



Performance data

Pearson Sustainability report 2016

Performance data

Governance and ethics		2014	2015	2016
Total number of concerns raised & investigated		112	119	107
Human resources matters		75 (67%)	77 (65%)	61 (57%)
Financial irregularities or violations of our policies		37 (33%)	42 (35%)	46 (43%)
Terminations & separations		4	26	20
Labor practices and decent work		2014	2015	2016
Our employees				
Total average for the year		40,876	37,265	32,719
Turnover rate (US and UK only), total average for the year		23.5%	27%	26.27%
Employee gender diversity				
Male		42%	41%	40%
Female		58%	59%	60%
Board positions held by women ¹		30%	33%	30%
Women in senior leadership ²		35%	34%	32%
Employees by geography				
North America			19,951	16,841
Core Markets (including Australia and Europe)			5,936	5,664
Growth Economies (including China, India, Brazil, and South Africa)			11,114	9,868
Other			264	346
Health & safety				
Percentage of H&S standards implemented across all locations ³		36%	49%	67%
Number of H&S audits ⁴		49	53	45
Percentage closure of open action audit findings as of January 1		– ⁵	– ⁵	81%
Number of improvement follow-up actions from audits implemented ⁶		300	354	76 ⁶
Number of injuries ⁷		288	103	156
Number of work-related illness cases ⁸		305	147	124
Number of serious incidents ⁹		44	30	37
Number of work-related fatalities		0	0	0
Total incident rate per 100 employees ¹⁰		1.56	1.36	1.01
Injury & illness rate per 100 employees ¹¹		0.67	0.24	0.38
Serious incident ratio ¹²			5%	9%
Workplace inspections reported		– ¹³	990	2287

¹ 30% of our board members are female, a higher percentage than the 25% target set by Lord Davies in 2015. We are a founding member of the 30% Club and also participate in its cross-company mentoring programme which helps the development of talented mid-career women.

² Two reporting lines from the chief executive.

³ Primary metric for implementation of our H&S management system.

⁴ Audits conducted by Global Risk Management staff to provide assurance of local compliance with H&S law and policy.

⁵ New metric created in 2016, tracking closure of audit follow-up actions from previous audits

⁶ As of Jan 1, 2017.

⁷ Total injuries requiring medical treatment or lost time due to injury. Does not include minor/first aid cases.

⁸ Includes musculoskeletal disorders, work-related stress, and other illness cases related to work.

⁹ Internal metric defined as any work-related injury or illness resulting in more than 3 days away from work.

¹⁰ Rate of all incidents (including minor) per 100 employees.

¹¹ Rate of injuries/illness related to work, not including minor/first aid incidents.

¹² New internal metric designed to measure prevention of serious incidents and active reporting of minor incidents.

¹³ Capture of worksite inspection data initiated in 2015.

Labor practices and decent work continued		2014	2015	2016
Employee training				
Total hours by all employees		146,587	144,561	
Average hours per year per employee		3.49	4.07	
Employee benefits – all numbers US only				
<i>Health and wellness benefits</i>				
Percentage of employees participating in Pearson medical programs		84%	83%	
Average percentage of health insurance costs for employees paid by Pearson		80%	80%	
Average percentage of health insurance costs for employees, spouses, and dependants paid by Pearson		80%	80%	
<i>Financial benefits</i>				
Percentage of eligible employees participating in Pearson's 401(k) Plan		92%	91%	
Percentage of employees participating in the Employee Stock Purchase Plan		25%	22%	
<i>Work/life balance and lifestyle programs</i>				
Number of employees using commuter benefits		1,007	692	
Number of employees using Pearson's Employee Assistance Plan		486	452	
Number of interactions with Pearson's lifestyle programs		12,231	14,169	
Society		2014	2015	2016
Community investment				
Community investment in GBP (£m) ¹		14.4	10.7	6.8
Community investment as % of pre-tax profits ¹		2%	1.5%	1.2%
Kiva Partnership				
Lending		\$600k	\$1.3m	
Number of employees participating		10,400	13,600	
Percentage of employees participating		26%	40%	
Volunteering				
Employee volunteer hours		10,390	14,085	

¹ This data has been independently assured against London Benchmarking Group Principles.

Managing key safeguarding issues		KPI	2016 outturn vs target
To manage safeguarding risk, our risk assessment process identifies opportunities to strengthen practice.		Complete 70% of actions identified	85% were completed
We are working to extend the reach of the training program in our direct delivery businesses, which includes 4,000 employees.		Complete 75% of training	Reached 85% of the target

Environment ¹	2014	2015	2016
Greenhouse gas (GHG) (carbon dioxide equivalent) emissions overview (metric tons CO2e)			
Scope 1			
Gas, fleet and refrigerant loss	25,027	22,343	19,093
Scope 2			
Electricity	104,715	88,381	77,579
Scope 3			
Other	1,724	1,044	1,359
Business travel	22,740	26,255	22,708
Electricity transmission	8,204	8,345	5,647
Total scope 3	32,668	35,644	29,714
Total	162,410	146,368	126,386
Total GHG/FTE metric tons (CO2e/FTE)	3.97	3.93	3.86
GHG emissions from Pearson businesses (metric tons CO2e)			
US	94,348	79,872	64,590
UK	21,599	20,251	17,167
China	19,960	17,655	18,478
Rest of the World	26,503	28,715	26,150
Total	162,410	146,492	126,385
Percent decrease from year to year (for Scope 1 to 3)	14%	10%	13.7%
Renewable energy (kW)			
Total solar	2,570	2,575	2,475
Total wind	95	95	95
Total	2,665	2,670	2,570
Environmental reporting measures (Units)			
Net internal area of reporting offices (m ²)	1,393,954	1,208,954	858,237
Energy consumption measure (Units MWh/year)			
% electricity from renewable sources	100%	100%	100%
Total electricity consumption from renewable sources only	186,356	162,916	154,910
Total gas consumption	57,144	48,760	45,855
Total fuel oil consumption	114	3,500	276
Total energy consumption	243,614	215,176	201,041
MWh/employee	6.0	5.8	6.1

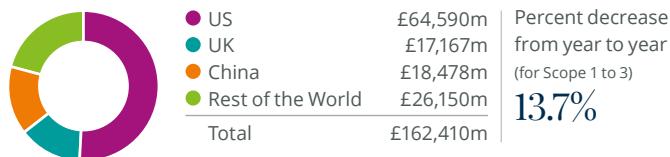
¹ All environmental data has been independently assured (except data for legal compliance and renewable energy). For more information see p78.

Environment continued ¹	2014	2015	2016
Business travel measure			
Air passenger (km)	193,259,356	207,822,988	163,722,174
Rail passenger (km)	937,647	4,374,643	7,496,013
Road (distance) (MWh/year)	6,356,549	1,447,092	64,318,474
Road (fuel use) (litres)	5,312,226	4,894,843	0
Road (derived energy) (MWh)		43,899	45,071
Total GHG emissions from business travel (metric tons/CO ₂ e)	22,740	26,255	22,708
Paper			
Paper used (MT)	152,181	132,551	43,027
Waste			
Total waste to landfill (MT)	2,005	1,112	1,249
Total waste to landfill (MT/FTE)	49	30	38
Water			
Total water consumption (m ³)	1,474,077	1,014,268	526,297
Total water consumption (m ³ /FTE)	36	27	16
Legal compliance			
Reported environmental prosecutions	nil	nil	nil

¹ All environmental data has been independently assured (except data for legal compliance and renewable energy). For more information see p78.

GHG emissions from Pearson businesses (metric tons CO₂e)

2016



Climate neutrality

2016

