



Pearson

Context index

Pearson Sustainability report 2017

Global Reporting Initiative (GRI)

UN Global Compact (UNGC)

UN Sustainable Development Goals (SDGs)

GRI/UNGC/SDGs content index

GRI 101 and 102: General disclosures

Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
Organizational profile							
GRI 102-1	Name of the organization	p1	p1				
GRI 102-2	Activities, brands, products, and services	p8	p4-5				
GRI 102-3	Location of headquarters		p124				
GRI 102-4	Location of operations	p8	p4; p42-47; p186-189				
GRI 102-5	Ownership and legal form		p106; p170				
GRI 102-6	Markets served	p8	p132-135; p186-189				
GRI 102-7	Scale of the organization	p8; p83-86	p118-121; p134-135; p141-142				
GRI 102-8	Information on employees and other workers	p8; p61; p83-87	p28-29; p138				
GRI 102-9	Supply chain	p72-75	p28				
GRI 102-10	Significant changes to the organization and its supply chain		p40; p131				
GRI 102-11	Precautionary Principle or approach	p68-71; p96-98	p26; p29; p48-50			7	6, 7, 13, 15
GRI 102-12	External initiatives	p9; p49-51; p53; p69; p71				1-10	17
GRI 102-13	Membership of associations	p49-51					17
Strategy							
GRI 102-14	Statement from senior decision-maker	p2-3				Statement of commitment to the ten principles from chief executive	
GRI 102-15	Key impacts, risks, and opportunities	p8-11; p83-87; p96-98	p26; p48-50			1-10	4, 8, 10
Ethics and integrity							
GRI 102-16	Values, principles, standards, and norms of behavior	p9; p78; p80	p27	Company policies are posted on the sustainability section of our website (https://www.pearson.com/corporate/our-policies.html).			
GRI 102-17	Mechanisms for advice and concerns about ethics	p78; p83	p27				
Governance							
GRI 102-18	Governance structure	p76-77	p62-63; p67; p61-110				
GRI 102-22	Composition of the highest governance body and its committees	p77	p64-68				
GRI 102-23	Chair of the highest governance body		p66				

SR 2016 = Sustainability report 2017

AR 2016 = [Annual report and accounts 2017](#)

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Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 102-25	Conflicts of interest		p67				
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	p77	p62-63; p86-87				
GRI 102-29	Identifying and managing economic, environmental, and social impacts	p77	p86-87				
GRI 102-32	Highest governance body's role in sustainability reporting	p77	p86-87	The board's reputation and responsibility committee reviews the annual Sustainability report.			
Stakeholder engagement							
GRI 102-40	List of stakeholder groups	p12-15; p48; p49-51	p20-21				
GRI 102-41	Collective bargaining agreements	p53		Pearson employees are participants in trade unions across the group. Representation takes many forms. For example, in the UK we launched an Employee Engagement Forum providing employees and senior executives regular opportunities to discuss the strategic development of the company.		3	8
GRI 102-42	Identifying and selecting stakeholders	p12-15; p49-51; p96-98					
GRI 102-43	Approach to stakeholder engagement	p12-15; p49-51; p96-98					
GRI 102-44	Key topics and concerns raised	p12-15; p49-51; p96-98					
Reporting practices							
GRI 102-45	Entities included in the consolidated financial statements		p118-121; p132				
GRI 102-46	Defining report content and topic boundaries	p96-98	p24-26				
GRI 102-47	List of material topics	p96-98	p24-26				
GRI 102-48	Restatements of information			On p89, total waste to landfill for 2015 and 2016 were restated due to a calculation error.			
GRI 102-49	Changes in reporting			No changes.			
GRI 102-50	Reporting period	p80					
GRI 102-51	Date of most recent report	p80					
GRI 102-52	Reporting cycle	p80					
GRI 102-53	Contact point for questions regarding the report	p80					
GRI 102-54	Claims of reporting in accordance with the GRI Standards	p80		This report has been prepared in accordance with the GRI Standards: Core option.			
GRI 102-55	GRI content index	p99-107					
GRI 102-56	External assurance	p80		See more about external assurance at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html			

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GRI 200: Economic disclosures

Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 201: Economic performance							
GRI 103-1	Explanation of the material topic and its Boundaries	p1-3; p11; p83-89	p13-21				
GRI 103-2	The management approach and its components	p1-3; p11; p83-89	p13-21				
GRI 103-3	Evaluation of the management approach	p1-3; p11; p83-89	p13-21				
GRI 201-1	Direct economic value generated and distributed	p8-11	p2-5; p34-41; p118-121			1	1, 8, 10
GRI 201-2	Financial implications and other risks and opportunities due to climate change	p68-71; p72-74	p26; p29			7, 8, 9	6, 7, 13, 15
GRI 203: Indirect economic impacts							
GRI 103-1	Explanation of the material topic and its Boundaries	p1-3; p11; p87-89					
GRI 103-2	The management approach and its components	p1-3; p11; p87-89					
GRI 103-3	Evaluation of the management approach	p1-3; p11; p87-89					
GRI 203-1	Infrastructure investments and services supported	p16-37; p38-51; p57; p65-67					4, 8, 10
GRI 203-2	Significant indirect economic impacts	p16-37; p38-51; p65-67					4, 8, 10
GRI 205: Anti-corruption							
GRI 103-1	Explanation of the material topic and its Boundaries	p78	p27; p59			10	16
GRI 103-2	The management approach and its components	p78	p27; p59			10	16
GRI 103-3	Evaluation of the management approach	p78	p27; p59			10	16
GRI 205-1	Operations assessed for risks related to corruption	p78	p27; p59			10	16
GRI 205-2	Communication and training about anti-corruption policies and procedures	p78; p83	p27; p59			10	16

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GRI 300: Environmental disclosures

Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 302: Energy							
GRI 103-1	Explanation of the material topic and its Boundaries	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-2	The management approach and its components	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-3	Evaluation of the management approach	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 302-1	Energy consumption within the organization	p68-71; p88		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 302-3	Energy intensity	p68-71; p88		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 302-4	Reduction of energy consumption	p68-71; p88		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 305: Emissions							
GRI 103-1	Explanation of the material topic and its Boundaries	p68-71	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-2	The management approach and its components	p68-71	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-3	Evaluation of the management approach	p68-71	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 305-1	Direct (Scope 1) GHG emissions	p68-71; p88-89	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 305-2	Energy indirect (Scope 2) GHG emissions	p68-71; p88-89	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 305-3	Other indirect (Scope 3) GHG emissions	p68-71; p88-89	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 305-4	GHG emission intensity	p68-71; p88-89	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15

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Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 305-5	Reduction of GHG emissions	p68-71; p88-89	p29	See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 307: Environmental compliance							
GRI 103-1	Explanation of the material topic and its Boundaries	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-2	The management approach and its components	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 103-3	Evaluation of the management approach	p68-71		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 307-1	Non-compliance with environmental laws and regulations	p89		See our 2017 Environment review at: https://www.pearson.com/corporate/sustainability/reporting-policies/reports-benchmarks.html		7, 8, 9	7, 13, 15
GRI 308: Supplier environmental assessment							
GRI 103-1	Explanation of the material topic and its Boundaries	p72-75				7, 8, 9	7, 13, 15
GRI 103-2	The management approach and its components	p72-75				7, 8, 9	7, 13, 15
GRI 103-3	Evaluation of the management approach	p72-75				7, 8, 9	7, 13, 15
GRI 308-1	New suppliers that were screened using environmental criteria	p72-75				7, 8, 9	7, 13, 15
GRI 308-2	Negative environmental impacts in the supply chain and actions taken			No significant issues were brought to our attention.		7, 8, 9	7, 13, 15

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GRI 400: Social disclosures

Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 401: Employment							
GRI 103-1	Explanation of the material topic and its Boundaries	p12; p53; p61-65	p27-28			1, 2, 3, 4, 5, 6	8, 10
GRI 103-2	The management approach and its components	p12; p53; p61-65	p27-28			1, 2, 3, 4, 5, 6	8, 10
GRI 103-3	Evaluation of the management approach	p12; p53; p61-65	p27-28			1, 2, 3, 4, 5, 6	8, 10
GRI 401-1	New employee hires and employee turnover	p84-85				6	8, 10
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	p62; p87					8, 10
GRI 403: Occupational health and safety							
GRI 103-1	Explanation of the material topic and its Boundaries	p64-65	p27-28; p54			1, 2	8, 10
GRI 103-2	The management approach and its components	p64-65	p27-28; p54			1, 2	8, 10
GRI 103-3	Evaluation of the management approach	p64-65	p27-28; p54			1, 2	8, 10
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	p64-65; p86				1, 2	8, 10
GRI 404: Training and education							
GRI 103-1	Explanation of the material topic and its Boundaries	p61-63	p27-28			1	4, 8, 10
GRI 103-2	The management approach and its components	p61-63	p27-28			1	4, 8, 10
GRI 103-3	Evaluation of the management approach	p61-63	p27-28			1	4, 8, 10
GRI 404-1	Average hours of training per year per employee	p86					4, 8, 10
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	p61-63					4, 8, 10
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	p87					4, 8, 10

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Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 405: Diversity and equal opportunity							
GRI 103-1	Explanation of the material topic and its Boundaries	p63-64				1, 2, 6	8, 10
GRI 103-2	The management approach and its components	p63-64				1, 2, 6	8, 10
GRI 103-3	Evaluation of the management approach	p63-64				1, 2, 6	8, 10
GRI 405-1	Diversity of governance bodies and employees	p61; p63-64; p83-87	p29			1, 2, 6	8, 10
GRI 405-2	Ratio of basic salary and remuneration of women to men	p63	p29	See Pearson's UK gender pay report at: https://www.pearson.com/corporate/news/media/news-announcements/2018/03/pearson-publishes-gender-pay-report.html		1, 2, 6	8, 10
GRI 407: Freedom of association and collective bargaining							
GRI 103-1	Explanation of the material topic and its Boundaries	p53, p72				3	8
GRI 103-2	The management approach and its components	p53, p72				3	8
GRI 103-3	Evaluation of the management approach	p53, p72				3	8
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	p53, p72				3	8
GRI 408: Child labor							
GRI 103-1	Explanation of the material topic and its Boundaries	p53, p72				5	8
GRI 103-2	The management approach and its components	p53, p72				5	8
GRI 103-3	Evaluation of the management approach	p53, p72				5	8
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	p53, p72				5	8
GRI 409: Forced or compulsory labor							
GRI 103-1	Explanation of the material topic and its Boundaries	p53, p72				4	8
GRI 103-2	The management approach and its components	p53, p72				4	8
GRI 103-3	Evaluation of the management approach	p53, p72				4	8
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	p53, p72				4	8

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Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 412: Human rights assessment							
GRI 103-1	Explanation of the material topic and its Boundaries	p53, p72-75	p28			1, 2, 3, 4, 5, 6	4, 8, 10
GRI 103-2	The management approach and its components	p53, p72-75	p28			1, 2, 3, 4, 5, 6	4, 8, 10
GRI 103-3	Evaluation of the management approach	p53, p72-75	p28			1, 2, 3, 4, 5, 6	4, 8, 10
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	p53, p72-75				1, 2, 3, 4, 5, 6	4, 8, 10
GRI 412-2	Employee training on human rights policies or procedures	p55; p56; p59; p78		We provided training on the code of conduct, data privacy, safeguarding, D&I, and anti-corruption.		1, 2, 3, 4, 5, 6	4, 8, 10
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	p53, p72-75	p28			1, 2, 3, 4, 5, 6	4, 8, 10
GRI 413: Local communities							
GRI 103-1	Explanation of the material topic and its Boundaries	p16-37; p65-67					1, 4, 8, 10
GRI 103-2	The management approach and its components	p16-37; p65-67					1, 4, 8, 10
GRI 103-3	Evaluation of the management approach	p16-37; p65-67					1, 4, 8, 10
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	p16-37; p65-67					1, 4, 8, 10
GRI 414: Supplier social assessment							
GRI 103-1	Explanation of the material topic and its Boundaries	p53, p72-75				1, 2, 3, 4, 5, 6	1, 4, 8, 10
GRI 103-2	The management approach and its components	p53, p72-75				1, 2, 3, 4, 5, 6	1, 4, 8, 10
GRI 103-3	Evaluation of the management approach	p53, p72-75				1, 2, 3, 4, 5, 6	1, 4, 8, 10
GRI 414-1	New suppliers that were screened using social criteria	p53, p72-75				1, 2, 3, 4, 5, 6	1, 4, 8, 10
GRI 415: Public policy							
GRI 103-1	Explanation of the material topic and its Boundaries	p14; p79					
GRI 103-2	The management approach and its components	p14; p79					
GRI 103-3	Evaluation of the management approach	p14; p79					
GRI 415-1	Political contributions	p14; p79					

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Indicator	Description	Reference		Additional notes	Omissions	UNGC	SDGs
		SR 2017	AR 2017				
GRI 416: Customer health and safety							
GRI 103-1	Explanation of the material topic and its Boundaries	p53; p55; p56; p60				1, 2	
GRI 103-2	The management approach and its components	p53; p55; p56; p60				1, 2	
GRI 103-3	Evaluation of the management approach	p53; p55; p56; p60				1, 2	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	p53; p55; p56; p60				1, 2	
GRI 417: Marketing and labeling							
GRI 103-1	Explanation of the material topic and its Boundaries	p60				1, 2	
GRI 103-2	The management approach and its components	p60				1, 2	
GRI 103-3	Evaluation of the management approach	p60				1, 2	
GRI 417-1	Requirements for product and service information and labeling	p60				1, 2	
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	p60				1, 2	
GRI 418: Customer privacy							
GRI 103-1	Explanation of the material topic and its Boundaries	p55	p58			1, 2	
GRI 103-2	The management approach and its components	p55	p58			1, 2	
GRI 103-3	Evaluation of the management approach	p55	p58			1, 2	