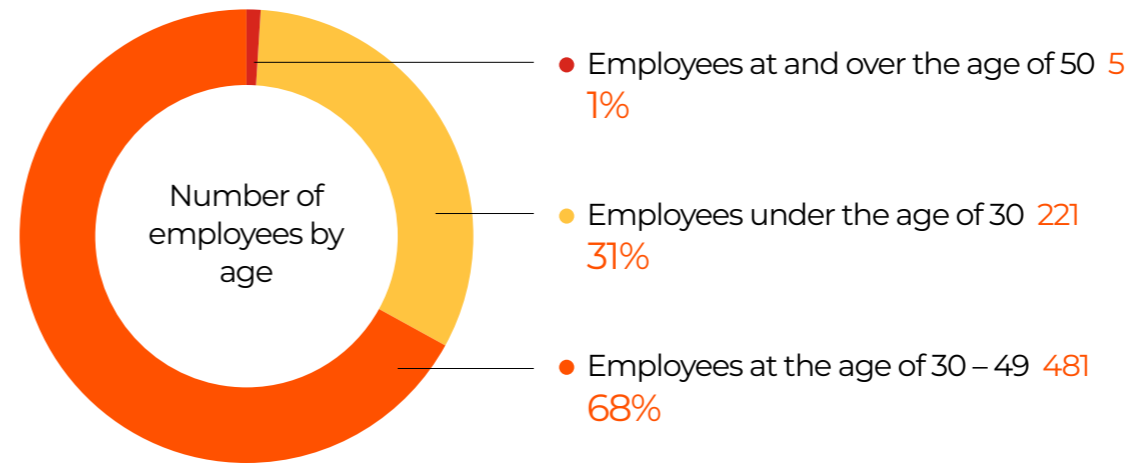




Fair and Just Workplace



Respect and Protection of Human Rights

RELX practices the spirits of the *Convention Concerning Discrimination in Respect of Employment and Occupation* adopted by the International Labour Organization and the *Universal Declaration of Human Rights* adopted by the United Nations. It strives to create a fair, just, diverse, inclusive, harmonious and stable workplace.

We have formulated the *RELX Code of Business Conduct* and the *RELX Code of Conduct for Business Partners* to provide specific guidelines for our employees, suppliers, and other partners in protection of employees’ rights and interests, diversity and inclusiveness, equal opportunities, reasonable working hours, workplace health and safety, and freedom of association. Besides paying endowment, medical, unemployment, work-related injury, and maternity insurances as well as the housing provident fund to employees as required by laws and regulations, we also provide supplementary commercial medical insurance, body check, and other benefits for all employees. Sufficient maternity leave, paternity leave and childcare leave are granted to employees in accordance with laws and regulations with no impact on their career development and remuneration.

RELX respects human rights and makes commitments as follows:

Eliminate child labor and forced labor

We strictly abide by labor laws and regulations and eliminate use of child labor, forced labor in any form and human trafficking.

Prohibit discrimination and harassment

We have stringent policies in place to ban discrimination and harassment behaviors based on race, religion, skin color and gender or in any other form. Meanwhile, employees can make anonymous calls to the compliance hotline to question or report related clues and whistleblowers are ensured of protection by the Company, which prohibits any retaliation against them.

Provide reasonable remuneration

We build a fair and competitive remuneration system and determine remuneration by employees’ credentials, job duties, performance, and job market environment. Our salary level is competitive, providing a good development platform and rewards for outstanding talents. We pay special attention to gender equality and remuneration and reduce the impact of gender on the remuneration level and structure. We also respect laws and industry practice as to working hours. On the basis of full compliance with the requirements of laws and regulations, we provide practical and warm welfare guarantees to our employees.

Respect employees’ right to freedom of association

On the premise of abiding by laws and regulations and the Company’s policies, we respect employees’ right to join or establish the labor union at will.