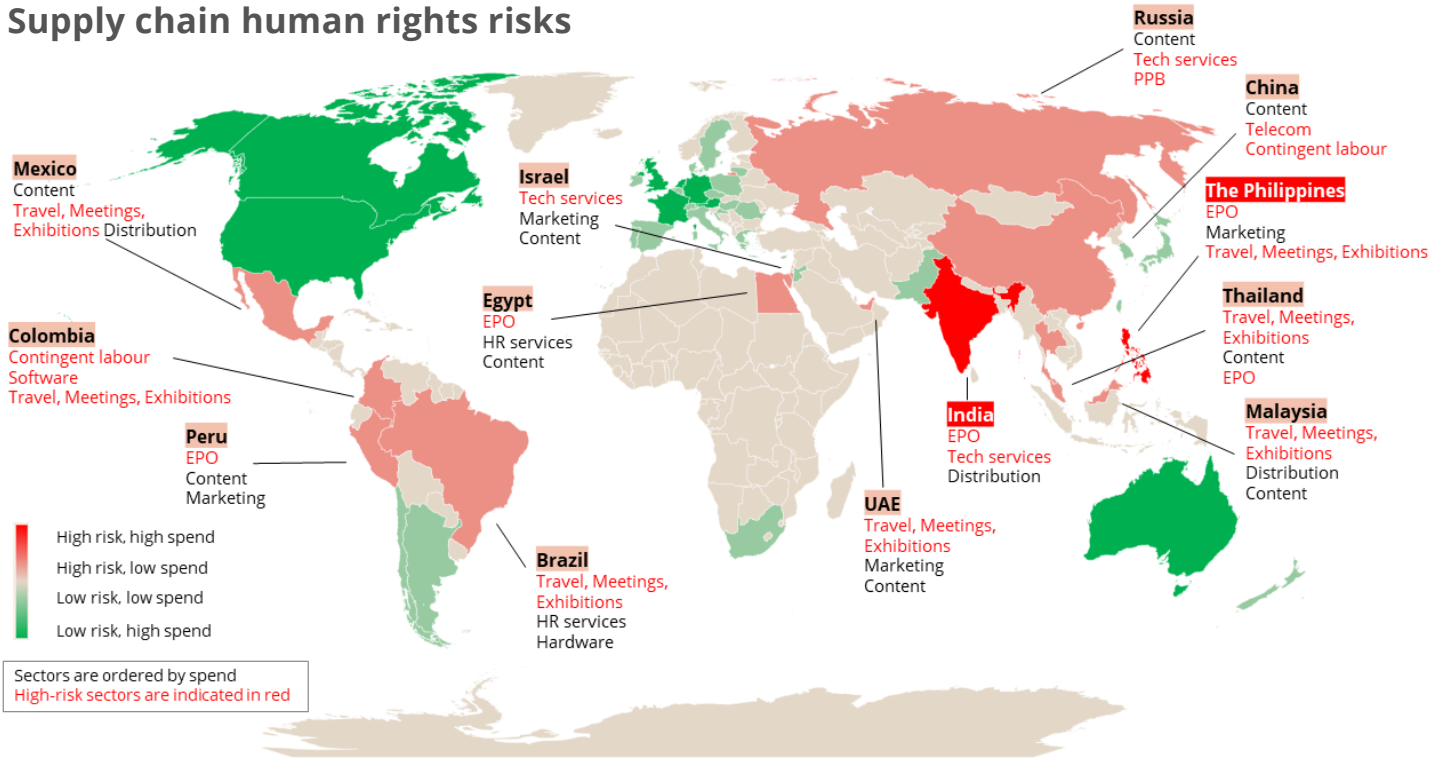
- Cloud/software/tech services/telecom
- Contingent labour
- Editorial Print & Operations/Print, paper and bind

Combining country risk and sector risk, Carnstone noted:

- Technology in India poses risks related to the sourcing of raw materials and labour rights in manufacturing as well as other risks related to data and privacy
- Editorial, Print and Operations in India and the Philippines where the use of contingent labour may be linked to inadequate labour rights.

However, we mitigate those risks by working closely with responsible suppliers who have signed the RELX Supplier Code or maintain equivalent codes, as part of our SRS programme.

Supply chain human rights risks



Note: Produced for RELX by the consultancy Carnstone; EPO stands for Editorial, Print and Operations

Carnstone assessed the effectiveness of our current processes. They noted "you generally have good visibility over the side of your supply chain dependent on general spend, and assess the human rights risks linked to those suppliers on an annual basis."

Their recommendations include not relying too heavily on supplier self-assessment questionnaires for determining which suppliers will be audited onsite and better incorporation of sector risk into our initial supplier risk assessment.

TRAINING

OUR BUSINESS

In 2021 we worked with Slave Free Alliance, a social enterprise and membership initiative launched by Hope for Justice, a leading global charity, to deliver webinars to procurement and facilities management colleagues. The interactive training was delivered virtually to enable colleagues based outside of the UK to participate. It focused on raising awareness of what modern slavery is; empowering colleagues to recognize the signs and indicators of the different types of modern slavery; and to be clear on the appropriate reporting pathway if a victim or incident is identified.

In 2022, we will continue to work with Slave Free Alliance to develop an e-learning module that colleagues can access through our learning site.

OUR SUPPLY CHAIN

During the year we held two Responsible Supplier Sessions targeting suppliers on our tracking list. The sessions featured presentations from Parosha Chandran, a leading human rights and human trafficking barrister in the UK; Living Wage Foundation; Slave Free Alliance and UN Global Compact UK. The recordings were made available to suppliers who were not able to attend.

2021 COMMITMENTS

	2021 Objective	Status	This is what we did	2022 Objective
Direct Operations	Continue training procurement colleagues to empower them to raise any concerns with suppliers during supplier visits	Ongoing	We worked with Slave Free Alliance to deliver training to procurement colleagues through interactive webinars	Develop an avoiding modern slavery e-learning module to roll-out to employees including those in specific functions such as Human Resources, Exhibitions and Facilities Management
	Review processes for contingent workers	Ongoing	Mapped the composition of our non-employee workforce	Ensure new avoiding modern slavery e-learning module encompasses contingent workers
	Continue Living Wage reviews in four countries where we have the largest employee populations over the next 3 years	Ongoing	Working with a consultant from BSR to access living wage data we have completed assessments in France, India and the Philippines with no remediation required. We are continuing assessments in the US	Complete US Living Wage assessments and prepare to assess the next five countries where we have the largest employee population

	2021 Objective	Status	This is what we did	2022 Objective
Supply Chain	Work with the UK exhibitions business to identify suppliers in high and medium-risk countries	Ongoing	We consulted with colleagues in the exhibitions business to better understand how they work with suppliers, including those in high risk countries	Provide training to exhibition show directors on modern slavery awareness to empower them to raise concerns during the lifecycle of a show
	Provide suppliers with training materials and hold an ethical supplier conference	Ongoing	Supplier Sessions were held in different time zones featuring presentations from Slave Free Alliance, Living Wage Foundation, UN Global Compact and Parosha Chandran, a leading human rights and human trafficking barrister in the UK.	Continue the Supplier Sessions series
	Assess our building management services, including cleaners who are often low-skilled, vulnerable workers	Ongoing	We consulted with global procurement and facilities management to identify the office locations who manage their suppliers locally. Facilities Management colleagues included in Modern Slavery Awareness Training delivered by Slave Free Alliance	Ensure new avoiding modern slavery e-learning module encompasses facilities management

ADVOCACY

We promote the rule of law through our products and services, particularly those of LexisNexis Legal & Professional, which help legal professionals and support governments and justice systems, to function more effectively. We make laws accessible to increase the transparency of legal systems as a fundamental element of a healthy society and growing economy. We are bold advocates for the rule of law and provide training and access to our legal tools and solutions.

Throughout the global pandemic we have helped legal professionals, lawmakers and business leaders become better informed and successfully navigate the legal issues and intricacies surrounding COVID-19, comprehensive news coverage and practical guidance content made freely available from Law360 and Lexis Practice Advisor.

Our Rule of Law Working Group, comprised of colleagues from across our business helps track and expand our rule of law activities. We are an active member of the UNGC Sustainable Development Goals (SDGs) Action Platform16 (Peace, Justice and Strong Institutions) to help businesses go beyond legal minimums to advance the rule of law and sustainable development. RELX supported the development of the UNGC's SDG 16 Business Framework which launched in June 2021, to help companies embrace transformational governance, which calls on business to be accountable, ethical, inclusive and transparent as a driver to responsible business conduct, enhanced ESG performance and strengthened public institutions, laws and systems.

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

LexisNexis Legal & Professional APAC offers a complimentary Regulatory Compliance Modern Slavery module to provide entities with clear guidance and support on modern slavery reporting. Along with assisting them to prepare their modern slavery assessments, the module also provides insight into what measures, strategies and remedial action should be taken to assess modern slavery risks in their operations and supply chains and how to recognise modern slavery risks in all aspects of business activities. LexisNexis Legal & Professional is providing pro bono expertise to the Australian Human Rights Commission on The Human Rights and Technology Project, which considers how we protect and promote human rights in the context of new and emerging technologies.

The free RELX SDG Resource Centre features content on avoiding human trafficking and modern slavery and also features tools like the LexisNexis Rule of Law Impact Tracker developed with the World Justice Project to show the link between the rule of law and sustainable development; stronger rule of law leads to higher GDP per capita and life expectancy, lower child mortality, homicide, and corruption.

The SDG Resource Centre also features eyeWitness to Atrocities, developed with the International Bar Association, which allows citizens to securely and verifiably report human rights atrocities, including human trafficking and modern slavery, so the information can be used as evidence in law courts.

Anyone with an Android-enabled smartphone – from journalists and investigators to affected citizens – can download the free app and help bring perpetrators to account for crimes against humanity, including human trafficking. eyeWitness utilises the same technology LexisNexis Legal & Professional deploys to safeguard sensitive and confidential material for its clients.

We recognized Human Rights Day, observed each year on 10 December — the day the United Nations General Assembly adopted, in 1948, the Universal Declaration of Human Rights (UDHR), we released a special issue on the RELX SDG Resource Centre with more than 15 articles from our journals such as The Lancet. We highlighted the UDHR as a milestone document, which proclaims the inalienable rights that everyone is entitled to as a human being - regardless of race, colour, religion, sex, language, political or other opinion, national or social origin, property, birth or other status. Available in more than 500 languages, it is the most translated document in the world.

Nexis® Solutions, part of LexisNexis Legal & Professional, is helping organisations operate with integrity including by enabling good governance and transparency across supply chains with due diligence research platforms. In support of UN SDG 8.7 - eradicate modern slavery and human trafficking – Nexis Solutions produces advocacy materials for the SDG Resource Centre, including a micro-documentary collaboration with chocolate company Tony's Chocolonely, which aims to eradicate slavery in the cocoa industry.

We also offer Access to Justice Law360, which provides free content to enable legal aid organisations and others to help citizens with the fewest resources gain equal treatment within civil and criminal justice systems.

Our LexisNexis Risk Solutions business assists in the recovery of missing and exploited children through the Automated Delivery of Alerts on Missing Children (ADAM) programme which they developed and is designated for use by the National Center for Missing & Exploited Children® (NCMEC) in the US. ADAM examines a database of all possible recipients of a missing child poster alert within a specific geographical search area and circulates the posters to police, news media, schools, businesses, medical centres, individuals and other recipients, within minutes. In the year, LNRS and NCMEC used the ADAM programme to distribute over 1.7 million alerts in over 1800 missing children cases.

Through continued promotional efforts, the system gained over 2,200 new subscribers who consent to receiving missing child alerts in their area. ADAM was included in GSTV, a national media network located at 26,000 US fuel retailers in 2021. ADAM features geo-targeting functionality to pinpoint specific areas to increase recoveries within 24 hours of alert distribution. In 2021, five missing children were recovered through ADAM and since 2000, over 190 missing children have been located through the programme. During the year, we worked with UK charity, Missing People, to explore how ADAM functionality could help automate their distribution of alerts when children and adults go missing in the UK.

In the UK, we work with Missing People providing access to our tools and resources to help in their search for missing children and adults. With free access to LexisNexis Risk Solutions TraceIQ® product, Missing People maintained its Lost Connect service, helping people to reconnect with someone missing who is not legally missing or at risk in the eyes of the law.

LexisNexis Legal & Professional and STOP THE TRAFFIK a non-governmental organisation dedicated to eradicating human trafficking, published Dressed to Kill, available on the RELX Group SDG Resource Centre. The report raises awareness about forced labour and human trafficking in the cotton industry, for companies and consumers, with actions to eliminate and reduce related risk.

PARTNERSHIPS

At RELX, we recognize the importance of multi-stakeholder partnerships to achieve greater impact. We participate in a number of partnerships to advance progress against modern slavery:

Name of partnership	Description
Global Compact UK's Modern Slavery Working Group	We are founding members of this forum which meets quarterly and which helps its members respond to the MSA. The Working Group has provided a safe space where its members can discuss the challenges of implementing the MSA and learn how companies from other sectors are tackling their supply chain due diligence. Through this forum we participated in a peer review of our 2021 Statement.
UN Global Compact's Action Platform on Decent Work in Global Supply Chains	UN Global Compact launched the Action Platform on Decent Work in Global Supply Chains in 2017 to build an alliance of companies who are committed to respecting human rights and fundamental principles and rights at work by leveraging their supply chains and taking collective action to address decent work deficits. We are members of their sub-working group on living wages.
The Book Chain Project	The Book Chain Project, managed by Carnstone, is a collaborative project involving 26 leading book and journal publishers, over 400 print suppliers, and more than 300 paper manufacturers. Its three main components are: forest sourcing, chemicals and materials, and labour. We currently participate in the paper component.

This statement has been approved by the RELX Board on 9 February 2022.

Paul Walker, Chair

[1] In accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015, this RELX Modern Slavery Act Statement 2021 covers the following RELX subsidiaries: RELX PLC (ultimate parent company); RELX Group plc; RELX (Holdings) Limited; RELX (UK) Limited [www.relx.com]; LNRS Data Services Limited [https://risk.lexisnexis.co.uk]; Elsevier Limited [www.uk.elsevierhealth.com]; Butterworths Limited [www.lexisnexis.co.uk]; Reed Exhibitions Limited [www.reedexhibitions.com]; LexisNexis Risk Solutions UK Ltd [https://risk.lexisnexis.co.uk/]