Advancing What’s Possible Through Inclusion and Diversity
Our Commitment to Inclusion & Diversity

LexisNexis Legal & Professional, a part of RELX, combines unparalleled legal and business information with analytics and technology to improve the way our customers work and to advance what's possible in the world by strengthening the rule of law. Our teams serve customers in 160 countries, and we are fully committed to creating a fair and equitable work environment for all of our employees worldwide.

We want RELX to be a great place to work, where our employees feel valued, have equal opportunities and benefit from pay equity regardless of their gender, gender identity, national origin, race, ethnicity, religion, sexual orientation, age or disability status. Inclusion & diversity (I&D) are important to our future. We need the engagement of people from a wide array of backgrounds, and experiences to achieve real innovation for our customers around the world.

We are a company that values, welcomes and encourages diversity and inclusion. We know that we're better, stronger, and faster as a company with diversity of thought and inclusion of all backgrounds and orientations. We know we're more competitive when we ourselves reflect the customers we serve in 160 countries around the world. We condemn discrimination and racism in any form. We can and will effect positive change within our business together and advance the rule of law in support of those who need its protections most.

Mike Walsh
Chief Executive Officer

At LexisNexis Legal & Professional, we know that a culture which is fully inclusive is one that enables and encourages all employees to bring their whole selves to the organization. We are committed to creating and driving a culture where all employees are enabled and encouraged to do just that.

Alyce Clark
Executive Vice President, Human Resources

Inclusion and Diversity are integral to enhancing our culture by attracting, developing, retaining, promoting and rewarding talent to drive our organization’s mission of advancing the rule of law around the world. We are committed to eliminating systemic racism in our legal systems and to being an advocate for Black lives. Together, we can make a real impact for each other, for our customers, and for our community.

Ronda Moore
Chief Inclusion & Diversity Officer
Culture of Inclusion

We believe that diverse teams are essential for innovation, reducing groupthink and enhancing critical decision-making. We hold ourselves accountable to cultivating an inclusive and diverse workforce that ensures equality and opportunity for career progression in the workplace. We also strive to ensure there are ample opportunities for diverse individuals to succeed at all levels at LexisNexis, including in leadership positions.

- Over 75% of people managers at LexisNexis Legal & Professional have completed Unconscious Bias training. Additionally, courses in Allyship, Inclusive Leadership and Psychological Safety enhance our culture of inclusion.
- We consistently review people policies to ensure fair workplace practices.
- Our LexisNexis global I&D council includes senior leaders who actively promote I&D across the organization.
- The LexisNexis I&D Framework provides guidance to organizational leaders to enhance our culture of inclusion and diversity.
- RELX celebrates many diversity awareness events throughout the year, including Global Diversity Awareness Month in October.
- Our reward philosophy aims to support the company’s ability to attract, motivate and retain high-performing employees. Our reward principles are underpinned by external equity, internal equity and pay for performance.

Employee Resource Groups

Over 100 Employee Resource Groups (ERGs) such as Women Connected, African Ancestry Network, Racial Equality at LexisNexis (REAL), Pride, LNLP Enabled and RELX Asians enhance our culture of inclusion and diversity. Employees receive paid hours for ERG participation and volunteerism. Over 1,500 employees from 24 countries participated in the 2020 annual ERG conference.
Gender

• In 2020, the RELX workforce was over 33,000. Women made up 51% of the entire workforce, 43% of managers and 31% of senior leaders.

• In 2020, 45% of board members were women, which represents an increase from 2019, when women made up 36% of the members of the board.

RELX is a signatory to the Women’s Empowerment Principles, a UN Global Compact initiative to help companies empower women and promote gender equality with the following principles:

1. Establish high-level corporate leadership for gender equality.
2. Treat all women and men fairly at work - respect and support human rights and non-discrimination.
3. Ensure the health, safety and well-being of all women and men workers.
4. Promote education, training and professional development for women.
5. Implement enterprise development, supply chain and marketing practices that empower women.
6. Promote equality through community initiatives.
7. Measure and publicly report on progress to achieve gender equality.

We remain committed to promoting and enabling equal opportunity, regardless of gender, at every level of our organization. We continually work to enhance our culture of inclusion and diversity to enable parity across all levels. Recent initiative examples include:

• Rolling out various development programs to enable career development and advancement for women.
• Community focus on and investment in gender equality in STEM.
• Global celebration of International Women’s Day on March 8, 2021.
Race and Ethnicity

Our US RELX workforce is 68% White, 9% Black, 12% Asian, 5% Hispanic, 2% Other and 4% Unknown (based on a sampling of approximately 90% of employees).

LexisNexis has long been committed to advancing the rule of law around the world. We are committed to doing even more to eradicate racism where it exists to ensure equality for all under the law, independent judiciaries, and accessible legal remedy.

We publicly condemn racism and recognize its deteriorating effects on our society. We believe Black lives matter and we are an advocate for Black lives. We fight against systemic racism, and we use our influence and resources for this cause in several ways:

- We have committed to making charitable donations over the next five years through cash and in-kind contributions of products, services and employee expertise to improving racial and social justice.
- We are working with the LexisNexis Rule of Law Foundation and our community of customers, leading legal organizations, NGOs and other partners to raise awareness of inequities and hidden biases in legal systems, and effect change.
- We are using our solutions and data to provide insights into systemic racism in legal systems and support positive change. Many of our legal product offerings contain Deep Data and analytic capabilities that can be used to help illuminate racial and social disparities and support data-driven discussions for change.
- We publicly support calls for racial equality and justice. We use our social and web channels to advocate for those whose voices may not be heard otherwise.
LGBTQ+

RELX is a member of the Open for Business coalition, a group of leading global companies dedicated to LGBTQ+ inclusion. At LexisNexis, we are deeply dedicated to ensuring that our business is reflective of the diverse communities we serve across the globe and that we foster a culture where differences are celebrated. LexisNexis received a perfect score of 100% on the Human Rights Campaign Foundation’s 2021 Corporate Equality Index (CEI), a leading benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. LexisNexis also earned designation as one of the Best Places to Work for LGBTQ Equality. The CEI rates companies on detailed criteria falling under four central pillars:

- Non-discrimination policies across business entities.
- Equitable benefits for LGBTQ workers and their families.
- Supporting an inclusive culture.
- Corporate social responsibility.

Disabilities

RELX is a signatory of the Valuable 500, a group of companies committing to placing disability inclusion on their business leadership agendas. LexisNexis is committed to providing a community of support for colleagues living with disabilities and their allies. The LNLP Enabled ERG aims to raise awareness of the experiences of colleagues living with disabilities, reduce unconscious bias, and create more inclusive work-places. We provide ongoing programming and participate in the annual celebration of International Day of People with Disabilities.
2020 - 2025
RELX Inclusion Goals

Gender
Increase the percentage of women in management, senior leadership and technology roles continually over time

Disability
Improve disability data collection, including by allowing employees to self-identify; clear action on fostering a disability-supportive workplace tracked through employee surveys and participation in relevant external benchmarking.

Race and ethnicity
Increase the racial and ethnic diversity of our workforce continually over time, with a focus on the US and UK where it is legally permissible to ask for relevant data.

LGBTQ+
Improve LGBTQ+ data collection, including by allowing employees to self-identify; clear action on fostering an LGBTQ+-supportive workplace tracked through employee surveys and participation in relevant external benchmarking.

Inclusive workplace
- Establish minimum global standards in areas such as flexible working and parental leave
- Continue impactful global inclusion training and track effectiveness, including through employee surveys
- Engagement on inclusion across RELX, with leadership involvement and grassroots employee participation including through Employee Resource Groups
- Robust inclusion metrics, external benchmarking and disclosure on progress toward inclusion goals

Awards
LexisNexis Legal & Professional has received widespread awards and recognition for our commitment to a culture of Inclusion and Diversity:

- Best Company for Culture 2020
- Best Company for Diversity 2020
- Best Company for Women 2020