Our progress on the SDG Publisher Compact

10 recommendations

1. Committing to the SDGs
   Refreshed our responsible business strategy focussing on SDG 4, 10 and 13
   Communicated a clear statement of our intent

2. Actively promoting and acquiring content that advocates for themes represented by the SDGs
   62% of Emerald journals mapped to one or more SDG.
   90% of our frontlist titles map to one or more SDG.

3. Annual reporting on progress towards achieving SDGs
   Committed to increasing female and non-binary representation across editorial boards and authorship by 2030.
   Publish Gender Pay Gap and Ethnicity Pay Gap reports.

4. Nominating a person who will promote SDG progress
   Established Publishing Development Manager roles, each focusing on broad, SDG related areas, supported by external global thought leaders as Goal Advisors:
   - Quality Education for All
   - Responsible Management
   - Fairer Society
   - Healthier Lives
   - Sustainable Structures and Infrastructures

5. Raising awareness and promoting the SDGs among staff
   Established a team of ‘SDG champions’. Developed and launched an on-demand resource for ED61. Improved our recruitment practice:
   - Recruited talent representative of diverse community groups
   - Introduced AI to screen job adverts for gender-biased language
   - Introduced anonymous application and screening process
   - Worked with Inclusive Employers to perform an end-to-end recruitment audit

6. Raising awareness and promoting the SDGs among suppliers
   Launched an ethical procurement process

7. Becoming an advocate to customers and stakeholders by promoting and actively communicating about the SDG agenda
   Clearly display our commitment to UN SDGs and SDG Publishers Compact on our corporate website
   Address global challenges facing society by bringing communities together to share knowledge and foster debate through mission campaigns:
   - Indigenous voices includes the implementation of an Indigenous Peoples Advisory Board
   - Do business leaders need a moral compass?
   - Fairness across generations
   - Lifelong learning
   - Established the yearly Interdisciplinary Research Award
   Work in progress to align the journal programme to a lead SDG-themed Goal where relevant, for example:
   - Fairer Society
   - Quality Education
   - Healthier Lives
   - Responsible Management
   - Sustainable Structures and Infrastructures

8. Collaborating with other signatories and organisations to develop, localise and scale projects that will advance progress on the SDGs
   A signatory of DORA
   A core member of the SDG Publishers Compact Fellows and supporter of the recommended Top Action Tips
   Contribute to the UN-endorsed HESI Joint Task Force
   Participate in the STM SDG Roadmap Task 9 Finish Group to develop the SDG Sustainability Roadmap
   Partner with Research4Life in its mission to provide equitable access to academic and professional content in developing countries

9. Dedicating budget and other resources towards accelerating progress for SDG-dedicated projects and promoting SDG principles
   Participate at annual conferences and speaker opportunities
   Dedicate curated, ungated SDG missions - content collections within our Emerald Goals

10. Taking action on at least one SDG goal
    The following are the golden thread across everything we do:
    - SDG 4
    - SDG 10
    - SDG 13

Together we make a Real Impact