

Sustainability KPIs Summary Data Table 2015-2018

Content	Units	2018	2017	2016	2015
Revenues	£m	£ 2,369 m	£ 1,758 m	£ 1,346 m	£ 1,212 m
Profit before tax (adjusted)	£m	£ 732 m	£ 546 m	£ 377 m	£ 340 m
New books published	Number of books	7,100	7,100	6,100	NA
Countries sold into	Number of countries	170	165	165	156
Open access journals	Number of journals	322	296	108	65
Open access articles	No. of OA articles published	16,928	11,073	7,602	4,360
INASP downloads	Number of downloads	1,494,238	1,323,208	1,016,705	850,511
Space across all our exhibitors	m sqm	+4.2 m	+1.8 m	+1.4 m	NA
Ebooks	% of all book titles	77%	74%	73%	72%
Accepted articles from developing countries	% of all accepted articles	35%	35%	36%	35%
Customers					
Subscriptions to our intelligence products	No. of companies subscribing	+27,000	+38,000	+25,000	NA
People attending our events	No. of people	+5.5 m	+2 m	+1.3 m	NA
Free access for emerging regions	No. of users via STAR	665	432	105	NA
Communities					
Colleague fundraising	£k	£ 191 k	£ 82 k	£ 71 k	£ 193 k
Volunteering	% of colleagues volunteering	15%	9%	6%	8%
Volunteering	Number of colleagues	1,729	689	372	526
Company donations	£k	£ 1,409 k	£ 685 k	£ 476 k	£ 246 k
Volunteer programme costs	£k	£ 376 k	£ 235 k	£ 95 k	£ 279 k
Donations in kind	£k	£ 678 k	£ 39 k	£ 44 k	£ 73 k
Total company donations	£k	£ 2,463 k	£ 959 k	£ 615 k	£ 598 k
Effective tax rate	%	18%	21%	18%	18%
Events to support authors	Number of events	120	124	127	NA
Events to support developing world authors	Number of events	33	60	64	NA
Colleagues					
Headcount	Number of colleagues	11,197	7,525	6,934	6,570
Spend on training	£m	£ 3.0 m	£ 2.5 m	£ 2.3 m	£ 1.6 m
Colleague turnover - Voluntary	% turnover	16%	16%	16%	15%
Colleague turnover - Total	% turnover	26%	24%	24%	24%
Absenteeism	Sick days/year per colleague	3.0	2.2	2.3	1.7
Colleague gender split	% female	59 % Female	56% female	56% female	54% female
All management gender split	% female	54% female	51% female	49% female	46% female
Leadership group gender split	% female	30% female	27% female	33% female	39% female
Director gender split	% female	25% female	22% female	20% female	20% female
Promotions gender split	% female	60% female	60% female	63% female	NA
Gender pay gap	% difference	21.5%	23.3%	NA	NA
Walk The World	Number of walkers	+4,000	3,500	2,000	NA
Walk The World	km walked	43,000	28,800	17,200	NA
Walk The World	Colleagues and company donations	+ £ 170 k	£ 155 k	£ 120 k	NA
Colleague engagement score	% saying they are engaged	80%	74%	71%	NA
Environment					
Books disposed of	Number of books	519k	694k	591k	1,744k
Waste books to pulping	tonnes	352	445	401	1182
Paper consumption for products	tonnes	10,240	10,823	7,149	NA
Paper from sustainable sources	% certified paper	94%	63%	88%	NA
Scope 1 heating fuels	tCO2e	1,630	1,333	1136 (1)	1,287
Scope 1 fugitive emissions (2)	tCO2e	789	612	520	534
Scope 1 vehicle and generator fuels (2)	tCO2e	1,414	1,672	62	62
Scope 2 electricity	tCO2e	8,689	7,181	6,268 (1)	7,373
Scope 1 + scope 2	tCO2e	12,522	10,797	7,982	9,256
Intensity measure	tCO2e / colleague / year	1.28	1.43	1.25 (1)	1.41
Scope 3 colleague flights	tCO2e	24,949	30,000	NA	NA
Scope 3 paper production	tCO2e	9,786	10,000	NA	NA
Fuel consumption in vehicles and generators (3)	MWH	5,656	5,804	214	214
Natural gas consumption (4)	MWH	8,706	7,169	5,705	6,464
Electricity consumption (renewable+non-renewable)	MWH	21,963	16,445	13,002	15,294
Renewable energy generated/purchased	MWH	2,156	648	19	19
Water consumption (estimated)	m3	42,714	34,559	29,363	30,173

(1) Updated to account for new data received

(2) Newly introduced in 2017 and backdated for previous years to account for the numbers becoming material in 2017

(3) Includes some extrapolations and assumed all fuel is diesel

(4) 2015 data extrapolated back for comparability and because method has changed