

Modern Slavery Act Statement: Protecting Human Rights



This statement, approved by the RELX Board on 10 February 2026, has been published in accordance with the Modern Slavery Act 2015. It sets out the steps taken by RELX PLC and its subsidiaries¹ to prevent modern slavery and human trafficking in its business and supply chain during the year ending 31 December 2025. Past statements can be found [here](#).

Our company

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

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

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

37,000+

More than 37,000 employees worldwide

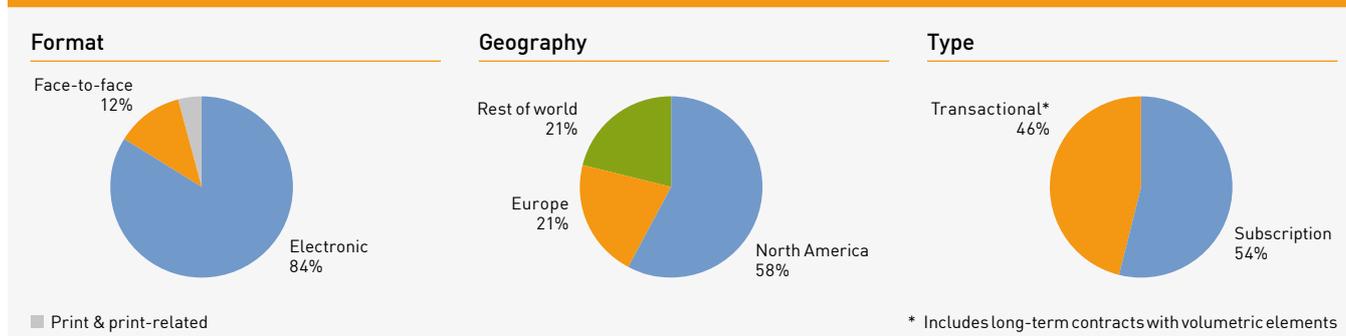
40

Approx. 40 countries in which we have offices

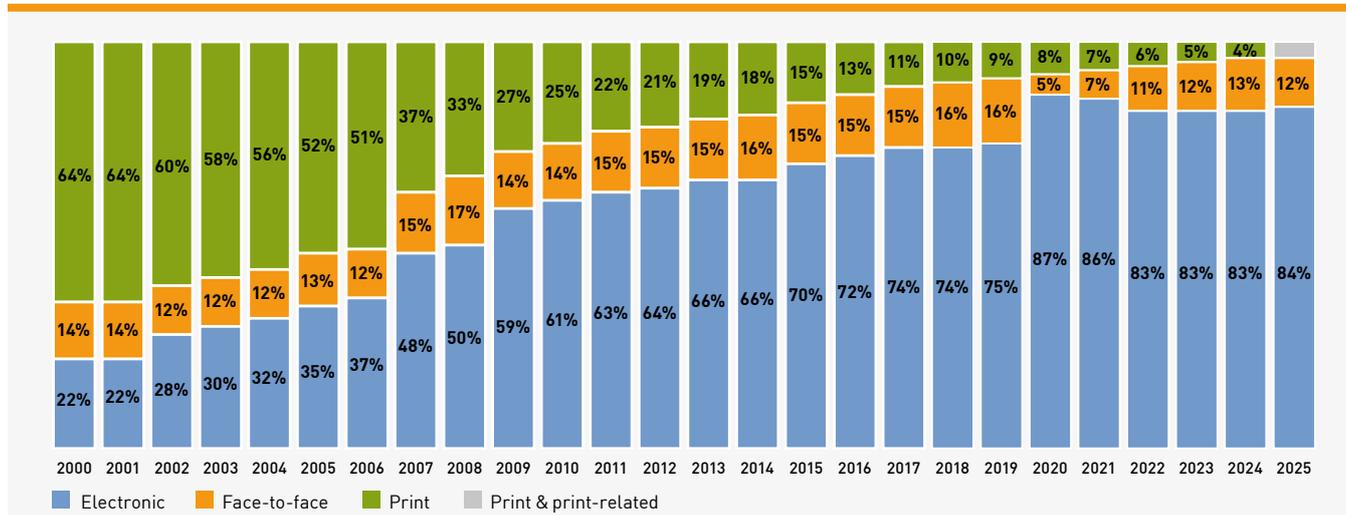
180+

More than 180 countries and territories in which we serve customers

2025 Revenue £9,590m



Revenue by format



1 In accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015, this RELX Modern Slavery Act Statement 2025 covers the following RELX subsidiaries: RELX PLC (ultimate parent company); RELX Group plc; RELX (Holdings) Ltd; RELX (UK) Ltd (www.relx.com); LNRS Data Services Ltd (www.risk.lexisnexis.co.uk); LexisNexis Risk Solutions UK Ltd (<https://risk.lexisnexis.co.uk>); Elsevier Ltd (www.elsevier.com/en-gb); Butterworths Ltd (www.lexisnexis.co.uk); Reed Exhibitions Ltd (www.rxglobal.com).

RELX operates in four major market segments, Risk; Scientific, Technical & Medical; Legal; and Exhibitions. In 2025, electronic products and services accounted for 84% of revenue.

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

Scientific, Technical & Medical helps advance science and healthcare by combining high-quality, trusted scientific and medical information and data sets with innovative technologies to deliver critical insights that support better outcomes

Legal helps its customers improve decision-making, achieve better outcomes and increase productivity by providing tools that combine legal, regulatory and business information with powerful analytics

Exhibitions combines industry expertise, digital tools, and data to help customers connect in-person and online, discover new markets, source products, generate leads, and transact

Unique Contributions

We focus on our unique contributions as a business where we make a positive impact on society through our knowledge, resources and skills, including:

-  Protection of society
-  Advance science and health
-  Promote the rule of law & access to justice
-  Fostering communities
-  Universal, sustainable access to information

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](https://www.relx.com) - Unique Contributions pg.38; Risk pg.10; Scientific, Technical & Medical pg.16; Legal pg.22, and Exhibitions pg.28

Our people

RELX has over 37,000 employees and has offices in about 40 countries. 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. Due to the nature of our business and workforce, we assess the risk of human trafficking and modern slavery in our direct operations as low.

Contingent workers

We have over 1,700 contingent workers who provide support such as editorial, technical, project management, and administration.

Contingent workers are engaged through a centralised group-wide programme, and their providers are subject to our Supplier Code of Conduct.

Our supply chain

RELX has a diverse supply chain with suppliers located in over 150 countries across multiple categories including technology (e.g. software, cloud, hardware, and telecom), indirect (e.g. consulting, marketing, contingent labour and business travel), and direct (e.g. data/content and production services, print/paper/bind, distribution). Our top ten supplier countries are Australia, China, France, Germany, India, Japan, Netherlands, Philippines, the UK and the US.

OUR COMMITMENT TO PROTECT HUMAN RIGHTS

Modern slavery refers to the severe exploitation of individuals for personal or commercial gain. It encompasses a range of abuses including human trafficking, sexual exploitation, domestic servitude, and forced or bonded labour.

According to the [International Labour Organization](#) (ILO), modern slavery involves “situations of exploitation that a person cannot refuse or leave because of threats, violence, abuse of power or coercion.”

As a signatory to the [United Nations Global Compact](#) (UNGC), we are committed to upholding human rights across our value chain — in our workplace, marketplace, and the communities we serve.

Our policies are 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 expect our employees, customers, suppliers and other business partners to meet our commitment to human rights and to adhere to applicable laws and regulations in place to protect human rights within the countries in which they operate. We regularly assess key human rights

impact areas, particularly those related to our workplace, marketplace and supply chain.

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 operations and supply chain through stakeholder consultations and specialised due diligence tools
- Providing targeted training for teams more likely to encounter modern slavery risks
- Raising awareness across all employees through campaigns and resources to help identify signs of modern slavery
- Updating policies as needed to address emerging risks and strengthen our approach
- Prioritising monitoring and remediation of suppliers in high-risk regions and sectors

At RELX, conducting business with integrity, including respect for human rights, is a responsibility shared by all employees.

POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING

At RELX, our approach to preventing modern slavery and human trafficking is guided by a suite of robust policies that promote transparency, accountability, and respect for individuals. These include:

Code of Ethics and Business Conduct

The Code of Ethics and Business Conduct (the Code) is a guide to our corporate and individual behaviour. It incorporates the Ten Principles of the UNGC and states the company’s commitment to fair employment practices, human rights, and the environment. It is available in 13 languages, reinforced through regular training and prohibits retaliation against employees who bring concerns in good faith.

RELX maintains a global **Reporting Concerns Policy** that encourages individuals to report suspected violations of the Code, including concerns related to human rights abuses and modern slavery. Central to this system is the **RELX Integrity Line**, which is available to all employees, suppliers and other reporting persons by telephone or online 24 hours a day, 365 days a year. The RELX Integrity Line provides an anonymous reporting option where legally allowed. In 2025 we did not receive any reports from employees or suppliers via the Integrity Line that related to modern slavery.

Supplier Code of Conduct

Our Supplier Code of Conduct (Supplier Code) stipulates our expectations of our suppliers. It incorporates the Ten Principles of the UNGC and encompasses key topics such as involuntary labour, non-discrimination, compensation and working hours, coercion and harassment, data security and environment. We require suppliers to ensure the standards of the Supplier Code are applied across their own supply chain.

Additionally, the Supplier Code governs how suppliers should be interacting with their own employees. The Supplier Code expects suppliers, along with their subsidiaries and affiliates, to meet standards related to child labour, involuntary labour, coercion and harassment, non-discrimination, association, health and safety, retaliation, compensation and working hours, environmental protection, anti-corruption, and security of personal data.

The Supplier Code also encourages reporting of suspected violations of its provisions. Individuals may also report suspected violations of the Supplier Code to the RELX Integrity Line.

Where local industry standards are higher than applicable legal requirements, we expect suppliers to meet the higher standards.

POLICIES IN RELATION TO SLAVERY AND HUMAN TRAFFICKING CONTINUED

The Supplier Code is available in 16 languages and suppliers must display it in their workplace.

Our Supplier Code explicitly prohibits suppliers from participating in any form of human trafficking or related activity. It stipulates that, where required by law, suppliers will have employment contracts signed with all employees and require 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 and human trafficking-related activities. We use a UK Government definition of modern slavery, particularly 'the trafficking of people, forced labour, servitude and slavery'. In 2025 we did not receive any reports from employees or suppliers via the Integrity Line that related to modern slavery.

The Supplier Code states that failure to comply may result in termination of the business relationship between RELX and the supplier.

Inclusion Policy

RELX's Inclusion Policy underscores its commitment to fostering a workplace where all individuals are respected, valued, and empowered to thrive. The policy promotes equal opportunity and prohibits discrimination based on race, gender, age, disability, sexual orientation, or any other protected characteristic. By cultivating an inclusive culture, RELX not only enhances innovation and collaboration but also helps mitigate risks of marginalisation and exploitation—key factors in preventing modern slavery.

Environmental Policy

RELX's Environmental Policy reflects our dedication to sustainable operations and environmental stewardship. The policy outlines goals for reducing carbon emissions, conserving resources, and promoting responsible supply chain practices.

Privacy Principles

RELX's Privacy Principles are designed to protect the personal data of employees, customers, and stakeholders, in line with relevant data protection laws such as the GDPR. These principles emphasise transparency, accountability, and responsible data handling.

Responsible AI Principles

These ensure responsible innovation by assessing impact, preventing bias, promoting transparency, maintaining human oversight, respecting privacy, and enforcing strong data governance.

Health and Safety Policy

RELX's Health and Safety Policy ensures that all employees work in environments that are safe, secure, and conducive to well-being. The policy mandates compliance with local and international health and safety regulations, and includes proactive risk assessments, training, and incident reporting mechanisms.

RELX policies can be found [here](#).

DUE DILIGENCE IN OUR OWN OPERATIONS

At RELX, we are committed to upholding ethical labour practices and human rights within our own operations through robust governance, risk assessments, and wage monitoring. We assess modern slavery risks across geographies and job roles, ensure our employees earn a living wage, and engage in benchmarking and partnerships to continuously improve our approach.

Assessing risk

RELX undertakes risk assessments across its business operations as part of its broader enterprise risk management framework. They are designed to encompass a wide range of risks, including those related to human rights and modern slavery.

We understand that some countries and industries are at higher risk for human rights issues, including human trafficking and modern slavery, which is why we consider location as well as type of work (with unskilled or lower-skilled workers frequently at more risk), and employment status.

Governance

Our governance structure supports our commitment to human rights with 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 Chief Financial Officer, the Chief Sustainability Officer, the Chief Compliance Officer, the Chief Procurement Officer, the Chief Human Resources Officer and colleagues throughout our company.

Human Rights Working Group

We convene the Human Rights Working group as needed to address issues across our operations and supply chain. This group brings together experts from different parts of the business to ensure alignment with international standards and to guide our approach to emerging risks and responsibilities.

DUE DILIGENCE IN OUR OWN OPERATIONS CONTINUED

Wages

We assess fair pay to ensure all our employees receive a living wage. A living wage reflects the average cost of living in the places where we operate and is not the same as the legal minimum wage, which is often lower.

We review employees pay against living wage thresholds annually. The 2025 assessment confirmed that as of year-end we pay all regular employees above the living wage. This was consistent with the results of living wage assessments in 2024. We used benchmarking data from the WageIndicator Foundation, a global non-profit organisation which publishes living wage estimates for 2,700 regions across 173+ countries.

In the UK our status as a living wage employer – for our employees and contractors – is accredited by the Living Wage Foundation. We monitor living wage rates as they increase to identify any necessary adjustments in wages to ensure alignment.

In the year, we continued working with our partners in the Global Living Wage Affiliate Network, which provides support for multinational employers and furthers best practice in areas such as methodology, wage calculation and compliance.

Pay equity

We have a robust and well-established reward mechanisms across RELX, with strong emphasis on performance, fairness, equity and market competitiveness. Reward education is provided for people managers to support them in understanding key concepts - such as the steps we take to ensure people are treated equitably - and discussing them with employees.

In 2025 we continued to monitor pay competitiveness and pay equity across RELX. Compensation reviews in March and October allow for pay increases to recognise performance and sustain market competitiveness and internal equity.

Benchmarking

RELX participated in the [CCLA Modern Slavery UK Benchmark 2025](#), developed in support of Find it, Fix it, Prevent it, a collaborative investor initiative on modern slavery. The benchmark assesses the largest UK companies on the steps they are taking to eradicate modern slavery in their operations and supply chains. RELX scored the second-highest rating showing evidence of human rights due diligence practices on modern slavery informed by experts and civil society partners; and evidence of activity in Find it, Fix it, and Prevent it categories.

We achieved the highest possible score of 100% in the Human Rights Campaign Foundation's 2024-2025 Corporate Equality Index.

UN Global Compact Partnership

RELX is a founding member of the UN Global Compact UK's Modern Slavery Working Group, which supports participants in addressing modern slavery challenges, particularly in relation to the UK Modern Slavery Act and due diligence requirements. Through this group, we collaborate with peers to share best practices and strengthen our approach, receiving valuable feedback on our Modern Slavery Statement to enhance transparency and effectiveness in reporting.

DUE DILIGENCE IN OUR SUPPLY CHAIN

Given the importance of an ethical supply chain, we maintain a Socially Responsible Supplier (SRS) programme encompassing all our business areas, supported by colleagues with expertise in operations and procurement and a dedicated Director from our global procurement function.

The VP of Global Procurement has operational responsibility for ensuring engagement with suppliers occurs.

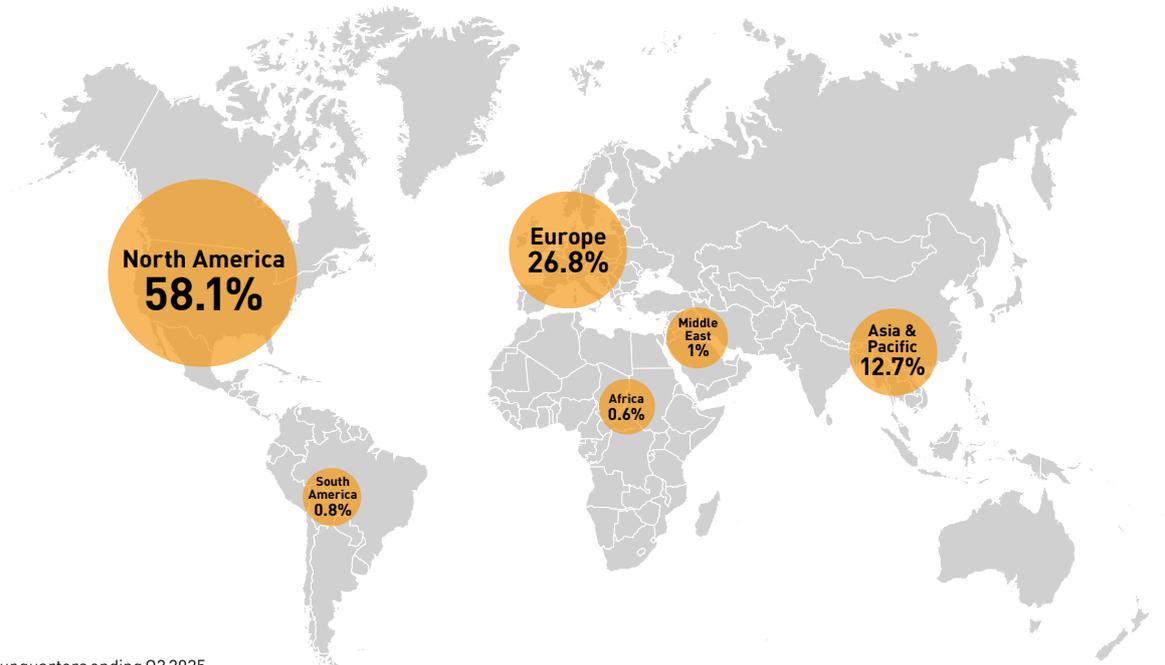
As stated above, the Supplier Code sets out expectations for our suppliers' ethical conduct.

The SRS tracking list includes suppliers with which we spend more than \$1m annually; deem critical; or those located in medium and high-risk countries with which we spend \$100,000+ annually for two consecutive years.

The SRS tracking list changes year-on-year based on our business needs and changes in country risk designations. In 2025, there were 954 suppliers, 111 in high-risk countries and 694 in medium-risk countries, of which 769 (81%) are signatories to our Supplier Code or have equivalent standards in place.

DUE DILIGENCE IN OUR SUPPLY CHAIN CONTINUED

RELX SUPPLIER LOCATIONS (% OF SUPPLIER SPEND)



Based on four quarters ending Q3 2025

Non-signatories are primarily new to the SRS tracking list and we are working with them and other non-signatories, to gain agreement to our Supplier Code. In total, at the end of 2025 there were 6,586 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 9% from 6,056 signatories at the close of 2024.

In addition we assess risk using our Supplier Risk Tool which contains 11 indicators, including human trafficking information from the US State Department and the Environmental Performance Index (Yale University and Columbia University in collaboration with the World Economic Forum). Using the tool, in 2025, we assessed risk covering over 90% of global spend.

Supplier audits

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.

Suppliers must comply with local labour laws and upon hiring, inform their employees of their employment terms.

We engage specialist supply chain auditors to evaluate compliance with the Supplier Code, and in 2025, there were 140 external audits; 69 onsite and 71 desktop. During 2025, onsite audit locations included Argentina, Brazil, Canada, China, Egypt, Hungary, India, Italy, Mauritius, Mexico, Pakistan, Philippines, Singapore, South Africa, Sri Lanka, United Kingdom and United States. Desktop audits involve supplier responses to an online questionnaire, supporting document uploads, and a risk assessment.

During an onsite audit, the auditor will randomly select employees from a full roster to interview. This provides an opportunity to address the awareness and trust in the process. Interviews are confidential, facility management

are not allowed to be present, and the interviews are anonymised. In communicating non-compliance to management, the auditor cannot disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden by the Supplier Code.

All audits cover critical areas of the Supplier Code such as 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 and safety hazards); 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.

Our third-party auditors undergo Compliance Practitioner Initiative training, a corporate responsibility lead auditor programme. It encompasses a range of human rights standards, including key articles from the UN Universal Declaration of Human Rights; the ILO's Fundamental Conventions; the UN Guiding Principles on Business and Human Rights, and the Ethical Trading Initiative Base Code. In addition to the CPI and other training, auditors conduct periodic refresher training sessions covering various topics such as human trafficking, modern slavery, land rights, and other emerging issues and local laws.

When scheduling an audit, the facility is requested to provide information on languages spoken by employees. Where necessary, the auditor uses external interpreters to ensure effective communication during the audit.

DUE DILIGENCE IN OUR SUPPLY CHAIN CONTINUED

If an incidence of noncompliance is found during an audit, a remediation timeline is set where timings are either immediate or from 30-90 days based on the finding. The audit reports provide a summary of findings, local law references based on noncompliance as appropriate, root cause and explanation of the noncompliance, follow-up method, timescale, and the recommendations or actions needed to close the finding. Suppliers upload a Corrective Action Plan (CAP) for each noncompliance finding in the audit platform and a follow-up audit is scheduled to confirm action. Auditors work with suppliers until full compliance is reached. Our aim is to work with suppliers to ensure remediation but in instances where the supplier fails to take sufficient action, we will terminate the supplier relationship.

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

Finding Rating	Time to remediate (months)
Zero Tolerance/Business Critical	Immediate or up to 1 month
Critical	1 to 2 months
Major	1 to 3 months
Minor	2 to 3 months

TRAINING

Training plays an essential role in our commitment to preventing modern slavery and human trafficking across our operations and supply chain. By equipping employees, contractors, and suppliers with the knowledge to identify risks and understand their responsibilities, we foster a culture of vigilance and accountability.

Modern Slavery Awareness Training

We provide modern slavery awareness training to highlight its global prevalence and to ensure employees understand how to respond to any suspected incident.

Our e-learning module, developed with Slave Free Alliance, a social enterprise that helps organisations protect their operations and supply chains from modern slavery, is available to all employees through our HR learning portal.

The training aims to:

- Build understanding of modern slavery and how to recognise its different forms
- Equip employees to respond appropriately if a potential victim or incident is identified

In 2025, we continued to deliver modern slavery awareness training online targeting teams in procurement, exhibitions, and facilities. To date, nearly 3,000 employees across the company have completed the module.

Code of Ethics and Business Conduct and other training

At RELX, Code of Ethics and Business Conduct training is a cornerstone of our commitment to ethical and responsible business practices. All new colleagues complete an Ethics and Compliance for New Colleagues programme, with targeted modules based on an employee's role and responsibilities.

Along with regular training on the Code to ensure it remains a living guide to our corporate and individual behaviour, we offer mandatory and voluntary training across our business to promote a respectful and secure workplace, including: Ethical Leadership, Respecting Others/Sexual Harassment, Data Protection and Privacy, Information Security, and Inclusive Culture.

In our supply chain

During 2025 we held Supplier Sessions focused on avoiding modern slavery, promoting living wages, and setting science-based carbon reduction targets. Our partners from The WageIndicator Foundation led the discussion on global living wage—why it matters for all businesses and practical steps to close wage gaps. These sessions featured expert insights, practical guidance, and case studies to help suppliers identify risks, strengthen due diligence processes, and implement best practices across their operations and supply chains.

Suppliers also have access to Modern Slavery Awareness training through our audit provider. This includes modules on building robust due diligence for forced labour and is delivered via the audit platform in partnership with organisations such as Stronger Together.

ADVOCACY

We actively contribute to efforts that promote justice, transparency, and ethical business conduct. Through partnerships, thought leadership, and digital innovation, we support initiatives that help prevent modern slavery and strengthen the rule of law. Below are a few examples from across our business:

Risk - 2025 marked 25 years of the [ADAM programme](#), developed by Risk to assist the National Center for Missing and Exploited Children. This year, Risk launched an interactive dashboard enabling the public to search missing child posters by location. ADAM distributed nearly 1.4 million alerts on over 1,950 missing children, helping NCMEC resolve more than 1,380 cases.

Science, Technical & Medical - Elsevier broadens access to scientific and health information through initiatives like [Research4Life](#), a partnership with UN agencies and over 200 publishers, providing core scientific information to researchers in 125 low- and middle-income countries.

Elsevier provides around 14% of the material available including about 5,500 journals and 35,000 e-books. In 2025, there were over 942,000 total Research4Life downloads from Elsevier's research platform, ScienceDirect.

Legal - LexisNexis partners with the International Bar Association on the [eyeWitness to Atrocities App](#), enabling secure documentation of abuses for use as admissible evidence. Over 80,000 photos and videos have been captured since 2015. In 2025, LexisNexis also launched the Trust Center, providing transparent information on security, privacy, governance, and compliance—strengthening confidence in our technology and supporting responsible practices.

Exhibitions launched the [RX Guide to Inclusive Events](#), embedding inclusion into event planning. Complementing this, RELX's net-zero pledge by 2040 underscores the importance of climate action to protecting health and equitable livelihoods.

2025 – 2026 OBJECTIVES AND PERFORMANCE

Focus Area	2025 Objective	2025 Performance	2026 Objective
Modern Slavery Awareness Training (own operations)	Continue to train employees, targeting departments at higher risk of encountering modern slavery indicators	~3,000 employees trained	Continue to deploy training, targeting departments at higher risk of encountering modern slavery indicators
Contingent Worker Modern Slavery Awareness Training	Continue to work with contingent workers to ensure they have access to modern slavery awareness training	All contingent workers have access to training; tracking in progress	Full training access and tracking for all contingent workers
Living Wage Compliance	Conduct assessments to ensure workforce is being paid above the living wage	All regular employees assessed; all paid above living wage	Maintain compliance and implement continuous review
Supplier Code Signatories	Increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance	6,586 signatories (9% increase) 81% of tracked suppliers	Increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance
Grievance mechanism (internal)	Monitor performance, manage and report on grievances relating to modern slavery	We did not receive any reports related to modern slavery during the reporting period	Continue to monitor performance, manage and report on grievances relating to modern slavery
Grievance mechanism (supply chain)	Monitor performance, manage and report on grievances relating to modern slavery	We did not receive any reports or questions that related to modern slavery during the reporting period	Continue to monitor performance, manage and report on grievances relating to modern slavery

This statement has been approved by the RELX Board on 10 February 2026.



Paul Walker
Chair