

GRI Index

Supplement to Sustainability Reporting

2020



GRI Index for Informa PLC

For the year ending 31 December 2020

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 2020 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: [2020 Annual Report](#)

SR: [2020 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 48-63	

102-3 Location of headquarters	AR p.221	
102-4 Location of operations	AR back cover	
102-5 Ownership and legal form	AR p.133-134 and 221	
102-6 Markets served	AR p.2; 22 and 38-39	
102-7 Scale of the organization	AR p.1 and 34	
102-8 Information on employees and other workers	SR p.33 AR p.30-34 https://www.informa.com/talent/why-work-at-informa/	8 & 10
102-9 Supply chain	AR p.29 and 41 Paper & Timber Sourcing Policy Business partner code of conduct	
102-10 Significant changes to the organization and its supply chain	AR p.40-41; 134 and 180	

	102-11 Precautionary Principle or approach	Sustainability policy Code of Conduct	
	102-12 External initiatives	SR p.8 (climate change) AR p.107 (Parker 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. 29 and 66-77	
GRI 102: Ethics and integrity	102-16 Values, principles, standards, and norms of behaviour	Code of Conduct informa.com/about-us/purpose-principles/	16
	102-17 Mechanisms for advice and concerns about ethics	Code of Conduct (p.30)	16

GRI 102: Governance	102-18 Governance structure	AR p. 100-105	
		Governing Sustainability at Informa	
GRI 102: Stakeholder engagement	102-40 List of stakeholder groups	AR p.21 and 28-46	
	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.28-46	
	102-43 Approach to stakeholder engagement	AR p.28-46	
		Governing Sustainability at Informa	
	102-44 Key topics and concerns raised	AR p.28-46	
GRI 102: Reporting practice	102-45 Entities included in the consolidated financial statements	AR p. 180-182 and 212-217	
	102-46 Defining report content and topic boundaries	Governing Sustainability at Informa	
	102-47 List of material topics	Governing Sustainability at Informa	

102-48 Restatements of information	AR p.164 Sustainability Reporting Methodology (p.3)
102-49 Changes in reporting	There were no material changes in reporting in 2020
102-50 Reporting period	Sustainability Reporting Methodology (p.2)
102-51 Date of most recent report	22nd April 2021
102-52 Reporting cycle	Sustainability Reporting Methodology (p.2)
102-53 Contact point for questions regarding the report	sustainability@informa.com
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 2020 reporting.
102-55 GRI content index	This document
102-56 External assurance	Bureau Veritas Assurance Statement

GRI 103: Materiality	103 -1 Explanation of the material topic and its Boundary	Governing Sustainability at Informa	
GRI 201: Economic performance	201-1 Direct economic value generated and distributed	AR p.1, 21, 87 (taxes) and 170 (wages)	8 & 9
	201-2 Financial implications and other risks and opportunities due to climate change	AR p.69	13
	201-3 Defined benefit plan obligations and other retirement plans	AR p.202-207	
GRI 203: Indirect economic impacts	203-1 Infrastructure investments and services supported	SR p.25	5, 9 & 11
	203-2 Significant indirect economic impacts	SR p.24	1, 3 & 8
GRI 205: Anti Corruption	205-2 Communication and training about anti-corruption policies and procedures	AR p. 29 Anti Bribery & Corruption Policy	16
GRI 207: Tax	207-1 Approach to tax	AR p. 87 informa.com/investors/tax/	1, 10 & 17
	207-2 Tax governance, control, and risk management	AR p. 87-88	1, 10 & 17

	207-3 Stakeholder engagement and management of concerns related to tax	AR p. 87	1, 10 & 17
	207-4 Country-by-country reporting	AR p.172	1, 10 & 17
GRI 301: Materials	301-1 Materials used by weight or volume	SR p.13 (paper consumption)	8 & 12
	301-3 Reclaimed products and their packaging materials	SR p.13 (paper sent for pulping)	8 & 12
GRI 302: Energy	302-1 Energy consumption within the organization	Sustainability KPIs Summary	7, 8, 12 & 13
	302-3 Energy intensity	Sustainability KPIs Summary	7, 8, 12 & 13
	302-4 Reduction of energy consumption	Sustainability KPIs Summary	7, 8, 12 & 13
	302-5 Reductions in energy requirements of products and services	SR p.27 (saving flights) 2019 Sustainability Report (p.42) 2018 Sustainability Report (p.38)	7, 8, 12 & 13
	303-5 Water consumption	Sustainability KPIs Summary	6
GRI 303: Water and Effluents			

GRI 304: Biodiversity	304-2 Significant impacts of activities, products, and services on biodiversity	Paper and Timber Sourcing Policy	6, 14 & 15
GRI 305: Emissions	305-1 Direct (Scope 1) GHG emissions	Sustainability KPIs Summary	3, 12, 13, 14 & 15
	305-2 Energy indirect (Scope 2) GHG emissions	Sustainability KPIs Summary	3, 12, 13, 14 & 15
	305-3 Other indirect (Scope 3) GHG emissions	Sustainability KPIs Summary	3, 12, 13, 14 & 15
	305-4 GHG emissions intensity	Sustainability KPIs Summary	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.10-13	3, 6, 12, 14 & 15
	306-2 Management of significant waste-related impacts	SR p.10-13	3, 6 & 12
	306-3 Waste generated	Sustainability KPIs Summary	3, 6, 12, 14 & 15
	306-4 Waste diverted from disposal	Sustainability KPIs Summary	3, 6 & 12

	306-5 Waste directed to disposal	Sustainability KPIs Summary	3, 6, 14 & 15
GRI 308: Supplier Environmental Assessment	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.	
		Business Partner Code of Conduct	
		Paper & Timber Sourcing Policy	
	308-2 Negative environmental impacts in the supply chain and actions taken	SR p. 9-13 2018 Sustainability Report (p.38)	
GRI 401: Employment	401-1 New employee hires and employee turnover	SR p.33	5, 8 & 10
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	informa.com/talent/why-work-at-informa/	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.18-19 and 75 SR p.29	3, 8 & 16
	403-2 Hazard identification, risk assessment, and incident investigation	AR p.75	8 & 16
	403-3 Occupational health services	Code of Conduct (p.8)	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.32	8 & 16
	403-6 Promotion of worker health	AR p.34	3 & 8

	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Business Partner Code of Conduct (p.5)	3 & 8
	403-8 Workers covered by an occupational health and safety management system	Code of Conduct (p.8)	8
GRI 404: Training and education	404-1 Average hours of training per year per employee	Sustainability KPIs Summary	4, 5, 8 & 10
	404-2 Programs for upgrading employee skills and transition assistance programs	informa.com/talent/why-work-at-informa/	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.33 AR p.107	5, 8 & 10
	405-2 Ratio of basic salary and remuneration of women to men	AR p.108 UK Colleagues and Pay Report	5, 8 & 10
GRI 408: Child labour	408-1 Operations and suppliers at significant risk for incidents of child labour	Modern Slavery Statement Business Partner Code of Conduct (p.5)	8 & 16

GRI 409: Forced or compulsory labour	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labour	Modern Slavery Statement Business Partner Code of Conduct (p.5)	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.29	
	412-3 Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Business Partner Code of Conduct	
GRI 413: Local communities	413-1 Operations with local community engagement, impact assessments, and development programs	SR p.31-34	
GRI 414: Supplier social assessment	414-2 Negative social impacts in the supply chain and actions taken	Modern Slavery Statement	5, 8 & 16
GRI 415: Public policy	415-1 Political contributions	AR p.134	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	Privacy Policy	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