

This statement, approved by the RELX Board on 11 February 2025, 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 ending 31 December 2024. This is our ninth Modern Slavery Act statement. [1] 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, enabling them to make better decisions, get better results and be more productive.

Our purpose is to benefit society by developing products that help researchers advance scientific knowledge; doctors and nurses improve the lives of patients; lawyers promote the rule of law and achieve justice and fair results for their clients; businesses and governments prevent fraud; consumers access financial services and get fair prices on insurance; and customers learn about markets, source products and complete transactions.

Our purpose guides our actions beyond the products that we develop. It defines us as a company. Every day across RELX our employees are inspired to undertake initiatives that make unique contributions to society and the communities in which we operate.

# 36,000+

Approx. 36,000 employees worldwide

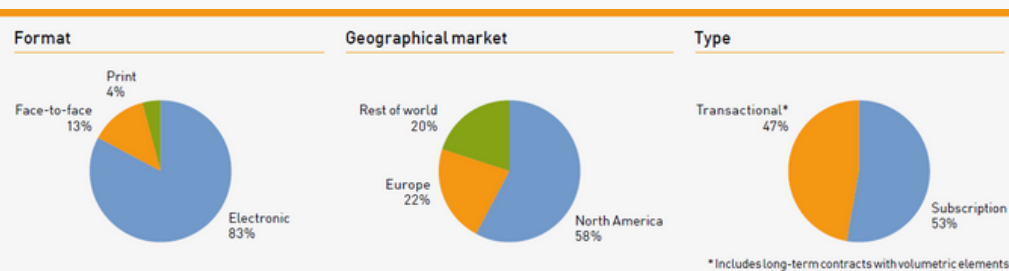
# 40

Approx. 40 countries in which we have offices

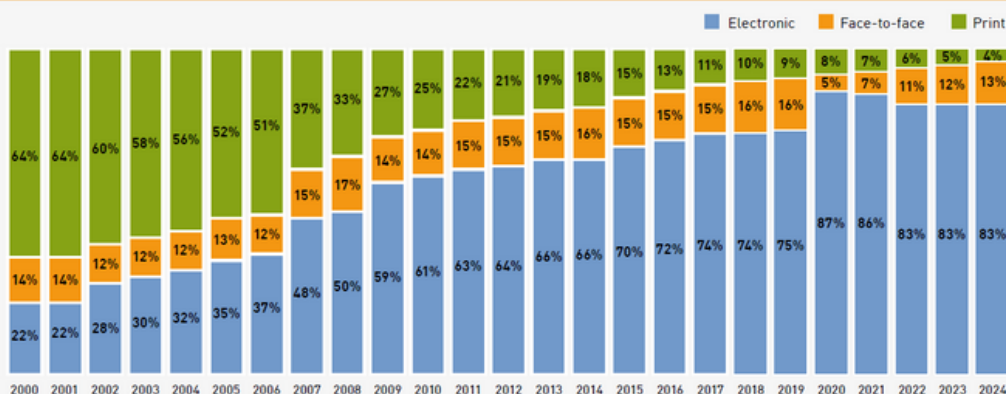
# 180+

Approx. 180 countries and territories in which we serve customers

### 2024 Revenue £9,434m



### Revenue by format



We operate in **four major market segments, Risk, Scientific, Technical & Medical, Legal and Exhibitions**. In 2024, electronic products and services accounted for 83% of revenue, up from 32% in 2004.

**Risk** 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.

**Scientific, Technical & Medical** helps researchers and healthcare professionals advance science and improve health outcomes by combining high-quality scientific and medical information and trusted data sets with leading technology to deliver analytical tools that facilitate insights and critical decision-making.

**Legal** helps its customers improve decision-making, achieve better outcomes and increase productivity by providing tools that combine legal, regulatory and business information with powerful analytics.

**Exhibitions** combines industry expertise with data and digital tools to help customers connect face-to-face and digitally, learn about markets, source products and complete transactions.

We focus on our **unique contributions** as a business where we make a positive impact on society through our knowledge, resources and skills, including:



Protection of society



Advance of science and health



Promotion of the rule of law & access to justice



Fostering communities



Universal, sustainable access to information

Detailed information about the segments, each of their business models and our unique contributions can be found in the RELX Annual Report on [relx.com](https://www.relx.com).

## OUR COMMITMENT TO PROTECT HUMAN RIGHTS

Modern slavery is the exploitation of another person for commercial or personal gain. It is an umbrella term for human trafficking, sexual exploitation, domestic servitude, forced and bonded labour.

The ILO Report from 2022 defines modern slavery as "situations of exploitation that a person cannot refuse or cannot leave because of threats, violence, abuse of power or coercion."

As a signatory of the **United Nations Global Compact** (UNGC) we are committed to respecting human rights across our value chain including in our workplace, marketplace and communities.

We consider the UN Guiding Principles on Business and Human Rights, the ILO Declaration on Fundamental Principles and Rights at Work and the OECD Guidelines for Multinational Enterprises in the creation of our policies. We expect our employees, customers, suppliers and other business partners to meet our commitment to human rights and to adhere to applicable laws and regulations in place to protect human rights within the countries in which they operate. We regularly assess key human rights impact areas, particularly those related to workplace, marketplace and our supply chain.

We are aware of the risk of modern slavery given our global presence and diverse supply chain. We have robust human rights due diligence processes in place which include:

- Assessing risks in our own operations and our supply chain through consultations with key stakeholders and through the use of due diligence tools
- Providing training to teams who are more likely to face potential modern slavery issues

- Conducting awareness raising campaigns for all employees, including making materials available to all employees on detecting modern slavery
- Enhancing our policies when necessary to address modern slavery risks
- Prioritising key risk areas so that steps can be taken to monitor suppliers and provide remediation if necessary

At RELX, all employees have an obligation to conduct business with integrity including respecting human rights.

We have a governance structure in place to support this very important objective, including personnel devoted to corporate responsibility, procurement, audit, compliance, corporate affairs, and legal. The CEO is responsible to the Board for the ethical operation of our business, including respecting human rights, supported by the CEOs of our business areas, the Head of Corporate Affairs, the Chief Legal Officer, the Chief Financial Officer, the Chief Sustainability Officer, the Chief Compliance Officer, the Chief Procurement Officer, the Chief Human Resources Officer and colleagues throughout our company.

We use a UK government definition of modern slavery, particularly “the trafficking of people, forced labour, servitude and slavery.” We did not receive any reports or questions from employees that related to modern slavery during the reporting period. The number of investigated reports and the substantiation percentage of those reports is posted on [relx.com](https://relx.com) and is updated during the year.

## OUR PEOPLE

As a global provider of information-based analytics and decision tools for professional and business customers, RELX attracts and develops highly skilled professionals who can realise their career aspirations. Given the nature of our work and workforce, the risk is low for human trafficking and modern slavery in our direct operations.

We employ over 36,000 people in more than 40 countries worldwide.

We have over 1,300 contingent workers who provide support such as editorial, technical, project management, and administration. Contingent workers are engaged through a centralised Group-wide programme, and their providers are subject to our Supplier Code.

## POLICIES TO AVOID SLAVERY AND HUMAN TRAFFICKING

### CODE OF ETHICS

Our [Code of Ethics and Business Conduct](#) (Code) sets the standard for our corporate and individual behaviour.

The Code is acknowledged by employees during training, and is publicly available at [relx.com](https://relx.com). In 2024, it was updated and shared with employees globally by the CEO. Our Code stresses our commitment to human rights and supporting fair and non-discriminatory labour practices, among other provisions. In accordance with the UN’s Guiding Principles on Business and Human Rights, we consider where and how we operate to avoid human trafficking and modern slavery in our direct operations and in our supply chain.

The Code, states 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 13 languages to ensure all our employees understand it. To help employees comply with applicable laws, we supplement the Code with other policies in areas critical to our business, including anti-bribery, competition, doing business with government, data privacy and security, trade sanctions and workplace conduct.

We are committed to an inclusive workplace, with diversity that reflects our customers and communities, and a culture that welcomes individuals and their contributions, regardless of gender, race or other characteristics protected by law, as stated in our [Inclusion and Diversity Policy](#).

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, hire, develop, promote, and provide conditions of employment without regard to any diversity characteristics protected by law.

We understand that some countries are at higher risk for human rights issues which is why, when prioritising focus areas for avoiding human trafficking and modern slavery, we consider location as well as type of work (with unskilled or lower-skilled workers sometimes at more risk), and employment status.

### **CONFIDENTIAL REPORTING & EMPLOYEE SUPPORT**

RELX has Compliance Committees who help to oversee and govern compliance.

We offer several reporting channels to report Code-related concerns, including managers, human resources staff, Compliance Committee members and Company Lawyers. We also have the Integrity Line which is available to employees, suppliers and other reporting persons.

The Integrity Line is hosted by an independent third party and is accessible by telephone or online 24 hours a day, 365 days a year. We encourage reporting of violations and have an anonymous reporting option where legally allowed. The Integrity Line also includes an AskAQuestion feature which allows employees to seek ethical advice before taking action. More information about these reporting channels is detailed in the Code, the RELX Reporting Concerns Policy and supplemental country-specific Reporting Concerns Notices available on [relx.com](https://relx.com). These documents prohibit retaliating against individuals who raise concerns or participate in an investigation.

Reports are investigated and action is taken when appropriate. Substantiated reports may result in additional training, coaching, policy changes, control enhancements, and/or disciplinary action.

RELX tracks alleged violations from its reporting channels and analyses violations and reports by subject matter, business, and geography, and reports trends and mitigation efforts to senior management, Compliance Committees, and the Board, including the Audit Committee.

### **SUPPLIER CODE**

RELX has a diverse supply chain with suppliers located in over 150 countries spread across multiple categories including technology (e.g. software, cloud, hardware, and telecom), indirect (e.g. consulting, marketing, contingent labour and travel), and direct (e.g. data/content and production services, print/paper/bind, distribution). Our top ten supplier countries are Australia, Austria, China, France, Germany, India, Netherlands, Philippines, UK and US.

We have a comprehensive [Supplier Code of Conduct \(Supplier Code\)](#), available in 16 languages, which we ask suppliers to adhere to and display prominently in the workplace. It commits them to following applicable laws and best practice in areas such as human rights, labour and the environment.

It also asks our suppliers to require the same standards in their supply chains, including requesting subcontractors to enter into a 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. Our Socially Responsible Supplier (SRS) programme is a key aspect of our work to prevent modern slavery and human trafficking in our supply chain.

The **Supplier Code** contains provisions on child labour, involuntary labour, wages, coercion and harassment, non-discrimination, association, health and safety, environment and anti-corruption.

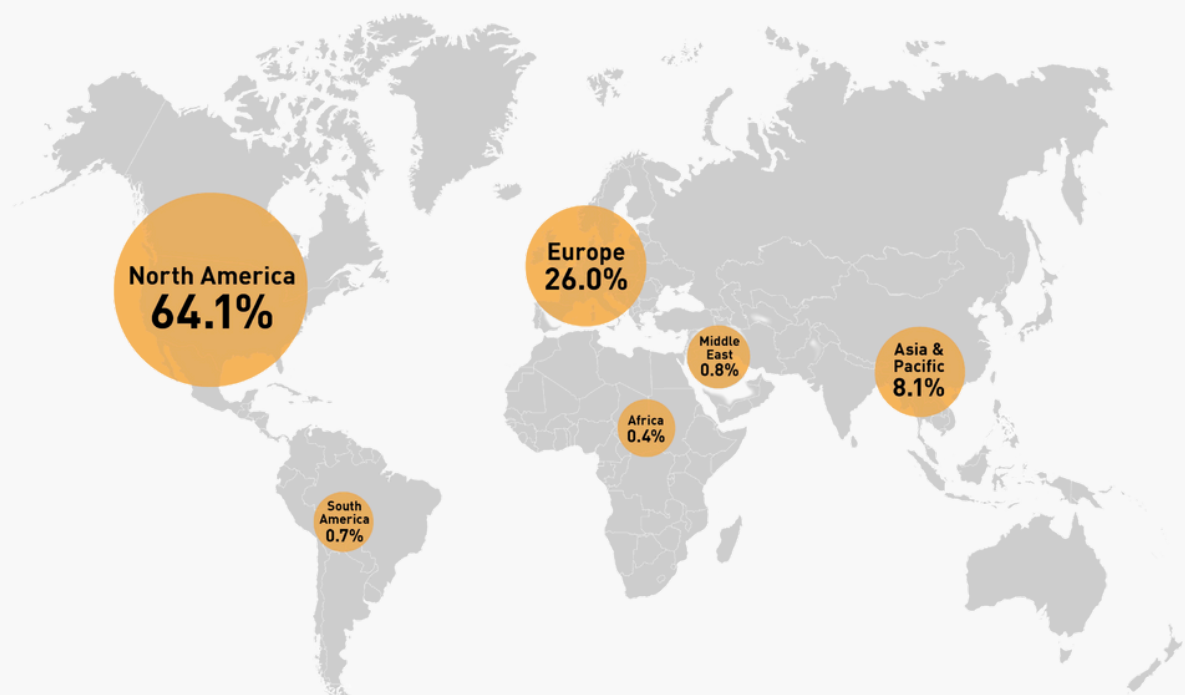
In accordance with the UK's Modern Slavery Act 2015, our Supplier Code specifically prohibits participation in any activity related to human trafficking, based on the American Bar Association's Model Business Conduct Standards to Eradicate Labor Human Rights Impacts in Hiring and Supply Chain Practices.

The Supplier Code stipulates that, where required by law, suppliers will have employment contracts signed with all employees and requires mechanisms for reporting grievances. It additionally contains provisions on involuntary labour that states unequivocally that suppliers cannot directly or indirectly participate in, or benefit from, involuntary workers and human trafficking-related activities. To strengthen adherence to our Supplier Code, we embed it into standard terms and conditions (such as contracts and purchase orders).

#### EXCERPT FROM 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."

#### RELX supplier locations (% of supplier spend)



Based on four quarters ending Q3 2024



## DUE DILIGENCE

### WAGES

We are committed to assessing our global employee workforce to ensure we adhere to our commitment to fair pay. A living wage is determined by the average costs to live, rather than the minimum wage which is lower and determined by law.

During 2024 we completed living wage assessments in all countries where RELX has more than 50 employees, representing 99% of our employee population which confirmed that we pay above the living wage in all locations. This work was undertaken using benchmarking from the WageIndicator Foundation, a global, independent, non-profit organisation who publishes living wage estimates for 2,700 regions across 173+ countries.

We are a living wage employer in the UK, accredited by The Living Wage Foundation. This means our employees and contractors are paid a living wage. We monitor living wage rates as they increase to identify any necessary adjustment in wages to ensure alignment. We have an alert in our HR system to notify reward managers if a UK employee's wage falls below this threshold, which is then adjusted.

We continue working with our partners in the Global Living Wage Affiliate Network, which provides support for multinational employers and operates according to shared values and best practice around methodology, calculation, accreditation policy and compliance.

To advance an inclusive workplace, we are committed to paying our people equitably. In determining pay, we consider market competitive pay levels, skills, experience, and performance levels over time and location. Key enablers of pay equity include our integrated human resources information system, a robust job architecture and pay decisions underpinned by transparent processes and clear governance. We are committed to educating managers on pay equity principles to ensure fairness for our

employees and to monitor job architecture to support consistencies in pay.

RELX participated in the [CCLA Modern Slavery UK Benchmark 2024](#), developed in support of Find it, Fix it, Prevent it, a collaborative investor initiative on modern slavery. The benchmark assesses the largest UK companies on the steps they are taking to eradicate modern slavery in their operations and supply chains. RELX scored the second highest rating showing evidence of human rights due diligence practices on modern slavery informed by experts and/or civil society partners; and evidence of activity in the find it, fix it, and prevent it categories.

We achieved the highest possible score of 100% in the Human Rights Campaign Foundation's 2023-2024 Corporate Equality Index.

### SOCIALLY RESPONSIBLE SUPPLIER PROGRAMME

Given the importance of an ethical supply chain, we maintain a Socially Responsible Supplier (SRS) programme encompassing all our business areas, supported by colleagues with expertise in operations and procurement and a dedicated SRS Director from our global procurement function. The VP Global Procurement has operational responsibility for ensuring engagement with suppliers occurs.

We use a country risk ranking tool to determine risk in our supply chain. The tool, developed by a third party, incorporates eleven indicators including data from the ITUC Global Rights Index, the US State Department Trafficking in Persons report, the Human Development Index, the Freedom in the World Civil Rights survey, the Rule of Law Index produced by the World Justice Project and UNICEF's percentage of children aged 5-14 years engaged in child labour data, to determine the risk level of each country.

In addition, we monitor our supply chain by using our own tools (Bridger Insight XG) and other commercially available tools. Over 90% of our global spend was subjected to risk assessment in 2024.

We track suppliers with whom we spend more than \$1m annually; suppliers identified as critical by the company; and those located in medium- and high-risk countries (as designated by our third-party developed supplier risk tool) with a spend of \$100,000+ spend for the previous two years.

The SRS tracking list changes year-on-year based on our business needs and changes in country risk designations. In 2024, there were 914 suppliers, 72 in high-risk countries and 698 in medium-risk countries, of which 747 (82%) are signatories to our Supplier Code or have equivalent standards in place.

Non signatories are primarily new to the SRS tracking list and we are working with them, and other non-signatories, to gain agreement to our Code. In total, at the end of 2024 there were 6,056 signatories to our Supplier Code, or suppliers with an equivalent code, representing an increase of 14% from the 5,322 signatories in 2023.

## MONITORING SUPPLIERS

Suppliers must comply with local labour laws and upon hiring, inform their employees of the terms of their employment.

We engage specialist supply chain auditors to evaluate compliance with the Supplier Code, and in 2024, there were 137 external audits; 61 onsite and virtual and 76 desktop. Desktop audits involve supplier responses to an online questionnaire, supporting document uploads, and a risk assessment. Virtual onsite audits involve facility representatives wearing a video and audio source which enables the third-party auditor to assess the facility, conduct interviews, and review documentation.

During an onsite audit, the auditor will randomly select employees from a full roster to interview. This provides an opportunity to address the awareness and trust of the process.

Interviews are confidential, facility management is not allowed to be present, and the interviews are anonymised. In communicating non-compliance to management, the auditor cannot disclose information which could identify the employee or employees to avoid retaliation against them, which is forbidden in the Supplier Code.

The audit covers critical dimensions of the Supplier Code such as: labour (including child/forced labour, discrimination, discipline, harassment/abuse, freedom of association, labour contracts); wages and hours (including wages and benefits and working hours); health and safety (including general work facility, emergency preparedness, occupational injury, machine safety, safety hazards, chemical and hazardous material, dormitory and canteen); management systems (including documentation and records, worker feedback and participation, audits and corrective action process); environment (including legal compliance, environmental management systems, waste and air emissions); anti-corruption and data security.

During 2024, onsite and virtual audit locations included Brazil, Canada, China, Hungary, India, Mauritius, Nicaragua, Pakistan, Philippines, Singapore, South Africa, United Kingdom, and Vietnam. All of our third-party auditors undergo training in the Compliance Practitioner Initiative (CPI) corporate responsibility lead auditor programme.

This auditor training encompasses a range of Human Rights standards, including key articles from the [United Nations Universal Declaration of Human Rights](#), the [Fundamental Conventions](#) of the International Labour Organization (ILO), the [United Nations Guiding Principles on Business and Human Rights](#), and the [Ethical Trading Initiative \(ETI\) Base Code](#). In addition to the CPI and global training, our country experts conduct periodic refresher training sessions covering various topics such as human trafficking, modern slavery, land rights, and other emerging issues and local laws.

When scheduling an audit, the facility is requested to provide information on the languages spoken by employees. Where necessary, external interpreters are engaged to ensure effective communication during the audit.

If an incidence of noncompliance is found during an audit, a remediation timeline is set where timings are either immediate or from 30-90 days based on the finding. The audit reports provide a summary of findings, local law references based on noncompliance, root cause and explanation of the noncompliance, follow-up method, timescale, and the recommendations or actions needed to close the finding. Suppliers upload a Corrective Action Plan (CAP) for each noncompliance in the audit platform and a follow-up audit is scheduled to confirm. Auditors work with suppliers until full compliance is reached. Our aim is to work with suppliers to ensure remediation but in instances where the supplier fails to take sufficient action, we will terminate the supplier relationship.

RELX has a tiered approach to remediation, as detailed in the table below:

Finding Rating	Time to remediate (months)
Zero Tolerance/Business Critical	Immediate or up to 1 month
Critical	1 - 2 months
Major	1 - 3 months
Minor	2 - 3 months

Ensuring suppliers remediate any findings from audits is critical to confirm compliance with the Supplier Code. We have a defined process in place with increased communication both internally and externally to help suppliers remediate zero tolerance/business critical and major findings within the defined timelines. If a supplier does not remediate these findings within the deadline, we work with relevant colleagues to define next steps (e.g. alternative suppliers, exit strategy, etc.).

The Supplier Code states that failure to comply may result in termination of the business relationship between RELX and the supplier, it also protects reporting persons from retaliation.

We understand audits are a helpful diagnostic tool to effectively identify risks alongside other measures. We strive for meaningful relationships with our suppliers to foster dialogue on labour and other issues.

Our suppliers and their employees can report any grievances to a dedicated RELX email inbox. We did not receive any reports or questions from employees that related to modern slavery in the year.

## TRAINING

In 2024, we continued to develop our modern slavery awareness training programme to highlight the prevalence of slavery globally and to ensure our employees are equipped with an understanding of how to deal with any suspected incident of modern slavery.

We developed an e-learning module in partnership with Slave Free Alliance, a social enterprise that helps organisations protect their operations and supply chains from modern slavery. The module can be accessed through our HR learning portal by all employees.

The training helps:

- Develop an understanding of what modern slavery is and the different forms that exist.
- Recognise the signs and indicators of the different forms of modern slavery.
- Understand how to respond appropriately if a victim or incident of modern slavery is identified.

During 2024, we deployed modern slavery awareness training online across the company, targeting teams in procurement, Exhibitions, facilities, and corporate responsibility. To date we have trained nearly 1000 employees.



During the year we asked 88 suppliers to undergo further training on freely chosen employment and child labour.

In 2024, we hosted annual supplier sessions focused on transformational governance, raising awareness of modern slavery issues in the supply chain and setting science-based carbon reduction targets.

## ADVOCACY

We promote the rule of law through our products and services, particularly those of LexisNexis Legal & Professional, which help legal professionals and support governments, and justice systems, to function more effectively. We make laws accessible to increase the transparency of legal systems as a fundamental element of a healthy society and growing economy. We are strong advocates for the rule of law and provide training and access to our legal tools and solutions.

Our Rule of Law Working Group tracks and expands our activities. As members of a Transformational Governance Think Lab supporting [SDG 16](#), we help businesses advance the rule of law and sustainable development. We hosted the UK launch of a transformational governance self-assessment tool and supported UNGC's SDG 16 Business Framework, promoting accountable, ethical, inclusive and transparent business conduct.

RELX Rule of Law Cafés bring together customers, government, NGOs and law societies to discuss opportunities to go beyond legal minimums to advance the rule of law. In 2024, LexisNexis Canada hosted an event for its employees featuring Chelimo Saina the Kenyan founder of a women's empowerment programme Shoe4Africa, which supports victims of domestic violence.

During a UK Rule of Law Café in the year, human rights barrister, Parosha Chandran, provided an update on two landmark trafficking cases she recently won at the European Court of Human Rights. Four Rule of Law Cafés took place in the year in South Africa, covering topics such as the

feasibility of free health insurance for all and the integrity of digital evidence in the age of AI. The business also completed a multi-year project digitising the tax laws of Ethiopia for the first time, ensuring the laws are available to both government and citizens.

LexisNexis Legal & Professional Australia offers a complimentary Regulatory Compliance Modern Slavery module to provide entities with clear guidance and support on modern slavery reporting.

Colleagues also provided their expertise to the Australian Human Rights Commission on a pro bono basis to the Human Rights and Technology Project, which considers how to protect and promote human rights in the context of new and emerging technologies; the business is also engaged with the Human Technology Institute to support responsible development and use of artificial intelligence.

The free [RELX SDG Resource Centre](#) features content on avoiding human trafficking and modern slavery and [also features tools like the LexisNexis Rule of Law Impact Tracker](#) developed with the World Justice Project to show the link between the rule of law and sustainable development; stronger rule of law leads to higher GDP per capita and life expectancy, lower child mortality, homicide, and corruption.

The SDG Resource Centre also features [eyeWitness to Atrocities](#), developed with the International Bar Association, which allows citizens to securely and verifiably report human rights atrocities, including human trafficking and modern slavery, so the information can be used as evidence in law courts. Read the story behind the App [here](#).

Anyone with an Android-enabled smartphone – from journalists and investigators to affected citizens – can download the free app to confidentially and securely send photos and videos and help bring perpetrators to account for crimes against humanity, including human trafficking.

We recognised Human Rights Day, in December with a special issue on the RELX SDG Resource Centre featuring more than [15 related articles](#) from our journals such as The Lancet.

LexisNexis UK have produced an [overview](#) of Human Rights and business, introducing the key issues business organisations need to know about human rights. It summarises some of the key human rights standards and initiatives that apply to business and the key actions that business organisations need to take in order to avoid causing or contributing to adverse human rights impacts.

Nexis Solutions, part of LexisNexis Legal & Professional, is helping organisations operate with integrity by enabling good governance and transparency across supply chains with due diligence research platforms. They also produce advocacy materials for the SDG Resource Centre, including a [micro-documentary](#) in collaboration with chocolate company Tony's Chocolonely, which aims to eradicate slavery in the cocoa industry.

We also offer [Access to Justice Law360](#), which provides 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.

The ADAM programme was developed by Risk to help the National Center for Missing and Exploited Children (NCMEC) find missing children. Risk technology quickly distributes missing child poster alerts to law enforcement, hospitals, and the public in specific geographic search areas. In 2024, ADAM distributed nearly 1.4m alerts featuring over 1,950 missing children which helped NCMEC resolve over 1,380 missing child cases.

In the UK, we work with Missing People providing access to our tools and resources to help in their search for missing children and adults. With free access to LexisNexis Risk Solutions TracelQ® product, Missing People maintained its Lost Connect service, helping people to reconnect with someone missing who is not legally missing or at risk in the eyes of the law.

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.

Since 2018, our LexisNexis Legal & Professional Malaysia business has been supporting a mobile court programme, which brings judges, court officers and lawyers to remote parts of Eastern Malaysia. The initiative aims to address the prevalence of statelessness in the area, arising from a lack of access to the relevant agencies and has helped to facilitate the adjudication of over 89,000 statelessness cases since its inception in 2007. See an example of our work in Sabah [here](#).

In June 2024 LexisNexis® and the Cook Islands government launched a website designed to simplify access to the laws of the Cook Islands. This initiative, involving a major consolidation of laws project, marks a significant advancement in accessibility to the law, and therefore improving access to justice. By leveraging LexisNexis' editorial and publishing technology, specific to legal information, the Laws of the Cook Islands website makes freely available the full recently consolidated text of Cook Islands legislation.

## 2024/2025 COMMITMENTS

Direct Operations	2024 Objective	Status	This is what we did	2025 Objective
	Continue to deploy training across the company, targeting departments at high-risk of modern slavery.	Ongoing	In 2024, nearly 1000 employees completed online training in modern slavery awareness across teams in procurement, Exhibitions, facilities and corporate responsibility.	Continue to deploy training across the company, targeting departments at high-risk of modern slavery.
	Ensure modern slavery awareness training engages contingent workers.	Ongoing	We are working to ensure all contingent workers undertake modern slavery awareness training through their relevant service providers and track progress.	Continue to work with contingent workers to ensure they have access to modern slavery awareness training.
	Continue living wage assessments in further 5 geographies and create a plan to ensure a continuous review to meet living wage standards for all employees.	Ongoing	During 2024 we completed living wage assessments in all countries where RELX has more than 50 employees, representing 99% of our employee population. This work was undertaken using benchmarking from The WageIndicator Foundation.	Continue living wage assessments globally.

Supply Chain	2024 Objective	Status	This is what we did	2025 Objective
	Increase # of suppliers as Code Signatories; continue using audits to ensure continuous improvement in supplier performance and compliance.	Ongoing	In 2024, there were 914 suppliers on the SRS tracking list, 72 of which were in high-risk countries and 698 in medium-risk countries. 747 of the suppliers (82%) on the SRS tracking list have signed our Supplier Code, or have equivalent standards in place. At the end of 2024 there were 6,056 signatories to our Supplier Code, or have an equivalent code, representing an increase of 13.7% from the 5,322 signatories at the end of 2023.	Continue to increase number of suppliers as Code signatories; continue using audits to ensure continuous improvement in supplier performance and compliance.
	Work with Suppliers to ensure they undertake Modern Slavery Awareness training.	Ongoing	During the year we invited 90 suppliers on our tracking list for training on 'Employment is freely chosen' and 'Child labour shall not be used'.	Continue to work with suppliers to ensure they undertake Modern Slavery Awareness training.
	Continue to work with suppliers to support their learning.	Ongoing	In 2024 we hosted exclusive supplier sessions "Navigating Ethical and Sustainable Practices". These sessions focused on transformational governance, raising awareness of modern slavery issues in the supply chain and science-based targets.	Continue to work with suppliers to support their learning.

## PARTNERSHIPS

At RELX, we recognize the importance of multi-stakeholder partnerships to achieve greater impact. We participate in a number of partnerships to advance progress against modern slavery:

Name of partnership	Description
Global Compact UK's Modern Slavery Working Group	We are founding members of this forum which meets quarterly and helps its members respond to the MSA. The Working Group has provided a safe space where its members can discuss the challenges of implementing the MSA and learn how companies from other sectors are tackling due diligence. Through this forum, we participate, in a peer review of our 2024 MSA Statement.
UN Global Compact's Action Platform on Decent Work in Global Supply Chains	The UN Global Compact launched the Action Platform on Decent Work in Global Supply Chains in 2017 to build an alliance of companies committed to respecting human rights and fundamental principals and rights at work by leveraging their supply chains and taking collective action to address decent work deficits. We are members of their sub-working group on living wages.
The Book Chain Project	The Book Chain Project, managed by SLR is a collaborative project involving 26 leading book and journal publishers, over 400 print suppliers, and more than 300 paper manufacturers. Its three main components are: forest sourcing, chemicals and materials, and labour. We currently participate in the paper component.
WageIndicator Foundation	The WageIndicator Foundation is an organisation offering companies a comprehensive resource for understanding and navigating the complexities of the global labor market. By providing up-to-date wage data and living wage estimates for over 2,700 regions in more than 173 countries, the Foundation helps businesses ensure fair compensation practices.

This statement has been approved by the RELX Board on 11 February 2025.



Paul Walker, Chair

[1] In accordance with Section 54 of the United Kingdom's Modern Slavery Act 2015, this RELX Modern Slavery Act Statement 2025 covers the following RELX subsidiaries: RELX PLC (ultimate parent company); RELX Group plc; RELX (Holdings) Ltd; RELX (UK) Ltd [[www.relx.com](http://www.relx.com)]; LNRS Data Services Ltd [[www.risk.lexisnexis.co.uk](http://www.risk.lexisnexis.co.uk)]; LexisNexis Risk Solutions UK Ltd [<https://risk.lexisnexis.co.uk>]; Elsevier Ltd [[www.elsevier.com/en-gb](http://www.elsevier.com/en-gb)]; Butterworths Ltd [[www.lexisnexis.co.uk](http://www.lexisnexis.co.uk)]; Reed Exhibitions Ltd [[www.rxglobal.com](http://www.rxglobal.com)].