

Inclusion and Diversity Policy

Purpose and Scope

At RELX, we are passionate about making a positive impact on society and customers through our unique contributions as a business including access to information, advance of science and health, protection of society, promotion of the rule of law and access to justice, and fostering communities.

We are fully committed to providing a workplace that is inclusive, fair and equitable, and where all employees are respected and valued and where our employees have equal opportunities.

Inclusion is important to our future. We need the contributions of people from a wide range of backgrounds, experiences and ideas to achieve real innovation for our customers around the world.

This means:

- Creating a positive and supportive working environment for all employees
- Recognising and valuing individual differences and supporting the participation of all team members
- Promoting the diversity of our workforce
- Responding to changing work patterns, e.g. by providing flexible working where appropriate

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, train, develop, promote, and provide conditions of employment without regard to race, colour, creed, religion, national origin, gender, gender identity or expression, sexual orientation, marital status, age, disability, or any other characteristic protected by law. We are committed to an ongoing review of our policies and practices in the areas of recruitment, talent development, promotion and reward to ensure that we provide fair and equitable opportunities.

We will meet our inclusion goals through a number of actions such as:

- Selecting candidates for employment, promotion, training, or any other benefit on the basis of their ability
- Monitoring inclusion and diversity data (including diversity data, pay data)
- Training (e.g. inclusive leadership development programme for senior leaders and managers; unconscious bias training)
- Sponsorship and mentoring (e.g. Women in Tech mentoring programme)
- Encouraging inclusion networks (e.g. Employee Resource Groups focused on gender, ethnicity, sexual orientation etc.)
- Regularly reviewing our employment practices and procedures
- Maintaining good governance for, and communication on, inclusion

Moreover, the inclusion and diversity practices of our suppliers are important to us. Therefore, our **Supplier Code of Conduct** includes a non-discrimination clause.

In addition, our **Supplier Inclusion and Diversity Program** is designed to encourage the development of minority-owned, women-owned, veteran-owned, LGBT-owned businesses, as well as SBA-defined small businesses ("Diverse Suppliers"). We view supplier diversity as a strategic business advantage and a component of our Inclusion and Diversity strategy.

This policy is reviewed annually by the Corporate Responsibility department.