

Employment and Diversity



[RELX Employee Handbook >](#)

RELX strictly abides by the Labor Law of the People's Republic of China, the Labor Contract Law of the People's Republic of China, the Social Insurance Law of the People's Republic of China, the Law of the People's Republic of China on the Protection of Women's Rights and Interest, and the Special Rules on the Labor Protection of Female Employees, and actively guards and protects employees' legitimate interests. We have formulated the RELX Employee Handbook, which specifies employee recruitment, working hours, leaves and holidays, remuneration and benefits, performance appraisal, promotion pathways, and communication and complaint channels. We take the Handbook as the primary guidance for corporate conduct and business operations and require employees to take annual compulsory training.

Creating a Fair and Just Workplace

We adequately protect employees' rights and interests. Upholding fairness and justice, we hire outstanding talents from all walks of life. In the RELX Employee Handbook, we place a strong emphasis on policies including providing equal employment opportunities, the prohibition of discrimination and harassment, the creation of diverse and inclusive values, the prohibition of child and forced labor to respect and protect all employees' legitimate rights and interests. Besides paying endowment, medical, unemployment, work-related injury, maternity insurance, and the housing provident fund to employees as required by laws and regulations, we also purchase supplementary commercial medical insurance for all employees and adopt simplified one-click online claims and settlement procedures to relieve our employees from worries.

RELX 2021 Employee Data



- Female employees 34.8%
- Male employees 65.2%

- Employees under the age of 30 48.7%
- Employees at the age of 30 - 49 51.0%
- Employees at and over the age of 50 0.3%

- Employees from ethnic minorities Person:73 5.9%

- Employees from Hong Kong, Macao, Taiwan, and overseas Person:11 0.9%

Total workforce 1,235

Unit: Person





Maintaining Gender Equality in Workspace

Gender equality is an essential manifestation of diversity and inclusion. In addition to providing employees with fair recruitment, training, and promotion opportunities, the Company is committed to thoroughly maintaining gender equality and adequately protecting female employees with a couple of initiatives to enhance the female employees' competitiveness in the workplace. According to law, we provide female employees with benefits and care during pregnancy and breastfeeding, to create a more friendly workplace.

In August 2021, we set up a Women's Rights and Interests Protection Team to improve gender equality and the protection of women's rights and interests in corporate governance. The Team comprises female legal experts and HR experts from all offices and is directly responsible and reports to the Company's Code of Conduct Committee. The Team is committed to providing professional consulting services and complaint channels for female employees, enhancing women's workplace self-confidence, and improving female employees' benefits to create a women-friendly, safe, and non-discriminatory workplace.

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RELX hosting the Female Leadership Forum

Since 2020, RELX has been holding the She Leads Women's Leadership Forum on March 8 every year, aiming to empower female leaders and promote gender equality in the workplace. The forum invites female leaders of well-known international companies and RELX's CEO Wang Ying as guests to attend, with RELX women employees sharing their stories. At the second She Leads Forum in 2021, the guests and RELX's female employees dissected the natural advantages of women as leaders and how to unleash women's core competitiveness in the workplace. The guests shared their personal

experiences and insights on how women develop self-confidence, career-family balance, make career choices at different stages of life, and maintain physical and mental health under pressure from work and life. At the end of the event, participating employees were given inspirational books for women to help them gain insight and enhance their self-confidence in the workplace and life.

With the guests' professional lectures and true-story sharing, the forum effectively helped female employees better understand their advantages and enhance their leadership awareness. The event was unanimously well-received.



Ms. Ying Wang sharing her workplace experience at the female leadership forum



The female leadership forum

