

## PROTECTING HUMAN RIGHTS MODERN SLAVERY ACT STATEMENT

### OUR BUSINESS

**RELX Group** is a global provider of information and analytics for professional and business customers across industries.

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

**Elsevier** contributes to advancing human welfare and economic progress through its science and health information

**Risk & Business Analytics** help lower insurance costs, fight fraud, catch criminals and protect lives

**LexisNexis Legal & Professional** promotes justice through its legal information

**Reed Exhibitions** fosters communities, enhancing productivity and efficiency

### The Group has:

 **30,000+**  
Employees world-wide

 **40+**  
Countries with offices

 **6**  
Based across six continents

 **180+**  
Serving customers in 180+ countries worldwide

We operate in four major **market segments**:

- **Scientific, Technical & Medical**
- **Risk & Business Analytics**
- **Legal**
- **Exhibitions**

*This statement covers all of our subsidiary businesses*

## INTERNAL ACTIONS

### TO AVOID SLAVERY AND HUMAN TRAFFICKING

#### RELX GROUP IS COMMITTED TO THE PROTECTION OF HUMAN RIGHTS.

We align with the Universal Declaration of Human Rights, the Human Rights Principles of the UN Global Compact to which we are a signatory, the Women's Empowerment Principles, the OECD Guidelines and the UN Guiding Principles on Business and Human Rights. We stand against slavery and human trafficking.

**Our Code of Ethics and Business Conduct (Code)** disseminated to every employee and publicly available at [www.relx.com](http://www.relx.com), sets the standard for our corporate and individual behaviour. Incorporating the 10 principles of the UN Global Compact, it stresses our commitment to respecting human rights and supporting fair labour standards, among other provisions. It clearly states that we "support and respect international human rights" and work to "ensure that we are not complicit in human rights abuses." We are, however, aware of the risk of modern slavery, given our global presence and diverse supply chain, and use communications and training, and supply chain management to mediate this risk.

#### TRAINING

The Code is available in 14 languages to ensure all 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. All policies are reinforced through frequent communications and regular, mandatory training for all employees.

#### CONFIDENTIAL REPORTING & EMPLOYEE SUPPORT

We maintain compliance committees for all parts of RELX Group. 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, 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 Confidential 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 our Compliance Group. 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.

In the United States and United Kingdom, where together we have the majority of employees, we are aligning our contractor workforce with RELX Group policies. We are working to expand this to other jurisdictions in which we employ contract workers.

## PROGRESS ON COMMITMENTS & NEXT STEPS

In our first statement, we committed, as part of our periodic review and update of the Code and related compliance materials, to assess and modify these documents as necessary to help our employees identify and report situations that may involve slavery and human trafficking.

After review, we believe the Code continues to fully support our commitment to human rights. Additionally, in 2017 we drafted awareness materials to help employees identify and report situations that may involve slavery and human trafficking and will be rolled out to all employees in the year.

We will conduct a broader human rights impact assessment, encompassing modern slavery and trafficking, with a focus on contractor relationships.

# SUPPLY CHAIN ACTIONS

## TO AVOID SLAVERY AND HUMAN TRAFFICKING

We uphold RELX Group values in our supply chain through our Socially Responsible Supply Chain (SRS) programme which requires suppliers to meet the same high standards we set for our own behaviour. Suppliers must adhere to all laws, embody and promote best practice in business operations, treat employees well and respect the environment, as indicated in the 10 principles of the UN Global Compact referenced in our

### **Supplier Code of Conduct (Supplier Code).**

We ask suppliers to sign the Supplier Code, available in 16 languages, and display it prominently in the workplace.

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. The Supplier Code requires a remediation process to assist any children found working. It stipulates that where required by law, suppliers will have employment contracts signed with all employees and requires mechanisms for reporting grievances. We maintain a confidential reporting line so employees of suppliers can report concerns in good faith without fear of retaliation.

The Supplier Code helps suppliers spread best practice through their own supply chain by requiring subcontractors to enter into a written commitment to uphold the Supplier Code. The Supplier Code makes clear that where local industry standards are higher than applicable legal requirements, we expect them to meet the higher standards.

To strengthen adherence to our Supplier Code, we embed it into standard terms and conditions (such as contracts and purchase orders).

Regular third party external audits track compliance with the anti-slavery and anti-human trafficking and other provisions of the Supplier Code. We maintain a robust remediation programme, working with suppliers to address non-compliance.

## MONITORING

We actively track key suppliers.

Suppliers are designated as 'key' based on criteria that includes spending over \$1 million in a given year with them, or consistently spending over \$100,000 per year if a supplier is located in a high risk country as designated by our Supplier Risk Tool, which incorporates indices covering human rights and labour, environment, rule of law, and governance quality.

In 2017, we tracked 344 key suppliers that met criteria for inclusion on our Socially Responsible Supplier database.

We aim to have all our suppliers sign the Supplier Code. By close of 2017, 91% of key suppliers were signatories to the Supplier Code vs. 89% in 2016.

The Supplier Code states, "Failure to comply with any RELX Group term, condition, requirement, policy or procedure...may result in the cancellation of all existing orders and termination of the business relationship between RELX Group and supplier."

We provide training on key aspects of the Supplier Code through our Socially Responsible Supplier Academy. No instances of child involuntary labour were found during 2017 SRS audits.

### In 2017, we required:

- 1 supplier discontinue illegal deductions from workers salary
- 8 suppliers ensure regular hourly work paid to all employees meets at least the minimum wage/ agreed wage
- 1 supplier to move away from financially penalising employees for terminating employment
- 3 suppliers to provide complete proof of age records
- 5 suppliers to develop a program remediation system should they in the future find incidence of children working to ensure their return/entry into the educational system

### PROGRESS ON PRIOR COMMITMENTS & NEXT STEPS

In our 2016 statement, we committed to investing further in supplier training by developing a module in our Socially Responsible Supplier Academy on anti-slavery and antihuman trafficking. Awareness materials have been developed and were sent to suppliers, as well as presented through a webinar in order to solicit feedback. The materials will now be translated into the 16 languages of the Supplier Code and will be made available to all suppliers via our Supplier Academy portal.

We will conduct a wider human rights impact assessment, which will include anti-slavery elements. We will also create and begin rolling out modern slavery awareness training for procurement staff.

## EXTERNAL ACTIONS

### TO AVOID SLAVERY AND HUMAN TRAFFICKING

We promote the rule of law through our products and services – particularly in our LexisNexis Legal & Professional business unit – that support customers in the practice and business of law, helping justice systems, governments and companies function more effectively and efficiently. We work on an ongoing basis to advance transparent legal systems as a fundamental element of a healthy society and growing economy, by making laws accessible. We further promote the rule of law through outreach and advocacy and free

dissemination of, and training on, our legal solutions.

We maintain a Rule of Law Working Group with colleagues from across our business to assist in the tracking and expansion of our rule of law activities. Among these, we supported the 2015 launch of **Business for the Rule of Law**, a global initiative led by the UN Global Compact, to highlight the essential relationship between the rule of law and sustainable development.

On our free RELX Group Sustainable Development Goals (SDGs) Resource Centre we feature the **Rule of Law Impact Tracker** we developed with the World Justice Project to visually demonstrate the link between the rule of law and sustainable development. It provides evidence that stronger rule of law typically means higher GDP per capita and life expectancy, lower child mortality, homicide, and corruption.

The SDG Resource Centre also features **eyeWitness to Atrocities** which we developed with the International Bar Association – an app that allows citizens to securely and verifiably report human rights atrocities so that the information can serve 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.

Our LexisNexis Risk Solutions business unit assists in the recovery of missing and exploited children through the **Automated Delivery of Alerts on Missing Children (ADAM)** programme which they developed. ADAM examines a database of all possible recipients of a missing child poster within a specific geographical search area and, within minutes, circulates the posters to police, news media, schools, businesses, medical centres and other recipients. Since launching in 2000, 177 children have been located, including 14 in 2017.

ADAM is designated for use by the National Center for Missing & Exploited Children (NCMEC) in the US.

In the UK, we work with Missing People providing access to our tools and resources that help in their search for missing children and adults.

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.

In 2017, LexisNexis Legal & Professional added SDG and human rights news to its free **Human Rights app**.

In 2017, Reed Exhibitions' World Travel Market held a roundtable at the UK House of Lords with leaders in tourism and other fields to discuss tangible ways of addressing child trafficking and tourism and orphanage tourism.

This statement has been approved by the RELX Group Board on 13 February 2018.

Sir Anthony Habgood, Chairman