

PROTECTING HUMAN RIGHTS MODERN SLAVERY ACT STATEMENT

This statement 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 ended 31 December 2018. [1] This is our third Modern Slavery Act statement. 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.

We help scientists make new discoveries, doctors and nurses improve the lives of patients and lawyers win cases. We prevent online fraud and money laundering, and help insurance companies evaluate and predict risk. Our events enable customers to learn about markets, source products and complete transactions. In short, we enable our customers to make better decisions, get better results and be more productive.

RELX has:

30,000+
Over 30,000 employees worldwide



40+
Countries with offices



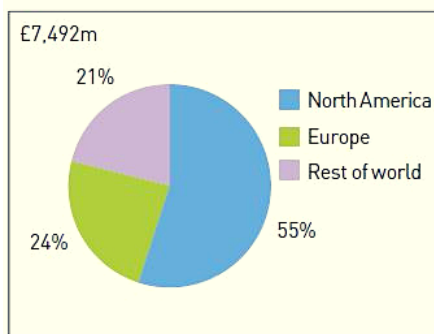
6
Based across six continents



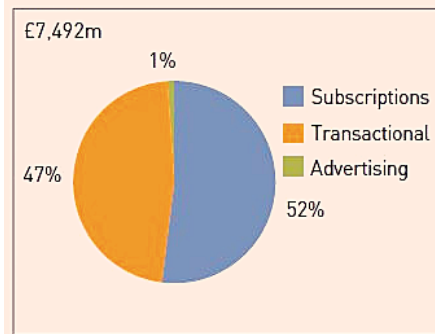
180+
Serving customers in 180+ countries worldwide



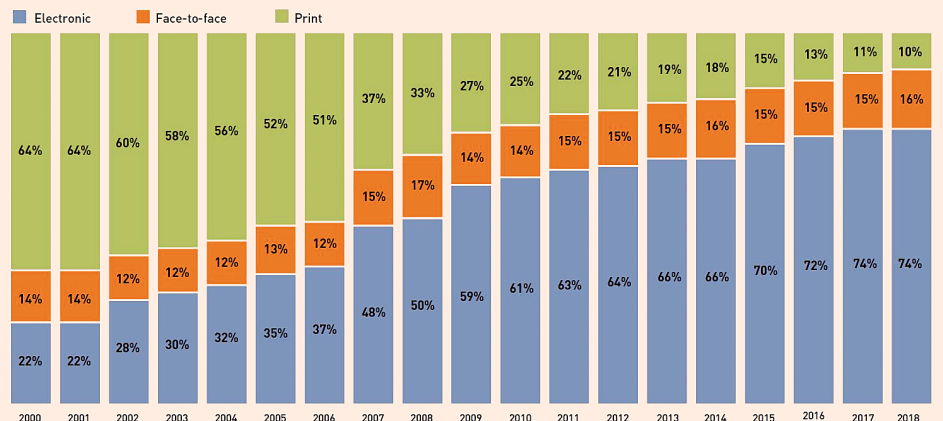
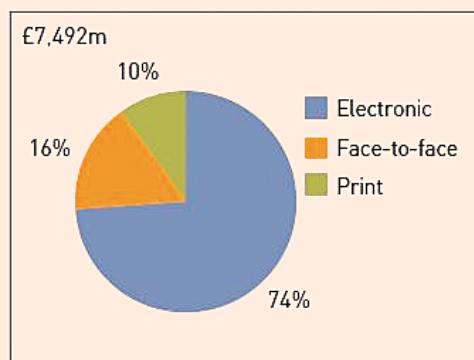
REVENUE BY GEOGRAPHICAL MARKET



REVENUE BY TYPE



REVENUE BY FORMAT



We operate in **four major market segments**. Detailed information about the segments and each of their business models can be found in the RELX Annual Report on relx.com.

In 2018, electronic products and services accounted for 74% of revenue.

Scientific, Technical & Medical

provides information and analytics that help institutions and professionals progress science, advance healthcare and improve performance.

Risk & Business Analytics

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.

Legal

provides legal, regulatory and business information and analytics that helps customers increase their productivity, improve decision-making and achieve better outcomes.

Exhibitions

is a leading global events business. It combines face-to-face with data and digital tools to help customers learn about markets, source products and complete transactions at over 500 events in 30 countries, attracting more than 7m participants.

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

OUR COMMITMENT TO PROTECT HUMAN RIGHTS

We stand against slavery and human trafficking. We are a signatory to the United Nations Global Compact (UNGC), ten principles related to human rights, fair and non-discriminatory labour practices, the environment, and anti-corruption. 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, and the Women's Empowerment Principles.

We are 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.

The CEO is responsible to the Board for the ethical operation of our business, including respecting human rights, supported by the CEOs of our businesses, the head of corporate affairs, the chief legal officer, the head of corporate responsibility, the chief procurement officer, and colleagues throughout our business.

OVERVIEW OF OUR SUPPLY CHAIN

RELX has a diverse supply chain with suppliers located in ~200 countries 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.).

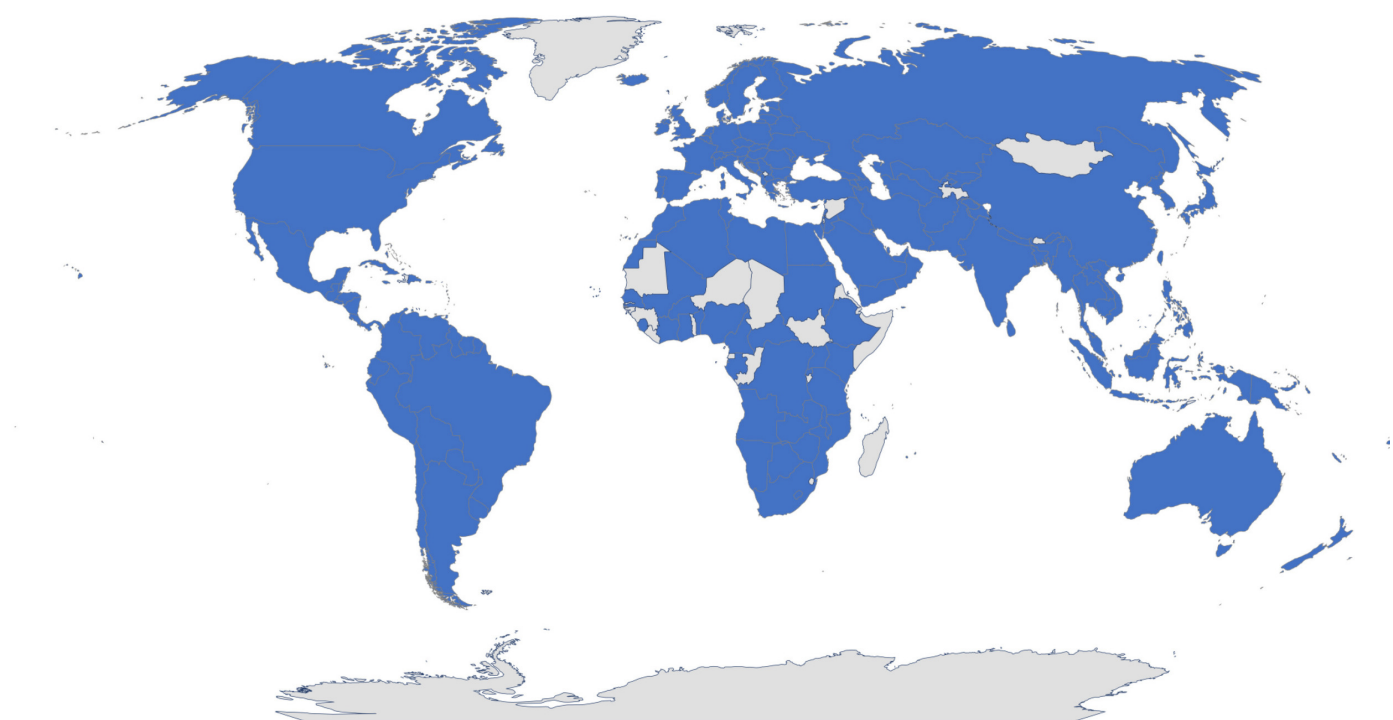
Given the importance of maintaining an ethical supply chain, we have a Socially Responsible Supplier (SRS) programme encompassing all of our businesses, supported by colleagues with expertise in operations, distribution and procurement and a dedicated SRS Director from our global procurement function.

ACCOUNTING FOR OUR ACTIONS TO AVOID MODERN SLAVERY

We created an internal Modern Slavery Act working group including representation from all four major market segments and key corporate functions, chaired by corporate responsibility, including global procurement, legal, compliance, human resources, government affairs, risk and audit, and company secretariat, among others. The working group monitors progress on our commitments and provides critical advice including on the content of the Modern Slavery Act statement presented to the RELX Board.

We are founding members of the UN Global Compact Network UK Modern Slavery Act peer network, a forum for advancing best practice.

■ RELX Supplier Country Locations



ACTIONS TO AVOID SLAVERY AND HUMAN TRAFFICKING IN OUR DIRECT ACTIVITIES

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. It 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 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.

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. 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 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 Confidential Line now also includes an “Ask a Question” functionality which provides another avenue for employees to get ethics and compliance advice before taking action.

RELX tracks all enquiries and reports received through the Confidential Line and any reports received, regardless of reporting mechanism, in which a violation of the Code is uncovered. We analyse violations by subject matter, business line, and geography, among other categories; and report trends and mitigation efforts to senior management and the Audit Committee.

PROGRESS ON COMMITMENTS & NEXT STEPS

In 2017, we drafted awareness materials to help employees identify and report situations that may involve slavery and human trafficking. We began rolling out the material in 2018, with an initial focus on global procurement staff.

In 2019, we will run an Avoiding Modern Slavery awareness campaign for all employees.

ACTIONS TO AVOID SLAVERY AND HUMAN TRAFFICKING IN OUR SUPPLY CHAIN

We have a comprehensive **Supplier Code of Conduct (Supplier Code)**, available in 16 languages, which we ask suppliers to agree and display prominently in the workplace. It commits them to following applicable laws, promoting best practices in their business operations, legal and ethical conduct and treating all individuals and the environment with respect, based on the ten principles of the UNGC referenced in our Supplier Code.

We ask suppliers to require the same standards in their supply chains, including requesting that suppliers require subcontractors to enter into a written 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.

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.

Our Supplier Code contains a provision on involuntary labour that states unequivocally that suppliers cannot directly or indirectly use, participate in, or benefit from involuntary workers, including human trafficking-related activities.

TRACKING SUPPLIERS

Through our Socially Responsible Supplier (SRS) database, we track key suppliers and those located in medium and high-risk countries as designated by our supplier risk tool, that incorporates eight indicators, including human trafficking information from the US State Department and Environmental Performance Index results produced by Yale University and partners.

The tracking list changes year-on-year based on the suppliers we engage to meet the needs of our business.

In 2018, there were 348 suppliers on the SRS tracking list; 89% were signatories to the Supplier Code by year end. We have embedded the Supplier Code into our sourcing process as a criterion for doing business with us and have a total of 3,082 suppliers who have agreed to the Supplier Code in 2018.

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).

MONITORING

We engage a specialist supply chain auditor which undertook 84 external audits on our behalf in 2018. An incidence of non-compliance triggers continuous improvement reports summarising audit results, with remediation plans and submission dates agreed and signed by both the auditor and the supplier. The auditors review evidence of corrections which they accept or reject, working with suppliers until full remediation is reached.

Areas covered in the audit include:

- Labour (child / forced labour, discrimination, discipline, harassment / abuse, freedom of association, labour contracts)
- Wages and hours (wages and benefits; working hours)
- Health and safety (general work facility, emergency preparedness, occupational injury, machine safety, safety hazards, chemical and hazardous material, dormitory and canteen)
- Management systems (documentation and records, worker feedback and participation, audits and corrective action process)
- Environment (legal compliance, environmental management systems, waste and air emissions)
- Anti-corruption and data security questions

Audit locations in 2018 included Brazil, China, Hong Kong, India, Philippines, Poland, Singapore, South Africa and Vietnam.

The Supplier Code states, "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."

EXCERPT FROM THE 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."

As a result of 2018 audits, we required:

- 14** Suppliers to ensure regular working hours not exceed allowable limits under applicable law or agreement
- 3** Suppliers to move away from financially or otherwise penalising employees for terminating employment
- 17** Suppliers to ensure total overtime hours not exceed allowable limits under applicable law or agreement
- 1** Supplier to provide complete proof of age records
- 9** Suppliers to allow employees at least one day off following six consecutive days worked
- 5** Suppliers to require agencies who provide employees to have signed employment contracts with all employees dispatched to the facility

PROGRESS ON PRIOR COMMITMENTS & NEXT STEPS

In 2018, we created anti-human trafficking and anti-slavery training materials, translated into the 16 languages of our Supplier Code. In 2019, we will conduct targeted supplier training using these materials.

We have created a human rights impact assessment plan (encompassing anti-human trafficking and anti-slavery), following internal and external stakeholder engagement and research, outlining timelines and outputs for each key stage.

In 2019, we will conduct a human rights impact assessment in a high-risk country where we have suppliers, which will include in-country interviews with relevant parties and the development of response plans as needed.

ADVOCACY

We promote the rule of law through our products and services – particularly in our LexisNexis Legal & Professional business area – 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 2018 launch of the **UNGC Sustainable Development Goals (SDGs) Action Platform – Peace, Justice and Strong Institutions** – 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. In September 2018, a military tribunal in the Democratic Republic of the Congo convicted two high-ranking commanders for crimes against humanity using eyeWitness App video footage as incriminating evidence.

In 2018, we created **Access to Justice Law360**, 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 area 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, 182 children have been located, including five in 2018.

ADAM is designated for use by the National Center for Missing & Exploited Children (NCMEC) in the US. Throughout 2018, we worked to expand consumer opt-ins to allow individuals to receive an email alert when a child is reported missing near to them, with over 500 registrations to date.

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. In the year, we developed a new course for UK policing with Missing People UK and Charlie Hedges Advisory on managing missing cases to ensure positive outcomes and to support prevention. The course was launched at the RELX head office in London with a training day for members of the London Metropolitan Police.

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.

This statement has been approved by the RELX Group Board on 19 February 2019.

Sir Anthony Habgood, Chairman

[1] In accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015, this RELX Modern Slavery Act Statement 2019 covers the following RELX subsidiaries: RELX (UK) Ltd [www.lexisnexis.co.uk]; Butterworths Ltd [www.lexisnexis.co.uk]; Elsevier Ltd [www.uk.elsevierhealth.com]; Reed Business Information Ltd [www.reedbusiness.com]; and Reed Exhibitions Ltd [www.reedexpo.com]