Sustainability KPIs Summary Data Table 2015-2018

Female	Content	Units	2018	2017	2016	2015
South Recommendation Fig. 22 cm Fig. 277 m E340 m E377 m E340 m						
New books published Number of countries of the Countr						•
Commaries 170						
Communities		•				
Speak access attractions		•				
Mumber of downhoads						
Super across all our exhibitors m. sgm	·				•	
Secolar Seco	Space accross all our exhibitors	· ·				
Accepted articles from developing countries W. of all accepted articles 35%		·	77%	74%	73%	72%
Subscriptions to our intelligence products No. of componies subscribing No. of users via STAR No. of users via	Accepted articles from developing countries	% of all accepted articles	35%	35%	36%	35%
Subscriptions to our intelligence products No. of componies subscribing No. of users via STAR No. of users via						
Popula extending our events No. of justers via STAR 6.05 4.32 10.5	Customers	Units	2018	2017	2016	2015
Communities	Subscriptions to our intellegence products	No. of companies subscribing	+27,000	+38,000	+25,000	NA
Communities	People attending our events	No.of people	+5.5 m	+2 m	+1.3 m	NA
Colleague Fundraising	Free access for emerging regions	No. of users via STAR	665	432	105	NA
Colleague Fundraising						
Volunteering 15% 9% 5% 8% 8% 200 17.729 689 372 53.66 500	Communities	Units	2018	2017	2016	2015
Valumber of colleagues	Colleague fundraising	£k	£ 191 k	£ 82 k	£ 71 k	£ 193 k
Company donations	Volunteering	% of colleagues volunteering	15%	9%	6%	8%
Valunteer programme costs	Volunteering	Number of colleagues	1,729	689	372	526
Donations in kind	Company donations	£k	£ 1,409 k	£ 685 k	£ 476 k	£ 246 k
Effective tax rate	Volunteer programme costs	£k	£ 376 k	£ 235 k	£ 95 k	£ 279 k
Effective tax rate	Donations in kind	£k	£ 678 k	£ 39 k	£ 44 k	£ 73 k
Sevents to support authors Number of events 33 60 64 NA	Total company donations	£k	£ 2,463 k	£ 959 k	£ 615 k	£ 598 k
Number of events to support developing world authors Number of events 2018 2017 2016 2015	Effective tax rate	%	18%	21%	18%	18%
Colleagues	Events to support authors	Number of events	120	124	127	NA
Number of colleagues 11,197 7,525 6,934 6,570	Events to support developing world authors	Number of events	33	60	64	NA
Number of colleagues 11,197 7,525 6,934 6,570						
Spend on training	Colleagues	Units	2018	2017	2016	2015
Colleague turnover - Voluntary % turnover 16% 16% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 15% 22.3 24%	Headcount	Number of colleagues	11,197	7,525	6,934	6,570
Sturnover 26% 24% 24% 24% 24% Absenteeism Sick days/year per colleague 3.0 2.2 2.3 1.7	Spend on training	£m	£ 3.0 m	£ 2.5 m	£ 2.3 m	£ 1.6 m
Absenteeism Sick days/year per colleague So So So Colleague gender split % female So % femal	Colleague turnover - Voluntary	% turnover	16%	16%	16%	15%
Colleague gender split	Colleague turnover - Total	% turnover	26%	24%	24%	24%
All management gender split Leadership group gender split We female Leadership group gender split We female Promotions gender split We female Walk The World Colleagues and company donations ### £170 k ### £155 k ### £120 k ### NA ### Paper Good of Walkers Was belooks to pulping The World The World Was belooks to pulping The World	Absenteeism	Sick days/year per colleague	3.0	2.2	2.3	1.7
Leadership group gender split % female 30% female 27% female 33% female 27% female 20% female 27% female 20% female		•	59 % Female			
Director gender split		•				
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 Colleagues and company donations +£ 170 k £ 155 k £ 120 k NA Colleague engagement score % soying they are engaged 80% 74% 71% NA Environment Units 2018 2017 2016 2015 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 ugitive emissions (2) tCO2e <td></td> <td>•</td> <td></td> <td></td> <td></td> <td></td>		•				
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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 Units 2018 2017 2016 2015 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 352 445 401 1182 Paper from sustainable sources ##Certified paper 94% 63% 88% NA Scope 1 heating fuels tCO2e 789 612 520 534 Scope 1 heating fuels tCO2e 789 612 520 534 Scope 1 vehicle and generator fuels (2) tCO2e 1,414		•				
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 Units 2018 2017 2016 2015 Books disposed of Number of books 519k 694k 591k 1,744k Waste books to pulping tonnes 352 445 401 1182 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 velectricity tCO2e 8,689 7,181 6,268 (1) 7,373 Scope 3 colleague flights tCO2e						
Walk The World Colleague engagement score Colleagues and company donations + £ 170 k £ 155 k £ 120 k NA Environment Units 2018 2017 2016 2015 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 webricle and generator fuels (2) tCO2e 1,414 1,672 62 62 Scope 2 ledectricity 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 <td></td> <td>•</td> <td></td> <td></td> <td></td> <td></td>		•				
Environment Units 2018 2017 2016 2015 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 2 fl tigitive emissions (2) tCO2e 789 612 520 534 Scope 1 vehicle and generator fuels (2) tCO2e 1,414 1,672 62 62 62 Scope 2 electricity tCO2e 8,689 7,181 6,268 (1) 7,373 500 1,2522 10,797 7,982 9,256 1ntensity measure 1,262 (colleague / year 1.28 1,43 1.25 (1) 1,41 5,656 5,804 21,4 1,41 1,250 (1) 1,41 1,41						
Environment Units 2018 2017 2016 2015 Books disposed of Waste books of pulping Number of books 519k 694k 591k 1,744k Waste books to pulping Paper consumption for products tonnes 10,240 10,823 7,149 NA 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 2 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 24,949 30,000 NA NA Scope 3 colleague flights tCO						
Books disposed of Number of books 519k 694k 591k 1,744k	Colleague engagement score	% saying they are engaged	80%	74%	71%	INA
Books disposed of Number of books 519k 694k 591k 1,744k	Environment	Units	2019	2017	2016	2015
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 paper production 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						
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(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 dies

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