

# GRI Index

Supplement to Sustainability Reporting

2024



# GRI Index for Informa PLC

## For the year ending 31 December 2024

### Introduction

Becoming an ever more sustainable, positive impact business is an important part of Informa’s business strategy, and over the last decade, 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 a five year period, including a series of commitments and targets. Under this programme, 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 2024 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: [2024 Annual Report](#)

SR: [2024 Sustainability Report](#)

GRI Standard	Disclosure	Page number (or link)	Link to the SDGs
GRI 2: General Disclosures 2021	2-1 Organizational details	AR p.133-135; 224 and back cover	
	2-2 Entities included in the organization’s sustainability reporting	AR p.2-3	

2-3 Reporting period, frequency and contact point

[Sustainability Reporting Methodology \(p.2\)](#)

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[sustainability@informa.com](mailto:sustainability@informa.com)

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2-4 Restatements of information

[Sustainability Reporting Methodology \(p.3\)](#)

[Sustainability Summary Data Table](#)

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2-5 External assurance

[Bureau Veritas Assurance Statement](#)

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2-6 Activities, value chain and other business relationships

AR p.2-3, 10-11 and 95

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2-7 Employees

SR p.49

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[Sustainability Summary Data Table](#)

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AR p.32

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[Sustainability Reporting Methodology \(p.16-17\)](#)

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2-8 Workers who are not employees

[Sustainability Summary Data Table](#)

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[Sustainability Reporting Methodology \(p.17\)](#)

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2-9 Governance structure and composition

AR p.81-99

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[Governing Sustainability at Informa](#)

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2-10 Nomination and selection of the highest governance body	AR p.100-104
2-11 Chair of the highest governance body	AR p. 81
2-12 Role of the highest governance body in overseeing the management of impacts	AR p. 84-85 <a href="#">Governing Sustainability at Informa</a>
2-13 Delegation of responsibility for managing impacts	<a href="#">Governing Sustainability at Informa</a>
2-14 Role of the highest governance body in sustainability reporting	<a href="#">Governing Sustainability at Informa</a>
2-15 Conflicts of interest	AR p. 133
2-16 Communication of critical concerns	<a href="#">Code of Conduct</a> (p.30)
2-17 Collective knowledge of the highest governance body	AR p. 91 and 103

2-18 Evaluation of the performance of the highest governance body	AR p. 91
2-19 Remuneration policies	AR p. 115-132
2-20 Process to determine remuneration	AR p. 115-132
2-21 Annual total compensation ratio	AR p. 131
2-22 Statement on sustainable development strategy	AR p. 12-13, 16-23 and 79
2-23 Policy commitments	<a href="#">Code of Conduct</a> <a href="#">Business Partner Code of Conduct</a> <a href="#">Modern Slavery Statement</a> <a href="#">Sustainability policy</a>
2-24 Embedding policy commitments	<a href="#">Business Partner Code of Conduct</a>
2-25 Processes to remediate negative impacts	<a href="#">Code of Conduct</a> (p.30)
2-26 Mechanisms for seeking advice and raising concerns	<a href="#">Code of Conduct</a> (p.30)

		AR p. 70	
	2-27 Compliance with laws and regulations	We have not identified any non-compliance with laws and/or regulation.	
	2-28 Membership 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.	
	2-29 Approach to stakeholder engagement	<a href="#">Sustainability Reporting Methodology (p.2)</a>	
	2-30 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.	
<b>GRI 3: Material Topics 2021</b>	3-1 Process to determine material topics	<a href="#">Governing Sustainability at Informa</a>	
<b>GRI 201: Economic Performance 2016</b>	201-1 Direct economic value generated and distributed	AR p.5, 52-53 (taxes) and 167 (wages)	8 & 9
	201-2 Financial implications and other risks and opportunities due to climate change	AR p.74-78 <a href="#">Climate Impacts Report</a>	13

	201-3 Defined benefit plan obligations and other retirement plans	AR p.201-204	
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	SR p.36-37	5, 9 & 11
	203-2 Significant indirect economic impacts	SR p.34-35	1, 3 & 8
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	AR p. 79 <a href="#">Anti Bribery &amp; Corruption Policy</a>	16
GRI 207: Tax 2019	207-1 Approach to tax	AR p. 52 <a href="http://informa.com/investors/tax/">informa.com/investors/tax/</a>	1, 10 & 17
	207-2 Tax governance, control, and risk management	AR p. 52-53	1, 10 & 17
	207-3 Stakeholder engagement and management of concerns related to tax	AR p. 52	1, 10 & 17
	207-4 Country-by-country reporting	AR p.53	1, 10 & 17
GRI 301: Materials 2016	301-1 Materials used by weight or volume	<a href="#">Sustainability Summary Data Table</a> (paper consumption)	8 & 12

	301-3 Reclaimed products and their packaging materials	SR p.13	8 & 12
GRI 302: Energy 2016	302-1 Energy consumption within the organization	<a href="#">Sustainability Summary Data Table</a>	7, 8, 12 & 13
	302-3 Energy intensity	<a href="#">Sustainability Summary Data Table</a>	7, 8, 12 & 13
	302-4 Reduction of energy consumption	<a href="#">Sustainability Summary Data Table</a>	7, 8, 12 & 13
	302-5 Reductions in energy requirements of products and services	SR p.6-11 and p.40-41 (saving flights) <a href="#">2018 Sustainability Report (p.38)</a>	7, 8, 12 & 13
GRI 303: Water and Effluents 2018	303-5 Water consumption	<a href="#">Sustainability Summary Data Table</a>	6
GRI 304: Biodiversity 2016	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 2016	305-1 Direct (Scope 1) GHG emissions	<a href="#">Sustainability Summary Data Table</a>	3, 12, 13, 14 & 15
	305-2 Energy indirect (Scope 2) GHG emissions	<a href="#">Sustainability Summary Data Table</a>	3, 12, 13, 14 & 15
	305-3 Other indirect (Scope 3) GHG emissions	<a href="#">Sustainability Summary Data Table</a>	3, 12, 13, 14 & 15



	305-4 GHG emissions intensity	<a href="#">Sustainability Summary Data Table</a>	13, 14 & 15
	305-5 Reduction of GHG emissions	SR p.8-13	13, 14 & 15
<b>GRI 306: Waste 2020</b>	306-1 Waste generation and significant waste-related impacts	SR p.14-17	3, 6, 12, 14 & 15
	306-2 Management of significant waste-related impacts	SR p.14-17	3, 6 & 12
	306-3 Waste generated	<a href="#">Sustainability Summary Data Table</a>	3, 6, 12, 14 & 15
	306-4 Waste diverted from disposal	<a href="#">Sustainability Summary Data Table</a>	3, 6 & 12
	306-5 Waste directed to disposal	<a href="#">Sustainability Summary Data Table</a>	3, 6, 14 & 15
<b>GRI 308: Supplier Environmental Assessment 2016</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. 9-17 <a href="#">2018 Sustainability Report (p.38)</a>	
<b>GRI 401: Employment 2016</b>	401-1 New employee hires and employee turnover	SR p.49 <a href="#">Sustainability Summary Data Table</a>	5, 8 & 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<a href="http://www.informa.com/talent/">www.informa.com/talent/</a>	3, 5, 8 & 10
	401-3 Parental leave	This varies based on the country where we operate.	3, 5 & 8
<b>GRI 402: Labour/ Management Relations 2016</b>	402-1 Minimum notice periods regarding operational changes	This varies based on the country where we operate.	8
<b>GRI 403: Occupational Health and Safety 2018</b>	403-1 Occupational health and safety management system	AR p.69-70, 79 and 90 SR p.48	3, 8 & 16
	403-2 Hazard identification, risk assessment, and incident investigation	AR p.69-70	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	<a href="#">Business Partner Code of Conduct (p.5)</a>	8 & 16
	403-6 Promotion of worker health	<a href="#">Business Partner Code of Conduct (p.5)</a>	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
<b>GRI 404: Training and Education 2016</b>	404-1 Average hours of training per year per employee	<a href="#">Sustainability Summary Data Table</a>	4, 5, 8 & 10

	404-2 Programs for upgrading employee skills and transition assistance programs	AR p. 30-32	8
	404-3 Percentage of employees receiving regular performance and career development reviews	100%	5, 8 & 10
<b>GRI 405: Diversity and Equal Opportunity 2016</b>	405-1 Diversity of governance bodies and employees	SR p.49 AR p.104	5, 8 & 10
	405-2 Ratio of basic salary and remuneration of women to men	SR p.49 <a href="#">UK Colleagues and Pay Report</a>	5, 8 & 10
<b>GRI 408: Child Labour 2016</b>	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
<b>GRI 409: Forced or Compulsory Labour 2016</b>	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
<b>GRI 410: Security Practices 2016</b>	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
<b>GRI 413: Local Communities 2016</b>	413-1 Operations with local community engagement, impact assessments, and development programs	SR p.30-39	

GRI 414: Supplier Social Assessment 2016	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 2016	415-1 Political contributions	AR p.134	16
GRI 416: Customer Health and Safety 2016	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 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<a href="#">Privacy Policy</a>	16