



Pearson

Performance data

Pearson Sustainability report 2017

Performance data

	2015	2016	2017
Governance and ethics			
Total number of concerns raised and investigated	119	107	87
Human resources matters	77 (65%)	61 (57%)	32 (36%)
Financial irregularities or violations of our policies	42 (35%)	46 (43%)	51 (58%)
Terminations and separations	26	20	12
Percentage of employees completing code of conduct certification or training	98.6% (for all certification processes)	n/a	99% (for all certification processes)
Labor practices and decent work			
Our employees			
Total average number of employees for the year	37,265	32,719	30,339
Total number of permanent employees, as of 31 December 2017			99.1%
Permanent contracts – male			38%
Permanent contracts – female			61.5%
Total number of temporary employees, as of 31 December 2017			2.6%
Temporary contracts – male			34%
Temporary contracts – female			63.9%
Total full-time employees, as of 31 December 2017			83.4%
Full-time – male			41%
Full-time – female			58.7%
Total part-time employees, as of 31 December 2017			15.9%
Part-time – male			24.2%
Part-time – female			74.8%
Employees by geography, total average for the year			
North America	19,951	16,841	16,295
Core (including Australia and Europe)	5,936	5,664	5,291
Growth (including China, India, Brazil, and South Africa)	11,114	9,868	8,268
Other	264	346	485
Employee gender diversity			
Male, total average for the year	41%	40%	39%
Female, total average for the year	59%	60%	61%
Board positions held by women	33%	30%	30%
Percentage of women on Pearson's executive team excluding enabling functions			18%
			0
Female representation by level			
Senior leadership, total average for the year	34%	32%	30%
VP, as of 31 December 2017			41.1%
Director, as of 31 December 2017			46.9%
Manager, as of 31 December 2017			51.3%
Percentage of women in technology roles (IT/engineering), as of 31 December 2017			23.52%

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	2015	2016	2017
Employees age representation, all as of 31 December 2017			
Employee age			
Under 30 years old			6,052/19.6%
30-50 years old			17,960/58.17%
Over 50 years old			6,864/22.23%
Employee age by gender			
Female			3,928/12.72%
Male			2,111/6.84%
Not available			13/0.04%
30-50 years old			
Female			10,811/35.01%
Male			7,114/23.04%
Not available			35/0.11%
Over 50 years old			
Female			4,270/13.83%
Male			2,479/8.03%
Not available			115/0.37%
Turnover			
Turnover rate, total average for the year	27% (US and UK)	26.27% (US and UK)	8,413/25.7% (global)
Voluntary turnover			5,185/15.9% (global)
Involuntary turnover			3,228/9.9% (global)
Turnover by region			
Core			648/7.69%
Growth			2,318/27.46%
North America			2,209/26.34%
Other			3,238/38.52%
Turnover by gender			
Female			5,098/60.62%
Male			3,126/37.1%
Not available			189/2.28%
Turnover by region & gender			
Core			
Female			442/5.24%
Male			194/2.3%
Not available			12/0.14%
Growth			
Female			1,333/15.8%
Male			946/11.19%
Not available			39/0.46%
North America			
Female			1,424/16.98%
Male			716/8.51%
Not available			69/0.84%
Other			
Female			1,899/22.59%
Male			1,270/15.1%
Not available			69/0.83%

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Turnover by age group³⁵			
Under 30 years old			2,479/29.58%
30-50 years old			4,292/50.91%
Over 50 years old			1,642/19.52%
Turnover by gender and age group			
Female			
Under 30 years old			1,561/18.63%
30-50 years old			2,559/30.38%
Over 50 years old			978/11.62%
Male			
Under 30 years old			893/10.65%
30-50 years old			1,689/20%
Over 50 years old			544/6.45%
Not available			
Under 30 years old			25/0.3%
30-50 years old			44/0.53%
Over 50 years old			120/1.45%
New hires			
Total number and rate of new employee hires ³⁶			6,153/19.9%
New hires by region			
Core			710/11.5%
Growth			580/9.41%
North America			2,144/35.06%
Other			2,719/44.02%
New hires by region and gender			
Core			
Female			472/7.64%
Male			218/3.53%
Not available			20/0.33%
Growth			
Female			257/4.17%
Male			298/4.85%
Not available			25/0.4%
North America			
Female			1,549/25.36%
Male			565/9.22%
Not available			30/0.48%
Other			
Female			1,589/25.73%
Male			1,040/16.83%
Not available			90/1.47%
New hires by age group			
Under 30 years old			2,242/36.43%
30-50 years old			2,869/46.64%
Over 50 years old			915/14.86%
No date			127/2.07%

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New hires by age group and gender			
<i>Under 30 years old</i>			
Female			1,359/22.09%
Male			856/13.9%
Not available			27/0.43%
<i>30-50 years old</i>			
Female			1,855/30.19%
Male			976/15.85%
Not available			38/0.61%
<i>Over 50 years old</i>			
Female			631/10.25%
Male			275/4.46%
Not available			9/0.15%
<i>No date</i>			
Female			22/0.36%
Male			14/0.23%
Not available			91/1.49%
Average length of service for a Pearson employee in years			
Total			6.15
Female			6.06
Male			6.36
Not available			1.79
Health and safety (H&S)			
Percentage of H&S standards implemented across all locations ³⁷	49%	67%	82%
Number of H&S audits ³⁸	53	45	41
Percentage closure of open action audit findings as of January 1	³⁹	81%	90%
Number of improvement follow-up actions from audits implemented ⁴⁰	354	76	319
Number of injuries ⁴¹	103	156	112
Number of work-related illness cases ⁴²	147	124	99
Number of serious incidents ⁴³	30	37	27
Number of work-related fatalities	0	0	0
Total incident rate per 100 employees ⁴⁴	1.36	1.01	0.77
Injury and illness rate per 100 employees ⁴⁵	0.24	0.38	0.28
Serious incident ratio ⁴⁶	5%	9%	9%
Workplace inspections reported ⁴⁷	990	2,287	2,407
Employee training			
Total hours by all employees	146,587	144,561	151,165
Average hours per year per employee	3.49	4.07	4.89

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Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.			19,436/62.93%
Female			10,840/35.1%
Male			8,493/27.5%
Executive			0/0%
SVP			93/0.3%
VP			363/1.18%
Director			1,034/3.35%
Manager			2,527/8.18%
Other levels			15,419/49.92%
Percentage of all employees with formal appraisal impacting pay (at least annually)			98.8%
Employee benefits			
Health and wellness benefits			
Percentage of employees participating in Pearson medical programs	84.7% (US)	83.4% (US)	82% (US)/51% (UK)
Average percentage of health insurance costs for employees paid by Pearson	80% (US)	80% (US)	80% (US)/79% (UK)
Average percentage of health insurance costs for employees, spouses, and dependents paid by Pearson	80% (US)	80% (US)	80% (US)/82% (UK)
Financial benefits			
Percentage of eligible employees participating in Pearson's 401(k) Plan	92% (US)	91% (US)	92% (US)
Percentage of employees participating in the Employee Stock Purchase Plan	25% (US)	22% (US)	22% (US)
Percentage of employees participating in the Worldwide Save For Shares Plan			18% (global excluding the US)
Work/life balance and lifestyle programs			
Number of employees using commuter benefits	1,007 (US)	692 (US)	600 (US)
Number of employees using Pearson's Employee Assistance Plan	486 (US)	452 (US)	390 (US)/239 (UK)
Number of interactions with Pearson's lifestyle programs	12,231 (US)	14,169 (US)	12,709 (US)/10,148 (UK)
Percentage of workforce below senior leadership eligible for long-term incentive programs			5.2% (global)
Society			
Community investment⁴⁸			
Community investment in GBP (£m)	10.7	6.8	7.2
Community investment as a percentage of pre-tax profits	1.5%	1.2%	1.4%
Volunteering⁴⁹			
Employee volunteer hours	10,390	14,085	26,611
Kiva partnership			
Kiva partnership lending	\$600,000	\$1,300,000	\$1,800,000

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Environment⁵⁰			
Greenhouse gas (GHG) (carbon dioxide equivalent) emissions overview (metric tons CO₂e)			
Scope 1			
Gas, fleet and refrigerant loss	22,343	19,093	15,691
Scope 2			
Electricity	88,381	77,579	61,047
Scope 3			
Other	1,044	1,359	1,230
Business travel	26,255	22,708	21,999
Electricity transmission	8,345	5,647	4,418
Total Scope 3	35,644	29,714	27,647
Total	146,368	126,386	104,385
Total GHG/FTE metric tons (CO ₂ e/FTE)	3.93	3.86	2.53
GHG emissions from Pearson businesses (metric tons CO₂e)			
US	79,872	64,590	54,503
UK	20,251	17,167	12,462
China	17,655	18,478	11,963
South Africa			12,976
India			1,863
Brazil			1,530
Canada			1,865
Australia			2,383
Rest of the world (except US, UK, China)	28,715	26,150	
Rest of the world (except US, UK, China, South Africa, India, Brazil, Canada, Australia)			4,839
Total	146,492	126,385	104,384
Percentage decrease from year to year (for Scope 1 to 3)	10%	13.7%	-17%
Renewable energy (kW)			
Total solar	2,575	2,475	2,265
Total wind	95	95	95
Total	2,670	2,570	2,360
Environmental reporting measures (units)			
Net internal area of reporting offices (m ²)	1,208,954	858,237	788,506
Energy consumption measure			
Percentage of electricity from renewable sources	100%	100%	100%
Total electricity consumption from renewable sources only (MWh)	162,916	154,910	122,224
Total gas consumption (MWh)	48,760	45,855	25,553
Total fuel oil consumption (MWh)	3,500	276	96
Total energy consumption (MWh)	215,176	201,041	147,873
MWh/employee	5.8	6.1	4.9

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Business travel measure			
Air passenger (km)	207,822,988	163,722,174	152,430,338
Rail passenger (km)	4,374,643	7,496,013	13,893,549
Road (distance) (MWh/year)	1,447,092	64,318,474	58,254,200
Road (fuel use) (litres)	4,894,843	0	0
Road (derived energy) (MWh)	43,899	45,071	41,511
Total GHG emissions from business travel (metric tons/CO ₂ e)	26,255	22,708	21,999
Paper			
Paper used (MT)	132,551	43,027	40,953
Waste			
Total waste to landfill (MT)	1,112	1,249	1,244
Total waste to landfill (MT/FTE)	.03	.038	0.04
Water			
Total water consumption (m ³)	1,014,268	526,297	530,728
Total water consumption (m ³ /FTE)	27	16	17.5
Legal compliance			
Reported environmental prosecutions	nil	nil	nil
Climate neutrality			
GHG reduction for period 2009 to 2016			105,922
Purchase of green electricity			61,047
Offsets			43,337

Managing key safeguarding issues	KPI	2016 outturn vs target	KPI	2017 outturn vs target
To manage safeguarding risk, our risk assessment process identifies opportunities to strengthen practice.	Complete 70% of actions identified	85% were completed	Complete 80% of actions	85%
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	Complete 90% of training	90%