

Diversity Inclusion & Belonging



Introduction from Mark Kelsey

Diversity, Inclusion and Belonging is critical to our company's culture and success.

We grow through innovation, and to do this we need diverse, talented people working in a culture of inclusion and psychological safety. And what makes us a great place to work is creating a real sense of belonging, where we feel welcomed, connected, and true to be ourselves as we work towards our shared sense of purpose.

Our network of 25 Employee Resource Groups are at the heart of our DI&B strategy. They create community and belonging for our colleagues and educate the business on inclusion.

Our DI&B strategy commits us to remaining fully transparent on the work we do in this area as we maintain our successes while continuing to assess and strategise in areas targeted for improvement.

We will continue to offer valuable DI&B resources such as unconscious bias awareness training and courageous conversations, while also offering a slate of new programmes, including specialised allyship tracks, understanding racial microaggression workshops, psychological safety assessments, positive leadership, mental health awareness programmes and more.

Back in 2020 we launched our Inclusion Council, chaired by myself and made up of leaders from across LexisNexis Risk Solutions. We meet quarterly to review our diversity data, and to ensure we are taking the right actions to maintain our culture of inclusion and diverse representation. This forum has made great progress and we continue to evaluate the long and short-term DI&B goals of the organisation.

Some notable achievements over the past five years include:

- All line managers now have a DI&B KPO
- Creating of our five-year Inclusion Goals Dashboard, with improvements on 8 out of 10 areas
- The proportion of women in VP executive roles has grown by 50%
- Ethnicity representation in leadership has increased by 22%
- Our women in leadership programme, Ignite and Accelerate, has an 85% retention of talent after five years, and a 60% promotion rate.
- Quarterly meetings with our ERG facet leaders for Gender, LGBTQ+, Disability and Race & Ethnicity.

The business case for DI&B is incredibly compelling. Companies that focus on DI&B perform better, they're more creative, have higher engagement and lower attrition, and they go to market more quickly.

Our fantastic business has an incredible sense of purpose, and by focusing on DI&B we can be even better tomorrow than we are today.



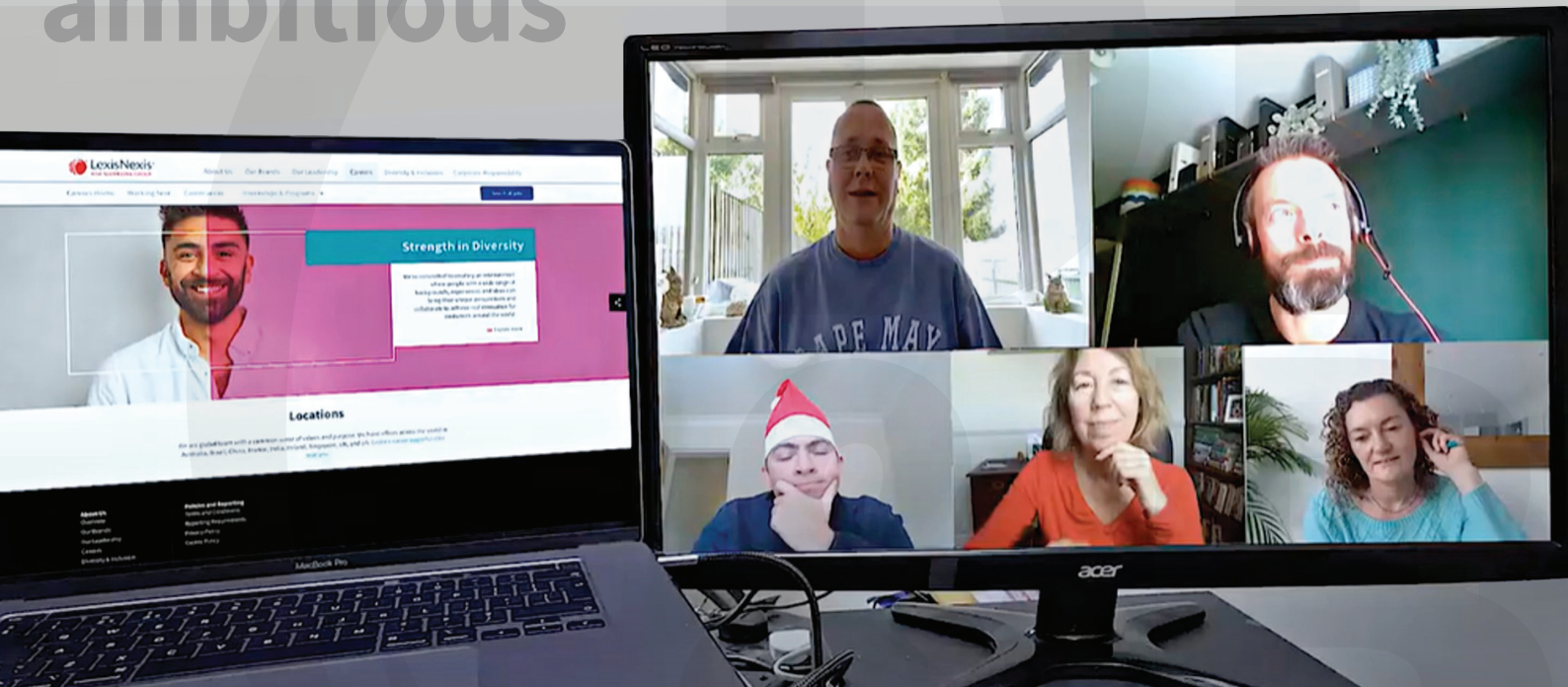
Mark Kelsey

CEO, LexisNexis Risk Solutions



Our culture means
everything to us!

inclusive
innovative
ambitious
collaborative
respectful



enterprising
supportive
community-focused
adaptable
flexible

Meet the DI&B Team



Jo Portlock
VP, Diversity Inclusion & Belonging



Jane Baldwin
Director, Corporate Responsibility



Charlene Oke
Director, Diversity Inclusion & Belonging



Lisa Cook
DI&B Early Careers Business Partner



Tamsin Dixon
Community Relations Manager



Alison Fox
Living Well Programme Manager



Monica Garrett
Director, Community Relations



Dawn Naughton
Diversity Inclusion & Belonging
Co-ordinator



Shabina Panjwani
DI&B Early Careers, Diversity Coordinator



Shalaina Ramos
Communications Manager - Digital Experience



Taneisha Thomas
DI&B Business Partner, USA and Americas

**DI
&B**

We don't just talk about diversity...

Q1'23 Award Wins



Q2'23 Award Wins



Q3'23 Award Wins



Q4'23 Award Wins



...we win awards!

LexisNexis Risk Solutions Inclusion Council

In 2020, CEO Mark Kelsey established a LexisNexis Risk Solutions Inclusion Council to focus on advancing our inclusion strategy and improving our diversity gaps. The Inclusion Council, made up of senior leaders, serves many purposes including:

Advocating:

The council is a consultative group representing different business areas and iterating the importance of an inclusive workforce.

Supporting our ERGs:

Our ERGs are the lifeblood of our inclusive culture. Our inclusion council works to support them while enabling an open flow of communication to gain valuable input.

Focussing on recruitment and talent:

We are actively reaching out to diverse and under-represented talent, especially for our new roles in technology and sales which make up over 50% of our hiring. We also focus on building stronger pipelines and management for our under-represented talent.

Promote a positive culture shift:

The council supports and ignites cultural change around managerial and leadership competency, while promoting positive behaviours and awareness of inclusion and diversity.



“I am excited about the Diversity and Inclusion Council and helping to develop programs and initiatives that will foster a more inclusive environment for all employees. I am dedicated to our vision of a workplace where every employee can be their authentic self. This is a deeply personal goal, given my own career journey, and I thank the council for the opportunity to do this work with other business leaders.”

Jeffery Batiste
SVP and GM US Auto

“I joined the Inclusion Council because I feel having a diverse and inclusive workforce is critical to the success of our organization. We focus on attracting a broad range of talent to our organization, and I work with the council to further my awareness and knowledge so we can continue to bring the very best talent into the company..”

Barbara Blevens
VP, Talent Acquisition



LexisNexis Risk Solutions Inclusion Council

“It is refreshing to be part of an organization that recognizes the value of a diverse and inclusive environment. For me, the Inclusion Council demonstrates our commitment to identify and reinforce best practices and provides us with an opportunity to gain a better understanding of the differences and life experiences of our talent. I am excited to help make this a great place to work.”



Bill Min
EVP and General Counsel

“I am passionate about inclusion which has manifested in helping to write the UK Tech Talent Charter, as well as setting up the Alpharetta chapter of the Young Professionals ERG. As a Senior/Strategic HR Business Partner supporting Technology globally, and as a millennial person, I have an inevitable and personal interest in helping to ensure our organisation is diverse and most importantly, an inclusive and fulfilling place to work. I’m excited to be part of the Council and to work with like-minded business leaders on initiatives to make that happen.”



Jo Fisher
HR Director

“There’s a big gap between appreciating that differences exist, versus trying to ensure we fully understand those differences from the perspective of those most impacted. As leaders, we need to create an environment where we strive to learn and improve so everyone feels empowered to contribute and reach their maximum potential.”



Jamie O’Sullivan
Group Managing Director, Nextens, EG

“Embracing and understanding different cultures within the work environment is imperative for everyone to feel comfortable in bringing their “whole” self to work. For too long we have fallen into the trap of only wanting to know what we already know. I am truly honoured to have an opportunity to work with like-minded senior leaders to evoke change, challenge the status quo and feel comfortable in practicing active allyship across our business. Inclusion, Equity and Belonging aren’t just a focus for today or tomorrow. It is a way of life. It’s about harnessing what makes us different and finding ways we can take action to support all voices and foster real engagement. I am honoured to be part of the council, as we shape our DI&B journey and embed a culture of inclusion we can all be proud of.”



Charlene Oke
Director, Diversity Inclusion & Belonging

LexisNexis Risk Solutions DI&B Strategy Phases

Since 2020, we have committed to annually publish our strategy, progress and data. As a business we have had great success in becoming more representative and developing a culture of inclusion and belonging. We will continue to evolve our Diversity Inclusion & Belonging inclusion goals so we are always a step further in creating better teams, improves employee well-being, enhances our innovation and ultimately that makes our business more successful.

Diversity Inclusion and Belonging 3 Phase Strategy

HR Lead

Target & Metrics Driven



Building foundations

- DI&B strategy and metrics approach sponsored by Exec Team
- Inclusive leadership behavioural model defined
- Engage and utilise our ERGs
- Fair and equitable processes
- Review our data for gaps
- Address under-representation
- Create awareness of the importance of DI&B



Embedding change

- DI&B leaders council to sponsor change
- Pipeline diverse talent for future leadership
- DI&B metrics informing action plans
- Inclusion deep-dive launches
- Expand inclusion: incorporate more groups / programmes

Business Lead

Strategy Aligned



Achieving and sustaining

- DI&B embedded in culture
- Making progress on DI&B goals and recognised externally for achievements
- Ongoing utilisation of metrics and benchmarking surveys to provide a feedback on progress
- Further integrated talent approach at all levels
- DI&B principles aligned to the products and industries we serve

LexisNexis Risk Solutions Inclusion Goals

	2021	2022	2023	Goal for 2025
Women in line management	37%	38.8%	37.6%	42% (in line with overall Gender split)
Women in Senior leadership	24%	26.1%	27%	30%
Women in Technology	26%	26.2%	27%	28%
Ethnicity at Senior leadership (USA)	16%	19.6%	22.3%	23%
Ethnicity in line management (USA)	28.6%	29.2%	29.9%	33%
Psychological Safety	70 (from sample survey)	70 (from 10% sample survey)	85 from EOS survey	Psychological safety of 80 and above
Voluntary Attrition (rolling 12 months)	USA <ul style="list-style-type: none"> • Asian - lower than representation • Black - higher than representation • Hispanic or Latino - in line with representation GLOBAL <ul style="list-style-type: none"> • Attrition Split 47% Female 53% Male (population 41% Female 59% Male) 	USA <ul style="list-style-type: none"> • Asian - lower than representation • Black - higher than representation • Hispanic or Latino - in line with representation GLOBAL <ul style="list-style-type: none"> • Attrition Split 41% Female 59% Male (population 42% Female 58% Male) 	USA <ul style="list-style-type: none"> • Asian - lower than representation • Black - higher than representation • Hispanic or Latino - in line with representation GLOBAL <ul style="list-style-type: none"> • Attrition Split 43% Female 57% Male (population 42% Female 58% Male) 	Attrition levels no greater and in line with overall employee representation
Percentage of employees volunteering	53%	54%	61%	64%

Our ERGs

At LexisNexis Risk Solutions we have over 25 Global Employee Resource Groups run by our employees.

Every employee has two paid days to attend events and take part in these groups.



-  African Ancestry Network Employee Resource Group
-  All-In KOP Employee Resource Group
-  All-In VitalChek Employee Resource Group
-  Disability Employee Resource Group
-  Dyslexia Awareness Employee Resource Group
-  EDGE Employee Resource Group
-  Hispanic Heritage Employee Resource Group
-  Menopause Support Employee Resource Group
-  Mental Health Employee Resource Group
-  Multicultural Employee Resource Group
-  Pan Asian Employee Resource Group
-  Proud Employee Resource Group
-  Religion Employee Resource Group
-  Todos Juntos Employee Resource Group
-  Women Connected Employee Resource Group
-  Women in Tech Employee Resource Group
-  Young Professionals Employee Resource Group

Post Event Survey Comments...

“I thought this particular event was OUTSTANDING! - *Multicultural ERG*”

“Excellent well run event- *Mental Health ERG*”

“This was so insightful and appreciated. I’m so proud to be apart of this company - *PROUD ERG*”

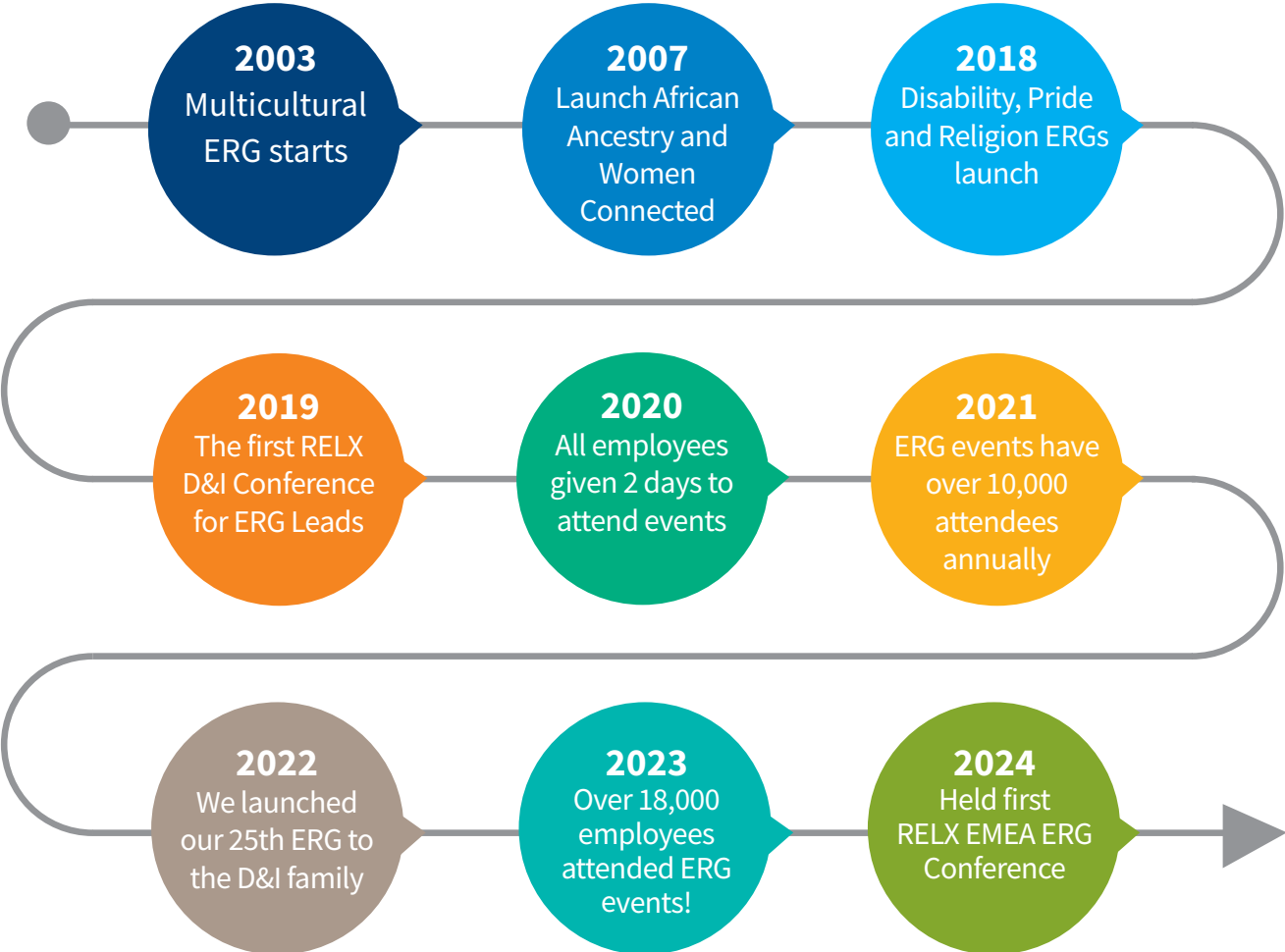
“The AAN ERG is doing an exceptional job in providing valuable information and engaging events to all employees. - *AAN ERG*”

“I really enjoyed participating. There were some great take aways and look forward to working more Disability and Inclusion for our workplace. - *Disability ERG*”

“Keep them coming! exposure to this kind of information is so valuable to all employees - *Women Connected*”

Our ERG Timeline...

2003 - 2024



Our Gender Data.



Gender 2024 Data

Overall Gender Balance - **58%** Men **42%** Women

Line Manager - **61%** Men **38%** Women

Executive Leadership - **73%** Men **27%** Women

C Suite - **25%** Women **75%** Men

Hiring - **46%** of hires were Women

Promotions - **39%** were awarded to Women

Our commitment to Gender Inclusion

- Ignite and Accelerate Development Programme (60 women VPs and Directors have been involved in the programme)
- Women Connected ERGs (8 chapters)
- Women in Technology Mentoring Scheme
- Menopause support ERG offers flexible working to all employees

Gender Achievements

- Grown the female VP population from 19% to 30%
- Women in tech representation is 27% (to the high end of the industry norm)
- 1800 people attended our gender-based ERG events
- 132 people attended our Gender Allyship Track
- 83% retention and 60% promotion rate for our Women in Leadership Talent Programme
- Enhanced paternity leave in the UK from two to six weeks

Gender Commitments

- Stretch female representation at VP level to 35%
- Match line manager representation to our overall gender split
- Target one in three hires in tech to be women



Menopause Support
Employee Resource Group



Women Connected
Employee Resource Group



Women in Tech
Employee Resource Group

Bill Madison -
CEO of Insurance



Executive Sponsor for Women Connected ERG and Executive Champion for the Insurance Employee Advocacy Group (EAG)

“ When I think about why I jumped at the opportunity when asked to be an ERG executive sponsor or champion a new EAG, a few things come to mind. We each have our own experiences that we bring to the table. It was apparent at an early age that I knew I wanted to be an ally. That’s why I’m passionate and vocal about the fact that DI&B is not an initiative; it’s foundational to the organization and part of everything we do. As a business, we often talk about the importance of a growth mindset – always looking to evolve and improve. One of the ways we grow is getting exposure to different mindsets and being open and mindful of individuals who have different perspectives, a cornerstone of DI&B and being an ally.”

Gender ERG Leads.

Kim Brown - Women Connected Co-Chair & Facet Leader Assistant Vice President, Product Management



“ We’ve made advancements over the past few years from a DI&B perspective but there is still more to be done. My role as facet lead is to create alignment across the ERGs within my facet and to ensure alignment between them and the DI&B team. By joining voices, we will amplify our message and have a broader impact.

Some actions that we will be taking this year include consolidating some of the Women Connected groups and taking a regional approach. Instead of the almost ten Women Connected groups we previously had, we now have three regional groups, Women Connected Americas (consolidation of Women Connected Virtual, Alpharetta, Boca, Houston, Evanston and San Jose), Women Connected Europe (France and coming soon UK&I) and Women Connected APAC (Singapore, China and coming soon, the Philippines). We will also be aligning under a common theme and choosing goals for the year that tie to the goals of our DI&B team.”



Women Connected
Employee Resource Group

Beth Kilian VP Sales, Business Services



“ The Virtual Women Connected chapter has allowed employees from across the globe to share inspiring stories and learn from motivating guest speakers all while working from home. I am most proud of the mentorship program that over the past five years has brought true connections to so many and impacted careers at Risk. This ERG has brought enrichment into my life, and I am grateful for this experience.”

Beth is also Executive sponsorship to Young Professionals



“ I am so honored to work with the Young Professional groups as they make an impact right across the globe. It is important to feel a sense of belonging and community and I think the Young Professional ERG chapters do a great job facilitating an environment of inclusion and a community of peers who have common interests.”

Our Race & Ethnicity ERG Leaders.

Race & Ethnicity 2024 Data

Overall Race and Ethnicity Representation (USA Data Only)

60% White **40%** Racial and Ethnically Diverse Backgrounds

Line Manager - **71%** White **29%** Racial and Ethnically Diverse Backgrounds

Executive Leadership - **62%** White and **38%** Ethnically Diverse Backgrounds

C Suite - **66%** White **33%** Racial and Ethnically Diverse Backgrounds

Hiring - **44%** of hires were those of an under-represented Race and Ethnicity

Promotions - **37%** of promotions were those of an under-represented Race and Ethnicity

Our commitment to Race and Ethnicity

- Vijay Raghavan and Bill Min appointed as Race Executive Sponsors
- Race and microaggressions training delivered to over 2,500 employees
- Courageous conversations on Race and Ethnicity delivered to over 1,000 employees
- ERGs focused on Race and Ethnicity: AAN, EDGE, Hispanic Heritage, Pan Asian and Multicultural
- Our Emerge and Evolve talent programme, focused on leadership development for our ethnically diverse talent, is now in its third cohort

Race & Ethnicity Achievements

- Grown the USA VP population of ethnically diverse talent from 13% to 20%
- Established a talent programme, Emerge and Evolve, for ethnically diverse talent
- 2,500 people attended our Race & Ethnicity ERG events
- 333 employees completed specialised allyship tracks
- Courageous conversations on Race and Ethnicity delivered to over 1,000 employees
- ERGs focused on Race and Ethnicity: AAN, EDGE, Hispanic Heritage, Pan Asian and Multicultural

Race & Ethnicity Commitments

- 23% VP representation from ethnically diverse backgrounds by 2025
- 1/3 of line managers (USA) from ethnically diverse backgrounds by 2025



Pan Asian
Employee Resource Group



EDGE
Employee Resource Group



Multicultural
Employee Resource Group



Hispanic Heritage
Employee Resource Group

Race & Ethnicity 2024 Data

Vijay Raghavan - Executive Facet Sponsor for Race & Ethnicity
CTO and EVP, Technology



Vijay has stated the importance of inclusion is about:

“ Making human connections is always an uplifting thing, and by using occasions such as these to connect with people who are outside our usual social circles, we will feel better about ourselves. Further, we will discover that we are more similar to them than we are different from them.”



EDGE

Employee Resource Group

Felipe Walker - Facet Lead for Race & Ethnicity

VP Sales Operations
Strategy & Training



“ As a facet lead for African Ancestry Network (AAN), Ethnically Diverse Group of Employees (EDGE), Multicultural, Pan Asian and Religion ERGs, my role is to provide guidance and to support the work the ERGs continue to do each year. The questions that are always top of mind for me are: how do we continue to drive change, support Psychological Safety and make this a great place to work for everyone?

Some of the areas of focus are increasing awareness of ERGs, driving event participation, increasing memberships, supporting allyship and making a positive impact as it relates to Diversity, Inclusion and Belonging. We have had brainstorming sessions and it was very apparent that we can all learn from and support each other. The excitement I heard while we all collaborated confirmed for me why aligning was important and the right thing to do. I look forward to participating in upcoming events and seeing new faces. If you see me, please say hello!”



Religion

Employee Resource Group

BiTC Race at Work commitments



Business in the Community (BiTC) is the UK's largest and most influential responsible business network dedicated to building a fairer and greener world together.

Commitments	Actions
Appoint an Executive Sponsor for race	<ul style="list-style-type: none"> Vijay Raghavan appointed as Race Executive sponsor for LexisNexis Risk Solutions and Bill Min for EDGE in the UK. Created a specific Race inclusion interview featuring Vijay and Bill and company communication confirming these roles.
Capture ethnicity data and publicise progress	<ul style="list-style-type: none"> Improved our UK data reporting from 31.4% (Q1 2020) unknown to 18.3% unknown (Q4 2021) Took part in the UK Race at Work Survey (400 responses) Published our 5-year LexisNexis Risk Solutions Inclusion Goals Race and Ethnicity Data (October 2021)
Commit at board level to zero tolerance of harassment and bullying	<ul style="list-style-type: none"> D&I metrics including Race and Ethnicity in SOM and People Management level in all leaders KPO Empathy circles on Race equity delivered to all UK business leaders Race microaggressions workshops attended by over 2500 people including all level 3 leaders
Make clear that supporting equality in the workplace is the responsibility of all leaders and managers	<ul style="list-style-type: none"> All people managers have a D&I KPO D&I dashboard launched to all level 3 and BU leaders at level 4 Inclusive leadership training rolled out to all 2000 people managers Microaggression and empathy training scheduled for September and October 2021
Take action that supports ethnic minority career progression	<ul style="list-style-type: none"> Women in Leadership programme in its 4th cohort – 28% of cohort participants are Black, Hispanic, Latino, Native American or Asian Black women leading programme – running its second cohort (8 participants to date) Race and Ethnicity programme – currently working with external providers to scope a leadership development programme for ethnically diverse talent, looking to launch early 2022 Emerge & Evolve has been launched Feb 2022 to support sponsorship, visibility, professional and personal development for ethnically diverse talent



Our Launch event for Emerge and Evolve, Race and Ethnicity Talent Programme team.



Natalie Lawrence - EDGE ERG Leader

Professional Services Operations Manager



“ As leader of the EDGE ERG, bringing my ethnically diverse self to the office is pretty standard for me. I cannot be anyone else but, unapologetically me. To stand onboard this platform as a key stakeholder representing diversity, inclusion and belonging is an absolute honour. DI&B within the workplace is so important and rewarding for everyone. It is important that we always champion for ongoing change and encouragement, for DI&B. As long as I have a voice, I will continue to push for change and a psychologically safe working environment for all.”

Dorota Goch-Miller - Multicultural ERG Leader

Graphic Designer, Brand Marketing



Multicultural
Employee Resource Group



“ Originally from Poland, I travelled throughout Europe and North America every year during the summer breaks of my high school and college years. What I loved most about my journeys was laughing with newly made friends from different countries, learning words from their languages, and visiting places they called home. I was fascinated by the variety of cultures and starved to know more about them. This fascination has remained with me to this day. Once I became part of the Multicultural ERG, I knew right away I had found my home. Through this group and its incredible members and events, I can share my passion for people of all backgrounds and highlight the differences that make us alike. No matter where one is from, where one grew up, or how one looks, they are already part of this very diverse and inclusive group. Welcome home!”



Bhakte Patel

Associate Statistical Modeler



Leaders Pan Asian ERG

“ Leading the Pan Asian ERG gives us a great opportunity to make a direct impact on creating a positive change within the organization and within the Pan Asian community. We get a chance to help other people push past the obstacles they may be facing and develop important career skills. Leading the ERG also gives us an opportunity to gain leadership skills, network and build meaningful relationships with other professionals, and gives us a chance to connect with senior leadership.”



Sirisha Lingareddy

Sr. Quality Test Analyst

Bill Min - Executive Sponsor EDGE ERG

EVP and General Counsel

“ As the Executive Sponsor of EDGE since October 2020, it provides me with the opportunity to support an environment where individuals can share and learn from the experiences, challenges, and victories of each other. Despite what the world make us believe, cars still need drivers to complete the journey. Thank you EDGE steering committee members and participants for driving change.”



DI&B Partnerships

Our commitment to diversity means advancing our culture of inclusion and taking action to support under-represented groups. We work in partnership with thought leaders in the Diversity and Inclusion space, here are some of our key partners:





LGBTQ+ Inclusion.

Run with Pride...



LGBTQ+

Our last inclusion survey data shows 5% of our global employee base are identified as LGBTQ+ and we launched a self ID project to make it easier for people to share their sexual orientation data, if they wish too.

Our Actions and Commitments:

- Launched a programme of Self ID to collect employee data on LGBTQ+, to identify and ensure our workplace is fully representative, inclusive and allow our systems to include preferred pronouns for employee profiles.
- Open Courageous Conversations on LGBTQ+ topics such as transgender inclusion, non binary identity, LGBTQ+ history to help educate employees.
- Expand our allyship programmes for all geographies.
- Partner with external thought leaders such as Workplace Pride, Student Pride and Open for Business.
- Seek to partner with LGBTQ+ job boards to increase opportunities to hire.

LGBTQ+ Achievements

- Achieved 100% in our recent Human Rights Corporate Equity Index
- Piloted a Self ID approach to allow employees to share their sexual orientation data
- Continue to attend both Atlanta and London Pride marches as a corporate sponsor
- Partner with MyG Work for their recruitment job boards and support with education and awareness
- Offer employees options to disclose their pronouns on internal systems, virtual meetings and emails

LGBTQ+ Commitments

- Create a process for all employees to self define their sexual orientation
- Created Transgender Awareness Guides for managers and employees
- 2,000 people attended our LGBTQ+ ERG events
- 188 completed LGBTQ+ specialised allyship



Proud
Employee Resource Group



Preston Staudt

Executive VP and CFO, LGBTQ+ (Proud) Executive Sponsor

“ I am greatly appreciative to be a member of the Inclusion Council, advocating for our vital Employee Resource Groups and actively contributing to initiatives that underscore the significance of fostering an inclusive workforce. My commitment extends to championing a positive culture that benefits all employees, and I eagerly anticipate collaborating with these esteemed organizations to drive meaningful change and enhance my own awareness. ”

Disability & Mental Wellbeing.

Disability and Mental Wellbeing

Our last inclusion survey data 8.5% of our global employee base identify as having either a visible or non-visible disability.

Our Actions and Commitments:

- Launched a programme of Self ID to collect employee data on disability and ensure our workplace is fully accessible, representative and inclusive.
- Continue our Courageous Conversations and disability education training for all employees.
- Offer all employees access to wellbeing and mental health resources.
- Provide mental health champions and training.
- Partner with Business Disability Forum, Wellbeing Tortoise, Hidden Disability - Sunflower programme and The Valuable 500.

Disability Achievements

- Launched the Sunflower Hidden Disabilities Scheme
- Continue to educate all leaders and employees on disability inclusion best practice
- Utilise EvenBreak as recruitment platform to advertise all roles



Disability
RSG Diversity & Inclusion

Disability Commitments

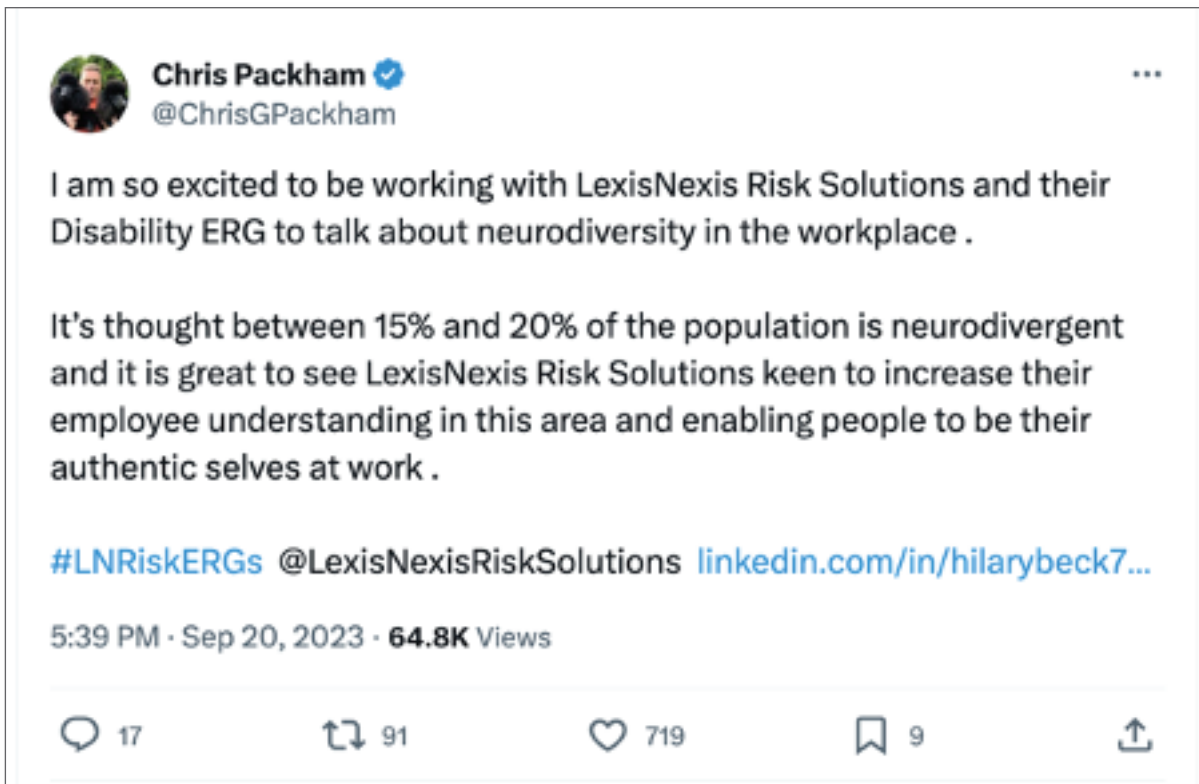
- Offer neuroinclusion as standard in our environments and practices
- Create a pre-approved accessibility adjustments for all employees without any authorisation process
- 1,000 people attended our Disability ERG events
- 300 employees completed specialised allyship
- Created a Disability in the Workplace Support Guide

Neurodiversity Achievements

- Inclusive workplace - London and Sutton offices include quiet spaces, sensory areas and provision of noise cancelling equipment
- Events - Expertise from various neurodiverse speakers such as Alex Manners and Chris Packham
- Social media - published a neurodiverse short story this year on social media and also promoted our partnerships with Neurodiversity in Business

Neurodiversity Commitments

- Education and Awareness – create a Percipio channel on neurodiversity for employee education
- Sharepoint - reference site with links, tools and support



Schuyler Michael - Disability Facet Lead

Head of Operations, EG



“ I was born with my umbilical cord wrapped around my neck; and unfortunately, the defibrillator in my room was broken. Being without oxygen for about a minute, affected my motor skills on the right side of my body. I have lived my life with Cerebral Palsy. The silver lining is I have great parents that never treated me any different than my siblings and supported me in whatever endeavours I wanted to pursue. I have also been very fortunate to work with colleagues within Risk that see me as an asset, and not solely as a disabled person.

My passion for disability inclusion comes from seeing the innovation that diverse teams can create within an organization. Disabilities, because they are largely misunderstood at first glance, are often seen as a disadvantage and consequently that person is dismissed. This then leads to the person with the disability being less open to talking about their disabilities for fear of career stagnation or other repercussion. This creates a cycle of silence from both parties. We see this a lot with hidden and neurodiverse disabilities. This stigma is holding companies back from innovation and next-level collaboration. I believe the key to breaking down this stigma is education. Education for those not associating themselves with the disabled community to help them understand, support, and encourage. And education for the disabled person in being courageous through conversation and assuming best intentions when asked about their disabilities. Only then will a free flow of information be possible.

The Disability ERG at Risk is on the right track and I think will be a pioneer in this space. Leading to even greater team collaboration, leadership, and innovation.”



Nick Cleeve - Mental Health First Responder Senior Editor



“ I have been a Mental Health First Responder since the company first started offering this training in 2019. I am passionate about supporting others with their mental health, particularly following my own experience of depression in my early twenties. I’m looking forward to continuing the Mental Health ERG’s purpose of raising awareness and providing support for colleagues who are experiencing poor mental health.”



Dean Curtis - Executive Sponsor for Disability CEO, Data Services

“ Disability is such a crucial and often under-recognised area of D&I as it can often be so difficult to identify – whether a physical disability, hidden disability, neurodiversity (including autism, dyslexia and ADHD and acquired neurodiversity), cancer survival, wellbeing, mental health or long-term conditions. I am genuinely passionate about disability, as in my life I have been, and am still, touched by all of these facets. In particular, neurodivergence has often been overlooked in the workplace, probably because it is difficult to spot and, therefore consequently, understand. I am personally committed to increasing our shared understanding and embedding these key areas and opportunities of D&I into our culture.”



Mental Health Employee Resource Group



Early Careers and Social Mobility.

Early Careers & Social Mobility

Your background shouldn't determine your future. And yet, for too many people in our society, it does.

Our Early Careers approach aims to create opportunities and purposeful careers for future talent. Globally we run graduate, internship and apprenticeship programmes for early talent looking to establish a career with us. We put equity and inclusion at the core of our selection process to ensure we hire the best diverse talent for our business. We also partner with many diverse and representative institutions and organisations such as Historically Black Colleges and Universities (HBCUs) and social enterprises. We also give back, whether that's through our charitable giving, volunteering, or specific mentorship initiatives.

Social Mobility Achievements

- Created our pilot apprenticeship scheme 'Aspire and Excel' for people from a diverse social mobility background
- Offer summer internships in partnership with Brunel University for students from social diverse backgrounds

Social Mobility Commitments

- Diversify our reach and application partnerships for all early careers opportunities



LexisNexis® Risk Solutions

Early Careers

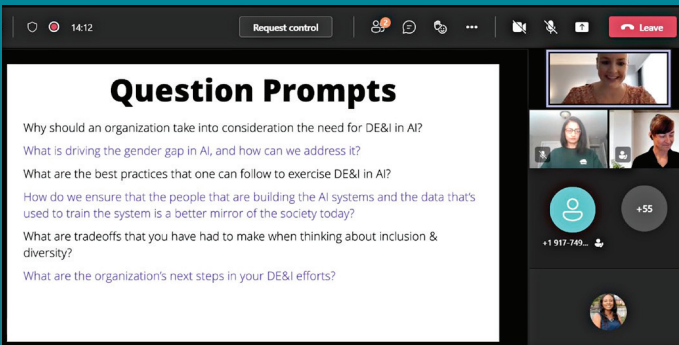
Gender Hiring Mix



Ethnicity Mix



Inclusive and equal...

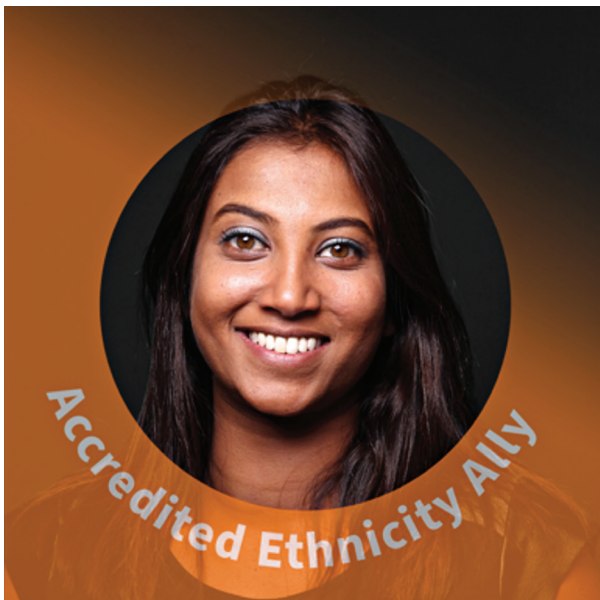


Creating an Inclusive Culture

At Risk we understand the importance of having empathy and insight into different lived experiences.

The Allyship 101 programme includes a 90-minute course to help support and build relationships based on trust, consistency, and accountability with marginalized individuals and groups of people. The learning takes the path of an employee and manager: What being an ally means, Intersectionality, recognizing privilege, bias and microaggressions, bystander intervention and activating your advocacy. For a deeper understanding of how to be an advocate we have created specialized allyship digital journeys covering Disability, Neurodiversity, Gender, LGBTQ+, Hispanic and Latin heritage, Black British and Black African American.

Creating a culture of inclusion is key to sustain a diverse business. Our commitment to creating a culture of inclusion includes:



- **Allyship** - We have built out four established tracks on LGBTQ+, Gender, Disability and Race & Ethnicity.
- **Unconscious Bias Awareness Training** - Since 2017, more than 1,500 line managers have been trained in unconscious bias awareness.
- **Inclusive Leadership** - Launched in 2020 we have delivered inclusive leadership training to enable all line managers to actively include all employees in the workplace and decision making. More than 1,000 of our managers have attended workshops.
- **Psychological Safety Workshops** - Our recent company survey achieved an employee score of 85% psychological safety. Psychological Safety (feeling you can challenge the status quo without fear) is essential for innovation and creativity. We have launched psychological safety workshops, open to all employees, to explore how teams can create cultures where we can all thrive.
- **Launching Inclusive Hiring Training** - All managers are required to complete inclusive interviewing training as part of the hiring process.
- **Future of Work** - Greater diverse talent hiring through outreach to more locations. Improved employee retention through flexible working uptake.

Allyship at LexisNexis Risk Solutions



Cares, Living Well and Sustainability.



LexisNexis® Risk Solutions

Cares



LexisNexis® Risk Solutions

Living Well



LexisNexis® Risk Solutions

Green Team

Environment: Our Green Team

We work to increase the positive impact we have on the environment through our products and services, while also striving to reduce our environmental footprint across our business and value chain.

RELX has signed the Climate Pledge to become Net Zero by 2040 at the latest. We will achieve this by setting science-based reduction targets in our company operations, and engaging with our suppliers on setting and attaining their own reduction targets.

75% reduction in Scope 1 and Scope 2 (location-based) emissions since 2010

61% reduction in energy and fuels consumption since 2010

71% reduction in water use from 2010 to 2023

93% of our waste is diverted from landfill through recycling, composting and energy generation from waste.



Ever wondered what happens to your old laptop?

Each year, many of our laptops reach the end of their four-year lifecycle, but that doesn't mean their useful life is over.

As part of our sustainability program in the UK we are working to ensure that these laptops, as well as mobile phones, monitors, docking stations, mice, keyboards and printers, are donated to local communities.

It makes a huge difference in people's lives, regardless of their age.

In the UK we've donated an incredible 4250 decommissioned devices to support children and the elderly in our communities.

Charities we've supported:

- Community TechAid
- Computers4Charity
- Black Prince Trust
- Croydon Refugee Day Centre
- Volunteer Centre Sutton
- Sutton Night Watch



Through these charities, we know that...

- One iPad went to a terminally ill little girl whose biggest wish had been to own one. A laptop was given to her aunt who was handling medical appointments for her care.
- Laptops were also given to a cohort of disadvantaged children who are completing the Mathletics program in the UK. This requires a high-spec device (it won't run on a tablet over two years old!).
- A 79 year old lady received a laptop that she'd never be able to afford. She's now able to video chat with her family in Australia and is doing online classes.

Sometimes we don't realise how difficult and isolating life is without a decent online connection. Thanks to Support Team Lead Paul Tegg and his incredible team of volunteers, we can really help those in need in our communities.



Ideas Bank

Our Environmental program is supported by over 120 committed and amazing Green Team Champions based across the globe.



Each champion has access to funding from our Green Team Ideas Bank to bring environmental events, activities and volunteering to their communities. Here's some of our recent highlights:

- Twenty of our colleagues in Singapore took part in a beach cleanup, collecting 344kg of trash, and helped support the planting of 10 mangrove seedlings which will absorb 200kg of CO₂e.
- Our ICIS team in Shanghai delivered free courses to around 150 schoolchildren on Plastics in Life and recycling and Reducing Plastics.
- 45 volunteers from Manilla took part in 'Seed The Future', planting 150 seedlings which will grow in to Guyabano, Mango and Lemon trees.
- A group from ICIS in Houston organised a beach clean day in Galveston.

Community: We Care

Our Cares programme gives every, single employee two days a year to work with charities in our communities.

Through our volunteering we help trafficked and abused children in their first days of safety. We help young people to learn coding and prepare for the world of work and we help children own their first book. We pack clothes and toys for those in need and we help the environment through beach cleans and working on community farms.

We volunteer throughout our communities, in schools, colleges, old people's homes, food banks and collection points, and we give blood.

We're so proud of our employees' commitment to making their communities safer, happier and more equitable.

A record-breaking **62%** of our employees volunteered in 2023

For the first time ever, all business units and departments reached over **50%** volunteering.

Over **50,000** hours of volunteering logged in Workday.



LexisNexis® Risk Solutions

Cares



Monica Garrett
Director, Community Relations



Tamsin Dixon
Community Relations Manager



Sales Kick off Meetings

It's tradition that our sales teams kick off our volunteering efforts every year at their sales conferences – and this year they got off to a really impressive start – volunteering on behalf of six charities, on four continents in five cities.



We started the year in Orlando with over 600 volunteers packing Hope Bags for the National Center for Missing & Exploited Children. These bags will help survivors of child sexual exploitation, trafficking or abduction.

In the UK, our sales teams helped support Missing People, assembling toiletry kits and providing phone chargers for vulnerable young people.

In Latin America we supported Fundacion Ninos de los Andes, providing kits to improve the mental, physical and spiritual health of at-risk youth.

And back in the US, the insurance team made supporting veterans and elder citizens part of their conference. (more info needed here).

And lastly, at the end of February, the Asia Pacific sales teams packed and donated educational kits to at-risk youth living in Hanoi.

So not only do our sales teams provide award winning products and service to our customers, they also take a huge amount of pride in being to give back to local communities.



LexisNexis® Risk Solutions

Cares

Together, they impacted over **2,000** at-risk youth, now that's something to cheer about!

Health & Wellbeing: We Live Well

We're passionate about health and wellbeing as they're such important enablers to living a fulfilling and purposeful life, and as a caring employer we want to do what we can to help keep you physically and emotionally happy.



Alison Fox
Living Well Programme Manager



From webinars to short 'snackable' events, Virtual Vitality Days to November's Health week, nearly 7000 attendees rocked up to Living Well events and training last year.

A group of incredibly committed employees across the globe have undergone training to help their peers.

Positive Leadership

Nearly 200 managers have now completed Positive Leadership training.

Leaders play a key role in determining the quality of life of their employees, and the course creates a cultural pillar where leaders support their teams, the team supports their leader and everyone approaches life with a sense of purpose, both at and away from work.

We now have:

- 85** Mental Health First Responders
- 21** Menopause Mentors



The course looks at how leadership impacts the health, wellbeing and performance of the team, and how a leader can positively influence a healthy, connected and adaptive environment for progress.



Living Well Champions...

Our 54-strong team of Living Well Champions organised 21 local events across the globe in 2023. Our Champions have access to our Living Well Ideas Bank, and apply for funding for a wide range of health and wellbeing events.



Our Leeds office held a Mental Health and Wellbeing day, connecting with colleagues on subjects such as positive affirmations, cognitive behavioural therapy, meditation and chair yoga.

Our Brazil office took part in the Pink October Run in Sao Paulo to raise awareness of Breast Cancer, and were introduced to Bioimpedance in an in-office session.

“ It was a really enlightening and satisfying experience. This analysis gave me a detailed view of my body composition, going far beyond from a simple number on the scale. Looking forward to see the evolution in the next measurement I’ll do! ”

Julio Hora, Sr Product Manager

Our Boca office took part in the annual Lexus Corporate Run, with Ryan Thompson and Tatiana Salazar taking the prizes for first Risk employees over the line in their respective categories.



Other Ideas Bank events included painting sessions in Hong Kong and Portsmouth, UK, a visit to a cat café in Oklahoma, US, a dogs visited our Leeds office for the day and Christmas decoration making in Nottingham, UK.

Our Products and Services.

DI
& B

Our Products and Services

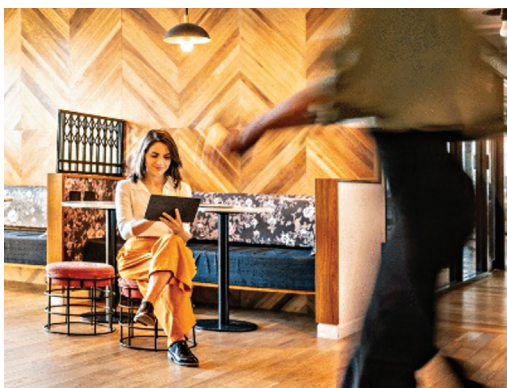
Diversity and Inclusion isn't just part of our work culture, we strive to create products and services that positively impact the industries and customers we serve.



Financial Inclusion

We are working to address a lending blind spot for those seeking to advance personal and professional objectives, such as purchasing a home or expanding a small business, who are unable to gain credit because of missing or outdated negative information.

The challenge of financial inclusion is often magnified in low-income countries, given gaps in identity verification and credit risk assessment. Our RiskView tool provides alternative data sets not in traditional credit reports, such as home ownership, education status and professional licenses.



EG Future Leaders Programme

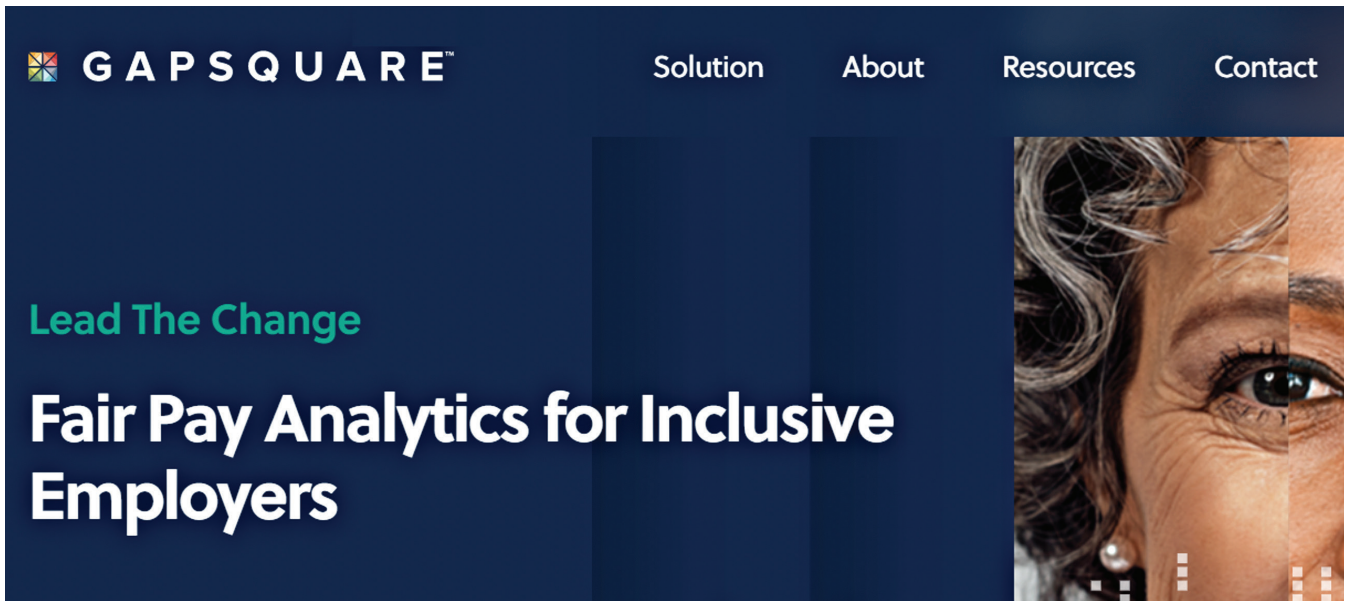
When EG launched the Future Female Leaders project in 2019 their ambition was to create real change in the real estate sector and showcase the next generation of female leadership talent who have inspired more people to step forward, to put up their hand, and tell their stories.

However, there is not just a lack of women, there is a lack of diversity in background, education, ethnicity, and gender of the leaders in the real estate market. EG's intention is to seek out and find leaders from different backgrounds in order to create real change.



Brightmine

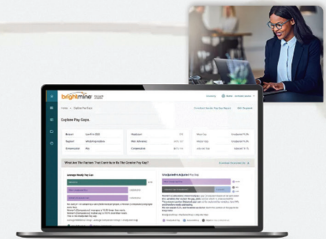
Brightmine's Gapsquare is leading the change for pay equity. Empowering organisations through AI-powered, data-driven solutions that take the complexity out of achieving workplace equality.



It's our mission to empower every organisation with the confidence and specialist data and insights to improve business outcomes and create a purposeful workplace for all. Through our expert product and services we help organisations to adapt to a changing HR landscape.

Pay Equity Analytics

Gapsquare is now Brightmine™ Pay Equity Analytics. Identify, understand and resolve pay disparity and its causes by leveraging trusted insights and analysis of your organization's pay structure



Our articles, podcasts and policy guidelines cover many DI&B topics such as LGBTQ+, disability and gender identity inclusion and help organisations develop their inclusive and diversity thinking and strategies.



Unlock the Potential of Real-World Data

Combine comprehensive data with next-generation de-identification and matching technology to revolutionize healthcare.



Healthcare Equity

In healthcare, understanding a patient's whole story is paramount to conducting impactful research, making the right diagnosis, and securing health equity for people and communities. That means having the ability to see all the factors that influence a person's healthcare journey and entire life - from family health history and risk factors to education, income, and community connections.



LexisNexis® Gravitas™ combines access to a comprehensive data network with powerful, next-generation technology which can be used to generate complete longitudinal views of virtually any person's journey, fully de-identified and research-ready¹ - unlocking the power of real-world data (RWD) for healthcare.

LexisNexis Risk Solutions Socioeconomic Health Attributes and Scores can be used for a variety of health equity initiatives, from direct case management purposes to member risk stratification, to targeting populations that may need earlier intervention or action in terms of participating in their health or adhering to their medication regimen. Our data can also be used for population stratification or segmentation for research or strategic planning related to clinical trials or population health initiatives.

“ Creating an inclusive and equitable culture, where diverse teams can thrive, and we can all belong is paramount for us..

Our Diversity, Inclusion and Belonging work is a long-term culture change programme. We have made huge improvements such as doubling our ethnic representation in top leadership, growing the number of women in executive roles from 19% to nearly 30%, establishing 25 employee resource groups, educating our people in topics such as allyship, inclusion and psychological safety, creating employee programmes for health and wellbeing and over 60% of our employees engage in volunteering.

But we are also humble enough to acknowledge we are not where we need to be on all metrics. In creating this brochure, we wanted to be transparent on our data and inclusion goals to show current employees, prospective employees, and customers the work we are all committed to.”

Jo Portlock
VP Diversity, Inclusion and Belonging



“ Our purpose is to make a positive impact on our people, our communities, our societies and our environment, not just for today, but for years to come. Our talented people use their incredible skills, teamed with our data and technology, to help non-profits find missing children and lost relatives, to help stop human trafficking and to provide for those who have been trafficked in their first days of safety. We know it’s our responsibility to help in the communities we work in, and last year over 6,000 of our employees volunteered.

Our products and services make a positive impact on the environment, while we work hard to ensure we reduce our own environmental footprint across our company and value chain. And we continue to actively support our employees both mentally and physically throughout their time with us, making work a happier and more connected place.

This is not a ‘nice to have’ - it’s important, responsible and essential. And we’ll continue to do better.

It’s not just about doing good business, its about doing GOOD business.”

Jane Baldwin
Director, Corporate Responsibility



Diversity Inclusion & Belonging

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