

PROTECTING HUMAN RIGHTS MODERN SLAVERY ACT STATEMENT

OUR BUSINESS

RELX Group is a world-leading 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:

approximately

31,000

full-time employees...



across

6

continents...



with offices in about

40

countries...



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, 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 communication, 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.

NEXT STEPS

As part of our periodic review and update of the Code and related compliance materials, we will assess and modify these resources as necessary to help ensure our employees can identify and report situations that may involve slavery and human trafficking.

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.

DUE DILIGENCE & 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 2016, the tracking list included 383 key suppliers, 64 of which were located in high risk countries.

We aim to have all our suppliers sign the Supplier Code. In 2016, 89% of key suppliers were signatories to the Supplier Code (or had an equivalent internal code), compared with 88% at the end of 2015.

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 or involuntary labour were found during 2016 SRS audits.

In 2016, we helped:

- 1 supplier discontinue monetary deposits as a condition of employment
- 1 supplier to cease enforcing overtime
- 2 suppliers to move away from financially penalising terminating employees
- 8 suppliers that had no or incomplete proof of age records
- 13 suppliers develop a remediation system should they in the future find incidence of children working to ensure their return/entry into the educational system

NEXT STEPS

We will invest further in supplier training by developing a module in our Socially Responsible Supplier Academy on anti-slavery and anti-human trafficking.

EXTERNAL ACTIONS

TO AVOID SLAVERY AND HUMAN TRAFFICKING

We promote the rule of law through our products and services – particularly through our LexisNexis Legal & Professional business, that enable customers to excel in the practice and business of law, helping justice systems, governments and companies to function more effectively and efficiently. Our products and services support transparent legal systems as a fundamental element of a healthy society and growing economy, and clear laws that are easily accessible to all. We further promote the rule of law through outreach

and advocacy, educational forums 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, which highlights the essential relationship between the rule of law and sustainable development.

In 2016, we launched a free **Rule of Law Impact Tracker** to visually demonstrate the link between the rule of law and sustainable development. The tool shows that a country's rule of law 'score' on the World Justice Project's Rule of Law Index closely correlates to key indicators of economic and social well-being. It uses data from the World Bank, Transparency International and the World Justice Project providing evidence that stronger rule of law typically means higher GDP per capita and life expectancy; lower child mortality, homicide, and corruption.

In 2015, working with the International Bar Association, we helped launch **eyeWitness to Atrocities** – 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 – more than 2.1m in 2016 – to police, news media, schools, businesses, medical centres and other recipients. Since launching in 2000, 163 children have been located, including eight in 2016. 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.

Signed on behalf of the RELX Group
Board,

Anthony Habgood, Chairman
February 2017