



 **RELX™**  RECONCILIATION  
ACTION PLAN  
REFLECT

# REFLECT RECONCILIATION ACTION PLAN

November 2025 – May 2027

# Acknowledgement

RELX Australia would like to acknowledge the Traditional Custodians of the lands and waters on which we live and work. We acknowledge that Aboriginal and Torres Strait Islander peoples have continuously passed on knowledge for millennia, using resources from the land and waters to nurture and promote healthy communities. We pay our respects to Elders past and present.



## Many Paths, One Purpose Artwork

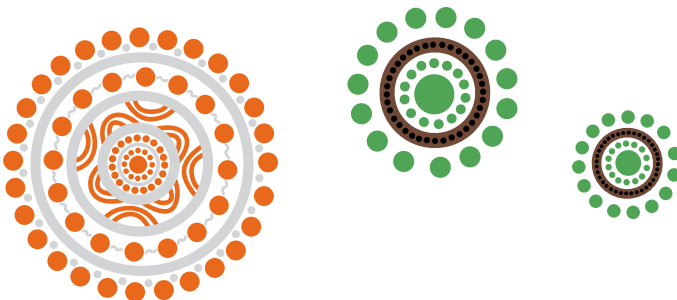
Many Paths, One Purpose represents the unity of RELX, Elsevier, LexisNexis®, RX, and LexisNexis® Risk Solutions all walking together on a shared journey to create meaningful change. This journey is guided by a common purpose: to inspire unique contributions to society and the communities they serve each day.

At the heart of the artwork lies a central meeting place symbolizing RELX, the parent company. This hub represents connection, community, and innovation. From this centre, distinct pathways extend outward, reflecting the unique strengths and specialisations of each company: Elsevier's advancement of science and health; LexisNexis®' support and promotion of justice and the rule of law; RX's empowerment of global industries through events and exhibitions; and LexisNexis® Risk Solutions' protection of people and systems through data-driven insight. Each pathway is deliberately interconnected, emphasising that while RELX's work is diverse, its core values: inclusion, knowledge, innovation, and real-world impact are deeply shared. These linked paths embody the spirit of global collaboration, a focus on customer needs, and a steadfast commitment to integrity and accountability.

The earthy browns provide a grounding presence, honouring the connection to the land. Flowing waterways represent the vital connection to water that sustains life, as well as the ever-moving, ever-connected flow of knowledge. Colours drawn from each company are subtly woven throughout the design. The orange and grey of RELX, the red and light grey of LexisNexis®, the varying shades of orange from Elsevier, the orange and grey of RX, and the red and dark grey of LexisNexis® Risk Solutions — highlighting both individuality and unity beneath the RELX banner.

Together, this artwork reflects RELX's ongoing commitment to reconciliation, respect, and building a shared future. It tells a story of many paths. Different in direction yet aligned in purpose, walking together on common ground to create lasting, positive change.

– Bindi Bindi Art





## **BINDI BINDI ART**

### **CHLOE & TAY-LA**

Bindi Bindi Art is a creative collaboration founded by two Indigenous artists, Chloe Eastwood and Tay-la Shearley, proud Ngemba and Wiradjuri women. They celebrate their rich cultural heritage while honouring their connection to Dharug and Gadigal land, which they reside and work. Chloe and Tay-la channel the strength, beauty, and resilience of their communities, sharing meaningful stories and cultural wisdom through their vibrant artistry.

Their journey into painting began as a heartfelt exploration of their cultural roots. A way to nurture their connection to their Ancestors and traditions. This personal journey soon evolved into a shared mission to create stunning, unique artworks that resonate with audiences and bridge the gap between culture and creativity.

Each piece they create carries the essence of storytelling, reflecting themes of identity, belonging, and the interconnectedness of land, people, and spirit. Their art celebrates not only their heritage but also the enduring power of Indigenous culture to inspire, teach, and connect.

Chloe and Tay-la infuse every canvas with a blend of traditional and contemporary elements, offering a fresh perspective on ancient traditions while honouring their timeless significance.

Through Bindi Bindi Art, Chloe and Tay-la invite people from all walks of life to experience the magic of their culture. Their art is not just visual; it is an invitation to celebrate, respect, and engage with the stories that make up their lives and the rich tapestry of First Nations culture in Australia.

@bindi\_bindi\_art

[sales@bindibindiart.com](mailto:sales@bindibindiart.com)

# Contents

Acknowledgement .....	2
Message from RELX Leaders in Australia .....	5
Message from CEO of Reconciliation Australia.....	6
About RELX Australia .....	7
RELX business unit symbols .....	8
Our Reconciliation Commitment .....	9
Our Reconciliation Journey .....	10
Relationships .....	12
Respect .....	13
Opportunities .....	14
Governance .....	15

# Message from RELX Leaders in Australia

Across RELX Australia—through LexisNexis®, Elsevier, RX, and LexisNexis® Risk Solutions—we are united in our commitment to reconciliation with Aboriginal and Torres Strait Islander peoples. We are proud to support the launch of the RELX Reflect Reconciliation Action Plan (RAP), which is a meaningful step in our shared journey toward greater understanding, respect, and inclusion.

Each of our businesses brings a unique perspective to this work: from advancing the rule of law and scientific and medical discoveries, to enabling ethical decision-making and creating spaces for connection and collaboration. What binds us together is a belief in the power of knowledge, the importance of equity and inclusion, and the responsibility we have to contribute positively to the communities we serve.

Whilst we have made some initial progress on our reconciliation journey through the formation of a RELX First Nations Employee Resource Group in Australia and the launch of First Nations led publications such as The Lowitja Journal and the First Nations Law Bulletin, this Reflect RAP provides a foundation for us to listen more deeply, engage more thoughtfully, and act with purpose. It challenges us to reflect on our own practices, build stronger relationships with First Nations communities, and embed cultural awareness and respect into everything we do.

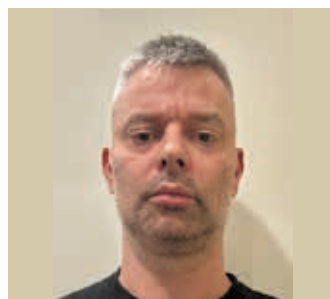
Reconciliation is not a single milestone—it's a long-term commitment. We are honoured to walk this path together, and we look forward to learning, growing, and contributing to a more inclusive future for all Australians.



**Katy Fixter**  
Managing Director Asia Pacific  
LexisNexis and RELX RAP Sponsor



**Michael Tully**  
Managing Director  
Elsevier Health, Australia and  
RELX RAP Sponsor & Champion



**Nick Blievers**  
VP Technology  
LexisNexis Risk Solutions



**Brian Thomas**  
President  
RX Asia Pacific Hub



# Message from CEO of Reconciliation Australia



**Karen Mundine**  
Chief Executive Officer  
Reconciliation Australia

Reconciliation Australia welcomes RELX to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.

RELX joins a network of more than 3,000 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types— Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

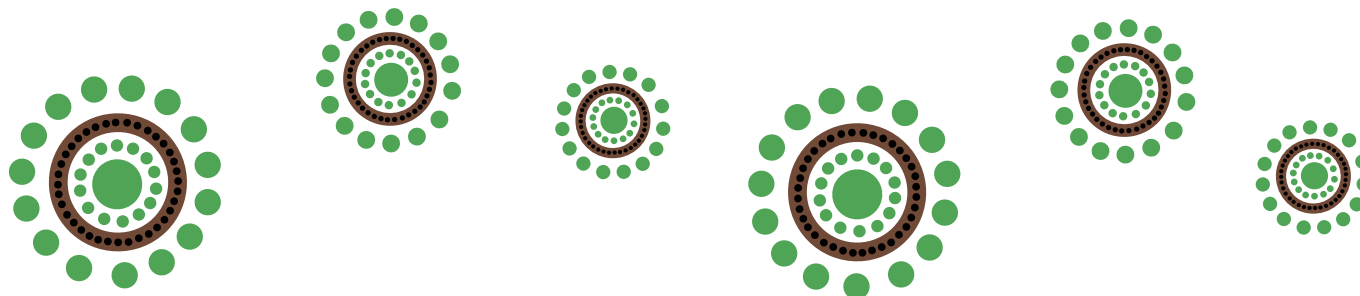
The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables RELX to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations RELX, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.





# About RELX Australia

Smoking ceremony during RELX employee tour on Koorina Country

RELX is a global provider of information-based analytics and decision tools for professional and business customers, with our mission as enabling them to make better decisions, get better results and be more productive. We do this by leveraging a deep understanding of their needs and views to create innovative solutions. RELX has a global presence, with customers in more than 180 countries and offices in about 40 countries and employs more than 36,000 people across the globe.

We serve four key market segments – risk; scientific, technical and medical; legal and exhibitions. Our purpose is to benefit society by developing products that help:

- Researchers advance scientific knowledge
- Doctors and nurses improve the lives of patients
- Lawyers promote the rule of law and achieve justice and fair results for their clients
- Businesses and governments manage risk and prevent fraud
- Showcase products and services to drive awareness and opportunities for a range of different businesses

The Risk market segment, using the corporate brand LexisNexis® Risk Solutions, provides customers with information-based analytics and decision tools that combine public and industry-specific content with advanced technology and algorithms to assist them with evaluating and predicting risk and enhancing operational efficiency.

The Scientific, Technical and Medical market segment, using the market brand Elsevier, helps researchers and healthcare professionals advance science and improve health outcomes by combining quality information and data sets with analytical tools to facilitate insights and critical decision-making.

The Legal market segment, using the market brand LexisNexis® Legal & Professional, provides legal, regulatory and business information and analytics that help customers increase their productivity, improve decision making and achieve better outcomes.

The Exhibitions market segment, using the market brand RX Global, combines industry expertise with data and digital tools to help customers connect face-to-face and digitally, learn about markets, source products and complete transactions.

Our purpose guides our actions beyond the products that we develop. It defines us as a company. Every day across RELX our employees are inspired to undertake initiatives that make unique contributions to society and the communities in which we operate.

RELX employs around 600 employees across Australia in offices across Sydney, Melbourne, Brisbane, ACT and Perth. While the number of Aboriginal and Torres Strait Islander employees is currently unknown, we are committed to creating a safe space for our employees to self-disclose their origins and background as they wish.

RELX values relate to customer focus, valuing our people, innovation, passion for winning and boundarylessness. We have a laser focus on improving outcomes for our customers through the provision of information-based analytics and business tools. We strive to create an inclusive, diverse and collaborative workforce so our people feel valued and realise their sense of purpose at work. Being a data-driven organisation, we encourage our teams to welcome and push for change, exercise their entrepreneurial muscle and make bold moves, in any way, shape or form. We are outperformers and have a drive to become the best in what we do. We also recognise the global nature of our business and encourage collaboration across divisions, hierarchy and functions.

# RELX business unit symbols in the artwork



At the centre of the artwork, this symbol for RELX features an intricate dot design, representing the layered complexity of information-based analytics and decision tools. Each dot forms part of a greater pattern — a visual metaphor for the structured intelligence and insight RELX provides to professionals and businesses around the world.



Moving clockwise from the top of the artwork, this symbol for Elsevier features flowing patterns and connected circles, reflecting the pursuit of knowledge and scientific advancements. It represents Elsevier's global role in supporting researchers and healthcare professionals as they work to improve health outcomes and push the boundaries of discovery. Each element weaves together to represent a shared vision: creating a healthier, more informed future for communities around the world.



This symbol for LexisNexis® Risk Solutions on the right of the artwork features layered, interconnected elements, representing precision, protection, and insight. The intricate dot work reflects the complexity of risk management and decision-making, where multiple data points converge to reveal clarity and direction.



This symbol for RX at the bottom of the artwork has interconnected elements, capturing the energy of connection, exchange, and growth. It reflects RX's role as a global leader in events and exhibitions while harnessing industry expertise, data, and technology to help individuals, communities, and organisations thrive through meaningful experiences and opportunities.



This symbol for LexisNexis® on the left of the artwork is built on strong, structured mountains, reflecting the principles of justice, order, and informed decision-making. It represents LexisNexis®'s global role in providing legal, regulatory, and business information and analytics, empowering professionals to uphold the rule of law and drive clarity, fairness, and accountability in communities around the world.

# Our Reconciliation Commitment



**Valerie Crithary**  
HR Business Partner  
RELX



**Diana Jones**  
Executive Publisher and Diversity,  
Equity and Inclusion Lead  
Elsevier Australia



**Veronica Rios**  
Director, Global Associations and  
Strategic Partnerships  
LexisNexis® Legal & Professional

**At RELX, we are passionate about making a positive impact on society and customers through our unique contributions as a business. This includes providing access to information, advancing science and health, protecting society, promoting the rule of law and access to justice, and fostering communities. We believe that contributions of people from a wide range of backgrounds and experiences help to shape ideas and opportunities to achieve real innovation for our customers around the world.**

The inclusion and diversity practices of our suppliers are also important to us. Our Supplier Code of Conduct includes a non-discrimination clause. In addition, our Supplier Inclusion and Diversity Program is designed to encourage the development of minority-owned, women-owned, veteran-owned, LGBT-owned businesses, as well as SBA-defined small businesses ("Diverse Suppliers"). We view supplier diversity as a strategic business advantage and a component of our Inclusion and Diversity strategy.

Our approach to the implementation of our Reflect RAP is to critically review and examine the areas of our business and understand the opportunities to scope and develop meaningful relationships with Aboriginal and Torres Strait Islander stakeholders within our respective industries, customer communities and suppliers.

We will work to align our ad-hoc and organic activities to this structured Reconciliation Action Plan with a view to further strengthen our relationships, understand and engage with First Nations peoples and traditions in each of our business units, leveraging each organisation's strengths and opportunities.

We have appointed a RAP Champion, responsible for driving and championing internal engagement and awareness of the RAP. Michael Tully, Managing Director at Elsevier Health Australia, will take on this role. Michael sits on the RELX Australia management team, so is ideally placed to take on this role. We have also formed a Reconciliation Action Plan Working Group, led by the following representatives from each business unit:

Valerie Crithary, HR Business Partner, RELX

Diana Jones, Executive Publisher and Diversity, Equity and Inclusion Lead, Elsevier

Veronica Rios, Director, Global Associations and Strategic Partnerships, LexisNexis® Legal & Professional

They are supported by staff representing each of the areas of the business who will have responsibility for implementing the Reconciliation Action Plan. Our passionate working group members include Content Strategists and Content Managers, Sales Managers, Marketing Managers, Exhibition Directors, and Conference Producers. We also have a well-established First Nations Employee Resource Group (ERG) who will provide additional support, along with relevant functional business teams, such as representatives from Human Resources and the executive sponsors from the businesses.

# Our Reconciliation Journey

RELX has implemented and delivered several initiatives and products to progress our reconciliation journey over the years. These activities have been led by individual business units and have focused mainly on building relationships and collaborating with Aboriginal and Torres Strait Islander stakeholders to build awareness and respect for Aboriginal and Torres Strait Islander peoples and traditions.

Some of our existing partnerships and relationships include:

- The Lowitja Institute and the National Indigenous Health Leadership Alliance (NIHLA) – RELX business Elsevier launched a journal for and in collaboration with the Lowitja Institute in 2023. **First Nations Health & Wellbeing - The Lowitja Journal** is led by an international team of First Nations researchers and requires all articles to have substantive contributions from First Nations authors. It is dedicated to expanding access to First Nations research and improving the health and wellbeing of First Nations communities around the world.
- Indigenous Literacy Foundation (ILF) - RELX adopted the ILF as the RELX Cares Charity Partner between September 2023 and September 2025. RELX Australia and staff utilised opportunities and staff to support and raise funds for the ILF.
- Indigenous Law Program at the University of New South Wales - Lexis Nexis provide legal dictionaries to students during their induction.
- The Goodes O'Loughlin Foundation (GO Foundation) – RX Australia (previously Reed Exhibitions) sponsors the GO Foundation and looks for opportunities to support Foundation activities, e.g. attend the graduation ceremonies and consider student artwork for speaker gifts at their events.



The Lowitja Journal Editors, June 2025

In addition to **The Lowitja Journal**, Elsevier has recently launched an Australian and New Zealand version of Shadow Health. This product uses virtual patients with authentic stories to increase nursing students' confidence in treating patients. The development involved close collaboration with a team of local nurse educators and consultants from First Nations cultures. It provides a virtual environment for students to provide culturally safe care to Aboriginal and Torres Strait Islander and Māori patients.

LexisNexis® Legal & Professional has also launched the **First Nations Law Bulletin**, which provides a forum for discussion and commentary on the law and legal issues through the lens of First Nations people in Australia. Led by an editorial panel of First Nations lawyers and legal experts, it is a unique and authoritative source of commentary and analysis on First Nations legal issues. Before The Voice Referendum, LexisNexis® Legal & Professional also created a publicly available Referendum Microsite to provide a curated collection of educational resources on Constitutional law reform, the history of Referendums in Australia, as well as research materials providing context to the Indigenous Voice to Parliament proposal. The site contained material either drawn directly from LexisNexis publications or put together especially for the site.

Internally, RELX has committed to driving diversity and inclusion priorities and opportunity globally. To meet this objective, employee led diversity and inclusion initiatives were introduced through the creation of a number of Employee Resource Groups. In 2020, the First Nations Employee Resource Group was formed. The members of the First Nations Employee Resource Group, comprised of staff members from across the RELX business meet monthly and have a remit to learn, recognise and share with RELX colleagues the unique cultural identity, contributions, traditions and issues facing First Nations Peoples. They contribute towards reconciliation both internally and in the markets we operate.

Our First Nations Employee Resource Group initiatives to date have included:

- Introduction of protocols for Acknowledgement of Country and Welcome to Country across RELX business units
- Cultural Sensitivity and Respect training session for First Nations Employee Resource Group members and selected RELX business unit representatives.
- Recognition and celebration of significant First Nations events, including NAIDOC Week and National Reconciliation Week and dissemination of articles including providing background on the Mabo Case, the Thirtieth anniversary of the final report of the Royal Commission into Aboriginal Deaths in Custody, and Australia's journey to recognising Indigenous military service.
- Organising guest speaker presentations from external individuals and groups to share knowledge and inform staff including Alex Shein, Education Director of the film *The Final Quarter* which follows the final years of AFL footballer and Indigenous leader Adam Goodes, Aboriginal artist Bibi Barba, and Brett Rowling from Australia's Nuclear Science and Technology Organisation.
- Haydyn Bromley, Cultural Director at Bookabee facilitated a full-day Cultural Awareness training session for employees across all RELX Pacific divisions.
- Organising for Tony McAvoy, SC from the Yes23 campaign, to deliver a presentation to RELX Pacific employees regarding The Voice Referendum.



ILF Bingo Bookswap



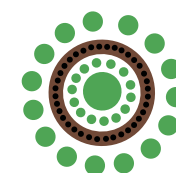
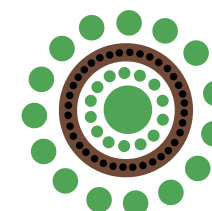
Indigenous Tour of Sydney Botanic Gardens, November 2024



Showing of *The Final Quarter* and Q&A session with Alex Shein, Executive Director of the film



Brett Rowling presentation





# Relationships

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
1. Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.	Identify and/or commence conversations with Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	February 2026	Lead: Director, Global Associations and Strategic Partnerships, Support: Content Strategists and Managers (Elsevier and Lexis Nexis), Exhibition Directors (RX)
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	February 2026	Lead: Elsevier Executive Publisher Support: Content Strategists and Managers (Elsevier and Lexis Nexis), Conference Producers (RX), Sales Manager (Risk)
2. Build relationships through celebrating National Reconciliation Week (NRW).	Circulate Reconciliation Australia's NRW resources and reconciliation materials to our staff	May 2026	First Nations Employee Resource Group Chair
	Encourage First Nations Employee Resource Group and RAP Working Group members to participate in an external NRW event.	June 2026	First Nations Employee Resource Group Chair
	Encourage and support staff and senior leaders to participate in at least one external event to recognise and celebrate NRW.	May 2026	Lead: First Nations Employee Resource Group Chair Support: RELX Pacific Senior Leadership Team
3. Promote reconciliation through our sphere of influence.	Communicate our commitment to reconciliation to all staff.	November 2025	Lead: RAP Champion Support: RAP Executive Sponsors (Lexis Nexis MD Asia Pacific and Elsevier Country Director ANZ)
	Identify external stakeholders that our organisation can engage with on our reconciliation journey.	April 2026	Lead: Director, Global Associations and Strategic Partnerships, Lexis Nexis Support: Content Strategists and Managers (Elsevier and Lexis Nexis), Exhibition Directors (RX)
	Identify RAP and other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	April 2026	Lead: Elsevier Executive Publisher Support: Content Strategists and Managers and Sales Managers (Elsevier and Lexis Nexis), Exhibition Directors (RX)
4. Promote positive race relations through anti-discrimination strategies.	Research best practice and policies in areas of race relations and anti-discrimination.	September 2026	Head of Human Resources, RELX ANZ
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs	September 2026	Head of Human Resources, RELX ANZ

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
5. Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge and rights within our organisation.	July 2026	Lead: Head of Human Resources, RELX ANZ Support: RAP Working Group Leads
	Conduct a review of cultural learning needs within our organisation.	July 2026	Lead: Head of Human Resources, RELX ANZ Support: RAP Working Group Leads
	Support and implement content commissioning and publication of best practices recognising Aboriginal and Torres Strait Islanders customs, rights and history throughout RELX Australia publications	March 2026	Lead: Elsevier Executive Publisher Support: Content Strategists and Managers (Elsevier and Lexis Nexis)
6. Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.	Develop an understanding of the local Traditional Owners or Custodians of the lands and waters within our organisation's operational area.	March 2026	Lead: First Nations Employee Resource Group Chair Support: RAP Working Group Leads
	Increase staff's understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols and increase use across products and external facing communications	March 2026	Lead: Senior Director, Product Management, Lexis Nexis and Customer Experience Associate, Lexis Nexis Support: Content Strategists and Managers and Marketing Managers (Elsevier and Lexis Nexis), Exhibition Directors (RX)
7. Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week.	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	June 2026	First Nations Employee Resource Group Chair
	Introduce our staff to NAIDOC Week by promoting external events in our local area.	June 2026	First Nations Employee Resource Group Chair
	First Nations Employee Resource Group and RAP Working Group to participate in an external NAIDOC Week event.	July 2026	First Nations Employee Resource Group Chair



# Opportunities

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
8. Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.	Develop a business case for Aboriginal and Torres Strait Islander employment within our organisation.	June 2026	Lead: Head of Human Resources, RELX ANZ Support: RAP Working Group Leads
	Build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2026	Head of Human Resources, RELX ANZ
9. Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.	Develop a business case for procurement from Aboriginal and Torres Strait Islander owned businesses.	June 2026	Facilities & Operations Manager, RELX Australia
	Investigate Supply Nation membership.	June 2026	Facilities & Operations Manager, RELX Australia

ACTION	DELIVERABLES	TIMELINE	RESPONSIBILITY
10. Establish and maintain an effective RAP Working Group (RWG) to drive governance of the RAP.	Maintain RAP Working Group comprising of representatives from each RELX business to oversee implementation of deliverables.	March 2026	Lead: RAP Champion Support: RAP Executive Sponsors (Lexis Nexis MD Asia Pacific and Elsevier Country Director ANZ)
	Draft a Terms of Reference for the RWG.	January 2026	Lead: Director, Global Associations and Strategic Partnerships, Lexis Nexis Support: RAP Working Group Leads
	Establish proposal to engage Aboriginal and Torres Strait Islander representation on the RWG	March 2026	Lead: Director, Global Associations and Strategic Partnerships, Lexis Nexis Support: RAP Working Group Leads
11. Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	February 2026	Lead: Director, Global Associations and Strategic Partnerships, Lexis Nexis Support: RAP Working Group Leads, RAP Executive Sponsors (Lexis Nexis MD Asia Pacific and Elsevier Country Director ANZ)
	Engage senior leaders in the delivery of RAP commitments.	December 2025	Lead: RAP Champion Support: RAP Executive Sponsors (Lexis Nexis MD Asia Pacific and Elsevier Country Director ANZ)
	Maintain a senior leader to champion our RAP internally	May 2027	RAP Champion
	Define appropriate systems and capability to track, measure and report on RAP commitments.	March 2026	Lead: Director, Global Associations and Strategic Partnerships, Lexis Nexis Support: RAP Working Group Leads
12. Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.	Contact Reconciliation Australia to verify that our primary and secondary contact details are up to date, to ensure we do not miss out on important RAP correspondence.	June 2026	Lead: HR Business Partner, RELX Support: RAP Working Group Leads
	Contact Reconciliation Australia to request our unique link, to access the online RAP Impact Survey	August 2026	Lead: HR Business Partner, RELX Support: RAP Working Group Leads
	Complete and submit the annual RAP Impact Survey to Reconciliation Australia.	September 2027	Lead: HR Business Partner, RELX Support: RAP Working Group Leads
13. Continue our reconciliation journey by developing our next RAP.	Register via Reconciliation Australia's website to begin developing our next RAP.	June 2027	Lead: HR Business Partner, RELX Support: RAP Working Group Leads



**Contact**

**Valerie Crithary**  
*HR Business Partner*

**Phone:** 61 466 008 350

**Email:** [valerie.crithary@relx.com](mailto:valerie.crithary@relx.com)