Pearson

Global Reporting initiative (GRI)

G4 content index 2015

GRI table 4.0
General standard disclosures

Indicator	Description	Coverage	Reference General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
Strategy and Analysis							
G4-1	Message from CEO	●		p6-p9			
G4-2	Description of key impacts, risks and opportunities	●		p10, p74-p75	p38-p45		
Organizational Profile							
G4-3	Name of the organization	●		p2	p1, p140		
G4-4	Primary brands, products, and services	●		p3	p19-p33		
G4-5	Location of headquarters	●			p140		
G4-6	Countries of operation	●		p2	p217-221		
G4-7	Nature of the ownership and legal form	●			p118, p200		
G4-8	Markets served	●			p147, p217-p221		
G4-9	Scale of reporting organization	●		p2, p84	p134, p136-p137, p150-p152, p159-p161		
G4-10	Total number of employees by region, gender, age, and diversity	◐		p27, p84	p62		We currently do not disclose complete employee information by age or diversity.
G4-11	Percentage of employees covered by collective bargaining agreements	○	N.A.				Pearson employees are not unionized. There are no collective bargaining agreements in place.
G4-12	Description of the organization's supply chain	●		p26, p41	p63	Yes	
G4-13	Significant changes during the reporting period regarding size, structure, or ownership	●			p35, p37		
G4-14	Precautionary approach or principle addressed by the organization	●		p38-p41	p38-p45		Pearson has carried out a robust assessment of the principal risks facing the company. We have also analyzed our environmental impacts and taken precautionary action by reducing our greenhouse gas emissions and other environmental impacts.
G4-15	Externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or to which it endorses	●	Pearson is a signatory to the United Nations Global Compact				

GRI table 4.0
General standard disclosures *continued*

Indicator	Description	Coverage	Reference General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
G4-16	Memberships of associations (such as industry associations) and national and international advocacy organizations	◐		p63-64			
Identified Material Aspects and Boundaries							
G4-17	Entities in consolidated financial statements	●			p147, p217-p221		
G4-18	Process for defining the report content and Aspect Boundaries	●		p74-p75			
G4-19	Material Aspects	●		p14, p74-p75			
G4-20	Internal Aspect Boundary	●		p74-p75			
G4-21	External Aspect Boundary	●		p74-p75			
G4-22	Effect of restatement information	●	There have been no restatements of data in this report				
G4-23	Report significant changes in the Scope and Aspect Boundaries	○	First time reporting under GRI G4				
Stakeholder Engagement							
G4-24	List of stakeholders engaged	●		p14, p37, p63-64			
G4-25	Basis for stakeholder engagement	◐		p14, p37, p63-64			We plan to continue our focus to engage with our stakeholders in the future.
G4-26	Approach to stakeholder engagement	◐		p14, p37			
G4-27	Key topics of concern raised by stakeholders	◐		p14-p15, p37			
Report Profile							
G4-28	Reporting period	●		p72			
G4-29	Date of most recent report	●				Yes	
G4-30	Reporting cycle	○	This is the first time we report under GRI G4. We intend to produce our report annually going forward				
G4-31	Contact point for questions	●		p72			

GRI table 4.0
General standard disclosures *continued*

Indicator	Description	Coverage	General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
				Reference			
G4-32	"In accordance with" option	●	GRI G4 "Core" in Accordance				
G4-33	External assurance for report	●		p72			The Annual report and environmental data (except data for legal compliance and renewable energy) have been assured by outside parties. Pearson did not seek external assurance for this report.
Governance							
G4-34	Governance structure	●		p70-p71	p70-p102		
Ethics and Integrity							
G4-56	Organization's values, principles and standards	●		p20-p22	p58-60		

GRI table 4.0
Specific standard disclosures

The specific standard disclosures are organized by Pearson's material topics, and within topics, by GRI aspects

Indicator	Description	Coverage	General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
				Reference			
Economic Performance							
DMA	Economic Performance	◗		p10-p11, p44-p45, p56-p77			We are working toward reporting on targets and performance indicators.
EC1	Direct economic value generated and distributed	●			p3, p10-p15		
EC2	Financial implications and other risks and opportunities for organizational activities and climate change	◗				Yes	
EC7	Development and impacts of infrastructure investments and services supported	●		p48-p53, p56-p67			
EC8	Significant indirect economic impacts, including the extent of impacts	◗		p48-p53, p56-p67			We will report on learning outcomes by 2018.
Environmental - Energy							
DMA	Energy	●		p38-p41, p85-p86		Yes	
EN3	Energy consumption within the organization	●		p38-p41, p85-p86		Yes	
EN6	Reduction of energy consumption	●		p38-p41, p85-p86		Yes	
Environmental - Emissions					p38-p41, p85-p86		Yes
DMA	Emissions	●		p38-p41, p85-p86		Yes	
EN15	Direct greenhouse gas (GHG) emissions (Scope 1)	●		p38-p41, p85-p86		Yes	
EN16	Energy indirect GHG emissions	●		p38-p41, p85-p86		Yes	
EN17	Other indirect GHG emissions	●		p38-p41, p85-p86		Yes	
EN18	GHG emissions intensity	●		p38-p41, p85-p86		Yes	
EN19	Reduction of GHG emissions	●		p38-p41, p85-p86		Yes	
Environmental - Products and Services							
DMA	Products and services	◗				Yes	
EN27	Extent of impact mitigation of environmental impacts of products and services	◗				Yes	
EN28	Percentage of products sold and their packaging materials that are reclaimed by category	●				Yes	

Key: ● Full ◗ Partial ○ None SR 2015 = Sustainability report 2015 AR 2015 = Annual report and accounts 2015

Key: ● Full ◗ Partial ○ None SR 2015 = Sustainability report 2015 AR 2015 = Annual report and accounts 2015

GRI table 4.0
Specific standard disclosures *continued*

Indicator	Description	Coverage	General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
				Reference			
Transport						Yes	
DMA	Transport	◑				Yes	
EN30	Significant environmental impacts relating to transporting products and other goods and materials for the organization's operations, and transporting members of the workforce	◑				Yes	
Environmental - Supplier Environmental Assessment						Yes	
DMA	Supplier environmental assessment	●				Yes	
EN32	Percentage of new suppliers screened using environmental criteria	●		p26		Yes	
EN33	Significant actual and potential negative environmental impacts in the supply chain and actions taken	●				Yes	No significant issues were brought to our attention.
Labor Practices and Decent Work - Employment							
DMA	Employment	◑			p15, p58-p62	Yes	
LA1	Total number and rates of new employee hires and employee turnover by age, group, gender and region	◑		p84			We are implementing a new HR platform which will enhance our ability to analyse and report on employee data.
Labor Practices and Decent Work - Occupational Health and Safety							
DMA	Occupational health and safety	●		p31-p32		Yes	We are enhancing our tracking system to support rigor and transparency in our reporting.
LA6	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	◑		p31-p32		Yes	We do not report by gender.

GRI table 4.0
Specific standard disclosures *continued*

Indicator	Description	Coverage	General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
				Reference			
Labor Practices and Decent Work - Training and Education							
DMA	Training and education	◑		p27-p29, p84	p61	Yes	We are looking to report more detailed data in the future.
LA9	Average hours of training per year per employee by gender, and by employee category	◑		p84			We do not report by gender and employee category. We are looking to report more detailed data in the future.
LA10	Programs for skills management and life long learning that support the continued employability of employees and assist them in managing career endings	●		p27-p29	p61	Yes	Pearson offers diverse and comprehensive learning opportunities.
LA11	Percentage of employees receiving regular performance and career development, by gender and by employee category	◑		p27-p29	p61	Yes	We do not disclose this information by gender or employee category.
Labor Practices and Decent Work - Diversity and Equal Opportunity							
DMA	Diversity and equal opportunity	●		p30-p31			
LA12	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	◑		p84	p62		
Human rights - Investment							
G4-DMA	Human rights - investment	●				Yes	
HR1	Total number and percentage of significant investment agreements and contracts that include human rights screening	●				Yes	
HR2	Total hours of employee training on human rights polices or procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained	◑				Yes	

Key: ● Full ◑ Partial ○ None   SR 2015 = Sustainability report 2015   AR 2015 = Annual report and accounts 2015

GRI table 4.0
Specific standard disclosures *continued*

Indicator	Description	Coverage	Reference General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
Human Rights - Freedom of Association and Collective Bargaining							
G4-DMA	Human rights - Freedom of association and collective bargaining	● Full		p2		Yes	
HR4	Operations and suppliers identified whose right to collective bargaining might be a significant risk	◐ Partial		p2		Yes	
Human Rights - Child Labor							
DMA	Human rights - child labor	● Full				Yes	
HR5	Operations and suppliers identified as having significant risk of child labor	● Full				Yes	
Human Rights - Forced Labor						Yes	
DMA	Forced labor	● Full				Yes	
HR6	Operations and suppliers identified as having significant risk of incidents of forced or compulsory labor	● Full				Yes	
Human Rights - Supplier Human Rights Assessment							
DMA	Supplier human rights assessment	● Full				Yes	
HR9	Total number and percentage of operations that have been subject to human rights assessments or impact assessments	● Full				Yes	
HR10	Percentage of new suppliers that were screened using human rights criteria	● Full				Yes	
Society - Local Communities							
DMA	Local communities	◐ Partial		p44-p53, p55-p67			
SO1	Percentage of operations with implemented local community engagement, impact assessments, and development programs	◐ Partial		p44-p53, p55-p67			

GRI table 4.0
Specific standard disclosures *continued*

Indicator	Description	Coverage	Reference General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
Society - Anti-corruption							
DMA	Anti-corruption	◐ Partial		p20	p60	Yes	
SO3	Total number and percentage or operations assessed for risks related to corruption and the significant risks identified	● Full		p20	p60	Yes	
SO4	Communications and training on anti-corruption policies and procedures	● Full		p20	p60	Yes	
Society - Public Policy							
DMA	Public policy	◐ Partial		p23			
SO6	Total value of political donations by country and beneficiary	● Full		p23			
Society - Supplier Assessment for Impacts on Society							
DMA	Supplier assessment for impacts on society	● Full				Yes	
SO9	Percentage of new suppliers that were screened using criteria for impacts on society	● Full				Yes	
Customer Health and Safety							
DMA	Customer health and safety	● Full		p24-p26			
PR2	Non-compliance in safety impacts of products and services	● Full		p24-p26			
Content creation							
DMA	Content creation	◐ Partial		p24-p25, p44-p53, p55-p67			
M2	Methodology for assessing and monitoring adherence to content creation values	◐ Partial		p24-p25, p44, p48, p46-p53, p56		Yes	
M3	Actions taken to improve adherence to content creation value, and results obtained	◐ Partial		pg 24-25, p46, p48, p56	p46-p53	Yes	

GRI table 4.0
Specific standard disclosures *continued*

Indicator	Description	Coverage	General	SR 2015	AR 2015	Pearson.com	Notes / Omissions
				Reference			
Content Dissemination							
DMA	Content dissemination	●		p44-p53, p55-p67	p41		
M4	Actions taken to improve performance in relation to content dissemination issues- (accessibility and protection of vulnerable audiences and informed decision-making) and results obtained	◐		p44-p53, p55-p67	p41		
Audience Interaction							
DMA	Audience interaction	◐		p44-p53, p55-p67			
M6	Methods to interact with audience and results	◐		p44-p53, p55-p67			
Media literacy							
DMA	Media literacy	◐		p55-p67	p46-p53		
M7	Actions taken to empower audiences through media literacy skills development and results taken	◐		p44-p53, p55-p67			
Product and Service Labeling							
DMA	Product and service labeling	●		p24			
PR4	Total number of incidents on non-compliance with regulations and voluntary codes concerning product and service information and labeling and outcomes	◐		p24		Yes	
PR5	Results of surveys measuring customer satisfaction	●		p24			
Customer Privacy							
DMA	Customer privacy	◐		p25	p44, p83		
PR8	Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data	◐		p25	p44, p8		

Key: ● Full ◐ Partial ○ None   SR 2015 = Sustainability report 2015   AR 2015 = Annual report and accounts 2015