



Informa
Corporate Responsibility
Update 2006





Informa plc is the leading provider of specialist information to the global academic & scientific, professional and commercial communities via publishing, events and performance improvement.

We produce over 10,000 events and training courses, 45,000 book titles, over 2,000 subscription-based services including academic journals, magazines, newsletters, real-time information and news services, unparalleled Performance Improvement solutions, hundreds of exceptional brands and operate in 70 countries.

www.informa.com

Contents	Page
CEO Introduction	3
CR Director's Introduction and Approach	4
Governance and Business Ethics	5
Our People	8
Community Responsibilities	12
Our Marketplace	15
Environmental Management	19
Health and Safety	23
Summary tables	26
Contact details	28



Introduction from Peter Rigby, CEO and Chair of the CR Committee

Welcome to Informa's second CR Update, and the end of our first full year of involvement with Corporate Responsibility. This report is designed to give you a snapshot of our CR activity over the last 12 months and our intentions for the year ahead. As I hope you will see our approach is less about badges and accolades and more about self-improvement, harnessing our talent and fostering local responsibility.



We like to describe Informa as an archipelago of businesses. These businesses are joined by their individual ability to create high value niche information for the commercial, professional and academic markets. Overall our business depth and breadth combined with our expertise enables us to serve and build on the information needs of our markets with products that are held in high regard for integrity, quality, relevance, and good value.

Within the media sector Informa is uniquely positioned in that it has both a minimal reliance on client advertising and marketing spend and minimal exposure to any one product or market. Whilst this diversity of business provides us with real financial strength and resilience, our challenge is to find opportunities and tools for harmonising key aspects of our business processes, systems and culture in order to bring the 'Informa way of doing things' alive for all of our staff and our customers. I believe that certain aspects of CR can help to provide these opportunities and tools. For example:

- Our internal environmental programmes were initially developed from the ground upwards as passionate enthused staff came together to implement and manage recycling schemes and support local environmental initiatives.
- One year on from the formation of our UK CR committee, a US equivalent is being formed and there is no shortage of US business representatives willing to lend their time.
- Our CarbonNeutral® conferences have been a huge success, both environmentally and from a PR and customer perspective. We are now looking at integrating this service across all appropriate conferences.
- Our new self service careers ladder tool known as "TransFormed Careers" is helping our employees understand the broader context of the work they do and together with our HR teams, they are becoming better able to take charge of their career paths within the Informa Group.
- The second year of our major staff fundraising activity "Run for the Children" mobilised over 400 hundred of our staff around the world to go running and raised over £65,000.

Using CR as a framework for looking at the way we operate has been both challenging, in that it gives us new insights and unearths new issues, and reassuring, in that many of the things included under the traditional banner of CR, we appear to be doing well already. I therefore greatly look forward to being further involved with developing CR initiatives appropriate to the Informa businesses in 2007.



Introduction and Approach

Keith Brownlie, Group HR Adviser and CR Director

It's been almost two years since Informa began to formally review its relationship with and its responsibilities towards society at large. In order to understand best practice and to help define our approach we spent some time reviewing how best Informa should approach this area. For example we commissioned KPMG to produce a review of our potential 'responsibilities' and continued our membership of the Media CSR Forum (www.mediacsrfroum.org) a network of media companies working collaboratively on those responsibilities with unique implications for the media industry. In 2007 we will be looking to establish a CR function in the US that mirrors our UK structure whilst managing both local and sector specific CR topics. We are also considering becoming a founding member of, the US Responsible Media Forum.



Towards the end of 2005 we established four, UK focussed, working groups designed to fit with the areas of work activity commonly recognised by many CR focussed stakeholders. These groups were then tasked with understanding how the company performs and to identify priority areas for future work. In 2006 the heads of each group came together four times in the form of a CR committee which includes the CEO, the CMO, and myself. The committee then sense checked progress against Informa's business tenets which are:

- Experiencing Informa's brand values
- Providing the business with core business differentiators
- Leveraging our internal expertise
- Improving our profits

With this in mind we can summarise our primary focuses as being:

- Living out our corporate values;
- Maintaining high standards of Corporate Governance;
- Investing in the human and intellectual capital of our business;
- Creating responsible intellectual output;
- Meeting the expectations of our customers, partners and shareholders;
- Being responsible members of the societies in which we operate and;
- Using sustainable materials, conserving energy and water and minimising wastage wherever practicable.

We have committed ourselves to harmonising relevant CR policies across the business, engaging with major stakeholders and collecting good quality data in order to build our reputation as a responsible organisation and a great place to work.



Governance and Business Ethics

The Company is committed to the principles of corporate governance contained in the Combined Code on Corporate Governance (the Code) for which the Board is accountable to shareholders. Throughout the year ending 31st December 2006, the Company was in compliance with all of the Code provisions set out in Section 1 of the Code.

The Group is controlled through its Board of Directors. The Board's main roles are to create value for shareholders, to provide leadership of the Group, to approve the Group's strategic objectives and to ensure that the necessary financial and other resources are made available to enable those objectives to be met.

Specific responsibilities reserved for the Board include: approving the Group's long-term objectives and commercial strategy; approving the Group's annual operating and capital expenditure budgets; reviewing operational and financial performance; approving major acquisitions, disposals and capital projects; reviewing the Group's systems of internal controls and risk management; reviewing the environmental, health and safety policies of the Group; approving appointments to and removals from the Board and of the Company Secretary; and approving policies relating to Directors' remuneration.

The division of responsibilities between the Chairman of the Board and the Chief Executive is clearly defined. For example, the Chairman is responsible for setting the Board's agenda, ensuring that Directors receive accurate and timely information and that the contribution of the Non-Executive Directors is effective. The Chief Executive has direct charge for the Group on day-to-day basis and is accountable to the Board for its operational and financial performance. For more information please refer to the 2006 Annual Report and Accounts.

As of the 31st of December 2006 the Board comprised of the Chairman, four independent Non-Executive Directors and three Executive Directors. The independent Directors are of sufficient calibre and number that their views carry sufficient weight in the Board's decision making process.

The Audit Committee has at least one member possessing recent and relevant experience, as described in the Smith Report appended to the Code. Mr D Mapp has extensive experience of audit committee procedures, and Mr J Davis is a qualified chartered accountant and the Chief Financial Officer of Yell Group plc, a FTSE 100 company.

The Audit Committee monitors the integrity of the Group's financial statements and any formal announcements relating to the Group's performance. The Committee is responsible for monitoring the effectiveness of the external audit process and making recommendations to the Board in relation to the appointment, re-appointment and remuneration of the external auditors. It is responsible for ensuring that an appropriate relationship between the Group and the external auditors is maintained, including reviewing non-audit services and fees. The Committee also reviews annually the Group's system of internal controls and the process for monitoring and evaluating the risks faced by the Group. It reviews the effectiveness of the Group Internal Control function (consisting of Business Risk Management and Internal Audit) and is responsible for approving, upon the



recommendation of the Chief Executive, the appointment and termination of the head of that function. The Committee meets as appropriate with the Executive Directors and management, as well as privately with both the external and internal auditors.

Informa's Values

David Gilbertson, Informa's Group Managing Director

A couple of years ago we developed, in the then Informa UK businesses, a value statement built around the acronym I-N-F-O-R-M-A. We used the letters of the company name as the initial letter of seven core values for the group. It required a bit of linguistic dexterity to get it to work and of course invited the usual ribaldry from the skeptics, but the need to do this was more important for our business than most. Our product and business unit focus has many strengths – we think it is the optimal way to run a media company – but one of its weaknesses is that it can make the corporate identity more fragmented and less clear than in a single brand business. Because we want Informa to be more than just the sum of its parts, the group as a whole needs a confident, recognisable identity which ensures we can attract the best people to all our constituent companies.

In January 2006, we began work to reaffirm these seven values for the whole group and they can now be found throughout the group and on various platforms e.g. on the staff intranet site, on posters and in our internal communications. It is our responsibility to ensure a proper linkage between what we say we do and how we actually conduct ourselves, both internally and externally. This is our commitment.

Informa's seven core values are:

INNOVATIVE - We want to be innovative in the development of our product content; in our formats of delivery; in our pricing models to ensure we keep our offering fresh and relevant for our customers. We want to be the sort of company that encourages and develops the ideas of our staff and a business that embraces change.

NON-BUREAUCRATIC - We have to have proper controls in place in a business like this but we also want to be fast moving, decisive, able to act quickly when opportunity presents and nimble enough to be a revered force in the market.

FOR PROFIT - Unapologetically, we are here to make money. But sustainably. We are here for the long term.

OPEN - We want to be open in our communication. There should be no question about the business that a member of staff might ask that we should not be prepared to answer (other than those in breach of regulations). We want everyone to feel well informed about what is going on in their own unit and the company at large.

REWARDING – We want the company to be a rewarding one to work for - not only financially, but in terms of personal and career development too. We also want the business to be a fun place to work. Not just because we are nice but because we think if it is an enjoyable place to work we keep better people and do better.



MARKET-FOCUSED ~ We need to be in touch with the changing demands of our markets. We have to think more, ask more, anticipate more and do more to meet our customers' needs.

ABOUT QUALITY ~ Our key differentiator is the quality of the information we deliver. Our quality commitments are in keeping with the expectations of our customers and the prices they can afford to pay for what we provide.



Our People

Our business depends on the knowledge and skills of its managers and staff, and we work hard to develop and support these. The Informa Group HR Advisor, based in London, has dotted line involvement with HR executives in all of the divisions. In addition, the Company Secretary works closely with the Chair of the Remuneration Committee on all matters relating to senior executive remuneration.



As Informa is global and has, to a large extent, been built by merger and acquisition it is often prohibitive and inappropriate for us to seek to impose standardised working practices across the group. Where we do so, our approach is consultative and uses as light a touch as possible. We believe in local responsibility and global co-ordination.

With this in mind we are establishing our HR functions to ensure that each divisional Managing Director is supported locally by an HR team providing services appropriate to the type of business and its geographical location. Simultaneously, our central HR team is working to co-ordinate specific activities across the group and ensure alignment with our HR policies, our strategy and our values.

Induction at Informa

Whilst we believe we are an employer of choice and a great company in which to develop a career, the pace of Informa's expansion has meant that even our existing employees do not fully appreciate the company's true breadth and diversity, and therefore the opportunities open to them within the business. Without this understanding, there is a possibility that an employee may look for career advancement elsewhere when in fact they could better fulfil their ambitions within Group.

With this in mind, in 2006 we used our internal communications expertise to produce a global online induction programme, supported by CD-Rom. The programme gives existing employees real clarity about Informa's culture and the true extent of its products and services. The CD-Rom is given to new recruits in advance of their start date by way of pre-orientation.

Career Progression

TransFormed Careers is an online intranet site designed to empower employees by allowing them to identify their competencies, to be aware of the competencies required in other jobs, and to have clarity around how they could develop their careers within Informa. It does this by standardising performance reviews, acting as a training aid, supporting career development, and facilitating staff transfers between business units. Employees can also gain advice on how to map their career, review their own performance and set goals both informally and with their



managers. They can also learn how best to handle interviews. Importantly, the site is completely open so for example an employee can see how to prepare for an appraisal as well as view the manager's guidelines covering how to conduct an appraisal. Currently only available in the UK, we intend to roll out Transformed Careers to all of our US businesses in 2007.

Capacity building for the sector

In 2006, following the recognition of a lack of investment in good editorial and sales training within the media sector, our internal training arm developed the Informa Academy. The Academy is designed to ensure that all of our employees have access to the same superior level of training and information services that we provide to our clients and customers.



The Academy, once implemented, will build upon existing best practice such as the marketing training provided by our Group Marketing team or on the body of knowledge and experience provided by our Profit Improvement businesses. Currently we have Editorial and Sales training courses in place and will continue to develop the service using a variety of formats and approaches. Other programmes we intend to deliver include Best Practice for Business Performance, Management Development and Sector Knowledge courses.

CR Objectives

In 2006 our key CR objectives were:

1. To perform a global staff satisfaction survey.
 2. To harmonise our equal opportunities policies.
 3. To review our competency framework within Transformed Careers with a view to integrating appropriate CR competencies.
-
1. Our global staff satisfaction survey for 2006 focussed on the introduction of the Informa values developed in 2005. Divisional directors have been tasked with developing initiatives in order to improve the satisfaction score in each of the areas that were weakest. These initiatives were presented to senior management as part of the wider budgeting cycle.
 2. We have published employee handbooks for our UK and US businesses and these both contain equal opportunities policies. They will be distributed to staff in 2007.
 3. We have not achieved this objective within the desired timeframe. The Transformed careers site has reached the end of its initial pilot phase where it was trialled with Informa UK. The site is now being rewritten for the new intranet site in order to include our IIR and US businesses' functions and competencies. Once this is complete we will feel more able to conduct a complete review and this will include the relevance of CR within the various competencies.



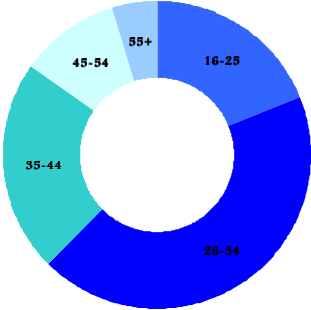
Our CR objectives for 2007 are:

1. To introduce a SAP HR system in the UK and the US by the end of 2007 as a basis for improving our HR data coverage.
2. To expand TransFormed Careers to include the US businesses by the end of 2007.
3. To conduct a review of relevant HR policies to ensure they meet current stakeholder expectations.
4. To conduct another global employee satisfaction survey in order to show demonstrable changes in employee satisfaction between 2006 and 2007.

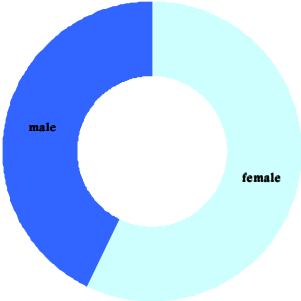


Our people – breakdown

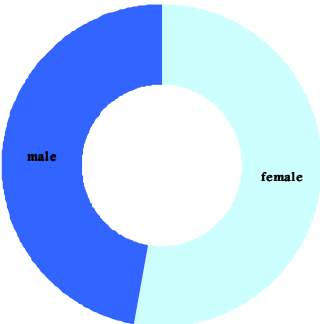
Age profile of our UK employees at the end of 2006



Gender balance of our UK employees at the end of 2006



Gender balance of our UK managers at the end of 2006
(Defined as individuals who have staff reporting to them)





Community Responsibilities

Corporate community responsibility initiatives are coordinated by Group Marketing and Operations and community activity information is fed back via a network of global representatives. We now have processes in place for monitoring match funding requests, for logging financial commitments, for following up on fundraising efforts, and producing regular community features for our intranet.

It is our aim to enhance existing community projects throughout the group and help other businesses create projects that will benefit their stakeholders and their bottom line.

Match-funding

In 2006, in line with our core values, we identified two areas where we want to focus our employees' fundraising activities and match funding. The areas we chose were disease research and literacy. Both have resonance with Informa's markets, expertise and brand and by focusing our pledges in this way, we hope to increase our positive impact in these areas.

In order to make sure that suitable applications are dealt with swiftly our new employee match funding policy also commits our committee members to reviewing and responding to all match funding requests within five working days of application.

The Mission to Seafarers and Lloyd's List

On a business level, Corporate Community Partnerships are encouraged when they have a synergy with their business motives. A good example of this is the Lloyd's List Partnership with the Mission to Seafarers.

The Mission to Seafarers cares for seafarers of all nationalities and creeds in some 230 ports around the world. It works through a network of chaplains, lay staff and volunteers who offer seafarers friendly, practical and, if they want it, spiritual support. (missiontoseafarers.org). In 2006, Informa's shipping newspaper Lloyd's List (lloydslist.com) adopted The Mission to Seafarers as its charity for the year. The paper ran regular advertisements for the society, published a special feature about its work to coincide with the thanksgiving service in Westminster Abbey on March 28, and made a generous donation to the society at its awards dinner in February.

In addition, Lloyd's List Events, and the training provider Lloyd's Maritime Academy also adopted the Mission as its official charity for 2006, making a donation for every person signing up for one of its shipping conferences, training seminars or distance learning courses. A donation of £5,000 was raised in this way.



We did something incredible!

On 26th of April 2006, Informa took part in its third Run for the Children (runforthechildren.co.uk). Run for the Children is a family fitness initiative which encourages children and their parents to start making healthy lifestyle choices. Each event is a 3km run or walk open to individuals of all ages. Run for the Children is partnered with Children with Leukaemia, a UK charity dedicated exclusively to the research and treatment of childhood leukaemia and to the welfare of leukaemic children. Just forty years ago, leukaemia was a virtual death sentence. Today, two out of three affected children survive, although alarmingly leukaemia is on the increase.



Inspired by the UK initiative, hundreds of Informa staff from across the globe came together in a joint effort to raise money for Children's Charities.



The event grew from just three UK charity runs in the UK in 2005 to runs taking place all over the world including: Singapore, Australia, New York, Boston, Arlington – Virginia, Charlotte – North Carolina, Boca Raton – Florida, Hove – UK, Abingdon – UK, Westborough – Massachusetts, Dubai, Sarasota – Florida, and Hong Kong.

Fundraising from this event amounted to over £65,000

CR Objectives

In 2006 our key CR objectives were:

1. To explore a number of key partnership opportunities matched to Informa's business competencies and requirements.
2. To develop a global community initiative and charitable giving policy
3. To create a global community committee.
4. To increase participation in the annual Informa fundraising event.

1. In 2006 we met the following organisations:
The Voluntary Action Media Unit (vamu.org.uk); Time Bank (timebank.org.uk); Three Hands (threehands.co.uk); The NSPCC (nspcc.org.uk); Business Dynamics (businessdynamics.org.uk); The World Cancer Research Fund (wcrf-uk.org); and Community Service Volunteers (csv.org.uk).

Following meeting these organisations their work was promoted to all of our staff via our intranet site.



2. We have developed a Community Policy that meets the goals of our broader business strategy and ensures that voluntary work, fundraising and charity partnerships support employee development, enhance employee morale and cohesiveness and strengthen our business and brand objectives. See the Run for Children Case Study and the section on Match-Funding.
3. We have established a Global Community Committee consisting of a series of well place champions who work to mobilise staff, promote community activity and feedback information to the corporate HQ.
4. We increased participation in our annual fundraising event by over 500%.

Our CR objectives for 2007 are:

1. To grow participation in our major annual fundraising event by a further 50% percent.
2. To develop a staff volunteering policy and have this approved by the board.
3. To develop a payroll giving campaign to increase the take up of the service.



Our Marketplace

The responsibility for understanding and managing Corporate Responsibility within Informa's marketplace resides with the Head of Finance and the Head of Information Technology. As Informa comprises of a federation of over 140 distinct businesses we see it as important that such responsibility is centralised, authoritative and as knowledgeable of the Group's products, services and third party dealings as possible.

Our products

Informa's product portfolio consists of over 10,000 events and training courses a year, over 40,000 book titles, over 2,000 subscription-based services (including academic journals, magazines, newsletters, real-time information and news services), and Performance Improvement solutions. We have hundreds of exceptional brands located in over 70 countries.

Events

We put on over 10,000 events per year, including Conferences, Exhibitions, Large Scale Events, Managed Events, Partner Events and Seminars, and covering a wide range of subjects and business areas.

Training

We deliver training on a wide variety of specialist subjects - from law to computer skills, and from pharmaceutical project management to leadership skills. Many courses are tailored, or even fully constructed to an organisation's culture, strategy, vertical market, core competencies and behavioural needs.

Books and Journals

We publish a wide range of high quality specialist, academic and scientific books and journals covering almost every subject area imaginable. Many of Informa's book titles are published by Taylor & Francis and its imprints: Routledge, Psychology Press, Garland Science and CRC Press.

Performance Improvement

Our Performance Improvement (PI) companies provide organisations with a total learning solution. Starting with upfront consulting and assessment through training, mentoring and reinforcement, every step of the Performance Improvement solutions model has been proven time and again to produce results.



With such a large portfolio it will be of little surprise that we contribute significantly to the knowledge pool of professionals specialising in areas that contribute to the wider sustainability and societal agendas. For example, in 2006 we held three conferences specifically on the topic of Corporate Responsibility and we publish over 40 journals on environmental matters and 20 covering the social sciences.



Contributing to the Bird Flu debate

A report, entitled 'The challenge of avian influenza to the veterinary community', by Ilaria Capua and Dennis Alexander, was published in the June 2006 issue of Avian Pathology and helped to galvanise international opinion around how to deal with the threat from bird flu.

It highlighted areas for improvement and stressed that coordination and close collaboration between the veterinary, medical and agricultural experts in the global A/H5N1 crisis was essential for a positive outcome of the combined efforts. The report also revealed a critical lack of understanding about how the virus could spread and questioned the effectiveness of pre-emptive culling as a means of containing an outbreak. It also called for the urgent application of good bio-security measures if the spread of the disease was going to be prevented.

Tackling Terrorism

It would be wrong to suggest that Informa does not provide services in markets where significant ethical issues are at stake. An example of this might be the recent online learning programme in Terrorism Studies developed in partnership with the University of St Andrew's and The Centre for the Study of Terrorism and Political Violence (CSTPV). It essential in such cases that the ethical risks associated with the content and the delivery of such hot topics are managed with care.



Customer Care

Project Fusion

As Informa continues to grow it is important that our systems are able to cope with such growth and that our customers receive the same level of professionalism and care from every part of the Informa business. With this in mind we are creating a number of systems for managing several of the activities that sit at the front end of our businesses. These include:

- Marketing processes
- Outbound sales processes
- Sales order processes
- Customer service processes

Standardisation of these systems across the entire business is targeted for completion by the end of 2007.

Improving the customer journey

One of Informa’s core business areas is Performance Improvement (PI). These companies provide hundreds of global businesses with consulting, assessment and training services tailored in order to enhance business performance. Informa Group has commissioned one of these companies, Forum (forum.com), in order to audit the customer service standards in all of our businesses worldwide. The results of this audit will translate into recommendations that will help us to foster best practise customer service procedures across the entire business.

CR Objectives

In 2006 our key CR objectives were:

1. To map the Group’s product assortment and relationships with third parties and.
2. To align Customer, Supplier and Health and Safety Charters across the group.

1. Our approach to mapping products and services took the form of recording the various controls in place in the UK business and to assess their robustness and consistency together with their ability to manage issues with CR relevance. A summary of this mapping can be seen in the adjacent diagram.





Informa has relationships with over 16,000 suppliers and although seldom located in high risk countries, their wide diversity still makes it tricky for us to deal with them in a uniform manner.



Suppliers may range from paper merchants and printers with associated environmental risks, venues with customer Health and Safety concerns, to sole traders such as authors, speakers and journalists. A summary of our current systems and controls in this area can be seen in the adjacent diagram.

- In meeting our second objective, we are please to report that we have now aligned our Customer, Supplier and Health and Safety Charters, but only for our UK businesses. The global roll-out of such standards is targeted for 2007 in conjunction with Project Fusion.

Objectives for 2007 are:

- To roll-out best practice processes across all divisions worldwide in the following areas:
 - Marketing
 - Sales
 - Customer care
- To consider the development of a baseline editorial standard for the group consistent with Informa's brand values.
- To align Customer, Supplier and Health and Safety Charters across the group, globally.
- To review the way we deal with social, ethical and environmental issues in the supply chain.



Environment

Environmental management at Informa is an integral part of our Corporate Responsibility programme. We are committed to reducing our environmental impacts and believe that good performance in this area is synonymous with running a well managed efficient business. Board level responsibility for environmental performance rests with the Chief Executive, Peter Rigby. Peter is an environmental enthusiast and was recently made Chairman of the India Environmental Trust, a London based organisation set up to support India's environmental NGOs in order to preserve India's rich natural and human heritage.

Informa's day to day Environmental management is performed under the direction of the environment committee which has links to the appropriate functional units.

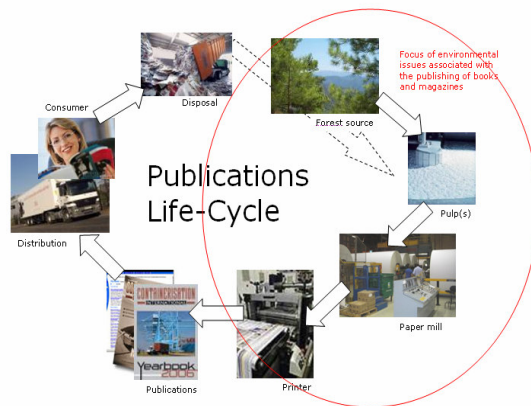
Although Informa is not a traditional heavy industry, we recognise that it is important for us to do our bit. We also recognise that our moves to operate more efficiently help the environment. It is our strategy to monitor the environmental impacts of our operations and to work to reduce the direct and indirect environmental impacts of our commercial products, wherever practicable. Opportunities so far highlighted include:

- Using sustainable paper and printing on demand
- Using carbon offsetting for conference delegate travel
- Selecting environmentally responsible conference venues
- Moving publications online

Business Products

Many of our products are designed to inform and educate, and our customers and staff are often very conscious of the environmental impacts associated with the products they create and consume. We need to be mindful of the potential environmental and social consequences of our outputs – in terms of production, the distribution mechanisms we use and our content.

In January 2006 we commissioned a consultancy to provide us with a review of the environmental impacts of our events and publishing businesses. The report broke each activity down and provided examples of best practice and possible options for Informa in each area. It is fair to say that we already perform well in some areas such as the sourcing of sustainable paper and less well in areas such as conference waste.





Taylor and Francis Book Production

The book production division of Taylor and Francis is committed to improving the sustainability of their business. Some examples include:

Using FSC Paper

The Forest Stewardship Council is a non-profit organization with a mission is "to promote environmentally appropriate, socially beneficial and economically viable management of the world's forests". As a significant book publisher, Taylor and Francis have been working with suppliers and engaging with NGOs in order to obtain and use FSC certified and in 2006 we were proud to have been able to use FSC certified Munken Paper (arcticpaper.com) for a number of our books.

T&F are committed to using recycled or FSC certified paper wherever possible and PEFC (Programme for the Endorsement of Forest Certification) certified stock otherwise. T&F asks that suppliers of paper have FSC chain of custody certificates. Currently 20% of T&F's paper use is FSC.

Print and Bind

T&F are aware of the potential environmental hazards associated with the print and bind process and vet suppliers for such things as: checking they have an environmental management system; that they use low VOC (Volatile Organic Compounds) inks; that printing plates are recycled; and that printers have waste reduction targets.

Production Editorial

T&F are reducing the number of printed proofs used in the production process by moving towards paperless proofs. When proofs are printed they are printed on recycled paper. Eventually it is their intention that all titles are edited on screen.



Informa Events

The running of events is a highly intensive process for all concerned and there are environmental impacts associated with transportation, catering and hospitality, accommodation, merchandise production, stand and set creation and disposal, and general facilities management. We are now looking at how we use our influence in this market to improve environmental behaviour.

CarbonNeutral® Conferences

A CarbonNeutral conference allows conference organisers and/or attendees to reduce greenhouse gas (GHG) emissions from travel and accommodation activities where possible, and offset any emissions that cannot be reduced through other means. They can also demonstrate organizational leadership in Climate Change for conference sponsors and connect attendees more personally with their own GHG emissions, and learn how to deal with them



In 2005 on the occasion of its 15th anniversary and in collaboration with Camper & Nicholsons, the Monaco Yacht Show (MYS) decided to become Carbon Neutral i.e. offsetting those non-reducible emissions associated with the event. In 2006 it repeated and strengthened the exercise and organisers also worked to raise the environmental awareness of participants.

In 2006 the MYS took part in three different offset projects:

- Te Apiti Wind Farm, New Zealand: the setting up of 55 windmills in the Manawatu Gorge in northern New Zealand will be able to generate enough power for 45,000 homes.
- Coal Methane Capture, USA : installing a methane capture system and flare to burn the 2000 tonnes of methane (about 50 000 tCO₂) rejected by a Pennsylvania mine and reducing it by about 95%.
- Forestry Project, France: planting a heath in Western Brittany with chestnuts, oaks and Atlantic pines to protect water catchments and provide a recreational area.

In 2007 Informa intends to make CarbonNeutral an option for all of the events managers within its business.



CR Objectives

In 2006 our key CR objectives were:

1. To obtain accurate environmental data for our main UK operations.
 2. To collect data relating to the amount of paper we use to produce our commercial products.
 3. To set environmental performance targets for the business.
-
1. We have begun to collect environmental data in the UK and are able to report on the energy consumption of our buildings. We are working with our waste and water providers in order to collect more data concerning our operational impacts and are confident that these will be of a reportable standard by the time we publish our 2007 report. We are extending the scope of our reporting to include the US in 2007.
 2. We are able to report on the amount of paper used by our book publishing division, Taylor and Francis, and are working with the various heads of production within Informa Group in order to widen the data coverage.
 3. Environmental objectives and targets for the business are due for agreement by the Board in the first quarter of 2007.

Our CR objectives for 2007 are:

1. To expand environmental data collection to include the US.
2. To set achievable targets and initiatives for reducing UK energy consumption.
3. To introduce a regular staff environmental communication encouraging good behaviour.
4. For the 95% of the Taylor and Francis book division's journals to be using FSC stock by the end of 2007.
5. To develop a system that enables all of our conferencing businesses to be able to integrate carbon offsetting with their conferences where appropriate.



Health and Safety

Operations

It is the policy of Informa to ensure, so far as is reasonably practicable, the health, safety and welfare of all our employees and others who may be affected by our activities and services.

We are therefore committed to providing a healthy and safe working environment, safe equipment and systems of work and adequate information, instruction, training and supervision, as may be needed for this purpose.

The CEO has overall responsibility for health and safety matters within Informa with each divisional Managing Director having overall responsibility for day to day health and safety matters. The Informa Health and Safety Committee is chaired by the Group HR Director.

We consult employees on health and safety matters through elected representatives of employee safety and trade union safety representatives, and actively involve employees in the effective implementation of our health and safety work.

Conferences

At conferences and exhibitions it is our policy to organise such events so as to maintain high standards of safety for our conference delegates, exhibitors and others such as contractors or the general public who are working at or visiting our events. We take all reasonable steps to ensure that venues and accommodation we use for such events are safe and competently managed. Where the Company engages contractors to undertake work, or provides services on its behalf, or on its premises, we make reasonable inquiries to establish the competence of the contractors to undertake the work safely and without risks to health. The health and safety performance of such contractors is kept under review in order to ensure adequate standards are maintained.

Content

As a provider of technical, legal, environmental, medical and health and safety information we are committed to take all reasonably practicable steps to ensure that the information we provide is accurate to ensure that our customers who are taking risk based decisions have appropriate information and are made aware of the limitations of this information.



Training

In 2006, our UK operations underwent fire risk and general risk assessments. In addition, a number of staff were given the following external training courses including:

- IOSH Managing Safely – this was provided to all of our premises managers.
- Safety for HR Managers – was produced for the purposes of our HR managers



(Our Premises Managers receiving their IOSH certificates)

In 2006 all of our events employee job functions have been needs assessed in order to establish the level of Health and Safety training required. We then embarked on a series of training initiatives and by the end of 2006, 68% of the employees identified have completed all required training.

We are also developing an online H&S programme due for launch in early 2007; this will be available to all.

CR Objectives

In 2006 our key H&S objectives were:

1. To agree a global Health and Safety Policy.
2. To perform a full review of the Venue Approval process.
3. To launch an intranet page dedicated to Events Health and Safety.
4. To gather data on the Health and Safety needs of all of our divisions globally.



1. The global Health and Safety policy and governance structure was complete and pending Board approval at the end of 2006.
2. We have reviewed our Venue Approval processes. This has led to improvements in the way we gather Health and Safety information and our support functions in this area. We have recruited additional Health and Safety staff to strengthen this support.
3. We now have a section on our intranet dedicated to dealing with Health and Safety aspects. These range from our policy, strategy and approach and relevant training requirements through to a list of all of the venues approved following Health and Safety assessment and our Health and Safety events manual. .
4. A Health and Safety survey was completed by all of the divisions in 2006 and has fed the development of an action plan that we will deliver on in 2007.

Our H&S objectives for 2007 are:

1. To consolidate Informa's Occupational Health policies.
2. To make our Health and Safety training programmes available to all our staff in electronic formats.
3. To perform Health and Safety training needs assessments for all Informa departments.



Summary tables

2006 Objectives

2006 Objective	Status	Comment
Our people		
To perform a global staff satisfaction survey	✓	
To harmonise our equal opportunities policies	✓	US and UK now have one each
To review our competency framework within Transformed Careers with a view to integrating appropriate CR competencies	✗	The framework is still under development
Community Responsibility		
To explore a number of key partnership opportunities matched to Informa's business competencies and requirements	✓	Seven organisations met
To develop a global community initiative and charitable giving policy	✓	
To create a global community committee	✓	
To increase participation in the annual Informa fundraising event	✓	500% increase
Environment		
To obtain accurate environmental data for our main UK operations	✓ ✗	UK energy data collected; other data gathering underway
To collect data relating to the amount of paper we use to produce our commercial products	✓ ✗	Underway but not for the entire business
To set environmental performance targets for the business	✓ ✗	Underway, due for sign-off in Q1 2007
Health and Safety		
To agree a global Health and Safety Policy	✓	
To perform a full review of the Venue Approval process	✓	
To launch an intranet page dedicated to Events Health and Safety	✓	
To gather data on the Health and Safety needs of all of our divisions globally	✓	



Summary Tables

Data

Definition	2006	Comment
Our people		
Number/percentage of employees aged 16-25	19%	Data for UK on Jan 1st 2007
Number/percentage of employees aged 26-34	43%	
Number/percentage of employees aged 35-44	22%	
Number/percentage of employees aged 45-54	11%	
Number/percentage of employees aged 55+	5%	
Percentage of female employees	57%	Data for UK on Jan 1st 2007. Up from 56% on Jan 1st 2006
Percentage of female managers	53%	Data for UK on Jan 1st 2007
Community Affairs		
Money donated by Informa Companies	£20,400.00	We have not collected data covering staff time
Money raised by Informa Employees	£61,297.60	
Environment		
UK energy consumption in (million kWh)	11.9	Data runs from Oct 05 – Oct 06 and applies to all UK buildings with more than 200 occupants. This amounts to 35% of the Group and over 75% of the UK businesses. Data is based on spend which is assumed as: 5.36p per kWh of electricity 1.6p per kWh of gas 3.2p per kWh of gas oil
Energy consumption per sq foot of floor space (kWh)	43.2	
CO ₂ e from direct energy use in the UK	1,088	
CO ₂ e from indirect energy use in the UK	2,754	



Contact information

If you have any Corporate Responsibility enquiries or would like to tell us what you think of this update, please do get in touch:

Email: cr@informa.com

Tel: +44(0)207 0175000

The CR Director
Informa Group Plc
27 Mortimer St
London
W1T 3JF