

# GRI Index

Supplement to Sustainability Reporting

2021



# GRI Index for Informa PLC

## For the year ending 31 December 2021

### Introduction

Becoming an ever more sustainable, positive impact business is an important part of Informa's business strategy, and over the last five years, we have been progressively building capability and expertise around ESG and sustainability.

In 2020, we launched [FasterForward](#), a structured programme to accelerate the pace and scope of our activities over the next five years, including a series of commitments and targets. Under this programme, for the first time we are reporting our activity and sharing information under the Global Reporting Initiative (GRI), to better assist investors and other stakeholders understand our work and performance.

This Index accompanies our 2021 Annual Report and Sustainability Report. A detailed explanation of the indicators is available on the [GRI website](#). We have also mapped each indicator against the United Nations Sustainable Development Goals (SDGs) where applicable.

#### Abbreviations:

AR: [2021 Annual Report](#)

SR: [2021 Sustainability Report](#)

GRI Standard	Disclosure	Page number (or link)	Link to the SDGs
GRI 102: Organizational profile	102-1 Name of the organization	This document	
	102-2 Activities, brands, products, and services	AR p.20-21 and 50-65	

102-3 Location of headquarters	AR p.249
102-4 Location of operations	AR back cover
102-5 Ownership and legal form	AR p.156-158 and 249
102-6 Markets served	AR p.2; 14 and 37-39
102-7 Scale of the organization	AR inside front cover and p.36 (number of colleagues)
102-8 Information on employees and other workers	SR p.43 AR p.32-36 <a href="https://www.informa.com/talent/why-work-at-informa/">https://www.informa.com/talent/why-work-at-informa/</a>
102-9 Supply chain	AR p.40-42 <a href="#">Paper &amp; Timber Sourcing Policy</a> <a href="#">Business partner code of conduct</a>
102-10 Significant changes to the organization and its supply chain	AR p.40-42; 158 and 207

	102-11 Precautionary Principle or approach	<a href="#">Sustainability policy</a> <a href="#">Code of Conduct</a>	
	102-12 External initiatives	SR p.12-14 (Partnerships to tackle climate change) AR p.120 & 122 (Hampton-Alexander Review & 30% Club)	
	102-13 Membership of associations	Several of our businesses are members of industry associations relevant to their areas, including: UFI - The Global Association of the Exhibition Industry, the Society of Independent Show Organisers (SISO), the Association of Event Organisers (AEO), the International Association of Exhibitions & Events (IAEE), the Publishers Association, and the Association of American Publishers.	
GRI 102: Strategy	102-14 Statement from senior decision-maker	SR p.1-3	
	102-15 Key impacts, risks, and opportunities	AR p. 49 and 68-82	
GRI 102: Ethics and integrity	102-16 Values, principles, standards, and norms of behaviour	<a href="#">Code of Conduct</a> <a href="https://informa.com/about-us/purpose-principles/">informa.com/about-us/purpose-principles/</a>	16
	102-17 Mechanisms for advice and concerns about ethics	<a href="#">Code of Conduct</a> (p.30)	16

GRI 102: Governance	102-18 Governance structure	AR p. 110-111	
		<a href="#">Governing Sustainability at Informa</a>	
GRI 102: Stakeholder engagement	102-40 List of stakeholder groups	AR p.21 and 30-45	
	102-41 Collective bargaining agreements	Some colleagues in certain locations and parts of the business are members of unions. We do not gather data on membership and, in the UK, membership information is not shared by the relevant unions.	8
	102-42 Identifying and selecting stakeholders	AR p.30-45	
	102-43 Approach to stakeholder engagement	AR p.30-45	
		<a href="#">Governing Sustainability at Informa</a>	
	102-44 Key topics and concerns raised	AR p.30-45	
GRI 102: Reporting practice	102-45 Entities included in the consolidated financial statements	AR p. 208-211 and 240-245	
	102-46 Defining report content and topic boundaries	<a href="#">Governing Sustainability at Informa</a>	
	102-47 List of material topics	<a href="#">Governing Sustainability at Informa</a>	

102-48 Restatements of information	AR p.188-191 <a href="#">Sustainability Reporting Methodology (p.3)</a>
102-49 Changes in reporting	There were no material changes in sustainability reporting in 2021
102-50 Reporting period	<a href="#">Sustainability Reporting Methodology (p.2)</a>
102-51 Date of most recent report	14 <sup>th</sup> March 2022
102-52 Reporting cycle	<a href="#">Sustainability Reporting Methodology (p.2)</a>
102-53 Contact point for questions regarding the report	<a href="mailto:sustainability@informa.com">sustainability@informa.com</a>
102-54 Claims of reporting in accordance with the GRI Standards	We do not structure our report based on the GRI Standards; however, we have produced a GRI index to indicate which elements of the GRI Standards ('Core option') are covered in our 2021 reporting.
102-55 GRI content index	This document
102-56 External assurance	<a href="#">Bureau Veritas Assurance Statement</a>

GRI 103: Materiality	103 -1 Explanation of the material topic and its Boundary	<a href="#">Governing Sustainability at Informa</a>	
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	AR Inside Front Cover, 21, 93 (taxes) and 197 (wages)	8 & 9
	201-2 Financial implications and other risks and opportunities due to climate change	AR p.80-82 <a href="#">Climate Impacts Report</a>	13
	201-3 Defined benefit plan obligations and other retirement plans	AR p.229-234	
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported	SR p.32	5, 9 & 11
	203-2 Significant indirect economic impacts	SR p.28-29	1, 3 & 8
GRI 205: Anti Corruption	205-2 Communication and training about anti-corruption policies and procedures	AR p. 114 <a href="#">Anti Bribery &amp; Corruption Policy</a>	16
GRI 207: Tax	207-1 Approach to tax	AR p. 92 <a href="https://informa.com/investors/tax/">informa.com/investors/tax/</a>	1, 10 & 17
	207-2 Tax governance, control, and risk management	AR p. 72; 92-93	1, 10 & 17

	207-3 Stakeholder engagement and management of concerns related to tax	AR p. 92	1, 10 & 17
	207-4 Country-by-country reporting	AR p.93	1, 10 & 17
GRI 301: Materials	301-1 Materials used by weight or volume	<a href="#">Sustainability KPIs Summary</a> (paper consumption)	8 & 12
	301-3 Reclaimed products and their packaging materials	SR p.15 (paper sent for pulping)	8 & 12
GRI 302: Energy	302-1 Energy consumption within the organization	<a href="#">Sustainability KPIs Summary</a>	7, 8, 12 & 13
	302-3 Energy intensity	<a href="#">Sustainability KPIs Summary</a>	7, 8, 12 & 13
	302-4 Reduction of energy consumption	<a href="#">Sustainability KPIs Summary</a>	7, 8, 12 & 13
	302-5 Reductions in energy requirements of products and services	SR p.33 (saving flights) <a href="#">2018 Sustainability Report (p.38)</a>	7, 8, 12 & 13
GRI 303: Water and Effluents	303-5 Water consumption	<a href="#">Sustainability KPIs Summary</a>	6



GRI 304: Biodiversity	304-2 Significant impacts of activities, products, and services on biodiversity	<a href="#">Paper and Timber Sourcing Policy</a>	6, 14 & 15
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	<a href="#">Sustainability KPIs Summary</a>	3, 12, 13, 14 & 15
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Sustainability KPIs Summary</a>	3, 12, 13, 14 & 15
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Sustainability KPIs Summary</a>	3, 12, 13, 14 & 15
	305-4 GHG emissions intensity	<a href="#">Sustainability KPIs Summary</a>	13, 14 & 15
	305-5 Reduction of GHG emissions	SR p.8-9	13, 14 & 15
GRI 306: Waste	306-1 Waste generation and significant waste-related impacts	SR p.14-15	3, 6, 12, 14 & 15
	306-2 Management of significant waste-related impacts	SR p.14-15	3, 6 & 12
	306-3 Waste generated	<a href="#">Sustainability KPIs Summary</a>	3, 6, 12, 14 & 15
	306-4 Waste diverted from disposal	<a href="#">Sustainability KPIs Summary</a>	3, 6 & 12

	306-5 Waste directed to disposal	<a href="#">Sustainability KPIs Summary</a>	3, 6, 14 & 15
<b>GRI 308: Supplier Environmental Assessment</b>	308-1 New suppliers that were screened using environmental criteria	All suppliers must comply with our Business Partner Code of Conduct. Our printing suppliers, who represent one of our more significant environmental impacts, are screened to ensure that 100% of the paper and timber used in Informa products and services is sourced from responsibly managed, sustainable forests. Other suppliers, including venues, are screened in different ways.	
		<a href="#">Business Partner Code of Conduct</a>	
		<a href="#">Paper &amp; Timber Sourcing Policy</a>	
	308-2 Negative environmental impacts in the supply chain and actions taken	SR p. 9; 14-15 <a href="#">2018 Sustainability Report (p.38)</a>	
<b>GRI 401: Employment</b>	401-1 New employee hires and employee turnover	SR p.43	5, 8 & 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="https://informa.com/talent/why-work-at-informa/">informa.com/talent/why-work-at-informa/</a>	3, 5, 8 & 10
	401-3 Parental leave	This varies based on the country where we operate.	3, 5 & 8

GRI 402: Labour management relations	402-1 Minimum notice periods regarding operational changes	This varies based on the country where we operate.	8
GRI 403: Occupational Health and Safety	403-1 Occupational health and safety management system	AR p.35; 49; 77 and 79 <a href="#">2020 Sustainability Report (p.29)</a>	3, 8 & 16
	403-2 Hazard identification, risk assessment, and incident investigation	AR p.77&79	8 & 16
	403-3 Occupational health services	<a href="#">Code of Conduct (p.8)</a>	8
	403-4 Worker participation, consultation, and communication on occupational health and safety	The health & safety function is led centrally by a Head of Group Health, Safety and Security, with regional experts who to embed consistent standards and approaches across the Group, deliver training to target teams and validate standards at target events. Colleagues are encouraged to report incidents, including near misses, using an Incident Notification form.	8 & 16
	403-5 Worker training on occupational health and safety	AR p.35	8 & 16
	403-6 Promotion of worker health	AR p.35	3 & 8

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	<a href="#">Business Partner Code of Conduct (p.5)</a>	3 & 8
	403-8 Workers covered by an occupational health and safety management system	<a href="#">Code of Conduct (p.8)</a>	8
GRI 404: Training and education	404-1 Average hours of training per year per employee	<a href="#">Sustainability KPIs Summary</a>	4, 5, 8 & 10
	404-2 Programs for upgrading employee skills and transition assistance programs	<a href="https://informa.com/talent/why-work-at-informa/">informa.com/talent/why-work-at-informa/</a>	8
	404-3 Percentage of employees receiving regular performance and career development reviews	100%	5, 8 & 10
GRI 405: Diversity and equal opportunity	405-1 Diversity of governance bodies and employees	SR p.43 AR p.108	5, 8 & 10
	405-2 Ratio of basic salary and remuneration of women to men	SR p.43 <a href="#">UK Colleagues and Pay Report</a>	5, 8 & 10
GRI 408: Child labour	408-1 Operations and suppliers at significant risk for incidents of child labour	<a href="#">Modern Slavery Statement</a> <a href="#">Business Partner Code of Conduct (p.5)</a>	8 & 16

GRI 409: Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	<a href="#">Modern Slavery Statement</a> <a href="#">Business Partner Code of Conduct (p.5)</a>	8 & 16
GRI 410: Security practices	410-1 Security personnel trained in human rights policies or procedures	Informa colleagues, including security personnel, are trained in human rights policies and procedures	16
GRI 412: Human rights assessment	412-2 Employee training on human rights policies or procedures	AR p.49	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	<a href="#">Business Partner Code of Conduct</a>	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	SR p.28-32	
GRI 414: Supplier social assessment	414-2 Negative social impacts in the supply chain and actions taken	<a href="#">Modern Slavery Statement</a>	5, 8 & 16
GRI 415: Public policy	415-1 Political contributions	AR p.158	16
GRI 416: Customer health and safety	416-1 Assessment of the health and safety impacts of product and service categories	Events and Informa's facilities are subject to audit and required actions are monitored until complete.	

GRI 418: Customer privacy	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Privacy Policy</a>	16
---------------------------	---	--------------------------------	----

---

GRI 419: Socioeconomic compliance	419-1 Non-compliance with laws and regulations in the social and economic area	We have not identified any non-compliance with laws and/or regulation.	16
-----------------------------------	---	--	----

---