



Championing Sustainability

Informa Sustainability
Report 2022



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Net Zero Carbon
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At Informa we're here to **champion the specialist**, connecting people with knowledge to help them learn more, know more and do more.

We deliver:

Specialist content. Smart events. Academic knowledge services. First party customer data. Buyer and product discovery services. Networking and partnering platforms. Open research services. Expert research and data. Audience development services. Advanced learning. Accredited training. Digital demand generation.

To specialists in markets and categories including:

Aviation. Pharma. Cyber Security. Engineering. Health & Nutrition. Medicine. Fashion. Social Sciences. Private Equity. Enterprise IT. Biotech. Fintech. Construction. Beauty & Aesthetics. Food & Hospitality. Environmental Sciences. Education. Brand Licensing. Manufacturing.



See our 2022 annual report

Our Divisions

	delivers major, branded, content-driven in-person and virtual events and digital platforms allowing year-round connection and knowledge sharing.
	creates opportunities for customers all over the world to connect, learn and trade. We serve businesses in specialist markets through specialist digital content and data, virtual events and large-scale physical exhibitions.
	helps businesses in the technology market and professionals interested in tech to connect, learn more and do more. We provide knowledge and connections delivered through training, data and research, consulting, and physical and digital events.
	is a specialist in scholarly research and helping academic and research communities make new breakthroughs. We curate and publish high-quality peer-reviewed research, connecting specialists to knowledge that helps them learn more and advances progress in their field of study and broader society.

Our divisions are underpinned by:

Global Support	This division enables each operating division and comprises Informa's Group functions and Group Operations.
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Informa's 2022 ESG Ranking

  Leader: AAA and AA; Average: A, BBB and BB; Laggard: B and CCC	  Risk level: 0-10 = Negligible 10-20 = Low 20-30 = Medium 30-40 = High 40+ = Severe	  Industry percentile	  Industry percentile Ranked top of the global media sector for the second year in a row	  2023 Yearbook Gold distinction based on the 2022 S&P Global CSA	  Score A - F
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John Rishton
Chair



We're halfway towards our 2025 FasterForward targets and I'm happy to see the strong progress being made on sustainability each year. There's too much going on to cover everything, but the updates and case studies in this report bring that progress to life.

Everyone defines, approaches and measures sustainability differently but, to me, its most basic principle is that we all want a liveable planet – not just the environment, but the societies within it too. It's also about taking responsibility for our actions in adding or taking away from that – as individuals and as a company – including our carbon emissions, waste and interaction with each other.

For Informa, sustainability also means setting up customers and partners for success. For example, by helping a customer learn about sustainability in their markets or partnering with suppliers to reduce waste from carpet and stands. When I go to an Informa show, this is something I always ask the teams about. From these conversations, it is clear that Informa colleagues are bought into our sustainability programme, and eager and empowered to take positive steps. They understand how important these issues are and their role in addressing them. We just need to continue and keep getting better.

I think that investors also recognise our efforts as adding value. Discussions about environmental, social and governance (ESG) matters continue to evolve and now tend to focus more on the issues that are most material to Informa. They still cover compliance but also now revenue opportunities and costs. Investors increasingly expect companies to be working on this agenda, and so it is natural that FasterForward programme is at the heart of our company and investor story.

Board engagement

The Board receives updates on sustainability at least twice per year. In 2022, we also held a dedicated learning session on the detail behind becoming a net zero carbon business.

Sustainability will remain a growing feature of Board discussions in 2023, as well as on sub-committees such as the Audit Committee, and all of the Directors continue to be committed to deliver on our FasterForward commitments.

Despite the broader pandemic-related challenges of the past couple of years, we've kept our focus on our sustainability programmes. We've continued to invest in these programmes, expanded our sustainability team, incorporated relevant targets for leaders across the company, and made sustainability an important part of our Growth Acceleration Plan 2 (GAP 2). Our FasterForward targets are ambitious, and I look forward to continue reporting on our progress.

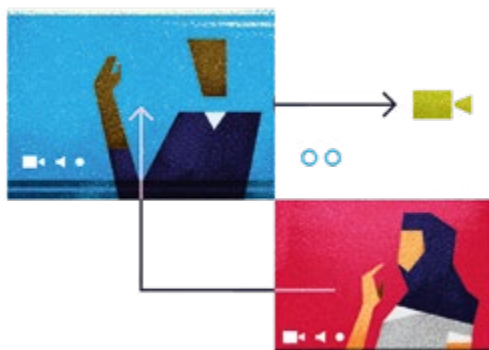


Sustainability is part of who we are and what we do. This is reflected in our ongoing strength in ESG rankings and indices, including being ranked top of the media sector by DJSI.



SC Stephen A. Carter
Group Chief Executive

BW Ben Wielgus
Head of Sustainability



“

Thanks to our convening power, we get cutting edge knowledge to more people – and get it to them faster. This is how we make our biggest difference.

”

BW Last year, we talked about a new normal and the global economy moving to more sustainable models. A year on, do you think we have entered a new normal?

SC In business, we're always dealing with change. Issues rise quickly or slowly to a peak – some then disappear, others fade into the background or pass us by. The important ones, such as sustainability, stay and become institutionally mainstream.

When I took over as Chief Executive of Informa nearly ten years ago, many businesses had sustainability programmes – but the issue was low on the agenda and it certainly wasn't a strategic issue. Today, no business could operate, raise capital, or attract talent without taking sustainability seriously. That's a phenomenal change in just a decade.

BW Taylor and Francis has done a lot of work in recent years to make its physical and digital products more sustainable, and we've done a lot of work to make our live events more sustainable. With a growing focus on adding digital products into our offerings, how does that affect our sustainability ambitions?

SC The world is re-opening and people are coming back to live events. We can feel the yearning for human engagement and collaboration. A lot of good comes from these face-to-face connections. Our responsibility is to make sure that we organise these events in a sustainable way. That's why we launched FasterForward in 2020 to raise our ambitions and accelerate our sustainability programmes. But digital is now an additional set of products – not a substitute – it adds more opportunities, especially when wrapping technology and digital features into live event experiences.

Digital can be an extra tool to help physical events be more efficient and create connectivity year-round. It also supports what we believe is a shift in customer preference towards prioritising attendance at fewer, larger events rather than a series of smaller gatherings. This reflects the efficiency of large-scale B2B events, providing the opportunity to meet a wide range of suppliers, customers and/or colleagues in a single location and hence saving time, money and carbon emissions.

In parallel, Informa has engaged in a digital acceleration strategy as part of our Growth Acceleration Programme 2 (GAP 2). One of things we are doing under GAP 2 is developing new adjacent and related digital products rather than trying to replicate the live event experience online, which is not possible with current or near future technology. Digital products allow us to reach more people, including those traditionally disconnected from our products, but the user experience is different.

BW As one of the largest companies in the Academic Markets and B2B Events sectors, we've worked with peers and suppliers to encourage changes through partnerships and initiatives, such as the Publisher's Association and the Net Zero Carbon Events Initiative. How important do you think it is for Informa to collaborate with the industry on sustainability?

“
We've created
an operational
architecture to be
a more sustainable
business. I believe
this sets us up for
success and also helps
set the industry up
for success.”

SC If it takes a village to raise a child, it takes a supply chain to make a business sustainable. No business is in control of its whole operations from end to end. We are all interdependent, and this interdependence is what makes sustainability so important. Our approach to sustainability is to be as 'open source' as possible – because a more sustainable industry is better for everyone.

With the scale, talent and relationships we are fortunate to have, we have an opportunity to lead innovation and help pioneer solutions. This includes sharing our tools, expertise and experiences as well as learning from others and helping establish collaborations to crowdfund research.

BW I think Informa has a definite role in promoting sustainability in our markets – beyond our direct operations and supply chain. For example, customers at one of our largest shows, World of Concrete, wanted to know about sourcing more sustainable cement. We're seeing hunger from our customers for more sustainable ways of doing business everywhere: from farming to pharma, aviation to fashion.

SC And the best way for the global economy to be more sustainable is for companies to collaborate, share knowledge and to develop and adopt more sustainable practices. The genius of live events is that you bring everyone together. The whole industry can have a meaningful conversation.

Through our brands, we can increase the reach and speed that knowledge circulates within the relevant specialist communities, by embedding sustainability inside our content. Thanks to our convening power, we get cutting edge knowledge to more people – and get it to them faster. This is how we make the biggest difference in the world.

BW Last year, we also talked about operationalising sustainability within our business. We've achieved a lot already, but it's a long journey. How can we ensure we stay on the right path?

SC Many leaders, including me, now have performance targets linked to sustainability. It's about recognising what adds value to our business and others. We need incentives, and we also need rules. I believe in an approach to rules which one could summarise as Rule Light, but Rule Firm – regulate forensically and make sure everyone knows and follows those rules – but beyond that – keep the red tape to a minimum. This is why programmes such as Better Standards and the Fundamentals are important. They give our brands, colleagues and suppliers flexibility in how they implement sustainability initiatives. But we're clear about the direction of travel. This is something we as a business, and all of our colleagues, must do because it's expected of us, and there's opportunity in it.

We've invested in sustainability and will continue to do so. We've created an operational architecture to be a more sustainable business. I believe this sets us up for success and also helps the industry set up for success. It is critical that we keep our momentum and keep going further together.

FASTER

FORWARD

Our approach to sustainable business

Richard Menzies-Gow

Director of IR & Communications |
Informa Group | London



For over a decade, Informa has focused on sustainability in areas where we can make the most significant contribution to the economy, society and the environment. This includes consideration of our operations, our content and the communities in which we work. I firmly believe that integrating sustainability into everything we do is vital to our ability to create long-term value for all our stakeholders whether they are investors, customers, colleagues or others.

Halfway through to our 2025 FasterForward goals

Despite uncertainties caused by the pandemic and the economic environment over the last two years, we continue to be committed to investing in the long-term success of the company, including investing in our people, our brands and in sustainability. Our five-year sustainability programme, FasterForward, is an integral part of our ongoing Growth Acceleration Plan (GAP II) aiming to grow the business further, faster, sustainably.

Since the launch of FasterForward in 2020, we have expanded our sustainability team and embedded specialists in the business to help provide local tailored programmes, launched industry-leading initiatives such as Better Stands, the Net Zero Carbon Events pledge and committed to programmes such as Publishing Declares which commits us to supporting the UN's Sustainable Development Goals (SDGs). Thousands of colleagues are actively working to embed sustainability in everything that we do. Senior executives and many senior managers within the company now have personal targets linked to sustainability. These targets flow down to their teams and help embed sustainability into our operations.

Now that we've put some solid foundations in place, we need to keep our momentum and keep pushing throughout the organisation the key programmes that will help us deliver on our FasterForward goals. The infographic on the next page shows some of the main activities we have in place to achieve this.

Meeting growing expectations from investors

Investors are asking more detailed questions about our sustainability strategy, in particular related to climate change but also now expanding out to topics ranging from diversity and privacy to safety and biodiversity. They're no longer looking just for commitments but are also asking for detailed net zero plans and assessments of climate risks. In response to this, we report on our climate impacts online and on page 70 of our Annual Report in accordance with the Taskforce on Climate-related Financial Disclosures (TCFD), and we are currently developing a public reporting on our detailed climate transition plan to support our net zero goal.

Diversity, equity, and inclusion (DE&I) is another important topic. Forty-five percent of our Board are women and we recently published the Respect at Work Policy. We are committed to ensuring greater diversity at all levels of the organisation through programmes such as our AllInforma colleague networks as well as our D&I Fundamentals tools to help events consider DE&I in our products.

Growing further, faster and sustainably

We have an opportunity and a responsibility to drive sustainability, not only within the events and publishing industries, but also in the sectors that we serve. To me, that's the most exciting part. Providing platforms for whole markets to accelerate their sustainability – that's very powerful. And it's a great commercial opportunity for Informa.





**FASTER
TO ZERO**

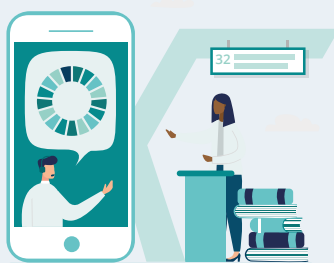
Moving faster to become a zero waste and net zero carbon business.

To help meet the urgent challenges of a changing world, we are moving faster to reduce our carbon and waste footprint with the aim of becoming a zero waste and net zero carbon business by 2030.

Wherever we can, we will also actively help our partners, customers and wider markets to achieve the same.

Our commitments

- 1 Become carbon neutral as a business and across our products by 2025
[See more on pages 6-11](#)
- 2 Halve the waste generated through our products and events by 2025
[See more on pages 12-15](#)
- 3 Become zero waste and net zero carbon by 2030 or earlier
[See more on pages 6-15](#)



**SUSTAINABILITY
INSIDE**

Embedding sustainability inside every one of our brands to help our customers accelerate sustainable development in their specialist markets.

Informa exists to connect people with knowledge and our greatest impact in the world is through the content and connections we deliver for our customers.

To help our customers go faster, and to accelerate the sustainable progress of the specialist markets we serve, we are embedding relevant sustainability content inside each of our brands.

Whether it's through events, intelligence, research or training, we'll provide our customers with the content and connections that can drive a more sustainable future for their specialist markets.

Our commitments

- 4 Embed sustainability inside 100% of our brands by 2025
[See more on pages 16-27](#)
- 5 Help and promote the achievement of the UN's Sustainable Development Goals through our brands
[See more on pages 16-27](#)



**IMPACT
MULTIPLIER**

Multiplying the positive impact we can create when we improve access to knowledge, help people connect more efficiently and invest in our communities.

Through the content we provide, we can help connect and inform those who struggle to access knowledge and networks.

When they connect at our events and online, we can help customers be even smarter and more efficient with their time and travel.

Where we work in a specialist or local community, we can partner with them and invest in ways that help them succeed and create more positive impacts in turn.

Our commitments

- 6 Enable one million disconnected people to access networks and knowledge by 2025
[See more on pages 28-31](#)
- 7 Contribute \$5bn per year in value for our host cities by 2025
[See more on pages 32-33](#)
- 8 Contribute value of at least 1% of profit before tax to community groups by 2025
[See more on pages 34-37](#)
- 9 Save customers more carbon than we emit as a business by 2025
[See more on pages 38-39](#)



FasterForward is Informa's approach to sustainable business

Our aim is to become an ever more sustainable, positive impact business. Through the FasterForward programme, we are embedding sustainability into everything we do and seizing opportunities from helping our customers and markets do the same.

FasterForward is a structured three-pillar programme with ambitious commitments and a wide range of activities, covering Informa's business operations, our brands and products and our broader community impact.

When it comes to sustainability, we're moving FasterForward.

Faster to Zero

1 Carbon neutral company and products

We aim to reduce the emissions from our business activities (offices, travel, publications, digital products and live events) as much as possible and compensate for the remaining emissions through high-quality certified offsets by 2025.

2 50% reduction in waste

Most of the waste generated by Informa takes place at our events. Although the waste generation and collection are not under our direct control, we have been working with partners and customers to half this waste between 2019 and 2025. We also encourage recycling in our offices and work to reduce packaging and pulping waste at T&F.

3 Zero carbon and zero waste by 2030

We commit to going even further between 2025 and 2030 and become a zero waste and net zero carbon business.

Sustainability Inside

4 Embed sustainability in all our brands

We aim to understand environmental and social challenges in the markets that we serve, to identify our potential role in developing and sharing solutions, and to be a catalyst for sustainable development. This is our most material impact on the world and a significant source of commercial opportunities.

5 Contribute to the UN SDGs

The United Nations' 17 Sustainable Development Goals to 2030 provide a blueprint for peace and prosperity for people and the planet, now and into the future. Through our content, we can help and promote the achievements of these goals.

Impact Multiplier

6 Connect one million disconnected people

By making our products more accessible to people of different abilities, mental or physical attributes, language, social groups and resources, we can connect one million more people with networks and knowledge by 2025. In practice, this means providing free or discounted event

space, scholarships, training and mentorship for small businesses or individuals, publications in accessible formats or free specialised content.

7 \$5bn per year in value for our host cities

Our events generate significant economic activity for the host cities and support jobs in these communities thanks to visitors' spend on hotels, food and local transportation, exhibitors' and Informa's spend on local suppliers, as well as tax payments.

8 1% of profit before tax to community groups

We want to build and maintain strong relationships within local communities where we run our business. This includes donating cash, equipment, event space and products, supporting our colleagues' volunteering activities and using our platforms to raise money for charities.

9 Save customers more carbon than we emit

By bringing an industry together at our trade shows, we help our visitors do a lot in one place: meet with customers, suppliers and colleagues, learn about new products, etc. This reduces the need for our attendees to travel to different places to achieve the same goals and therefore reduces carbon emissions.

Initiatives across all three parts of the programme



Inspiring Sustainability.
Environmentally Responsible.
Socially Responsible.

A Sustainable Event Fundamentals 2.0 and Accelerator

The Fundamentals is a checklist of key sustainability considerations that all our events should be addressing.

The Accelerator enables leading events to go faster forward across dozens of sustainability topics.

[Pages 40-43](#)

B Education, engagement and goal setting

Training, communications and guidance to support all Informa products and teams make commercially relevant, timely progress against sustainability goals.

Faster to Zero

C Better Stands

Our programme to influence exhibitors, and our industry, away from single use exhibition stands.

[Page 12](#)



This event is powered by
Renewable Electricity

NET ZERO CARBON EVENTS

D Renewable electricity

Use of renewable electricity at venues for 86% of our events and 95% of our offices.

[Pages 6-7](#)

E Net Zero Carbon Events Initiative

Informa helped found this global events industry initiative to collaborate on moving to net zero. More than 400 signatories to date.

[Page 12 of the 2021 Sustainability Report](#)

F CarbonNeutral® certifications

Informa has been a certified CarbonNeutral® company thanks to cutting scope 1 & 2 emissions by 73% since 2017, and purchasing high-quality offsets for the rest.

Thanks to a five-year emissions reduction programme and the use of high quality carbon offsets, all T&F physical publications have been certified CarbonNeutral® Publications for the last two years, and more than a dozen events are piloting CarbonNeutral® Events certification.

For our growing digital business, we're measuring emissions as part of the DIMPACT's group to identify ways to reduce and offset.

[Pages 10-11](#)

[Pages 7 and 13 of the 2021 Sustainability Report](#)



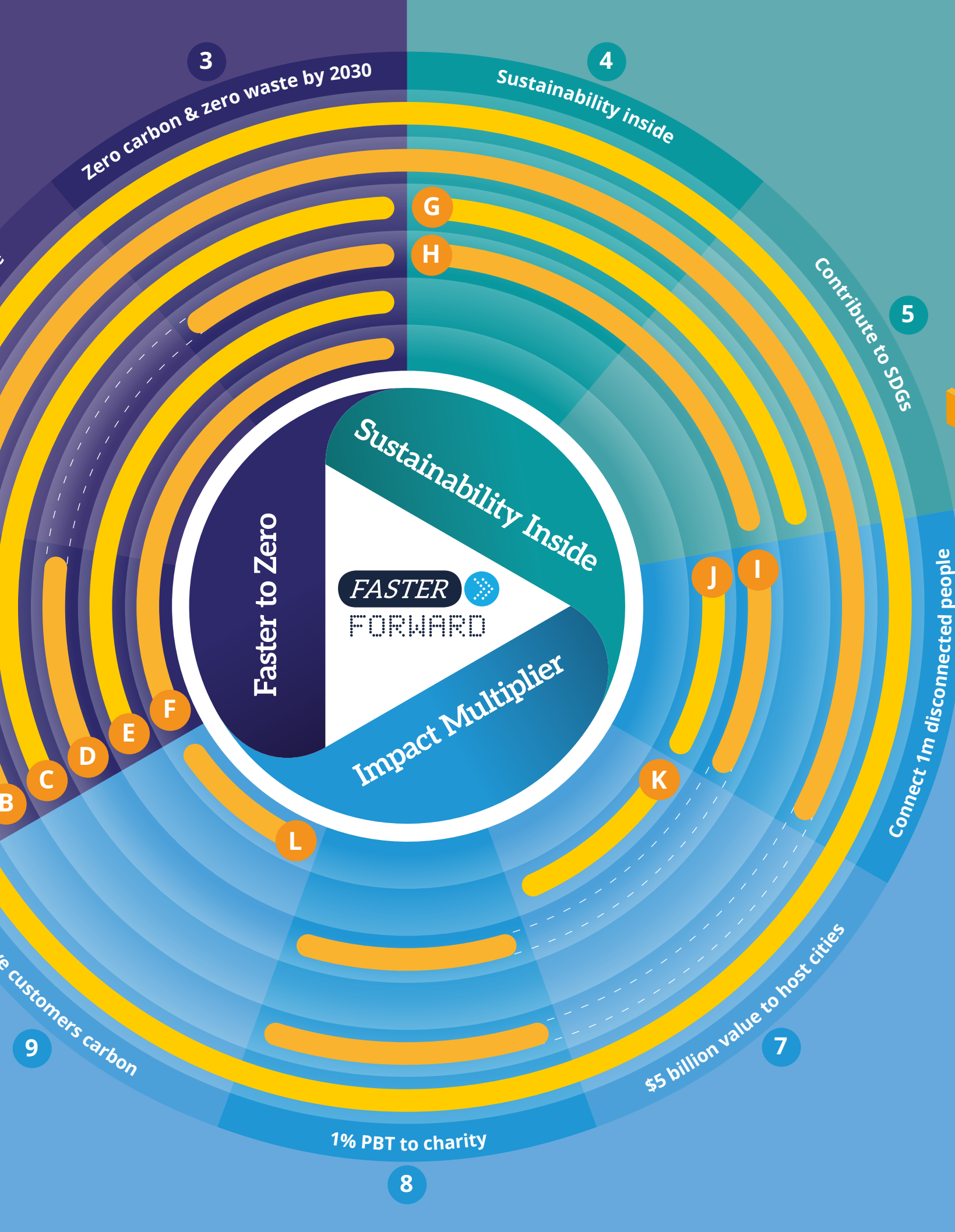
50% reduction in waste

Carbon neutral company & products

1

A

Save



Sustainability Inside

G Indexing T&F content

T&F has expanded its relationship with Dimensions, a leading discovery and analytics tool, to fully index all books content. The platform will help with categorising all publications against the SDGs, aiding discoverability and helping inform commissioning decisions.

Pages 26-27



H Embedding sustainability within our events' content

Leaders are increasingly incentivised based on their work to identify and embed relevant sustainability content in their products as part of annual goals, and we're looking at how this has enhanced the event value proposition. The focus is on all events with more than £1m in revenues, but all colleagues across the business are being engaged with.

Pages 16-25

SUSTAINABLE DEVELOPMENT GOALS

Impact Multiplier

I T&F access programme

We remove barriers to accessing our publications by providing free access to our products, waived fees for publishing in open access journals and investing in programmes to make our publications more accessible to those with a print disability.

Page 31



J Help disconnected people become future audiences

All events over £1m revenue are now working on developing appropriate programmes to identify and connect new audiences, with improved approaches to measurement.

Pages 28-30



K Measure economic impact

We continue to enhance and expand our economic impact measurement tool, and are working with the Accelerator events to identify ways to support host cities further.

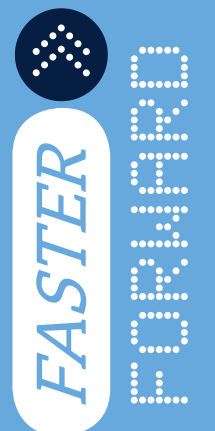
Pages 32-33



L Focus on event value proposition

A series of initiatives are ongoing to enhance our event value proposition. This includes Smart Events, which supports attendees making connections on-site as efficiently as possible, meaning they get more from their trip (See Annual Report).

Pages 38-39



Commitments:

- 1 Become carbon neutral as a business and across our products by 2025
- 3 Become net zero carbon by 2030 or earlier

Progress highlights:

- Informa maintained our CarbonNeutral® company certification
- All physical books and journals from T&F were recertified as CarbonNeutral® publications
- Seven events were working on CarbonNeutral® event certification
- Scored A- from CDP, the world's leading environmental benchmark
- Achieved a score of 88 out of 100 in the Environmental dimension of the 2022 S&P Global Corporate Sustainability Assessment
- Assessed 312 events in 2022 through our sustainable event management framework, including working with venues and suppliers to reduce energy consumption
- Sourced renewable electricity usage for 95% of offices and 86% of events by attendees
- Updated our assessment of our climate risks and opportunities following TCFD recommendations

Next steps:

- Complete measurement of emissions from all of our digital products
- Expand range of carbon neutral products
- Engage with suppliers to measure and reduce emissions, in particular from exhibitors and contractors logistics
- Collaborate with peers to deliver on the Net Zero Carbon Events pledge

Linked to SDG:

Our work towards becoming net zero carbon

Since the launch of our FasterForward programme in 2020, we've made good **progress** towards our **net zero carbon** ambitions.

We've managed to cut our scope 1 and 2 emissions by 73% since 2017 (our Science-based target baseline year) through reducing our office portfolio, managing our own energy usage and purchasing renewable power through Energy Attribute Certificates¹.

To compensate for the emissions we can't yet avoid from our offices, as well as from business travel and colleagues working from home, we help others reduce or remove emissions through high-quality verified carbon offset projects.

Focusing on scope 3 emissions

Scope 3 emissions are our largest, and most challenging. That is therefore our focus going forward. As indicated in **last year's report**, Taylor & Francis' publications are certified as CarbonNeutral® since 2021. Over the past five years, we have worked to reduce carbon emissions from our events, which is central to meeting our commitment to make all our products net zero carbon by 2030 or earlier. As far back as 2018, we recognised that the energy use at the venue can represent around 30% of our directly influenceable emissions, so tackling the source of electricity used in venues would be a big step forward. As described on pages 10 and 11, some events have gone further and achieved CarbonNeutral® events certification in 2022.

10,900 tonnes of CO₂

In 2022, 86% of attendees went to an event that was powered by renewable electricity. This saved 10,900 tonnes of CO₂ emissions.

1. How do EACs work?

Energy Attribute Certificates (EACs) allocate a specific quantity of electricity generated from renewable sources to an organisation. We buy EACs from renewable electricity producers to match the electricity usage from our events (and our offices) with verified renewable electricity generation. This process creates additional incentives for power generation companies to invest in renewable power. Using this internationally recognised, government-backed system, we ensure money flows to fund renewable energy capacity around the world: from wind power in the Americas and China, to hydropower in Europe and India and solar power in the Middle East.

Renewable electricity at our events

2018 → 14 of our European shows were powered by renewable electricity, and we partnered with MGM to install LED lighting at its Las Vegas venue. We also set a science-based target to reduce our emissions, including those from running our events (see page 8 for more details).

2019 → We launched the Informa Sustainable Event Management System (ISEMS), which provides guidance to our Operations teams on how to reduce energy use and carbon emissions from events (see pages 40-43).

2020 → We launched our FasterForward programme, including our net zero carbon commitment, and assessed over 100 events through our ISEMS framework. Through the Accelerator programme, we also worked with events to reduce energy use.

2021 → Most of our events in EMEA as well as many Informa Markets events in North America, were powered by renewable electricity using the international Energy Attribute Certificate (EAC) approach.

2022 → All our events were powered by renewable electricity, except in a few locations where the renewable energy market is less developed and energy attribute certificates are unavailable.

Assessing nature-based risks

Nicolas Desolino

Group Sustainability & Reporting Manager | Informa Group | London



The natural world provides the foundation for business activities across virtually all sectors of the economy. More than half of the world's economic output – \$44tn of economic value generation – is moderately or highly dependent on nature, according to the World Economic Forum.

The Taskforce on Nature-Related Financial Disclosures (TNFD) is a global initiative designed to help organisations better understand their relationships with nature. In 2022, the TNFD released a beta version of its risk management and disclosure framework to help organisations report and act on nature-related risks, and ultimately to support a shift in capital toward nature-positive outcomes. Informa was one of the first organisations to test this out.

Linked to SDG:



Making nature count

The nature of the Information Services sector in which we operate means that we do not heavily depend on natural resources, however we wanted to understand our dependencies and impacts better. Little Blue Research, a sustainability consultancy, screened Informa's dependencies and impacts on nature in 2022. The results indicated that our most significant dependency on natural capital is sourcing forest products (wood and paper) for our books, journals and exhibition stands at our events. Our Better Stands programme (see pages 12-13) and **policy on sustainable paper and timber** are helping us manage these impacts. In 2022, 94% of our paper came from sustainable sources. As we've digitalised show guides and more customers chose to access our books and journals online, we've reduced the total amount of paper we use by 56% over the past five years.

Within our live events business, travel and logistics constitute our largest impact on nature, due to the level of their greenhouse gas emissions. We've outlined our work to reduce these emissions in this section and on pages 40-43.

What I find most exciting is that some of our events convene and support the renewable energy, water efficiency and waste management industries, and so indirectly promote nature-positive outcomes.

We are currently watching developments in the TNFD guidance to ensure that we continue to develop a sustainable business and manage our nature-related risks.

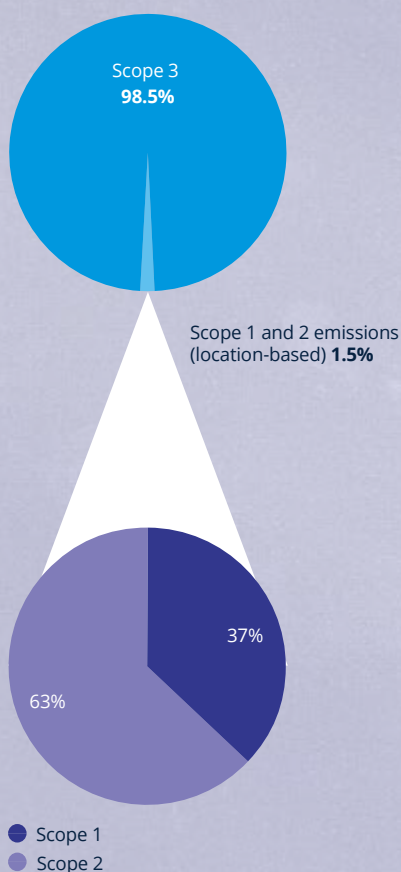
Taskforce on Climate-related Financial Disclosures (TCFD)

Following our Climate Impacts report in 2021 ([informa.com/climateimpacts](https://www.informa.com/climateimpacts)), we updated our analysis of the value at risk over the next five years for Informa from climate change (see pages 70-73 of our **2022 Annual Report**). This report also explains how we are reducing our carbon emissions and our progress against our net zero commitment.

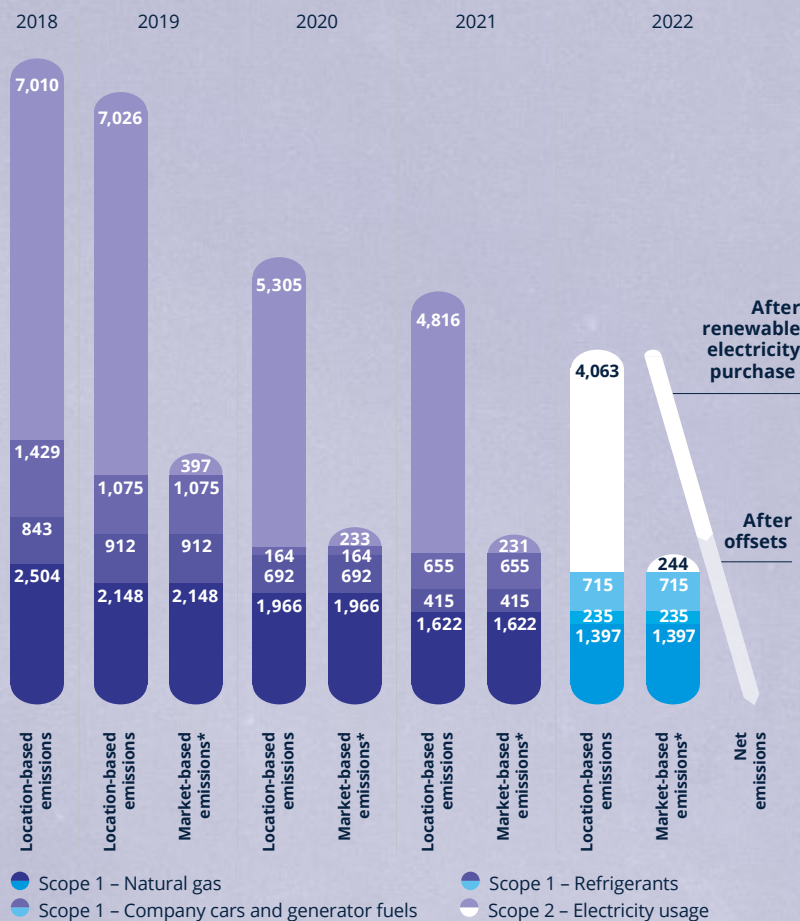
Reducing our carbon emissions

Emissions profile

Value chain emissions



Change in our scope 1&2 emissions over time (tCO₂e)



Note: 2018 data includes UBM emissions from the date of acquisition. The emissions data used for our Science-based target includes UBM's emissions and are reported at:

informa.com/sustainability/sustainability-reports/sustainability-kpis-summary/

* Market-based emissions take account of renewable electricity purchasing



We aim to reduce our scope 1 and 2 emissions by 55% and our scope 3 emissions by 20% by 2030 from a 2017 baseline. This is approved by the Science Based Targets Initiative as in line with latest science to limit global warming to below 1.5°C. We are exploring the feasibility of setting a Science Based Net Zero target under the draft VCM guidelines: as a stepping stone in accomplishing Net Zero in 2030.

95%

of our offices' electricity from renewable sources

Top
10%

S&P Global ESG
Score 2022
Sustainability
Yearbook Member



2022 CDP score
of A-

ecoact

Ranked 7th in the
FTSE100 in EcoAct's
2022 Corporate Climate
Reporting Performance
Report



Certified CarbonNeutral®
company

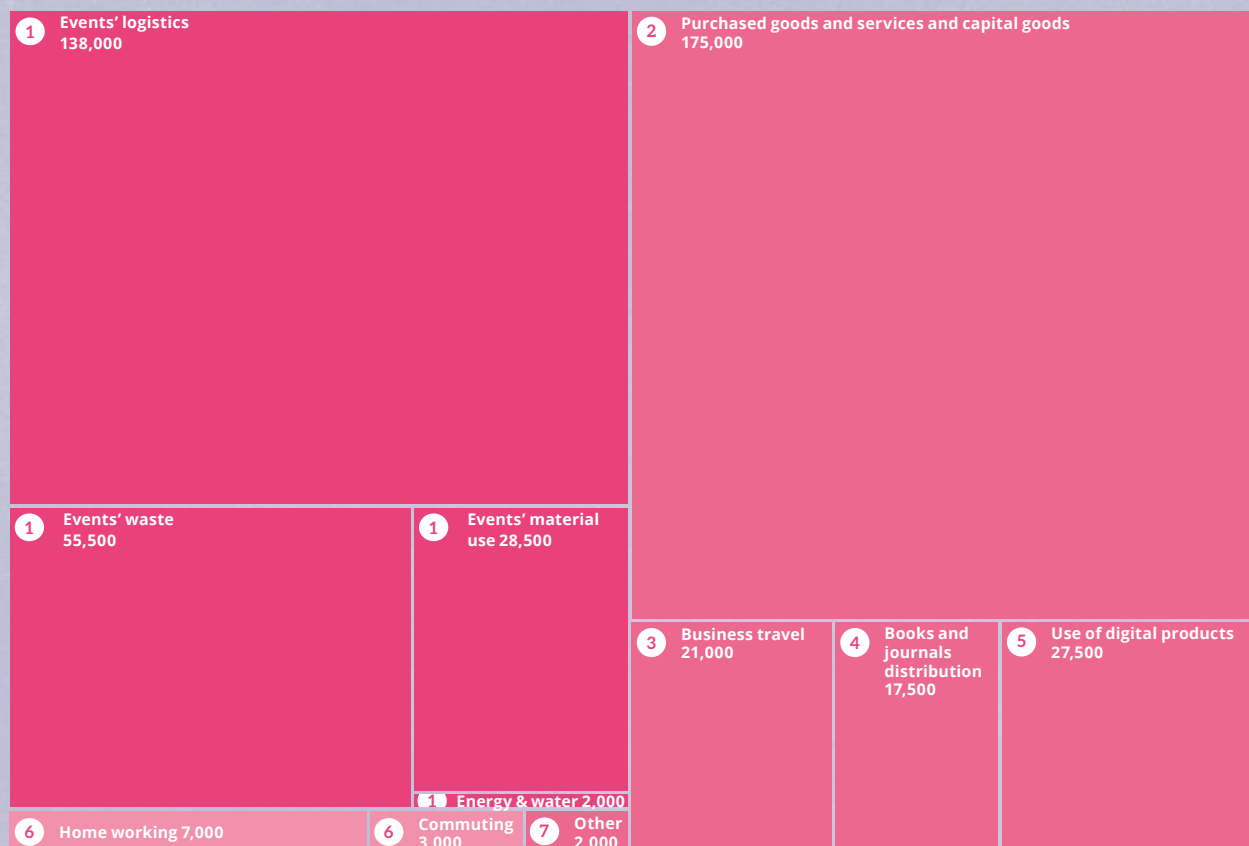


Certified
CarbonNeutral®
publications for all
T&F's physical books
and journals

86%

of attendees went to an
event that was powered
by renewable electricity
in 2022

Breakdown of our 2022 scope 3 emissions related to our science-based targets (tCO₂e)



Examples of some of our carbon reduction programmes

1 Reducing emissions at events

Our sustainable events management system is helping our events reduce their carbon footprint. It includes programmes such as switching to renewable electricity at venues, encouraging venues and suppliers to be more energy efficient around issues such as logistics, eliminating disposable stands and cutting waste.

See pages 6-11 and 40-43 for details

2 Purchased goods and services, and capital goods

We are working with our procurement and operations teams to engage with our top suppliers to more accurately measure our supply chain emissions, including programmes to share our knowledge with venues, printers and other contractors on sustainability. We are also asking our suppliers to join us in moving to renewable energy and developing carbon reduction initiatives in line with the industry's Net Zero Carbon Events Initiative, which we helped create.

3 Business travel

We continue to encourage efficient travel, digital alternatives, including the use of video conferencing, and are working with travel partners to encourage more sustainable hotel and travel choices. All emissions from our business travel are compensated using high-quality, verified carbon offsets.

See informa.com/carbonoffsetting for more details

4 Distributing books and journals

We take a digital first approach to publishing in response to customer demand. The move towards on-demand printing, nearer to customer markets, also helps us to reduce waste and carbon emissions from printing, storing and shipping our products.

5 Use of digital products

Informa is a founder member of Digital Impact (DIMPACT), a collaboration between the University of Bristol and major media companies, aimed at helping the industry understand and manage carbon emissions from digital content.

See page 13 of the 2021 Sustainability Report for more details

6 Employee commuting and home working

Since we adopted a balanced working model, our commuting emissions have decreased, but home working emissions have increased. As part of our CarbonNeutral® company certification, we offset both sources of emissions. By engaging colleagues in climate change topics, we hope to help them reduce these emissions.

For more details, please see our KPIs table at:
informa.com/sustainability-kpis

IMpower – Informa's first certified CarbonNeutral® event

James Roberts

Business Development Director, Global Finance | Informa Connect | London



In 2022, IMpower, Informa Connect's leading investment management event, was certified as a CarbonNeutral® event – Informa's first event to achieve this certification under the FasterForward programme. We interviewed James Roberts about the process to achieving carbon neutrality, and benefits of certification.

What does carbon neutral mean?

Being carbon neutral means reducing the carbon impact of a product or activity as far as possible and balancing the carbon emissions you can't avoid by supporting reliable, trustworthy and verified carbon offset projects that absorb or remove the same amount of carbon from the atmosphere.

How did you achieve this?

At IMpower, we've reduced our waste and carbon footprint with renewable electricity and energy-efficient lighting, recycled carpeting, selecting sustainable products and materials throughout the venue, and switching print materials for digital options.

Thanks to Informa's existing partnership with Climate Impact Partners and the support of a dedicated carbon neutral sponsor, investment manager NinetyOne, we used certified, high-quality verified carbon offsets to mitigate the emissions we couldn't avoid such as those from event logistics, attendee hotel rooms and travel.



What are the benefits to IMpower?

We're all very proud and excited about creating a carbon neutral first. The certification also benefits our brand, and that of our sponsor partner, because it demonstrates our commitment to this agenda by certifying to an external standard – the CarbonNeutral Protocol. It's not the end of our carbon reduction pathway, but it's an important milestone that I think a lot of people recognise.

What were the keys to success?

In Informa Connect's Global Finance portfolio, we've addressed sustainability issues for several years. We've found that the Fundamentals programme, Informa's 12-point event sustainability checklist, is a very useful framework to tackling a broad range of sustainability issues and helping us towards carbon neutral. From our operations teams, to the divisional and Group sustainability teams, marketing, sales and customer services, we involved everyone in our journey. It takes a lot of collaboration to reduce an event's carbon footprint. The Fundamentals' regular assessments



Pilot events working on CarbonNeutral® event certification



Monaco



Philadelphia



Las Vegas



San Francisco



Boston



Dubai



Boston



have helped us to understand where to improve, and to compare and learn from other events.

What were the challenges?

Collecting accurate and complete environmental data is key to certification. To gain CarbonNeutral® event status under the CarbonNeutral Protocol, we had to go through a rigorous assessment and a third-party audit. Specifically, we had to identify the sources of carbon emissions and waste across our event, collect the data from various suppliers, check it, calculate our footprint and have our calculations verified by a third party.

What else does IMpower do to address sustainability issues?

IMpower is not just a CarbonNeutral® event; sustainability is a huge part of IMpower's content and programming too. ESG (environmental, social and governance) matters are one of the highest trending topics in the investment management industry. We're facilitating discussions and knowledge-sharing around ESG, from high-profile CEO panels to a dedicated sustainability and impact stage, which run throughout the event.



Commitments:

- 2 Halve the waste generated through our products and events by 2025
- 3 Achieve zero waste by 2030 or earlier

Progress highlights:

- Expanded our Better Stands programme to all divisions and regions to accelerate the eventual elimination of disposable stands by exhibitors
- Conducted 312 sustainable events assessments in 2022, working with venues and suppliers to reduce waste at events, addressing waste created by our carpet, signage, catering and lanyards
- Continued to explore the feasibility of carpet-free events
- Finalised the new version of the standard for Better Stands, engaged with five of our major stand contractors, and educated 100s of colleagues on the programme
- Conducted detailed audits at dozens of events
- Reduced publications sent for pulping thanks to better stock management, expanding on-demand printing and donating books
- Removed polywrap covers from more than 75% of journals titles

Next steps:

- Increase the scale and speed of the deployment of our Better Stands programme globally
- Completely remove all plastic journal wrapping by end of 2023
- Engage with supply chain to reduce food waste and improve recycling

Linked to SDG:



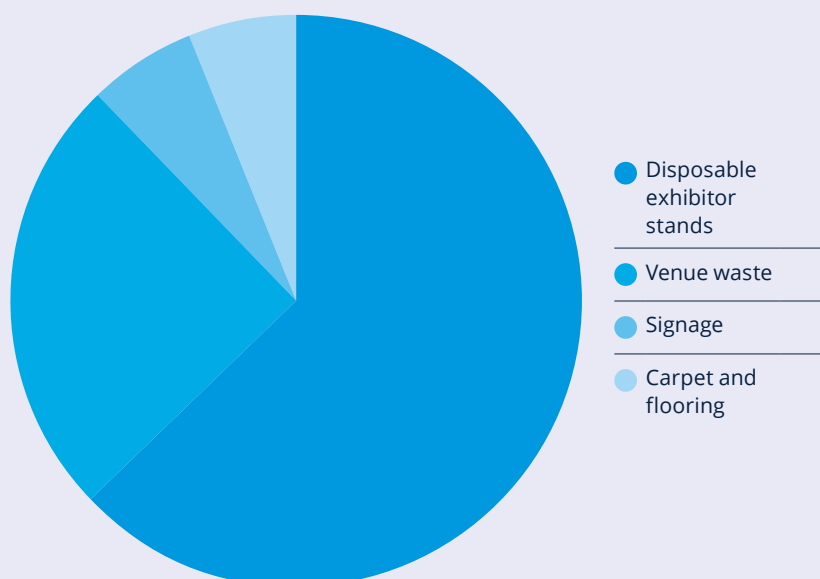
As a company, we generate waste in our offices and from producing and shipping physical publications but the largest amount the waste comes from venues, attendees and exhibitors at our events.

The pie chart below shows an example of where this waste comes from. The largest source comes from disposable stands being commissioned by our exhibitors. In our **2020 Sustainability Report** and **2021 Report**, we detail our flagship programme designed to address this issue: Better Stands.

Our goal is to encourage, and then require, exhibitors to switch to reusable stand systems. Following positive feedback from exhibitors and venues at some of our largest European events, we've been expanding the programme across all events divisions and regions. In this section, we provide an update from our events team in Asia.

When considering the other sources of waste, we encouraged colleagues to recycle to reduce the amount of waste going to landfill in offices. All books and journals' production waste is pulped and reused (see figures on the next page), and our teams in Taylor & Francis are working to reduce that too. And, of course, we're working with venues to encourage them to avoid and recycle more of the consumer and food waste from attendees at the events.

Typical breakdown of an event's waste



Rolling out Better Stands in Asia

Amy So

Programme Director, Asia
Sustainability | Informa Markets |
Hong Kong



At our Asia events, many exhibitors choose 'raw space' or 'space only' stands because they traditionally want to commission contractors to build a wooden 'unique' stand just for them. These are almost always single use and most end up in landfill or incineration. At the extreme end, this can be up to 98% of stands at an event. The availability of cheap labour and lack of capital investment in reusable stand systems in some Asian countries means disposable can be seen as cheaper.

By guiding our exhibitors to phase out the use of disposable stand structures through the Better Stands programme, I believe we can reduce waste, improve safety on-site, enhance our reputation as an organiser and drive sustainability in the exhibition industry.

As some local Governments in the region are increasing waste charges, Better Stands can also support exhibitors and organisers to reduce waste bills by reducing the amount of waste generated. It also encourages a new revenue stream for Informa by promoting a sustainable and structurally reusable option to exhibitors, as well as potentially improving build and disposal times, although we need to do further work on this. We believe that, once we get to a critical mass of reusable stands being deployed in a region, the economics will also shift in favour of reusable stands and customers will see the quality, safety, time and environmental benefits.

In 2022, we piloted Better Stands with three events in Hong Kong and Japan. We've also been engaging with internal teams to develop their understanding and buy in for Better Stands, and liaising with key contractors to build the business case too.

We continue to review pilot events and develop improvement plans, as well as collect expanding data collection. Next year, Asia events will gradually implement Informa's Better Stands programme, a key step towards achieving one of our FasterForward commitments: halve the waste generated through our events by 2025.

Benefits of



- Better quality and improved customer experience
- Safer, quicker and cheaper to build
- Significant reduction in waste and carbon emissions

[Find out more in
our 2020 report](#)

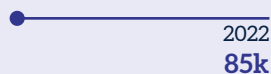


Managing waste in books and journals

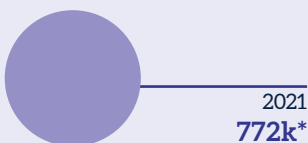
Books sent for pulping



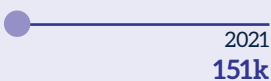
Journals sent for pulping



408 tonnes



* warehouse clearance



501 tonnes



281 tonnes

Waste reduction examples

Our event teams have a key role to play in reducing waste from events to enable us to achieve our Faster to Zero commitment of a 50% reduction by 2025. Waste reduction takes all shapes and forms with many of our colleagues taking innovative approaches to cut waste at a local level. We can then share this around hundreds of events to scale it through storytelling and our Fundamentals system.



Indonesia:

A creative collaboration

The teams at Food & Hotel Indonesia and Lab Indonesia have collaborated with Paisley Things, part of the **Darius Tobing Foundation** to upcycle supplies from events into craft products. Local artisans craft a range of popular handmade products, such as bags made from newspaper and upcycled vinyl. The programme has clear goals: to support economically local villagers and curb the migration to large cities while reducing waste.



Brazil:

Landscaping with wood waste

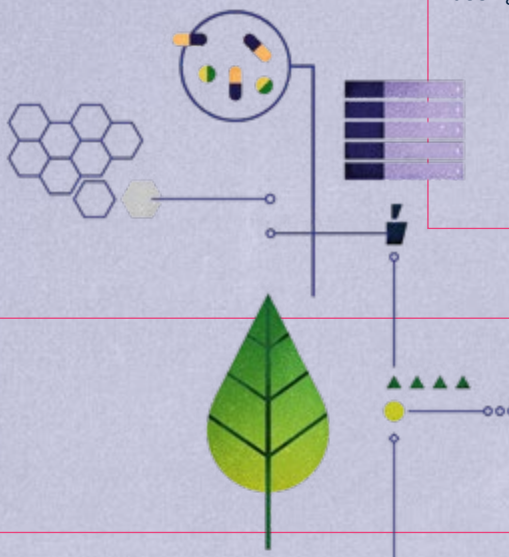
At Agrishow, wood waste from the show's stands is collected and transformed into wood chips which in turn is used for landscaping in the local area and from 2023 will be used at our own event.



Canada:

The art of waste reduction

Art Toronto and The Artist Project Canada are taking waste reduction to new heights. The team that runs both shows commissioned exhibition walls around ten years ago to display the art and they are still using them to this day. The walls are stored for most of the year and brought out twice a year for these two artistic events. By reusing the exhibition walls, Art Toronto and The Artist Project Canada for the past decade have eliminated the need for temporary walls and cut the waste that would have been generated.



Egypt:**Sustainable seating area**

Since 2022, the sustainable seating area is made of 100% reused materials and provides a relaxing environment for event attendees to grab a snack, chat, relax and get people to think about the circular economy. Every element of this new area is upcycled: wooden pallets are turned into reusable benches, barrels into planters, and seats are made from repurposed tyres. The area was created by our general service contractor for Pharmaconex and reused at our Egypt Energy and Sahara agricultural events. We aim to reuse this seating area at all Egyptian shows in the future and repurpose more materials to make new backdrop designs to suit our event's themes.

**Singapore:****Waste audits**

In October 2022, we formed an alliance with the Singapore Tourism Board to develop sustainable events and to reduce waste at local exhibitions. The partnership leverages Informa Markets' global expertise in sustainable event planning to explore new waste reduction solutions.

The first step of this was in 2022's Food and Hotel Asia event, our largest event in Singapore, where we conducted a first of its kind detailed waste audit in partnership with Zero Waste City to help us develop clear plans to reduce and recycle waste streams. The event eliminated 8,000 tonnes of aisle carpet and appointed waste ambassadors for the first time to help exhibitors sort and recycle waste. This saved over six tonnes of waste which would have ended up in landfill.



"Our strategic alliance with Informa Markets supports our vision of becoming one of the most sustainable destinations in the Asia-Pacific by 2030."

Keith Tan
Chief Executive, Singapore
Tourism Board

Malaysia:**Carpet from events to farms**

Our teams in Malaysia are on a mission to reduce and recycle carpet used at our events. We no longer use carpet in the aisles and the carpet inside exhibitors' stands is cleaned, taken back to the warehouse and reused. In 2022, we have managed to recycle or reuse 70% of carpet. Our Metaltech event in the country donates the upcycled carpet to nearby farms to benefit the local community.

Commitments:

- 4 Embed sustainability inside 100% of our brands by 2025
- 5 Help and promote the achievement of the UN Sustainable Development Goals (SDGs) through our brands

Progress highlights:

- Guidance to support Informa brands in identifying opportunities to embed relevant sustainability content
- Of the more than 380 events scored this year, more than 80% had made a start on embedding sustainability content inside their products
- Calculated our weighted contributions to the SDGs from our content and our operations (see chart below)
- According to assessments by third party Dimension Data, T&F published 2,840 books and 7,761 journals that are linked to one or more of the UN SDGs
- More than 20 workshops and education sessions run to engage colleagues in sustainability inside

Next steps:

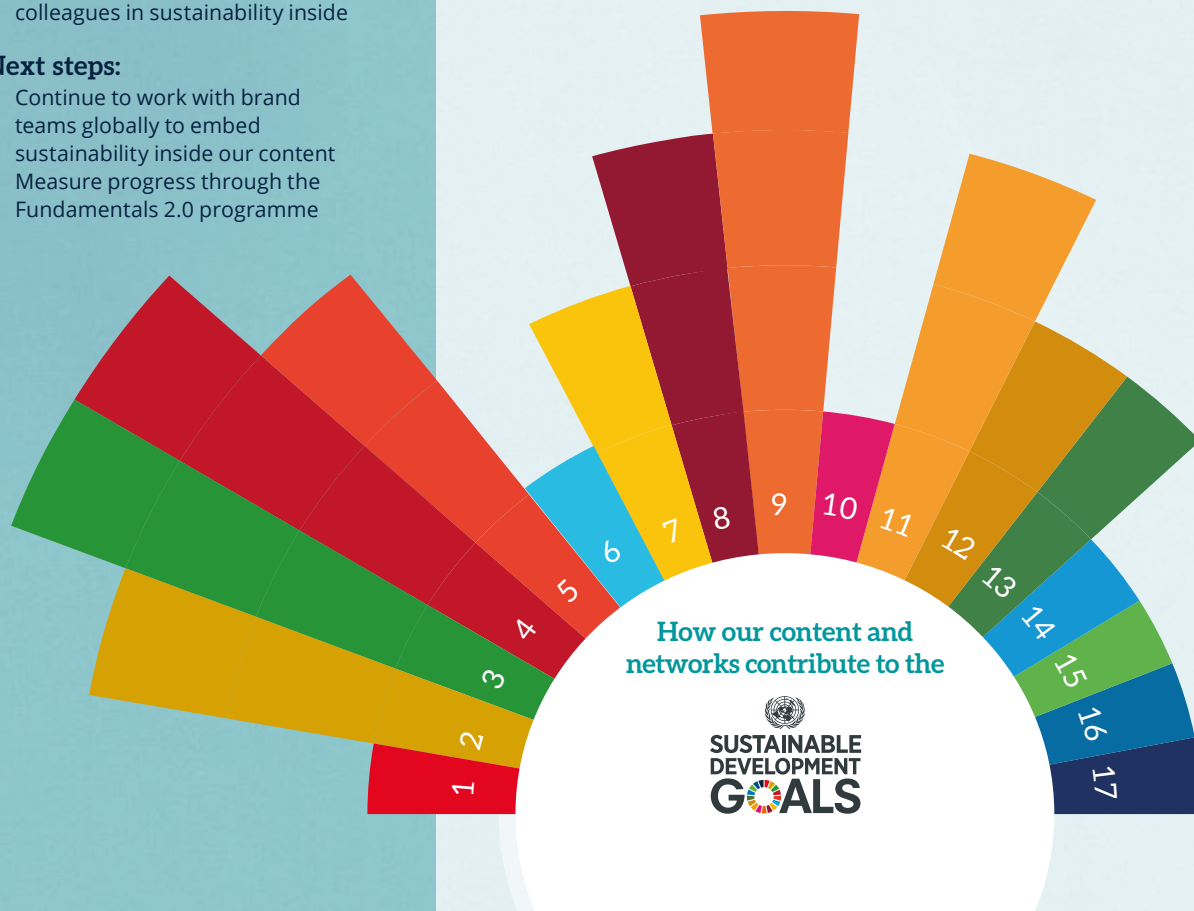
- Continue to work with brand teams globally to embed sustainability inside our content
- Measure progress through the Fundamentals 2.0 programme

Embedding sustainability with our content

Informa's purpose is to **champion the specialist**, connecting people with knowledge to help them learn more, know more and do more in everything we do.

Our role as a provider of market-relevant knowledge and connections means we are ideally placed to make sustainability insight and ESG solutions part of what we offer and the value we can provide to our customers.

This is our most significant impact on the world as well as a source of commercial opportunity for Informa. We call it Sustainability Inside and it's through these that we make our biggest contribution to progress against the UN's Sustainable Development Goals (SDGs).



Reaching rail's net zero

Kate Twentyman

Senior Conference Producer | Informa Connect, Homeworker | New Zealand



Travelling via rail is one of the greenest forms of transport but there are still opportunities to improve. The rail industry is working on decarbonising operations, assets and supply chains to achieve its own net zero goals.

Removing diesel trains, increasing electrification projects and encouraging more people out of their cars and on to rail are all part

of the rail sector's plans to achieve its net zero goals and contribute to a lower carbon society. Decarbonising rail services will deliver a variety of benefits to economies, the environment and to passengers.

Informa Connect's Rail Decarbonisation Conference, held this year in Sydney, Australia, brought together global rail operators and manufacturers, leading technology and innovation experts, energy industry innovators and investors. The conference discussed the latest sustainable opportunities, challenges and developments to reduce the rail industry's carbon emissions to zero.

This year, key critical issues included designing against climate risk, advancing a circular economy, the role of hydrogen in decarbonising economies and carbon credit opportunities. One of the seven international keynote addresses was presented by Ilse de Vos van Eekeren, Circular Business Manager at Dutch Railways, which is aiming for 99% circular train modernisation. Its efforts to make every part of trains circular – from purchase, use, maintenance, modernisation, to

end-of-life – have already extended the Dutch Railway fleet by 20 years and drastically reduced its carbon footprint.

In addition, Informa invited young people in the rail industry to submit original and innovative ideas to disrupt and/or bring greater awareness around reducing the rail industry's carbon emissions to zero. Four young individuals were selected, as part of the **Next Generation Conference Scholarship Awards**, to attend the conference, network with senior industry representatives and have their ideas shared with those in attendance. These ranged from improving on-board heating, ventilation and air-conditioning systems, to reusing the kinetic energy from the trains' vibrations and installing small-size wind turbines along rail corridors.

Linked to SDG:



- 1 No Poverty
- 2 Zero Hunger
- 3 Good Health and Wellbeing
- 4 Quality Education
- 5 Gender Equality
- 6 Clean Water and Sanitation
- 7 Affordable and Clean Energy
- 8 Decent Work and Economic Growth
- 9 Industry Innovation and Infrastructure
- 10 Reduced Inequality
- 11 Sustainable Cities and Communities
- 12 Responsible Consumption and Production
- 13 Climate Action
- 14 Life Below Water
- 15 Life On Land
- 16 Peace and Justice Strong Institutions
- 17 Partnerships To Achieve The Goal

Our main contributions to the UN SDGs



UN Description:

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Our contribution:

Our purpose is to champion the specialist, and at its heart is our goal to connect people with high-quality knowledge. The better we do this, the more value we create for others and ourselves. Embedding Sustainability Inside all our brands, together with our Impact Multiplier goal of connecting one million disconnected people with the knowledge they need to succeed, contributes to this goal, as well as the wider sustainable development agenda.



UN Description:

Strengthen the means of implementation and revitalise the global partnership for sustainable development.

Our contribution:

We create efficient ways to generate millions of connections between specialists and knowledge every year. This helps our customers learn from each other, as well as form and sustain the partnerships needed to foster sustainable development in their markets.

Sustainability in agriculture

Don Tourte

SVP Sales | Informa Markets,
Homeworker | Clive, Iowa, USA



Matt Jungmann

Show Director | Informa Markets |
Homeworker | Little York, IL, USA



Linked to SDG:



The annual Farm Progress Show connects the agricultural community across the globe. With a legacy spanning nearly 70 years, Farm Progress has become a trusted and revered brand, creating a path to a sustainable and climate-friendly agricultural industry. It's dedicated to showcasing innovations that will lead to environmental, social and economic improvements for farming customers and their communities.

In 2022, we partnered with Pivot Bio, a fertiliser company that is committed to sustainable farming. Pivot Bio was a start-up 10 years ago and now wants to help farmers understand the shape of tomorrow's agriculture. In 2022, it partnered with Farm Progress to introduce 10 start-up firms as part of our Farm Next Programme which supports emerging ag-technology. Each incubator has a strong sustainability story and has developed new technology with the potential to change the way farmers plant, grow, harvest and sell. The best ideas were showcased at the 2022 Farm Progress Innovation Experience. It's a great example of how we are using Sustainability Inside to generate commercial value and commercial opportunities. Examples of Farm Progress innovation this year include the Grain Weevil, which breaks up crusted grain and reduces injuries and fatalities in mass grain weevil farming.

Agriculture also has a big role to play in decarbonising transport as biofuel one of the few currently viable alternatives to petroleum-based fuels. ClearFlame Engine Technologies, another innovative start-up showcased by Farm Next, has created a system that allows diesel engines to run on ethanol.

This year, Farm Progress introduced a joint sustainability innovation with Iowa Soybean and United Soybean Board, with research and work carried out at Iowa State University. In a sustainability first, we used recycled asphalt to create a hard surface under an outdoor exhibition space with a 45,000 square foot tent at Central Iowa Expo. Instead of grinding asphalt off roads and putting it into landfill, we ground the asphalt and laid it out using soybean oil which allowed us to replace petroleum oil as a binder. The surface faced heavy traffic from forklifts and trucks but proved a success. The potential for this recycled asphalt is huge including using on motorways and car parks.

The success of this demonstration project was shared with the Farm Progress community and also picked up by traditional media such as the Des Moines Register and local, regional and national print and radio outlets.



1 acre

of recycled asphalt
bonded with soybean oil
for show floor



18,000

gallons of
biodiesel used

“The Farm Progress **Innovation** Experience is a great example of how we are using Sustainability Inside to generate commercial **value** and creating a more sustainable farming industry.



2,000

gallons of E10
ethanol used

Looking after physical and mental wellbeing

It's important we look after physical and mental wellbeing of all farm workers to foster safer, more inclusive agriculture communities. These workers often can't, or don't, access health services as often as others in the US.

We're focused on health and wellness at Farm Progress, with long-standing partnerships with organisations including the Progressive Ag Foundation and AgriAbility, which aims to enhance quality of life for farmers, ranchers and other agricultural workers with disabilities. During Farm Progress, we offer essential health screenings, feature farm safety exhibits and highlight support and resources on safety training and vehicle components. We feature equipment with different modifications to machinery for farmers with physical disabilities.

Conversations about mental health are also key, and at Farm Progress in 2022, we raised awareness of and promoted mental health resources, with positive feedback from attendees.

Introducing electric-powered equipment to cut emissions

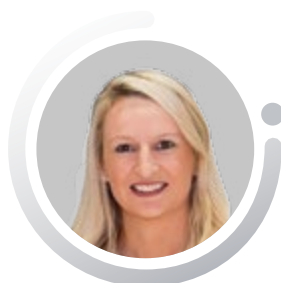
Brand new electric-powered Sunbelt cherry pickers and higher reachers were put to work at Farm Progress in 2022 as part of a trial for their first ever usage at Farm Progress. They were used by several vendors who would have normally rented diesel-powered forklifts to set up individual exhibits, unload trucks and move equipment into place.



Connecting aspiring female real estate professionals

Claire Hardy

Senior Content Marketing Manager,
Informa Markets, Dubai



Elnaz Namvar

Conference Producer, Informa
Markets, Dubai



Linked to SDG:



“It’s really important that we have networks like CityscapeWIRE for women to help them succeed.”

Lynette Sacchetto, CityscapeWIRE Advisory Board Member

Launched during Cityscape Dubai 2022, CityscapeWIRE is a new, exciting digital platform connecting driven professional women who pledge to support each other in reaching their goals.

The idea came out of a Cityscape Talks event, when Informa colleagues and a panel of female speakers spotted an opportunity to reach women in the real estate industry looking for their own community and network.

Working together, we came up with CityscapeWIRE. Its mission is clear – to inspire, fuel and unite professional women to thrive in the real estate industry. It supports women in all stages of their careers, connecting them and supporting their career development. We’re delighted that these same panellists now form our Senior Advisory Board, alongside H.E. Majida Ali Rasheed, Assistant Director General of Dubai Land Department. Working on this project with the Dubai

Land Department will allow us to have access to a wide range of speakers as well as the opportunity to reach out to their network and to collaborate with policy makers in the industry. The CityscapeWIRE launch included a panel discussion with our Advisory Board on challenges including improving the representation of women in the Boardroom and how to support and strengthen relationships between women in the industry and leadership.

CityscapeWIRE’s main communication takes place within a dedicated LinkedIn community, and includes relevant and interesting content, including interviews with inspiring women in real estate and ‘Day in the Life’ videos, featuring different aspects of real estate. In addition to the digital community, CityscapeWIRE aims to host virtual and live meet-ups throughout the year around MENA, focusing on different aspects of the industry in different regions, including Dubai and Saudi Arabia in 2022. We’ve also developed a two-year strategy to implement a mentorship programme, as well as training courses, in-person events and workshops. CityscapeWIRE’s group will allow women from different backgrounds to come together and support each other.

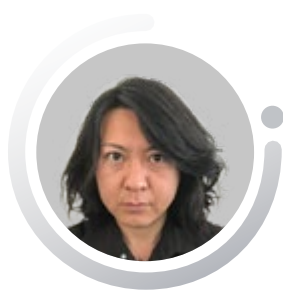
CityscapeWIRE LinkedIn community



High fashion meets old jeans

Hayato Ishihara

Event Director | Informa Markets | Tokyo



Sustainability is a hot topic in the fashion industry due to the environmental impact of making and throwing away clothes. At Project Tokyo, a bi-annual fashion trade show in Tokyo, we connect emerging designer brands with Japanese and international leading buyers to promote sustainable fashion.

In 2022, we collaborated with Tokyo Fashion Week and department store Isetan to repurpose 20 tonnes of discarded denim. We gathered over 50 designers and artists to use the old denim fabric and create a new collection, displayed at Project Tokyo.



To enhance the sustainability credentials of the collection, we used upcycled furniture, display boards made from 100% recycled paper and mannequins made with 100% natural material. Even the carpet was made from recycled clothes and denims!

Through this initiative, our aim is to show that old clothes don't have to end up in landfill and that fashion can be sustainable.

Linked to SDG:



See the space in virtual reality!



Sustainability Inside videos

See how **Brand Licensing Europe's** meaningful partnerships with Products of Change and Junk Kouture are impacting change in the industry, with an emphasis on diversity, sustainability and brand purpose.



London, UK



Watch how **SupplySide West** is empowering companies in the food industry to supply healthy options to those who need them.

SupplySide WEST

Las Vegas, US



Informa Markets' **Fashion for Change Incubator Programme** nurtures allyship, inclusion and equality in the fashion community. Discover how events such as **PROJECT Las Vegas** are supporting minority-owned brands.

PROJECT
LAS VEGAS

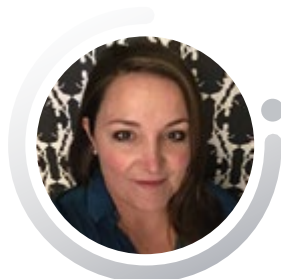
Las Vegas, US



Making waste management cool

Liz Bothwell

Head of Content & Marketing |
Informa Markets, Homeworker | US



Sustainability is deeply important to me and our team. Nothing makes us happier than bringing together the industry's greatest minds to understand how we can all do our part, make a difference and build a more sustainable future. Our Waste360 sustainability content hub hosts year-round sustainability content including our 'Nothing Wasted!' Podcast series, 'Sustainability Talks' newsletter, articles, videos and infographics.

WasteExpo, North America's largest annual event for waste management and recycling industry professionals, brings together under one roof over 14,000 participants and 600 exhibitors. At WasteExpo 2022, we hosted a series of different events including talks, competitions and roundtables focused on waste reduction, food waste prevention and recovery, the impacts of climate change and the circular economy.

Waste in our content

At the event, we cover waste management across several industries. For example, we hosted a conference track dedicated to healthcare and focusing on the regulatory, legislative and technical issues that affect the healthcare waste industry. We also have extensive content on tackling waste in the food industry.

Our **Waste360 Sustainability Talks**, a co-located event focused solely on sustainability, included sessions on: 'The Package Deal: Innovations and

the Latest Thinking in Sustainable Packaging,' 'Scaling the Use of Ocean-bound Plastics: A Story of Circularity,' and 'Urban Landfills and the Circular Economy.'

40 Under 40 Awards

I was particularly proud of the team's work to show our support for entrepreneurs and innovators through our Pitch Slam Competition and 40 Under 40 Awards. One of Waste360's 40 Under 40 Award winners, Terrill Haigler (aka Ya Fav Trashman), an anti-litter activist, has penned a new children's book that encourages children to recycle, inspired by his own experiences. Terrill's daughter was embarrassed that her father was a sanitation worker and told her class that he was a police officer. Instead of being offended, Terrill took matters into his own hands and made recycling the coolest thing in the city of Philadelphia (and beyond!) through action and advocacy. In 2022, he wrote **'I'm Cool Too'**, a book about waste management sponsored by Waste360. Our team donated 200 copies to local schools and libraries to expand the book's reach and inspire children and their families to help make the world a more sustainable place.

Pitch Slam Competition

WasteExpo's Pitch Slam competition nurtures entrepreneurs in the waste management industry, bringing together teams to pitch their recycling, composting and end market ideas. Pitch Slam is a platform for new companies to showcase their products, helping them refine their pitches and prepare for future fundraising. At WasteExpo 2022, **Innovakote Inc** was awarded \$10,000 from the Pitch Slam to expand its mission of eliminating waste and reducing the carbon footprint of the power coating supply chain, through a proprietary recycling process.

Linked to SDG:



Walking the talk: reducing waste at our event

At WasteExpo, we are committed to addressing all our FasterForward commitments but our aim to reduce waste is particularly close to our heart. To showcase how to recover food waste, we even hosted a Zero Waste lunch for WasteExpo's Food Recovery Forum in a clean dumpster (see picture). We also:

Diverted 78.9% of waste from landfills during our Welcome Reception

Partnered with Wastequip and the Las Vegas Convention Centre to implement a three-bin waste stream system for compost, recycling and landfill





Hosted a Zero Waste lunch for WasteExpo's Food Recovery Forum



Used 'ugly produce' to create delicious smoothies, while attendees charged their phones with their pedal power



Donated to a local food bank



Collected leftover conference and booth materials to donate to local non-profit organisations



Reduced paper consumption by offering a mobile app for visitors



Eliminated 32,580 sq ft of carpet from aisles of the show floor of the WasteExpo Exhibit Hall

Insights to accelerate industrial sustainability

Alex West

Senior Principal Analyst | Informa Tech,
Homeworker | UK



Twenty percent of the world's carbon emissions come from manufacturing and production industries. Many manufacturers have made bold carbon reduction and net zero pledges but achieving these goals often depends on the introduction of new technologies. At Omdia, part of Informa Tech, we wanted to help accelerate the invention and adoption of these technologies. Omdia is dedicated to bringing research and insight to customers, demonstrating how digital transformation can support manufacturing efforts to go green and meet the challenges faced by the manufacturing industry.

Linked to SDG:



An insight-led approach to deliver on decarbonisation

We know our clients serving the manufacturing industry need sustainability services to help deliver their decarbonisation strategies. Omdia helps them make better technology choices by providing research-backed insights into the latest trends and new technologies, such as the Internet of Things and Artificial Intelligence, which are transforming traditional production processes. Our team of analysts, consultants, sales and marketing professionals provide syndicated content and digital marketing services initiatives that provide a platform to learn about these new solutions.

We also give technology innovators a better understanding of their target markets through our technology market research, consulting, custom reports and go-to-market advice and services, so they can develop new solutions, successfully go to market and, in turn, help manufacturers reduce their environmental footprint.

Supporting new approaches to industrial sustainability

Since 2020, we've published insights on digital transformation and the role of the Internet of Things, energy-efficient automation, building energy management systems and smart grids. We've also analysed the investment plans, technology and application focus, in benchmarking the sustainability readiness of manufacturing companies, **as well as the environmental pledges made by the largest manufacturers globally, and their performance over the last decade relative to these.** This gives readers an overview of the level of climate ambitions by sector and helps them decide where they want to invest time, money and energy.

In 2022, we launched our 'Industrial Sustainability Today' newsletter, which focuses on the role of technology in enabling environmental sustainability developments, and in November we launched a dedicated Industrial Sustainability service with our customers to advise them on how and where to invest in supporting the transformation to greener manufacturing.

It's great being a part of a proactive team that has identified business opportunities related to sustainability. We are looking forward to continuing to build out new content, new customers and new business opportunities and support the transition to a low carbon economy.

Understanding the power of digitalisation

In 2022, Omdia published surveys, databases, reports, analyst insights and news trackers which support our customers' go-to-market strategies. These included:

- Industrial Sustainability Readiness Index research: surveying the level of investment in sustainability, the manufacturers' maturity in becoming greener companies, and the applications that are most in demand, all analysed by industry, region and company size
- 'Digital Transformation enabling Industrial Sustainability' research: an in-depth analysis of the adoption of environmental sustainability initiatives, technologies receiving the most investment and the perceived opportunities and challenges
- A collection of industrial sustainability projects using Industrial Internet of Things-related technology
- Industrial Sustainability Start-Up Tracker: a database of technology start-ups addressing industrial sustainability

Promoting sustainable data centres

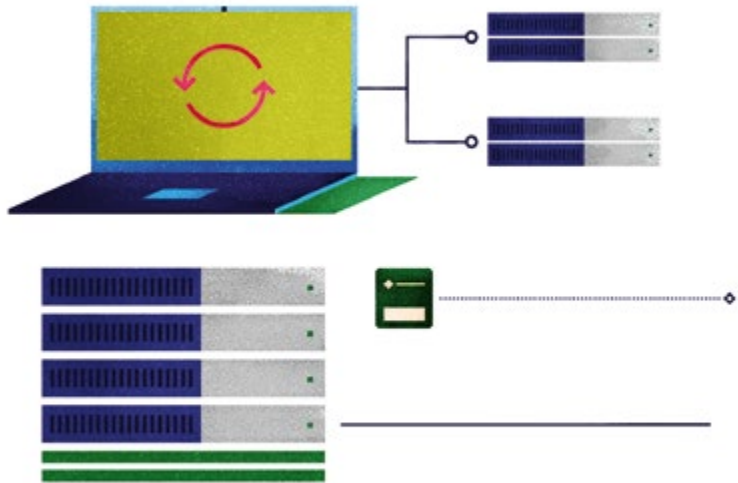
Liz Cruz

Director Data Center Programs |
Informa Tech | Austin



Over the past 40 years, data centre operators across the US have shifted their mindset on sustainability and green data centres from 'Why?' to 'How?.' Managing energy usage was also a major way of improving margins but, as demand for data rises, and climate change continues to impact data centres' local environments, energy management and broader sustainability is no longer an abstract theory or distant goal: it's an urgent priority for data centre operators to lower carbon emissions and power usage, without sacrificing efficiency.

Linked to SDG:



To promote best practice for data centre sustainability, AFCOM (a professional association for IT and data centre professionals) and Informa's Data Center World (the leading digital infrastructure event for data centre professionals and innovators) have collaborated to form DEEP – the Data Center Efficiency Evolution Program – in March 2022. DEEP is a certification programme, which awards organisations following best practice for sustainable data centre operations.

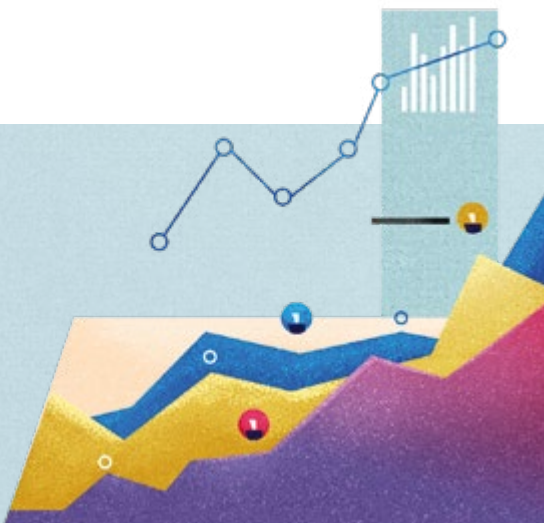
DEEP's evaluation criteria and sustainability framework provides operators with a personalised assessment and certification recognised by the industry. Data centre operators realise many benefits while working with DEEP, beyond making their daily operations more sustainable.

From reducing operational costs and downtime to meeting growing customer demand for sustainable practices, DEEP also ensures co-location providers can attract and retain enterprise clients that increasingly use sustainability credentials as a factor when choosing suppliers and service providers.

“

It's great to be part of a company that's investing in new business opportunities related to sustainability.

”



Developing a sustainable publishing ecosystem

Ian White

Portfolio Development Specialist |
Taylor & Francis | Oxford



Gearóid Ó Faoleán

Publisher – F1000 | Taylor & Francis | London



Solving many of today's real-world problems requires inter-disciplinary collaboration. Research conducted in one discipline is now being increasingly adapted and used to solve a problem in a different field.

Humanities and social sciences (HSS) research forms a crucial component of modern research. In partnership with F1000, Routledge, part of Taylor & Francis (T&F), launched the world's first open research publishing platform for HSS in April 2022. The new platform, called **Routledge Open Research**, aims to inform research, policy and practice, make a real-world impact and contribute to T&F's mission of advancing human knowledge. And, because it's open access, it's free to access for everyone, everywhere.

Linked to SDGs:



An exciting partnership

Routledge Open Research supports easy, rapid and transparent publishing, while giving authors the opportunity to increase the discoverability, accessibility and reach of their research. It's the result of a merger between Routledge's world-leading reputation and editorial expertise in HSS, and the technology, knowledge, and open research publishing model pioneered by F1000, which T&F acquired in 2020. The success of this collaboration is how it showcases the innovation that comes through leveraging diverse ideas, expertise, and potential within our business, in particular by driving interdisciplinary research through a 'collections' model.

An efficient and transparent research process

The platform combines articles and other research outputs in a single interdisciplinary system, giving access to a wide breadth of research fields and formats for academics, industry and society. Authors can publish a wide range of content types on an open access basis; which means that research published on the platform, underlying data and supporting materials are free to read, share and cite, and can be used as building blocks for other research.

Invited and open peer review on Routledge Open Research ensures quality and transparency through article versioning, archiving and indexing. The platform is governed by an independent international Editorial Advisory Board of researchers from different disciplines from across the Humanities and Social Sciences.

Spreading knowledge through open research

We want to accelerate the reach and digital discoverability of research more sustainably, by putting it in the hands of those who will shape the future. A vital element of open research is 'knowledge mobilisation' – getting as many relevant stakeholders as possible to engage with published content. Our Routledge Open Research platform accelerates the pace of discovery, provides credit and recognition for authors and ultimately improves public trust in research.

For researchers and authors, this platform showcases their research, giving them the opportunity to build contact with multiple audiences. There is no limit as to how much is published, making it easier for early career academics to publish their research.

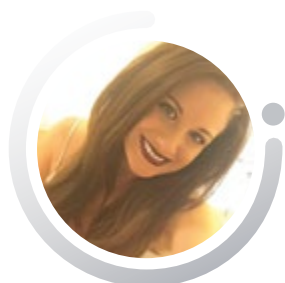
Routledge Open Research features non-peer reviewed content, such as posters, slides and technical reports, while also encouraging publication and peer review of other critical research outputs such as data notes, software tools, articles, policy briefs and case studies. Scholars, institutions, departments, funders and societies can now publish all research outputs.



Championing women in STEM

Gemma-Kate Miller

Marketing Manager | Taylor & Francis | Oxford



On the 2022 International Day of Women and Girls in Science, Taylor & Francis announced the launch of the [Women in STEM hub](#), an exciting new cross-functional collaboration developed by T&F's Advanced Learning and Researcher Services.

We're committed to inspiring and celebrating women in science. This new hub celebrates the role of women in STEM and aims to encourage more females in a traditionally male-dominated sector.

We've drawn content across T&F to build a resource full of interviews, insights and inspiring stories to drive progressive change and ambition in STEM. The Women in STEM hub includes testimonies from female and non-male T&F authors who have experienced obstacles and triumphed, and highlights powerful female role models in STEM, as well as tips on career advancement and overcoming the STEM gender pay gap.

Linked to SDG:



8,000
page views

Content that brings clarity to global crisis

Tom Hallett

Content Manager | Taylor & Francis | Oxford



In July 2022 the World Health Organisation declared a monkeypox outbreak a 'Public Health Emergency of International Concern'. By August, there were nearly 46,000 confirmed cases of the disease across 92 countries, the vast majority in locations that hadn't historically reported monkeypox cases.

In response to a White House Office of Science and Technology Policy call for public access to monkeypox-related research, Taylor & Francis launched several new initiatives to make vital knowledge available to everyone who needed it, especially those in low- and middle-income countries.

Article collection on Taylor & Francis Online

For researchers working to better understand monkeypox transmission, treatment and vaccines, we developed a special [article collection on Taylor & Francis Online](#). More than 150 peer-reviewed journal articles about monkeypox, smallpox and vaccine were featured, all of which were free to access during the outbreak. A content feed was also set up to make the article collection available on PubMed Central, the National Library of Medicine's digital repository.

Monkeypox Hub

Our [Monkeypox Hub](#) provided an accessible source of trusted knowledge about the outbreak for a broader audience, including public health practitioners, policymakers and the public. Free-to-access articles and book chapters covered the origins, spread and treatment of the disease, as well as effective health communication. This was supported by links to advice from a range of authoritative health organisations.

F1000Research Collection

F1000Research, our pioneering open research platform, invited submissions to a new collection: [Trends and Advances in Counteracting Monkeypox: A Global Public Health Emergency](#). This is bringing together research on a range of different aspects of monkeypox and making it readily available to researchers, educators, health officials and the public. A particular aim of the collection is to highlight the work of researchers in Africa who have a wealth of knowledge and experience on this issue.

Linked to SDG:



Commitment:

- 6 Enable one million disconnected people to access networks and knowledge by 2025

Progress highlights:

- Identified leading examples of programmes in Informa that provide access to disconnected people to help us inspire others
- Created guidance to help events implement the Diversity, Equity & Inclusion Fundamentals, an extension of the Informa sustainable events management system
- In 2022, we estimate that T&F connected more than 70,000 people through its programmes, and our events businesses connected around 30,000 people.
- Each event region and family has been developing plans for flagship programmes to Connect the Disconnected

Next steps:

- Strengthen reporting processes to quantify the connections created across all divisions
- Work with each brand portfolio to identify existing and future programmes to Connect the Disconnected
- Identify further opportunities where we can Connect the Disconnected at scale on products such as Streamly, our new video-on-demand platform, and which community groups can benefit the most

Linked to SDGs:

Connecting the disconnected

This programme aims to find ways to connect those who traditionally have struggled to access our knowledge and networks with our products and customer markets. There are varied reasons why people and businesses may have traditionally found it challenging to access our content. We focus on improving:

- **Accessibility:** We all have different abilities, physical or mental attributes, and by considering these in the design of our products, more people can connect.
- **Social equity:** By providing for and welcoming different social groups or cultures, such as gender, sexuality, race or religion, we can create opportunities for people to engage with our products.
- **Understanding:** By considering factors such as language, technical terminology and the experience and levels of education of audiences, we can make our products more accessible.
- **Access to resources:** We can design our products to improve accessibility for those with different levels of resource including visas to travel, an internet connection, and buying power.

We discussed in the [2021 Sustainability Report \(p.27\)](#) how Taylor & Francis makes its content more accessible. We provide an update on page 31.

In our events business, our brands have different approaches to reach disconnected individuals. In some cases, we provide direct support through free or discounted space to certain exhibitors, scholarships, and mentorship for small businesses or individuals. In other cases, we provide free specialised content to a wider audience. Even our growth in digital and hybrid events has opened them up to people who are unable to attend a physical event.

Connecting more people makes business sense

As we reach more people throughout our communities, we are better embedded as a partner in the community. Connecting disconnected individuals to our content also brings us business benefits:

- New customer bases result in bigger audiences
- A diverse speaker, exhibitor and attendee base brings a broader audience experience and knowledge, increasing our value and interest
- Supporting diverse audiences is increasingly important to our customers, our colleagues and our wider stakeholders. Proactively connecting the disconnected enhances our reputation
- Many sponsors, exhibitors or other partners are also trying to reach these diverse audiences and be more inclusive so this can be a win-win-win for all groups involved

Supporting under-represented groups at Informa Markets Brazil

Araceli Silveira

Sustainability Vice President |
Informa Markets | São Paulo



Informa hosts some of the largest events in Latin America and the initiatives we implement relating to social issues and helping uplift people are particularly important to me and my team.



Case study: Agrishow

Agrishow is the biggest agricultural technology trade show in Brazil. We embed sustainability throughout our content and, over the past year, we have implemented new initiatives to make Agrishow more inclusive, particularly by finding more opportunities for small producers and under-represented individuals to be involved.

For example, this year we introduced several new spaces at the event to support small business. In one area, we provided three hours of mentoring on innovation and developing new solutions for start-ups and small businesses. We created a new pavilion in partnership with the Government of the State of São Paulo which provided more affordable spaces to exhibit and sell products for 80 small producers who had not traditionally been able to access our larger booths.

We're also supporting women in Brazilian agribusiness, traditionally a male-dominated market, through Agrishow Pra Elas ('for them' in English).

We have established programmes to reach who would not have the resources to exhibit at the event.



Case study: Fispal Technology

Fispal Technology convenes 40,000 people each year who want to play their part in transforming the food and beverage technology industry in Latin America. In 2022, in partnership with the non-profit organisations Safrater, an organisation that helps families in situations of high social vulnerability, and Senai, the main technical and professional education institution in Brazil, we created the Padaria Escola Tiãozinho project (the 'Tiãozinho bakery school'). The school provides the people supported by Safrater with professional training, opportunities to income generation and help entering the job market. By the end of this year, we will graduate 80 professionals and we want to increase this number in 2023.

It is a programme with great transformative potential. When I spoke with Nathaly, a 17-year-old girl who took the course with her mother, she told me that thanks to the training, they will be able to increase the family income and she will be able to attend university.



Case study: FEIMEC

At FEIMEC, Latin America's largest fair of machinery and equipment, we have established programmes to reach a wider audience. Supporting young people entering the machinery and equipment industry is key. In 2022, for the first time, we offered free educational lectures on entering this labour market, and we partnered with six local technical schools to promote and subsidise visits to the event for over 350 students. We also found new ways of pricing stands for small enterprises that would otherwise not have the resources to exhibit at the event.

Connecting the disconnected continued



Eleanor Halsey
Head of Production |
RiskMinds & QuantMinds |
Informa Connect | London

Adding diversity and future talent to the risk industry

RiskMinds International gathers 750+ of the world's leading risk managers each year. In order to increase the audience's diversity, introduce fresh perspectives and ensure our long-term growth, we needed to find solutions for rising stars in the industry to be able to afford to attend, gain visibility and become the audience of the future.

To address this issue, we started a Future RiskMinds programme in 2019, giving free passes to 35 rising stars in risk management who had never attended the event before and have continued this initiative over the last few years to date.

We received great feedback from our senior audience which has also helped to deepen our own relationships with senior individuals and helped our reputation as a partner for the industry. PWC, our principal partner, also loved the initiative and have since held their own invite only workshop at RiskMinds International, specifically for our Future RiskMinds attendees to exchange ideas with their peers and discuss what it means to be a future leader.

Then, to build on that, in 2022 we also launched a finding your voice talent session where seven future leaders delivered a two-minute presentation on a topic of their choice, using the skills they learnt in a separate workshop from a public speaking coach to help uncover the secrets of professional public speakers and improve their presentation skills to 'own the room'. It was a fantastic experience to be able to promote the new voices of the industry, create new content and help rising talent across risk management build new relationships.

We want to continue to grow the Future RiskMinds campaign as it hugely benefits the industry and Informa, as well as gives the team a huge amount of satisfaction and pride in what we do.



Bronwyn Gourley
Director of Conference |
Informa Connect |
Homeworker, Canada

Purposeful partnerships that promote change

The Interior Design Show is committed to amplifying the voice of under-represented communities and has worked hard to create meaningful conversation and drive change in diversity, equity and inclusion.

We believe that the conference programme should have a balanced representation of gender, race, ethnicity and background. In 2022, 48% of speakers were women and 34% were black, indigenous or people of colour.

We featured leaders of the Black Architects and Interior Designers Association (BAIDA) as keynote speakers and their talks, which were free to attend, addressed social justice within the built environment. Our audience learned about struggles for diversity, equity and justice within the design industry. We wanted attendees to take what they learned back to their companies and drive meaningful change from within.

Working with a non-profit is always rewarding, but I found it much more rewarding to have a purposeful partnership that also educates our audience.

A sense of belonging for all

The Interior Design Show also runs initiatives to make sure that no-one feels excluded, including vegan and vegetarian meal options, using inclusive language throughout the website, exhibitor manuals and attendee newsletters, closed captioning at the main stage for all keynote presentations, venue floorplans for wheelchair users and complimentary admission to support persons accompanying individuals with disabilities.

We also want to encourage more young people within the industry to attend and offer space for graduates to exhibit, with the chance for them to win free space for the following year, as well as discounted student tickets.



Cathy Hodgson
Sustainability Manager |
Taylor & Francis | Oxford

Taylor & Francis runs and supports a number of initiatives that connect disadvantaged academic communities with our products and services. These programmes include:

Making open access publishing more affordable

Open access (OA) means making published academic research freely and permanently available online so that anyone, anywhere can read and build upon this research. The publishing is funded by a one-off charge to the author rather than charges to the readers.

We want to make the option to publish in open access journals available to as many researchers as possible. To help achieve this, we offer waivers and discounts on the article publishing charge required to publish in many full open access journals. 100% fee waivers are available to authors based in countries defined by the World Bank as Low-Income Economies without institutional funding options, and 50% discounts are offered to authors based in Lower-Middle-Income Economies. Discretionary discounts and waivers are also considered upon application for researchers who don't meet the country-level eligibility criteria.

STAR programme

Special Terms for Authors & Researchers (STAR) is a unique Taylor & Francis initiative developed to provide authors and researchers in the Global South with free access to articles from our leading international and regional journals across subject areas. This programme helps researchers to achieve higher levels of article acceptance, undertake research in the Global South, and contribute to debate in the worldwide academic community.

Researcher services training and workshops

In 2022, Taylor & Francis hosted 166 free workshops and training sessions that help equip academics, early career researchers, and students with the skills and knowledge to publish in their chosen field. These sessions were attended by 40,000 people around the world and covered topics such as peer reviewer training, how to get published and research dissemination and impact.



Stacy Scott
Head of Accessibility |
Taylor & Francis | Oxford

Our continued commitment to accessibility of education and research

After 15 years working on inclusive solutions to equalise access to education, I joined T&F in November 2021 as our first ever Accessibility Manager. To me, accessibility means providing an inclusive experience for all our customers regardless of individual needs.

For example, for people with visual impairments like me, having equal access to education is absolutely key in being able to have autonomy in life. I'm passionate about how accessibility is the stepping-stone to equality for those with disabilities and this makes inclusion a reality for everyone and gives them that crucial access to education. My mission is to shape our strategy while providing leadership and support to colleagues as we continue our accessibility journey. So taking on this role is incredibly rewarding because making research accessible to as wide an audience as possible is also fundamental to Taylor & Francis's purpose: to foster human progress through knowledge.

We have done a lot in the past year to monitor, test and update our platforms for optimum accessibility. Our work has been widely recognised by the industry. We received an **ASPIRE Publisher score of 100%**, based on criteria such as available content formats and discoverability of key information.

In 2022, T&F has also been awarded the Global Certified Accessible™ (GCA) certification by Benetech, a non-profit organisation operating Bookshare, the largest library of accessible eBooks in the world. Through eight months of in-depth and comprehensive certification process, Benetech reviewed our overall production workflow and specifications. Getting this certification demonstrates our commitment to the continuous improvement of accessibility. Education is a privilege but also a right. It's absolutely key in being able to progress in life, so having knowledge accessible is massively important for people with disabilities.

Commitment:

- 7 Contribute \$5bn per year in value for our host cities by 2025

Progress highlights:

- Completed the next phase of Informa's externally developed methodology for measuring the economic and environmental impact of events on host cities
- Expanded our city-level economic impact calculation to 17 cities
- Estimated a total economic impact of \$2.8b from a selection of events that together account for less than half of total events revenues

Next steps:

- Lead discussions with host cities about enhancing the impact of events on their cities
- Expand measurement to all host cities in all countries
- Deepen the methodology to capture wider spend by exhibitors and seek to capture the tax contribution within key jurisdictions, as well as exploring links to employment

Linked to SDG:

Economic impacts

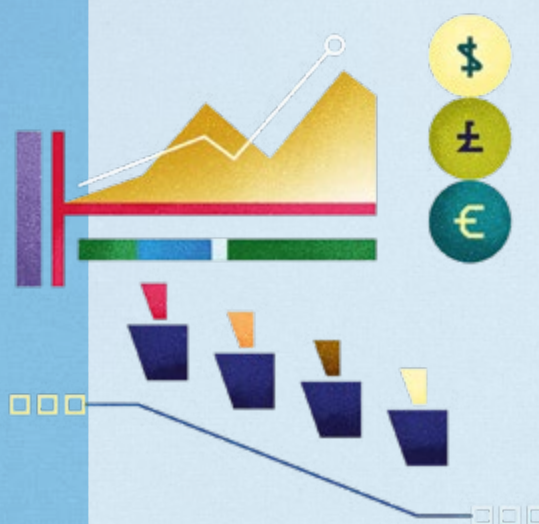
Our commitments don't stop at our office and event doors. We want to build and maintain strong relationships within local communities where we run our business.

In 2018, we worked with an independent consultancy to develop a methodology to measure selected economic impacts of our events on host cities and then tested our approach on four of our largest events. The tool focuses on attendees' spend on hotels, food and local transportation as well as Informa's spend on local suppliers.

We then developed an approach to be able to do this for a whole city, Las Vegas, that hosts multiple events in 2019.

Our operations generate many more sources of income for local communities such as business generated by exhibitors, the taxes we pay and our wider procurement. There's more work to do to capture these impacts.

Over 2021 and 2022, we put in place the processes to expand our measure to include 17 of our largest host cities. Our target is to include all our host cities in our measurement over the next two years and work with our largest events to consider how we have an increasingly positive impact on our host city partners.



Responsible tax payments

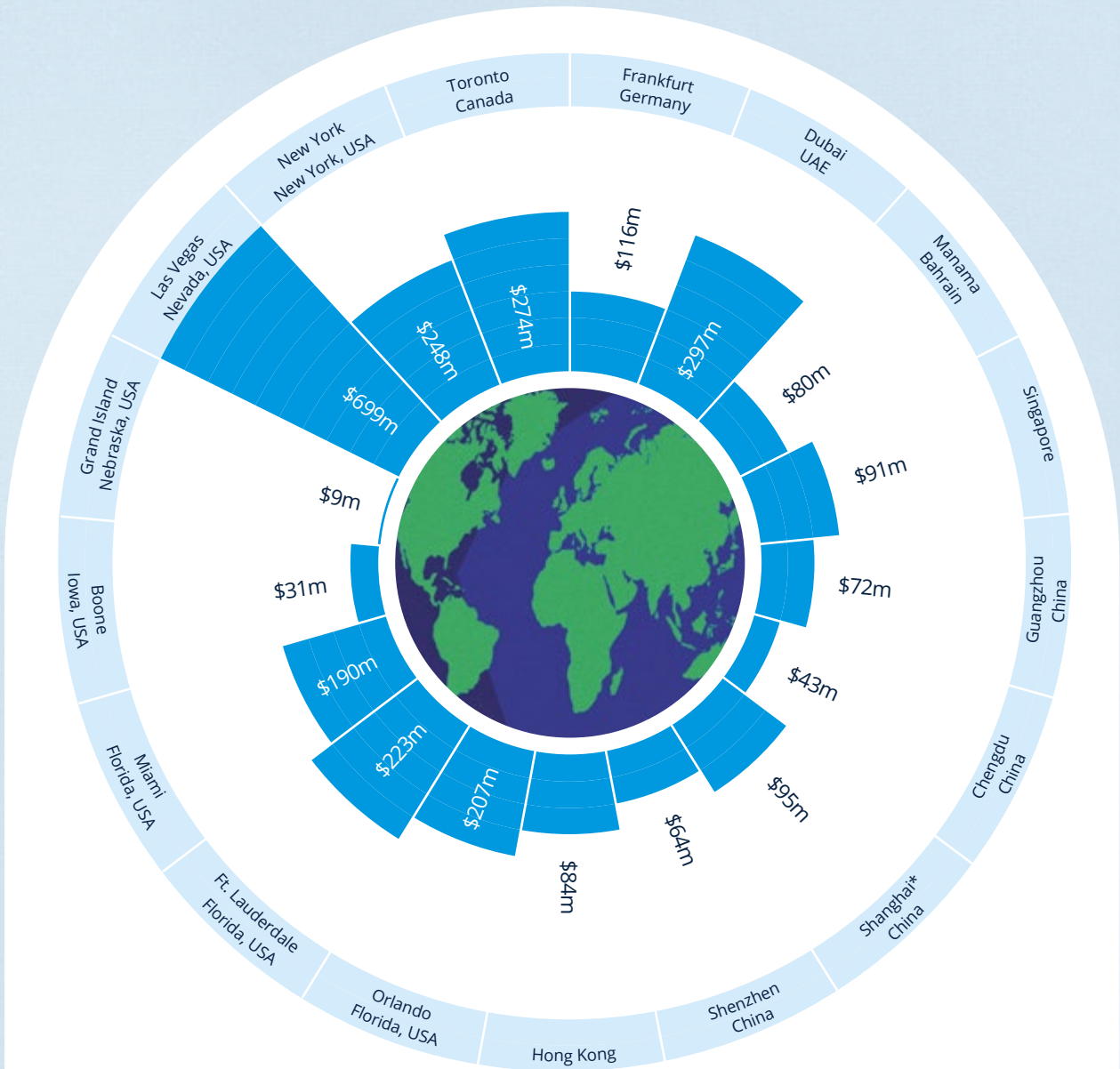
Paying tax is part of our contribution to the communities in which we operate. Our taxes help governments provide the vital local services and infrastructure which we rely on to run our business successfully. In 2022, Informa's total tax contribution was £590.7m, including £351.7m of taxes borne by the Group and £239m of taxes collected on behalf of governments.

£590.7m

Total tax contribution in 2022

Estimates of economic value on selected host cities

Total economic value of event (\$m)



The values provided above are an estimate of the economic impacts of our events on host cities. They were calculated using an impact model developed for Informa by an independent impact consultant, Little Blue Research.

We considered the total attendance in 2022 for all Informa events held in each city. We then estimated the total expenditures on hotels, restaurants, local transportation and other activities by visitors that are not local to the area. We also calculated the total expenditures by Informa on local suppliers.

The model takes into account the percentage of spend that stays within the local economy and an industry multiplier to account for money that is recycled through the local economy to impact GDP.

We believe that the estimates provided in this page are conservative compared to the actual economic impacts generated by our events as we are in the process of expanding the model to include other impacts including local spend by exhibitors on contractors, local taxes and sales generated by local exhibitors at the event.

* Shanghai data includes events that were relocated to nearby cities in 2022

Commitment:

- 8 Contribute value of at least 1% of profit before tax to community groups by 2025

Progress highlights:

- We estimate that we contributed £10.7m of value to charities and community groups in 2022, equal to 2% of PBT. Whilst we've met our target, we'll continue to seek to increase this number
- Our ability to capture and value in-kind and induced fundraising has improved, allowing us to confidently report more numbers
- Enhanced guidance, engagement and measurement processes to more accurately capture the value we are giving, particularly for in-kind giving
- Our flagship fundraising programme Walk The World helped us raise £220K for charities in 2022
- We continue to offer four paid days a year to colleagues to volunteer, £750 grants to regular charity volunteers and up to £500 match fundraising for every colleague

Next steps:

- A significant return of events in 2022 and a resurgence of our products' ability to support community organisations will allow us to enhance our purposeful partnerships within each brand through more training of colleagues
- Continue to develop internal programmes and partnerships to bring our products and services to more people

Linked to SDG:

Making a real difference

Proud to call it home

Brandi McElhaney

Senior Conference Manager | CMP, MBA | Informa Markets, Irving | USA



Each year, International Roofing Expo (IRE) organises a volunteer day in its host city in partnership with charity Rebuilding Together. Our attendees and exhibitors generously share their time, expertise and materials so that together we repair local people's homes, particularly supporting low-income seniors, veterans and the disabled elderly.

Our partnership with Rebuilding Together started 14 years ago in New Orleans, my hometown, and came about because it was not long after the city had been hit by hurricane Katrina. The 2022 volunteer day was special for me as it was again held in New Orleans, but this time the region had just been ravaged by hurricane Ida a few months before and the city was in dire need of assistance.

Thousands of roofing professionals came to New Orleans for the International Roofing Expo, providing a great opportunity for us to make a difference to the lives of people whose homes have been badly damaged and who can't afford repairs.

Rebuilding Together vets the homeowners we help on our volunteer day. In 2022, around 100 volunteers from both attendees and exhibitors came to International Roofing Expo a day early and rolled up their sleeves to give back to the local community, working on five homes.

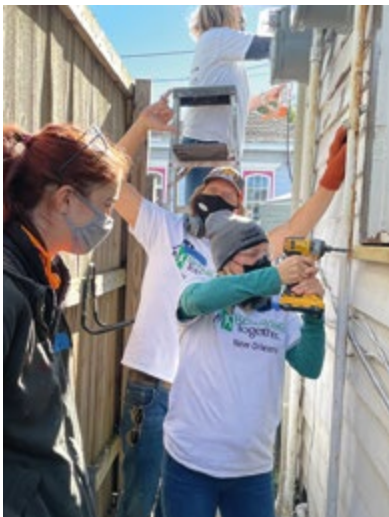
Through collaboration and partnership, we can achieve so much more and have a greater impact. The show acts as a catalyst to sponsors, exhibitors and attendees alike to repair homes in the local community. For example, Sika Sarnafil, a roofing and waterproofing company that has sponsored International Roofing Expo for 14 years, donates \$15,000 each year to Rebuilding Together. Other exhibitors sponsor key components of the volunteering day including lunches, breakfast, and other elements including shuttle buses, safety equipment and tools.

In 2022, a major exhibitor, roofing company GAF, wanted to participate 'in a big way.' They worked with Rebuilding Together to replace 50 roofs in the hard-hit hurricane region of the Gulf South.

"So far GAF has provided 550 squares of shingles, that's an in-kind value of approximately \$55,000! Ultimately, they have committed to over \$100,000 in support. I don't think their support would have been possible without the support of the IRE Service Day!"

Rebuilding Together

We also raised money for Rebuilding Together during our registration process and we're always looking for new ways to support them. In 2022, our keynote speaker waived his speaking fee, allowing us to donate an additional \$10,000 to Rebuilding Together. Total monetary donations to Rebuilding Together have been close to \$300,000, this does not include in-kind donations of equipment, materials and labour.



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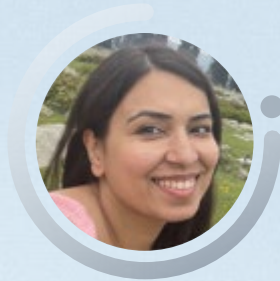
Through collaboration and partnership, we can achieve so much more and have a greater impact. The show acts as a catalyst to sponsors, exhibitors and attendees alike to repair homes in the local community.

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Helping communities support children

Rajni Dhingra

Senior Marketing Manager |
Taylor & Francis | New Delhi



When it comes to contributing to our communities, Team India has always been committed to supporting causes that have a purpose and lasting impact. We strive to demonstrate diversity, bring our individual potentials together and, through truthful hard work and passion, shape the lives of our beneficiaries and help them progress.

I've been the sustainability champion in New Delhi for many years now – a role I love. Together with my colleagues, we've have launched many initiatives which Team India has wholeheartedly supported and actively participated in. We started our journey several years ago by partnering with Ina Raja Memorial Education Trust (IRMET) – an organisation which provides free remedial education and skills training to over 150 children from underprivileged backgrounds and builds their confidence through theatre, music, and art. In 2022, we were excited to expand our community partnership program

and began working with two more organizations: the National Federation of the Blind of India (NFB), the largest self-help organization for the blind in India, and Nirantar Prayas, an NGO working to support children and adults with autism and other intellectual disabilities. Each of these partnerships aligns with the values at the heart of Taylor & Francis and Informa.

We supported around 550 beneficiaries on aspects of nutrition, medical care, accessible and equitable education, skill enhancement, social inclusion and job-readiness. I'm so proud to report that some of our beneficiaries are being recruited by renowned companies and enrolled in top universities. As a result of our recent efforts, I believe that T&F is now the most active publisher in India supporting braille education. Inspired and guided by Informa's focus on accessibility and education, we provided braille books to the children at NFB, supporting the education of 300 visually impaired beneficiaries and bringing accessibility to education, skills and knowledge. We plan to provide beneficiaries with eBooks & audiobooks over the next two years.

Team India truly values the Informa focus on volunteering, and we ensure that it is used to the fullest. We are honoured to spread a culture of supporting communities while maintaining colleague engagement with continuous and meaningful volunteering. My dream is for one of these children to come and work at Informa. I'm sure this will happen soon.



Informa Tech's outreach in rural China

Anna Kong

HR Manager | Informa Tech | Shanghai



In partnership with Chi Heng Foundation, a non-profit organisation dedicated to promoting diversity and inclusion, Informa Tech China launched an online teaching programme in March 2022 for a vulnerable group of 'left-behind' children in China.

Left-behind children are stay-at-home children who remain in rural regions of China while their parents have migrated to find work in urban areas. These children have very limited access to educational resources so colleagues from different regions of Informa China were trained to deliver online lessons on a variety of subjects, each in line with need and personal preferences. Colleagues designed course content, prepared lecture notes and materials as well as teaching the course remotely to the children through a platform provided by the Chi Heng Foundation.

Through interactive games and experience sharing, one volunteer group helped teach English to primary school children in Henan Province and another group helped teach humanistic history to secondary

school children in Shanxi Province. Later in the year, a second group of volunteers signed up to teach weekly classes. This was all made possible by our IT colleagues who provided technical support and ensured the courses run smoothly.

This meaningful programme has not only broadened children's horizons by learning something that is normally taught in schools, but also benefitted our colleagues as well by developing their communications skills. It was really satisfying to be able to make a difference and receive positive feedback from these happy and enthusiastic children.

Ukraine donations

**Over
£350,000**

donated by Informa and our colleagues to support the Ukrainian people



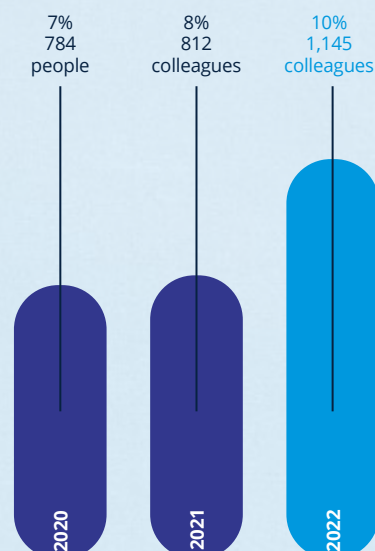
Measuring our wider contributions

In addition to supporting charities with materials, profile and financial donations, many of our events act as catalysts to wider fundraising and engagement activities – they encourage or induce donations from others. In practice, this means working with partners to help them organise activities such as auctions, donations programmes and pledges at the event to facilitate the collaboration between our customers and non-profit organisations. This results in millions of pounds being donated to charities each year that would not be possible without the platforms and convening power of our products.

We've historically focused our reporting of our direct charitable contributions. This year using our Fundamentals reporting systems, we've collected data more systematically from across Informa's largest known catalysts for wider fundraising and, for the first time, we report this here as part of our impacts. This includes money raised at our events, by colleagues and in-kind donations from T&F. We include some examples on this page.

We know there are more examples out there, particularly the donation of product by events, but this gives a good indication of the scale of our contribution.

% of colleagues volunteering



Value contributed

1 Induced events fundraising

Money raised at our events. For example:

- **\$1.7m raised at World of Concrete:** each year money is raised to help students attend the Concrete Industry Management programme offered at four US universities
- **\$3.5m raised at WasteExpo:** in partnership with the Environmental Research & Education Foundation, the annual charity auction raises funds that support innovation in sustainable waste management practices

2 Free or heavily discounted T&F products or services

- For the first time, we've calculated the value in kind that our programmes to offer free and discounted publishing services, training and accessible content represent (see page 31). These initiatives will help us reach our targets of connecting one million disconnected people to access networks (FasterForward commitment #6) and of contributing value of at least 1% of profit before tax to community groups by 2025 (FasterForward commitment #8)

3 Induced colleagues fundraising

- Money raised by our colleagues in 2022 as part of our Walk The World programme

See pages 50-51 for more information.

4 Company in-kind donations

- Donations of equipment, events tickets or exhibitor space

5 Volunteer programme cost

- Includes the time colleagues spent on volunteering activities and the time spent to organise these activities

6 Company donations (cash)

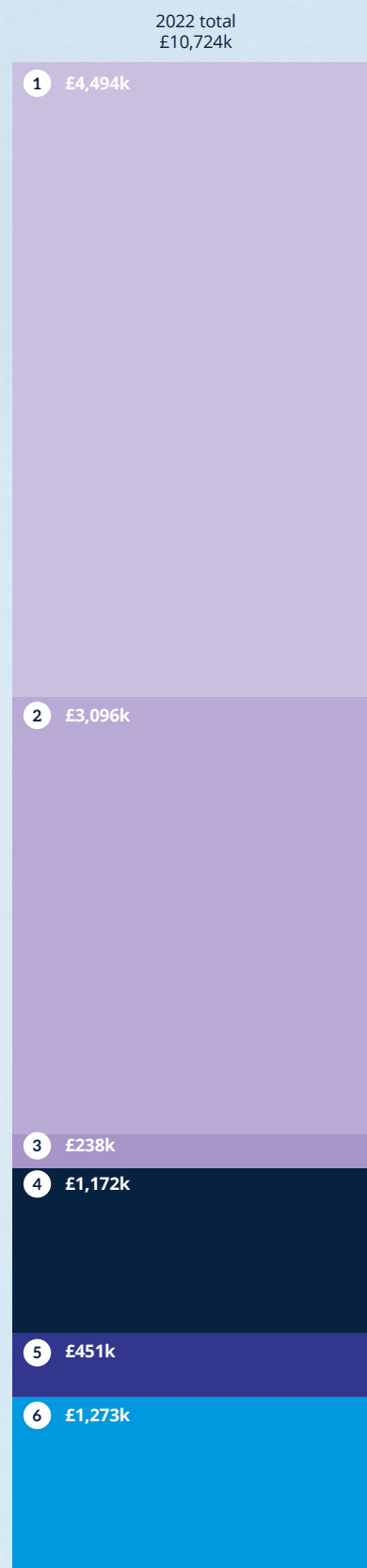
Company donations

- Donations in kind¹
- Volunteer programme spend (including value of staff time)
- Company donations (cash)

Newly measured in 2022

- Induced events fundraising
- Contributions by T&F
- Induced colleagues fundraising

2020 and 2021 bar chart not to scale



Commitment:

- 9 Save customers more carbon than we emit by 2025

Progress highlights:

- In early 2020, we ran a pilot programme to measure the number of flights our attendees thought they had saved by achieving a number of goals at an event. Across a small sample of 15 events, we estimated a net saving of 190,000 flights
- We have taken the lessons learned from the pilot and embedded an improved method of measurement into post-show surveys for hundreds of our events in 2021 and 2022
- We initiated a collaboration between five major global events organisers to conduct a study across 10 events, including more than 550 detailed interviews with customers, to better understand the role our events play in consolidating travel and how to better measure this as part of the Net Zero Carbon Events Initiative

Next steps:

- Continue to work with others to establish an industry-wide approach to measuring, and improving, the value our customers receive from their investment of time, money and carbon in coming to them
- Codify and pilot initiatives at our events to increase the level of 'travel consolidation' that our events provide, saving increasing numbers of flights by customers

Linked to SDG:

Connecting people at the go-to event

We know from our attendees that events, particularly trade shows, are a great way to get a lot done under one roof: from attending industry meetings, and accessing education, to learning about new products and meeting customers and suppliers.

By bringing an industry together, we cut down on the need for our attendees to travel to different places to achieve the same goals and build the same relationships. This reduction in travel saves them time and money, and reduces carbon emissions.

But, more importantly, the pandemic has really shown us that people want to meet in person – our products are described by some as irreplaceable because of the value people get from them. Some customers have even said that they could never replace what they get at the events even if they could travel to see as many people. 2022 has seen a number of initiatives to build on this, and understand it better.

Danica Cullins

Senior Vice-President SupplySide |
Informa Markets | Phoenix



To me, our SupplySide events really do exemplify the ideal of events that are essential and travel consolidators. In the healthy and natural products industry, product development is very 'networked'. The landscape is about the ideation of new products so, at SupplySide, we give the industry the opportunity to meet, exchange ideas, innovate and grow. Consultants who attend SupplySide are often super connectors and the first to learn about an emerging ingredient.

SupplySide West, the largest event, gathers the key members of industry ecosystem and has become known as the place to debut a new product, or launch a new business, as well as helping attendees identify new products and categories to stock, providing them with new revenue streams. As a result of visiting SupplySide West this year, our research shows that each business exhibitor expects to generate an additional \$1.35m over the next 12 months.





“SupplySide West is the single most important industry show and is a must attend. It’s ‘knowledge central’ to learn global best practices and focus on the future.”

Dr. Guru Ramanathan
PhD, Managing Director, Dutch Medical Foods

Just a few weeks after the 2022 show, we’ve already sold 85% of our exhibitor space showing that people really want to be back here again, in person and together as an industry.

The healthy and natural products industry is gaining interest and growing as post-Covid people feel more strongly about the state of human health and what they are putting in their bodies. People also want to make a difference not only to human health, but also to our planet and there’s growing conversation about how ingredients are harvested and processed, as well as how products are developed to consider people and planet.

Our ability to pull the right people together in one location for SupplySide West has a clear sustainability benefit. We connect exhibitors and attendees so they can network in an environment that helps their business grow, and at the same time eliminates the need to travel to different destinations for the same result.

In 2022, our ‘First Time Visitor Reception’ evening attracted its highest attendance ever. About 40% of our attendees at SupplySide West were first-time attendees this year. Timed for the first evening of the event, our selected ‘industry rockstars’ take centre stage at this reception to facilitate connections and really work the room. Rockstars are people who have been in the industry for a long time, are well connected and are open to helping new attendees maximise their experience both during the show and afterwards. They also benefit from networking and building new contacts.



There’s nothing else like it in the world, you can’t get this much business done anywhere else.

Quote from post-show survey



“SupplySide is one of my favourite shows – it gives me the opportunity to connect with other industry professionals who share the same interest in developing innovative new products.”

Carilyn Anderson
President, Carlson Nutritional Supplements

Other networking events during the show this year included a ‘Cheers to 25 years’ reception on the show floor, education seminars and an area for a new non-profit organisation called ‘Women in Nutraceuticals’ to launch, which aims to get more women into leadership and board positions in the industry and which we played an instrumental role in establishing – something that gives me huge pride.

Informa's approach to managing our events sustainably includes two core elements: the Fundamentals, a 12-point checklist of key minimum sustainability expectations that all our events aim to address; and the Accelerator, which helps key events develop more in-depth sustainability programmes.

Commitments:

- Increase the number of Fundamentals completed by 25% in 2022 to 166 events and work towards top 200 events all being in the Fundamentals
- Conduct Accelerator assessments at least 25 events in 2022

Progress highlights:

- By Jan 2023, we've scored more than 312 events in the Fundamentals system, an increase of 135% from 2021 and significantly exceeding our target, making this one of our most successful engagement programmes across the business in 2022
- Despite several events in China being postponed to 2023, we were able to conduct 33 more detailed Accelerator assessments

Next steps:

- As part of our GAP2 programme, we are investing in a new workflow management tool to help get more events into the Fundamentals
- We are also launching Fundamentals 2.0 in 2023 which will raise the bar for our events on sustainability by including at least another four criteria to meet, increasing the minimum expectations for all events as we move towards our FasterForward goals
- Include the completion of the Fundamentals into managers' targets



Through the Fundamentals and Accelerator programmes, we address many of our FasterForward commitments.



Operationalising sustainability at our events



Inspiring sustainable development



Running an environmentally responsible event



Running a socially responsible event

Number of events that participated in the Fundamentals

Total fundamentals forms submitted is 638.

2019 77	2020 116	2021 133	2022 312
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Topic

Examples

Purpose

Stakeholder engagement

The Australian Hydrogen Conference is an electrifying event which brings together leaders in the rapidly expanding hydrogen energy sector to explore the latest emerging projects, challenges and opportunities. The conference incorporates sustainability throughout its content. Attendees heard about major industry developments and envisioned what Australia's and the world's hydrogen future may look like.

Speaking topics ranged from building hydrogen refuelling stations to the role that hydrogen can play in helping countries decarbonise and becoming energy secure. The conference stressed the importance of the sustainable development of the industry and how the industry can support a zero carbon society.

Carbon and waste

Procurement

Like many of our events, London Tech Week's events hosted by Informa worked closely with the Queen Elizabeth II Centre to reduce the waste and energy use during the event and to purchase renewable electricity.

The event fully implemented the 'Better Stands' programme so no disposable stands were used. In addition, no new carpet was laid specifically for the event, therefore eliminating the two largest sources of waste at a typical event. Paper badges and lanyards were made from

recycled materials and dedicated collection bins were provided for attendees to dispose of lanyards to be reused in future events.

The sustainability of catering was also improved through a range of measures: eliminating single use plastic cutlery and cups; serving beverages from jugs instead of plastic bottles; and providing composting bins. To further minimise carbon emissions, food was locally sourced and, on ClimateTech day, only a plant-based menu was on offer.

Local community and wellbeing

Governance

Hospitalar proudly partners with Instituto Horas da Vida, a Brazilian non-profit institution that offers access to primary health care to people in situations of social vulnerability. Together, they promote the 'Doe Saúde Project' (Donate Health Project) to fund medical care for the most underserved communities. Over £12,000 was raised thanks to donations from event attendees. Attendees also provided over 1,600 hours of volunteering to help deliver medical care, well exceeding Hospitalar's goal of 1,000 hours of community service through the project.

Hospitalar also launched in 2022 the Wheelchair Inclusion Project to make the event more accessible for all. Dedicated registration areas and motorized chairs were made available for visitors who needed them and every area of the fair was accessible through wide ramps.

Informa's Accelerator Programme

Through the Accelerator, the Informa's Sustainability team works more closely with a selection of events to further embed sustainability within the events' operations and content.



The following events are leaders of this advanced programme:

- Greenbuild
- GDC
- Propak Asia
- Natural Products Expo East
- FanExpo Canada
- SupplySide West
- APLF Dubai
- Arab Health
- Seatrade Global
- IM Power
- London Tech Week
- Food Ingredients Europe
- ISSA
- Farm Progress
- Vitafoods Europe

Sustainability at Arab Health



Delcy DSouza
Senior Marketing Manager |
Informa Markets | Dubai



Nicole Taylor
Senior Operations Executive |
Informa Markets | Dubai



Steffi Johnson
Senior Operations Executive |
Informa Markets | Dubai



Arab Health (part of Informa Markets - Healthcare) was one of 33 events that went through the Accelerator programme in 2022.

77

Arab Health is now ranked as a 'leader' in our league table of Accelerator events, and increased its score to 77 in 2022 (from 71: 2021).

We have been completing the Fundamentals since 2019 and in 2021, we participated in the Accelerator programme for the first time. Our sustainability journey has helped the Arab Health team view sustainability from a much wider point of view, as an increasingly important asset to our brand rather than just a nice to have. Working in partnership with Informa's sustainability specialists, we've stepped up our ambitions and workload and are able to engage more people within our team on sustainability issues, as well as reach out to our audiences more.

Inspiring sustainable development

Sustainability and industry transformation were strong themes throughout Arab Health's 2022 content agenda. Our purpose is the development of healthcare, so we naturally link to UN Sustainable Development Goal #4 on health and wellbeing. We also address topics such as environmental progress, gender equality, innovation and talent development.

Key to our sustainability efforts is engaging with stakeholders: colleagues, exhibitors, vendors and visitors. The sustainability arch, a display on the show floor that showcases our initiatives, attracted significant attention from attendees in 2022, and the marketing team has expanded the website to include

information about exhibitor sustainability credentials. In 2022, we introduced the Future Health Summit, an exclusive gala dinner for senior government officials and CEOs in healthcare who are spearheading the transformation of health systems by adopting innovation and sustainable practices.

“The Accelerator has helped our team view sustainability from a much wider point of view.”

Running an environmentally responsible event

Cutting back on waste sent to landfill is important to get Faster to Zero. We've strived to reduce signage and carpet we send to landfill and reduce the amount of printed materials. We've increased our use of Rewind carpet on the show floor, which is made of recycled materials and is also recycled after the event. Next year, it will be used in all areas throughout the event and all carpet will be recycled.

Over the past two years, we've rolled out the Better Stands programme. We now also offer a premium sustainability stand to all our exhibitors, which is made out of recycled materials and entirely recycled after the show. This has proved very popular with exhibitors and demand increased 150% between 2021 and 2022.

We have also cut back on the use of air-conditioning during the show build-up and break-down, reducing our electricity consumption for the event in half and, of course, the electricity we do use is from renewable sources.

Running a socially responsible event

It is important to us to work closely with the local community. We partnered with the Dubai Health Authority to run a blood donation drive at the event and gave free tickets to the conference to local healthcare students. As well as increasing attendee diversity, we are improving the diversity of event speakers and contributors. In 2022, we shifted the dial on the male to female ratio for conference agendas by 8% and increased the range of nationalities represented.



2002 Austin

• Founded by USGBC, the first-ever Greenbuild event takes place in Austin, TX.



Greenbuild

Building a sustainable future

Greenbuild is the **largest annual event** for sustainable building professionals **worldwide** where attendees learn and source solutions to **improve resilience, sustainability and quality** of life in our buildings, cities and communities. Greenbuild celebrated its 20th Anniversary of the in-person event in 2022, after **20 years** of **sustainability progress** to drive the industry forward.

The first decade: 7 sustainability objectives introduced and embraced at Greenbuild:

- 1: Increase stakeholder education and engagement on sustainability
- 2: Reduce greenhouse gas emissions
- 3: Move toward with zero waste event
- 4: Commit to sustainable sourcing
- 5: Positively impact communities
- 6: Lead event industry through advancing sustainable management initiatives
- 7: Focus on performance tracking

Sherida Sessa
Portfolio Director |
Construction & Buildings
Events | Informa Connect |
New York



San Francisco
2022 video



2003 – 2012

- Greenbuild grows into the largest Sustainable Building event worldwide, embracing 7 sustainability objectives which drive the event to be more sustainable each year.



2019 Atlanta

- Third year in a row earning TRUE platinum rating
- One of the first events in the world to score Platinum in the Event Industry Council's Sustainable Event Standards
- Over 75% of food is sourced locally
- 94% sustainable signage used
- All single-use plastics removed from the venue

2020 Pandemic moves event online

- Introduced virtual summits for the first time to keep attendees connected and support CPD for green building professionals
- Over 100 speakers delivered 86 hours of content digitally
- Many of the global community experienced Greenbuild for the first time



2013 Philadelphia

- Informa takes over management of Greenbuild, closely partnering with USGBC to drive further education and innovation at the event
- 100% of hotels compliant with 100% of key sustainability objectives
- Total waste diversion at venues: 67%



2014 New Orleans

- Almost half of all food sourced locally (within 50 miles)
- Became the world's first conference and expo to provide exhibition space with booths fully powered by on-site renewable electricity and micro-grid distribution

2015 Washington D.C.

- Event powered by 100% renewable electricity for the first time
- Total waste diversion reaches 84%
- Introduced the Communities and Affordable Housing Summit to broaden the Green Building definition for the first time

2018 Chicago

- Sustainability pledges made by participants double to 28,000
- Second year in a row earning TRUE Platinum rating
- Water consumption reduced by 52% since 2014



2017 Boston, MA

- 14,000+ sustainability pledges made by visitors on green actions to take during the event
- Achieved Total Resource Use and Efficiency (TRUE) Platinum rating for the first time
- Event powered by 100% renewable energy for second time

2016 Los Angeles

- Introduced WaterBuild, a new water summit at Greenbuild designed to introduce healthy, efficient and sustainable water solutions in buildings and infrastructure
- Waste diversion reaches over 90% for the first time

2021 San Diego

- Focused on diversity, equity and inclusion: 56% women speakers and 25% non-white attendees
- 100% of food sourced regionally (from within the state) for the first time
- 100% of all service ware used was compostable or reusable
- Transitioned all show guides and agenda to electronic versions for the first time

2022 San Francisco

- On track to earn CarbonNeutral® certification and the newly revised EIC Sustainable Event Standard at the Platinum Level
- Featured nearly 200 educational sessions
- Wellness areas added focused on mental health
- Student volunteers helped with waste and recycling measures
- Over 100 food boxes distributed throughout the Bay Area to families and individuals in need

GreenBuild's host committee chose California Interfaith Power & Light (CIPL) as the winner of their 2022 Greenbuild Legacy Project Award. The award was used to establish a neighbourhood climate resilience hub at Faith Baptist Church in East Oakland. The secular resilience hub will offer a safe, welcoming, accessible place for all parishioners and neighbours to gather with access to electricity and cool, clean air during wildfires, heatwaves and other climate-driven emergencies.

Sally Ashford

Group HR Director | Informa Group | London



Life at Informa

When Informa's senior leaders gathered to agree 2022 budgets, I noticed a recurring theme: we could only achieve our GAP 2 strategy and our expansion into data-driven products and services if we hired and retained the right people. This includes hiring more digital talent which puts us into competition with the big tech companies and others.

26%

of eligible colleagues participate in ShareMatch across 19 countries.

From January 2023, ShareMatch, which is one of our two current Colleague Equity/Share schemes, is being extended to 12 new countries, with a further two (mainland China and Taiwan) to be added in April. Including Taiwan and China, 98.1% of the Informa population will have access to a share plan.

Our colleagues tell us that Informa is a great place to work, but we needed to be more vocal about it. Recently, we felt much more ready to show our pride in the culture. Our progress on FasterForward is also increasingly being seen as a differentiator in the recruitment process.

Togetherness and belonging

At Informa, our purpose is to champion the specialist; my mission is to also champion our colleagues. We are doing this through Life@Informa. This is our colleague value proposition developed by listening to what colleagues most value about working at Informa, and as a result, we are focusing on four key areas: freedom, impact, community, and opportunity.

www.informa.com/talent

Our colleagues care for each other. Our EAP Colleague Assistance Programme provides free assistance to colleagues on every day and more serious challenges. From January 2023, we are giving more colleagues the opportunity to buy Informa shares by expanding our Sharematch programme to 12 more countries with a further two (mainland China and Taiwan) to be added in April. We created a dedicated support fund and also paid a mid-year supplement to half of Informa's population to help with increases in cost of living in 2022.

Finding what motivates

Our work to become a more sustainable business is often a topic of conversation with colleagues and forms part of a growing number of leaders' personal targets, affecting bonuses and pay rises across the business.

We are also continuously working to ensure our workplaces are inclusive and diverse. We have a Diversity & Inclusion team with leads in all divisions and five colleague networks, with more to come. These provide more opportunities for people to connect internally and build their relationships.

Personal growth and relationships

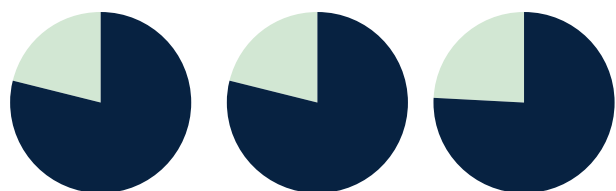
I believe that increasing the diversity of our leadership is possible, particularly if we create more opportunities for internal mobility through cross-divisional connectivity. We have fascinating opportunities across the company, and we want to help people build long-term careers with us.

That also allows us to lean into the culture in Informa of building long term relationships with colleagues and wider partners. I think these relationships and our culture in general are what make us unique. This is reflected in our recent ranking as one of the **Most Loved UK Workplace** by the Best Practice Institute. I love seeing our culture and focus on people in full display during Walk The World, our annual, global fundraising and teambuilding initiative.

Coming out of the pandemic stronger and more resilient, with greater investment in our people, puts us in a strong and exciting position for the future.

How we are tracking our contributions

Colleague engagement



79%

colleague engagement score across a range of questions (2021: 80%; 2020: 86%)

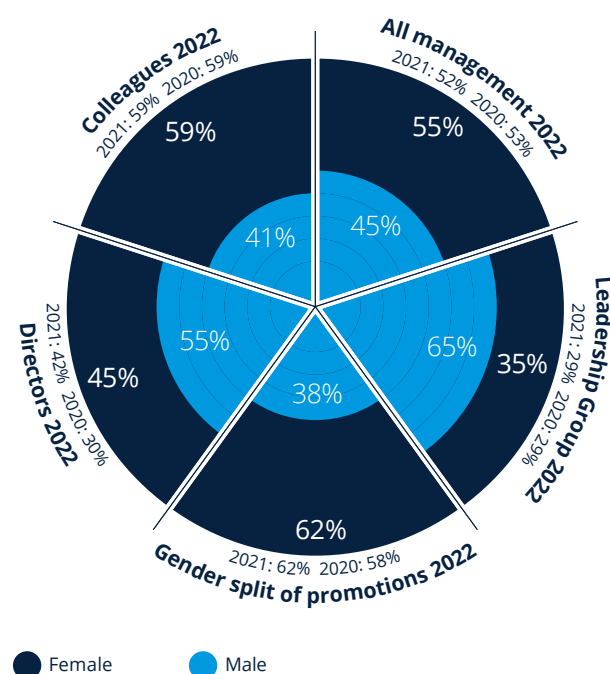
79%

of our colleagues believe strongly in Informa's goals and objectives (2021: 79%; 2020: 88%)

76%

of our colleagues say that their work gives them a personal sense of accomplishment (2021: 75%; 2020: 84%)

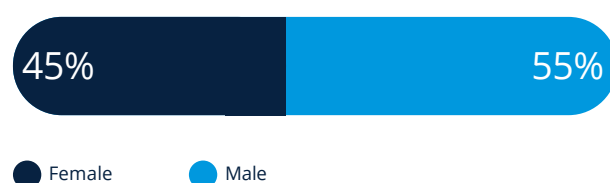
Global gender diversity



Female

Male

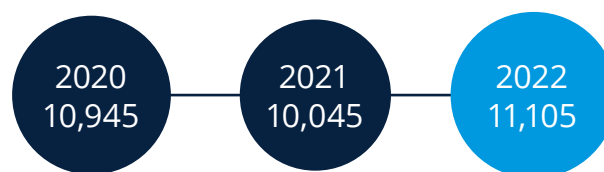
Board gender diversity



Female

Male

Headcount

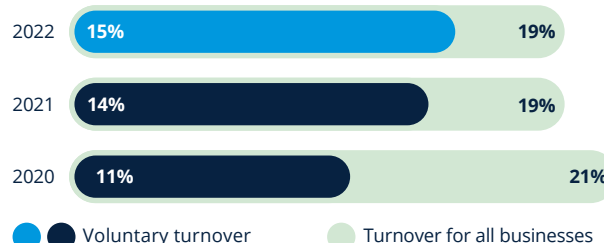


Spend on training

Investment in formal training programmes



Colleague turnover



Voluntary turnover

Turnover for all businesses

Absenteeism

Average sickness absence per colleague (days)



25.2%

UK gap in male/female median pay (2021: 24.4%; 2020: 21.3%)

[Go to Informa.com/GPG for more](https://www.informa.com/GPG)

Women in technology

Kasturi Cotha

Head of HR HRBP | Taylor & Francis | Bengaluru



As an academic publisher, part of our ethos is helping our customers' education and career aspirations, as well as supporting colleagues and job seekers who want to work in publishing. At Taylor & Francis India, we're working to close the gender gap in technology roles, and are supporting the aspirations of women who want to develop their career in technology.

In 2021, our technology team in Bengaluru was rapidly growing as part of the digital transformation of our business. We saw this as a great opportunity to focus on women's tech careers and improve our own gender diversity by inspiring more women in their tech careers and encouraging them to work with us.

We started our partnership with JobsForHer, the largest career platform in India that focuses on women's careers. Taylor & Francis sponsored their annual career fair – **HerRising** – and the Women in Tech Award. The partnership allows us to promote our brand to women professionals in technology.

Throughout the event, the content that we published on social media received over 16 million impressions. Nearly 150 female tech professionals applied for roles at various levels in our technology team. **Our technology team has successfully increased female representation in our global tech team by 7%.**

In March 2022, T&F won the **DivHERsity Awards**, which recognise exceptional achievement to accelerate female participant and performance in the Indian workforce. Our recruitment focus, including gender-neutral job descriptions, training hiring managers on unconscious bias, and using balanced interview panels were singled out. We were also recognised for providing equal pay and benefits, and for coaching and mentoring to develop leadership skills.

This success inspired the search for similar partnerships globally. In the UK, we now partner with **Women in Tech**, a career advice site featuring job opportunities and resources. In April 2022, we were shortlisted as one of the finalists in the Best Tech Employer (Over 500 employees category) in the **2022 Women in Tech Employers Awards**, thanks to our investment in creating a balanced working policy, wellness support, colleague networks and colleague development.

To me these initiatives demonstrate our commitment to supporting women's careers both within Informa and throughout the technology sector. We want to cultivate a gender-friendly environment where everyone can pursue the career they dream of. Through this work we make real impact in the world, and I am so proud to be a part of it.

"We're dedicated to attracting and retaining women in our technology teams, and finding more ways to support diversity, equity and inclusion at Taylor & Francis, to provide equal opportunities for everyone to learn, grow and thrive here."

Dami Patel,
T&F Group HR Director

Inspiring colleagues to achieve more

Hannah Winter-Levy

Business Planning Manager | Informa Group | London



All Informa iCAN, Informa's Career Ambition Network, is Informa's newest colleague-run network and is dedicated to supporting colleagues of all ages who want to grow and develop their careers. Here are some of the initiatives we've organised.

iCAN Connect

Colleagues are paired within Informa to meet up over Teams or in person to carry out peer coaching or simply get to know more about other parts of the business. Feedback from participants is heartening – new connections, greater insights and a greater sense of belonging.

'Meet the boss' CEO Events

In our CEO Speaker series, iCAN heard about Group Chief Executive Stephen Carter's career journey and a typical day in his life. At our CEO Insight event, with over 1000 attendees, divisional CEOs provided insights into their career paths and how they came to be where they are today.

iCAN Informa Careers Podcast Series

iCAN's podcast series covers topics such as effective goal-setting, career paths to management and how to get a role in another part of Informa.

What's up next?

- Reverse interview series – discussions between different seniority levels, teams and countries to help provide greater insight into the activities of roles around the business
- Partnerships with other networks – AllInforma iCAN and AllInforma Balance have partnered to launch a new series: 'The Path Less Travelled: Breaking stereotypes in career progression'
- Downloadable resources – with guidance on career topics and challenges
- iCAN Engage Event – a networking event for colleagues



Health, safety and security at Informa

Steve Dyson

Head of Group Health, Safety and Security | Informa Group | London



Informa's Health, Safety and Security (HSS) team ensures the safety of our colleagues and customers around the world. We know that incidents and accidents can happen and we work every day with colleagues from across Informa and our partners to reduce the risk of them occurring.

Prepared to face risks

We live in an unpredictable world, and global incidents increase risks to our safety and security. Our robust business resilience programme ensures Informa is prepared for unforeseen events; from potential man-made risks (such as civil unrest, war or terrorism) to natural risks (such as extreme weather events, something that will likely get more frequent with climate change).

We have action plans to manage our response to these risks and support global teams as needed. HSS works with regional teams, country leads, pastoral leads, facilities managers and group functions, such as the Travel team, to ensure we respond and react to events wherever they may occur.

Safety at our events

Our Safety Operating Model framework enables all our teams to deliver a safe and secure event. In 2022, we updated and expanded our training programme to include new content and an assessment at the end. We trained approximately 350 colleagues around the world, primarily those working at our shows. We received great feedback from colleagues and plan to expand the training to more colleagues in 2023, including new joiners and those in non-operational roles, such as sales and marketing. The training is delivered in addition to our Health and Safety E-learning module, which over 80% of colleagues have now taken.

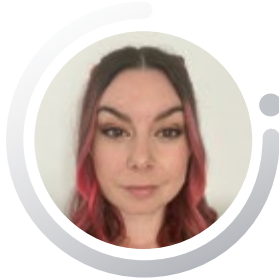
To measure and monitor how we are performing in HSS, we aim to conduct 65 physical event safety assessments a year in every country where we operate. As well as supporting local teams to investigate and close out any incidents, we feed back to operations teams and senior management, mitigating future risks and continuously improving our safety performance.



Walk the World is back to scale

Bethany Fruen

Sustainability Engagement and
Community Manager | Informa Group |
London



For our seventh year of Walk the World (WTW), colleagues from 74 offices across the world participated in walks and raised over £200,000 for different charities.

Each event is testament to the hard work of local sustainability champions, without whom Walk the World wouldn't be this incredible annual event that is one of the highlights of Informa's calendar. They each oversee planning and delivery of their event and add a unique flavour to engage with people locally: from walking with charity partners in New Delhi; to yoga in São Paulo; to touring 16th-century forts in the Philippines.

In London, around 1,000 colleagues took part in routes ranging from 5km to a mighty 42km, finishing with an afterparty in Canary Wharf. As a new joiner, I've found it fantastic to connect with colleagues from across the business who are coming together in celebration. For some, this is the first time they're meeting many of their colleagues.

With flexible working patterns continuing to be the norm, our engagement programme for home workers – WTW Solo – keeps growing. In 2022, colleagues headed out on their own routes around the world, from Colorado to Scotland.

Amsterdam



Shanghai

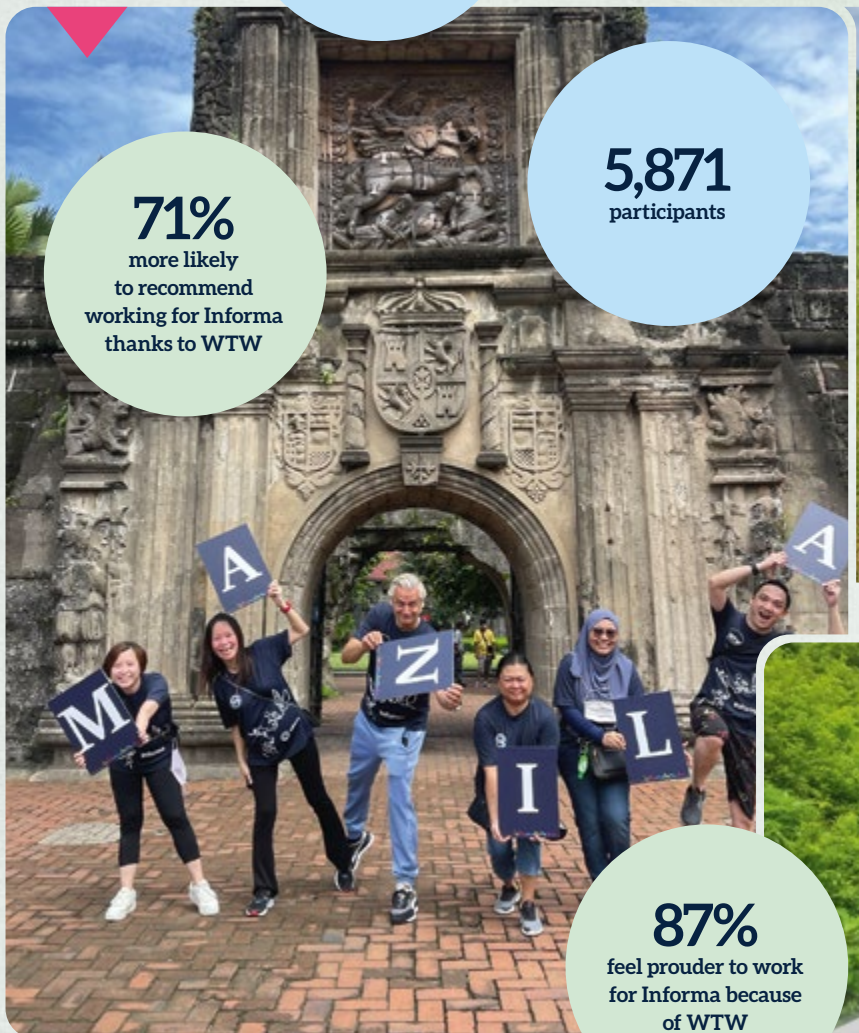


São Paulo



74
offices
participated

Manila



71%
more likely
to recommend
working for Informa
thanks to WTW

5,871
participants

87%
feel prouder to work
for Informa because
of WTW

London



100%
of colleagues tell us
WTW is a great idea

52%
of colleagues
taking part



London

£220k
funds raised

55
walks

Kansas

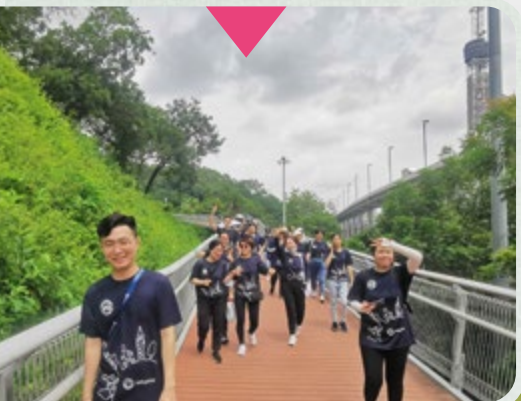


Oxford



84%
feel more connected
to their team

Guangzhou



New Delhi

T&F India's Walk the
World 2022 Anthem



Walk the World 2022
New Delhi:
The Quintessential
Spirit of Oneness



More 2022 sustainability highlights

There are many sustainability stories in this report but there is more we want to tell. Read on for more detail on our progress in 2022 and where to go for more information.



Taylor & Francis' Sustainable Development Goals (SDGs) Online collection supports higher-education students, lecturers, researchers and professionals as they learn about, teach about, research and write about, and work out how to address the world's most critical issues.

taylorfrancis.com/sdgo



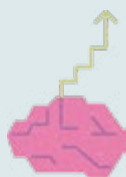
21,754

book chapters
(up 19% from 2021)



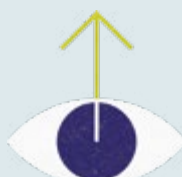
2,145

journal articles
(21% increase)



329

teaching and learning materials
(4% increase)



100

institutions have access to SDGO
(85% increase)

94%

of paper certified as sustainably sourced



5

of our major offices have a green certification (BREEAM or LEED), representing 28% of office-based colleagues

700

pieces of furniture donated to charity

Following T&F's refurbishment of its Milton Park office, we were able to donate spare desks, chairs, tables and other pieces of furniture to charity and community groups.

Where possible furniture and IT equipment that is no longer needed in one office is either transferred to another office or donated to local schools or community groups.

Accessible e-Book partnerships

T&F partners with **BookShare**, **Royal National Institute for the Blind** (RNIB) and **AccessText** to provide accessible materials to students at post-secondary institutes in the USA, UK, and Canada. These partnerships offer a direct path to enable students with a print or visual impairment to participate in classroom lectures alongside their peers. Between these three partnerships, 95% of our eBook catalogue is freely available in PDF or ePub formats to users of the platforms.

100+

laptops donated to organisations such as the Reading Ukrainian School, which is attended by children that have fled the war

>200

Number of sustainability-related stories on Portal, our intranet

94%

of colleagues have successfully completed our mandatory Code of Conduct training. The Code of Conduct asks all colleagues to act according to our guiding principles and the law in areas such as respect and safety

5,500

colleagues who received Data Driven Green Belt Certification (company-wide programme for colleagues to expand their data skills and knowledge and to be part of our collective journey towards becoming a more data-driven business)

32%

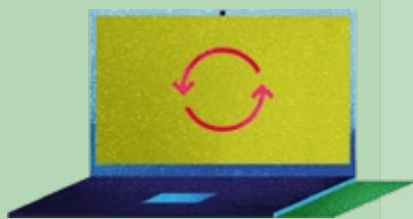
of candidates told us they were greatly influenced by our sustainability programme when applying for a job at Informa (based on a 2022 survey of 138,000 applicants)

An additional

22%

said they were 'somewhat influenced'

<https://www.informa.com/talent/>



T&F colleagues share why they are passionate about conservation and the environment and the importance to them that Taylor & Francis constantly aims to be a more sustainable, positive-impact business.

Meet the People Working for Sustainability at Taylor & Francis



Summary Assurance Statement

Bureau Veritas UK Limited ('Bureau Veritas') has been engaged by Informa PLC ('Informa') to provide assurance over selected sustainability performance indicators for inclusion in its Sustainability Report. This assurance engagement was conducted in accordance with International Standard on Assurance Engagements (ISAE) 3000 (Revised), to a limited level of assurance. The scope of Bureau Veritas' work is described below, for the period 1 January to 31 December 2022: Training spend, Absenteeism, Global gender diversity, Waste (includes Office waste and Books and Journals sent for pulping), Energy consumption, Greenhouse Gas Emissions (Scope 1, 2 and selected Scope 3 indicators) and Water consumption. The full verification statement including Bureau Veritas' verification opinion, methodology, recommendations and a statement of independence and impartiality will be released alongside Informa's Sustainability Report and can be found on their website:

informa.com/sustainability/sustainability-reports/



Memberships and awards

Our performance against environmental, social and governance (ESG) criteria is reflected in various third-party ratings.

Find a summary of our ratings here:

informa.com/sustainability/sustainabilityawards/

Member of

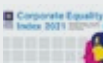
Dow Jones Sustainability Indices

Powered by the S&P Global CSA

79/100, our highest score yet

Top 10%

S&P Global ESG Score 2022
Sustainability Yearbook Member



Informa gives every colleague four paid days a year to volunteer, up to £500 matching for fundraising and up to £750 grants to regular volunteers

SASB, GRI and data tables

Download our GRI and SASB indices, reporting methodology, policies, KPI table and information about governance of sustainability at Informa.

informa.com/sustainability/sustainability-reports/



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