Independence with Impact Report 2023

Sage

Introduction from our CEO, Blaise Simqu (he/him)

As an independent publisher, we measure success not by the health of our share price but by how we fulfill our mission of building bridges to knowledge. As we approach our 60th anniversary, our independence assured, the spirit of championing new ideas and technologies is integral to how we operate.

Exploring new and different ways to support student success led us to **expand our portfolio** of business education resources, with the acquisition of titles from textbook publisher Chicago Business Press and Hubro Education — a developer of business simulations that combines expertise in game development, learning science, and business studies. We acquired Epigeum, a leading provider of online courses for universities and colleges and increased our research portfolio with the acquisition of IOS Press.

Valuing people is central to Sage's purpose, whether it's our employees, customers, authors, editors, or partners.

We see diversity as vital to a thriving global society and commit to increasing inclusion of underrepresented groups in our publishing. To that end, **Corwin** have now expanded their frontlist titles that include diversity, equity, and inclusion approaches by 40% in 2023. Internally, 43% of the members of **Sage's board of directors** are from communities of color, up from 33% in 2022.

With 2023 being the hottest on record, we remain committed to a goal outlined in last year's report of achieving **net zero carbon emissions** across our operations by 2040. Our efforts toward sustainability reflect our belief in the need for environmentally responsible practices in all aspects of our operations, and to publish in areas that highlight positive climate action.

At a time when expertise and academic freedoms are being challenged and even devalued, we reinforce our commitment to **freedom of expression**. We recognize

and promote the impact of academic research in everyday lives and ensure the research we publish is of the highest quality and scrupulously vetted.

We wrapped up 2023 by launching **Sage Policy Profiles**, a free-to-use tool to empower researchers to discover the real-world impact of their work on policy. Uptake has been strong, and this tool showcases how our independence allows us the freedom to invest in new ideas.

More recently, we've sponsored a bold new feminist newsletter called **The Evidence**, which takes research on gender equality and makes it accessible to everyone — whether they're trying to change their community, their workplace, or the laws of their country.

I want to thank everyone who has contributed to our achievements throughout 2023, our authors, editors, contributors, societies, librarians, and our global staff who are dedicated to enhancing Sage's impact.

Contents

People and culture

Our colleagues across the globe contribute to a culture that emphasizes impact, independence, and support. Our publishing drives us to act with purpose, take the initiative, and produce our best work. We respect and care about our colleagues, and each colleague in turn takes responsibility for creating an inclusive and mutually supportive environment.

"

A key priority for us is to create a workplace environment that is more diverse, inclusive, welcoming, aspirational, connected, trustworthy, effective, and inspiring... a culture to be proud of in years to come.

Ziyad Marar (he/him), president of global publishing, speaking in *The Scholarly Kitchen*

In this section

→ Working at Sage

→ Global giving

→ Giving and volunteering
   • U.S.
   • UK
   • India and Asia Pacific

Working at Sage

Working at Sage allows employees to impact education, research, and wider society.

Find out what our people have to say about life at Sage:

> **When you work for and with brilliant minds, you build community and shared probity and can move as a wave instead of a waterdrop. I'm proudest of all expressions of that, but most of all the work we do on impact & DEI. It drives such extraordinary passion in people.**
>
> **Martha Avtandilian**,
> associate director, research, Sage U.S.

> **Supportive colleagues foster an environment where everyone's contributions are valued. This has led me in opening our Muslim Society Employee Resource Group which provides a safe space for our Muslim and non-Muslim colleagues. Embracing diverse perspectives and fostering a sense of belonging, it aligns perfectly with my values and professional aspirations.**
>
> **Edison Fazlijaj**, marketing communications assistant, Sage UK

> **Working in academic publishing allows me to contribute to the dissemination of knowledge, fostering intellectual discourse and progress. It's rewarding to play some part in observing scholarly conversations, exchanging ideas, and most of all getting to learn about new things.**
>
> **Puneet Thakur**, peer review supervisor, Sage India

> **For me it comes down to the people. The genuine, warm and positive energy exuded by my colleagues creates a motivating work environment for me. Sage leaders also provide support to learn, teach and encourage growth which inspires us to do better while cheering each other on.**
>
> **Sumittra Gunalan**, marketing communications executive, Sage Asia Pacific

Global giving

We partner with local and international charities, and our colleagues are encouraged to fundraise, support, and volunteer with them.

£25,650

Charitable giving

Through our UK office's Global Giving program, we donated £25,650 to eight different organizations nominated by our people.

35,688 books

Book donations

Through Book Aid International we donated 35,688 books in 2023 and helped the organization to send these books to 164 partners in 22 countries. These books are available in thousands of schools, libraries, universities, refugee camps, prisons and hospitals.

Disaster response and relief

In times of crisis, Sage donated to various global disaster relief efforts.

In response to the Turkey and Syria earthquake, we donated **$10,000** to Save the Children, $5,000 to MSF Doctors Without Borders and **SGD 8,000** to Singapore Red Cross.
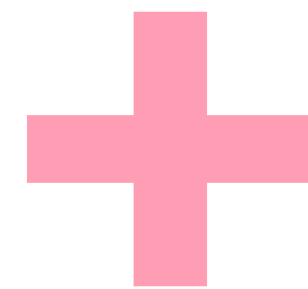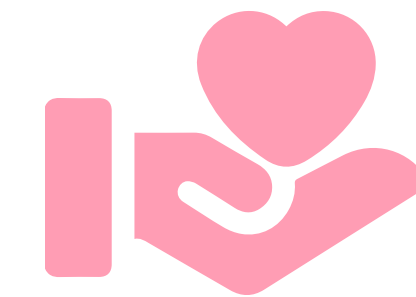
To support the disaster relief for the Morocco Earthquake and Libya floods, we donated...

$10,000 to the Red Cross and SGD 1,022 to Singapore Red Cross.

OXFAM

We donated $10,000 to Oxfam's Gaza Crisis Appeal.

$5,000

We also donated $5,000 to the Hawaii Community Foundation to support those impacted by the Maui wildfires.

To help those impacted by the Afghanistan earthquakes we donated **$10,000** to the International Committee of the Red Cross as well as **SGD 1,231** to Singapore Red Cross for the Appeal for Relief and Recovery Operations in Israel and the Palestinian Territories, and Western Afghanistan.

Giving and volunteering

Local support, U.S.

736 hours

Our U.S. employees dedicated 736 hours to nonprofits.

Sage supported education and academic initiatives throughout 2023, contributing $74,000 to programs including scholarships, books for schools grants and school supplies.

$74,000

We sponsored the Sage Ventura County Spelling Bee, with more than 110 schools

across California's Ventura County participating. Our spelling champion came in eighth at the Scripps National Spelling Bee in June 2023.
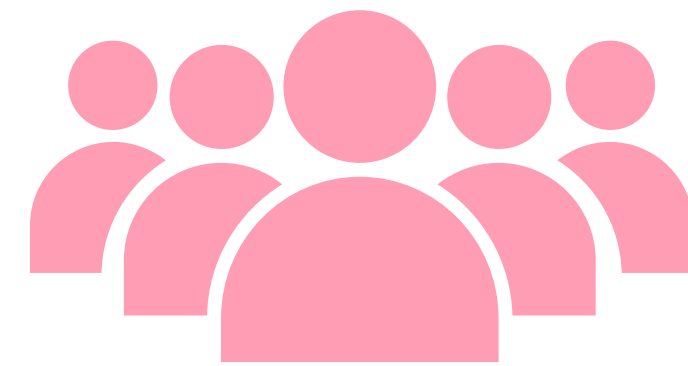
Over **100 employees** donated $20,080 to their chosen charities, and Sage matched this, bringing...

the total support to $40,160.

Grant funds totaling $62,800

were allocated to programs including: an International Baccalaureate program, Language Arts Mini-Grants, summer writing programs for teachers and student competition programs.
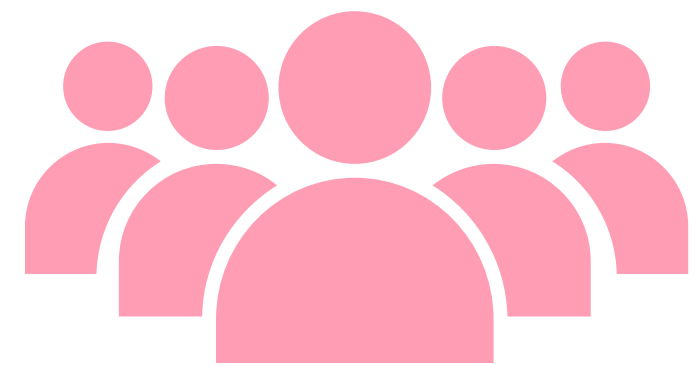
Through our **Education Reimbursement Program,** we paid $57,914 in costs related to degree courses, nondegree courses, and personal interest courses for our own people.

We also paid $12,777 for textbook reimbursement for employees and their children.

Giving and volunteering

Local support, **UK**

Our UK employees used payroll giving to donate **£64,987** to their chosen charities which Sage matched, taking the total donations to...

£129,974

19 schools

Our UK Books for Schools program donated £500 to 19 schools and educational organizations to purchase books for their libraries.

Local Giving Scheme

Through the Local Giving Scheme, we donated £24,340 to 10 different organizations nominated by our people.

752 hours

Our UK employees dedicated 752 hours of their time to The Big Alliance supporting the community in Islington, near our London office.

Through our Tuition Scheme Program, we supported our own people by funding £7,340 in costs for vocational learning courses and £1,476 in costs for non-vocational learning courses.

Giving and volunteering

Local support, **India** and **Asia Pacific**

India

Our Sage India office has donated Rs. 2,000,000 towards elementary education for underprivileged children in Delhi and Rs. 3,94,000 towards health support for people with disabilities. Colleagues also organized a charity drive to collect donations. A group of volunteers then visited Sage Saathi in Delhi and Neo Vision in Dehradun to deliver these donations and celebrate Christmas with children in those communities.

Sage Saathi is a learning center set up by Sage India and NGO Sakshi in 2017 that runs outcome-driven educational programs; it currently hosts around 170 children with three full-time teachers.

Asia Pacific

For World Cleanup Day, colleagues from our Singapore, Kuala Lumpur, Beijing and Melbourne offices used their monthly anchor day to co-ordinate a series of activities to clean up their cities — including collecting litter in public areas, parks, and beaches.

Diversity, equity, and inclusion

Sage supports diverse talent and fosters an inclusive culture where every staff member can excel and contribute to our mission of building bridges to knowledge. We see diversity as vital to a thriving global society and thus commit to increasing inclusion of underrepresented groups in our publishing and across the industry.

In this section

→ Employee engagement

→ How we cultivate a diverse workforce

→ Gender and ethnicity goals

→ Employee resource groups

→ Case study: Diversity Fest

→ Enhancing our processes to support diversity and inclusion

→ Supporting new scholarly approaches through our publishing

→ Equity in action

→ Highlights from our 2023 publishing portfolio

→ Case study: Advancing diversity in librarianship

Employee engagement

In 2022, we piloted an employee engagement survey in our U.S. and UK regions, and in 2023 extended this to include India and Asia Pacific for our first global survey. Some 81% of our colleagues across the organization participated.

Our people told us that we had progressed on DEI over those 12 months:

In 2022, we asked those in our UK and U.S. offices whether they believed that our senior leaders incorporate diversity, equity, and inclusion into our working culture.

This year there was a 12.8% increase with 66% of respondents agreeing with this.

88% of our employees

say they felt accepted by their immediate co-workers. We see it as incredibly important that people feel able to be themselves at work.

85% of our people

said they believe that their colleagues treat each other with respect. We believe in nurturing an inclusive environment where everyone can thrive.

83% of our people

thought that their job gives them flexibility to meet the needs of their work and personal life. We know that everyone comes from different backgrounds and has different needs and requirements, so we aim to be as flexible and accommodating as possible.

62% of our employees globally

said they felt they trusted Sage to be fair to all employees — an increase of 7.3% in the U.S. and UK from the previous year. To ensure this number continues to grow, we center our commitment to and transparency around our equity work.
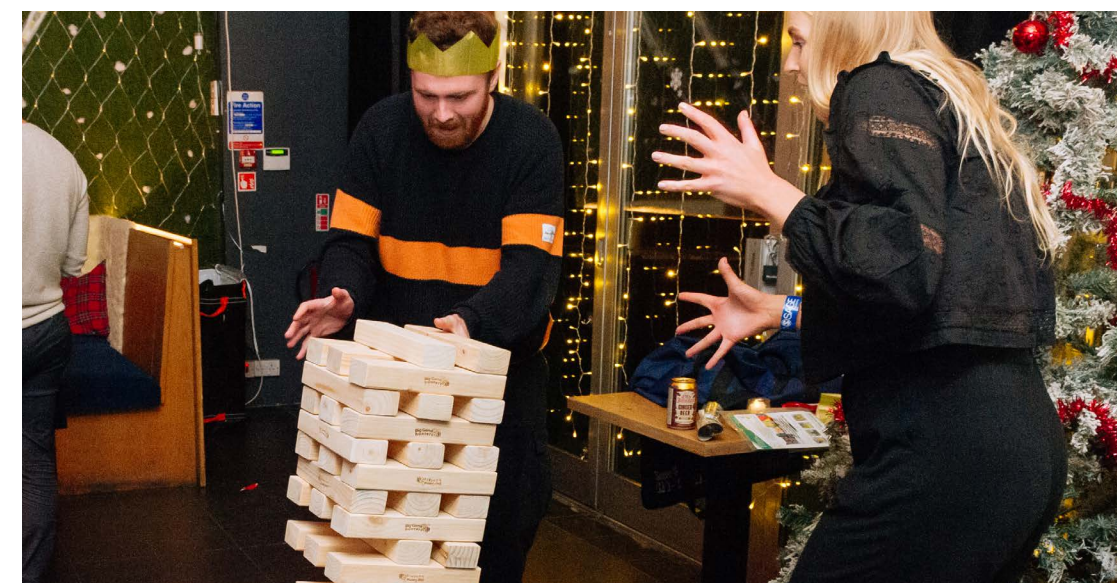
Our workforce
How we cultivate a diverse workforce

Leadership training

Responding to the results of our previous year's engagement survey, we launched our first inclusive behavior training program for leaders in 2023. The Behaviors of Belonging program was delivered to 148 people in our executive leadership team, helping them understand the everyday behaviors that cultivate an inclusive and equitable workplace where everyone belongs.

Internship Program UK

The 12-month Sage UK Publishing Internship Program places candidates from Black, Asian and ethnic minority backgrounds in the editorial/publishing departments every year, offering them the skills needed for a career in academic publishing. We had five publishing interns join us in 2023 in the Open Access, Sage Research Methods, Hybrid Journals Editorial, Books Editorial, and Product Innovation teams.

Early Career Program U.S.

In 2023, we launched our U.S. Early Career Program, in which participants shadow people in customer-facing work for 18 months. Our aim was to attract professionals that would not otherwise be considering publishing as their career of choice. To do this, we worked to ensure diverse candidate slates, removed degree requirements, and did not seek candidates with prior publishing experience.
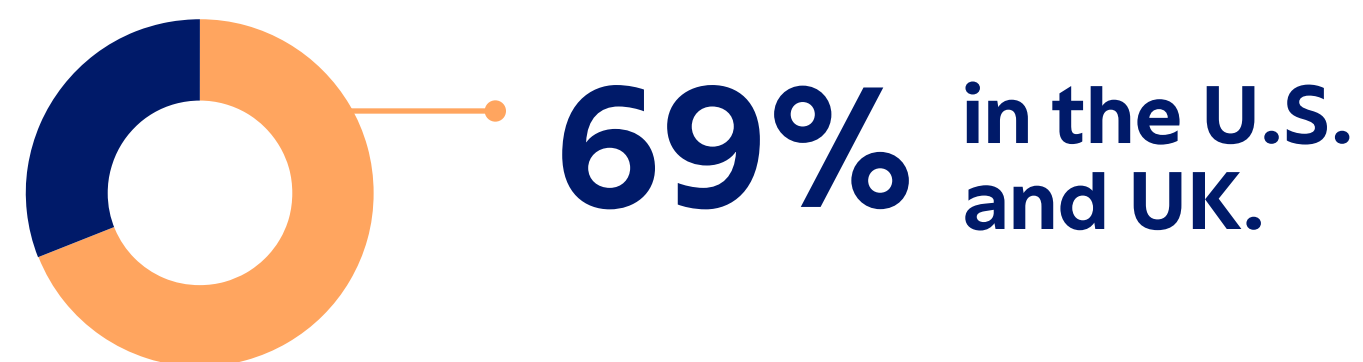

Creating a safe and inclusive environment

We want all Sage events to be a safe and respectful place for everyone to enjoy themselves, as well as share ideas and experiences. Everyone who attends our events should expect to feel welcome and included and we all play a part in creating this environment.

We ask when you attend our events that you behave in a professional manner — as you would in the workplace — including exercising good judgment when consuming alcohol. We ask that you avoid language or harmful behaviours that might make others feel uncomfortable, offended, or excluded. This includes harassment or discrimination of any sort. Such intentional or perceived behaviours include, but are not limited to: misgendering, microaggressions, racism, sexism, ableism, or stigmatising language.

If you experience or witness something that makes you feel uncomfortable, please speak to a member of the events team.

Our workforce
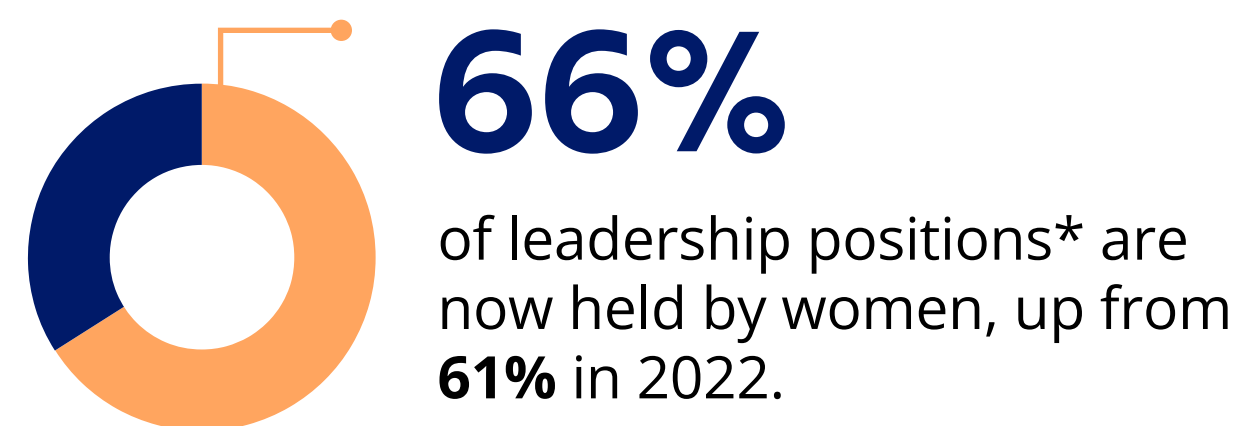# Gender and ethnicity goals

Sage aims to be an inclusive place to work that demonstrates and celebrates the diversity of our societies and our workers around the world.

Looking at gender at Sage

Our workforce is predominantly female:

69% **in the U.S. and UK.**

In these regions,

66% of leadership positions* are now held by women, up from **61%** in 2022.

We are actively working to reflect this representation at the vice president level, where **54%** of VP positions are held by women, up from **50%** in 2022.
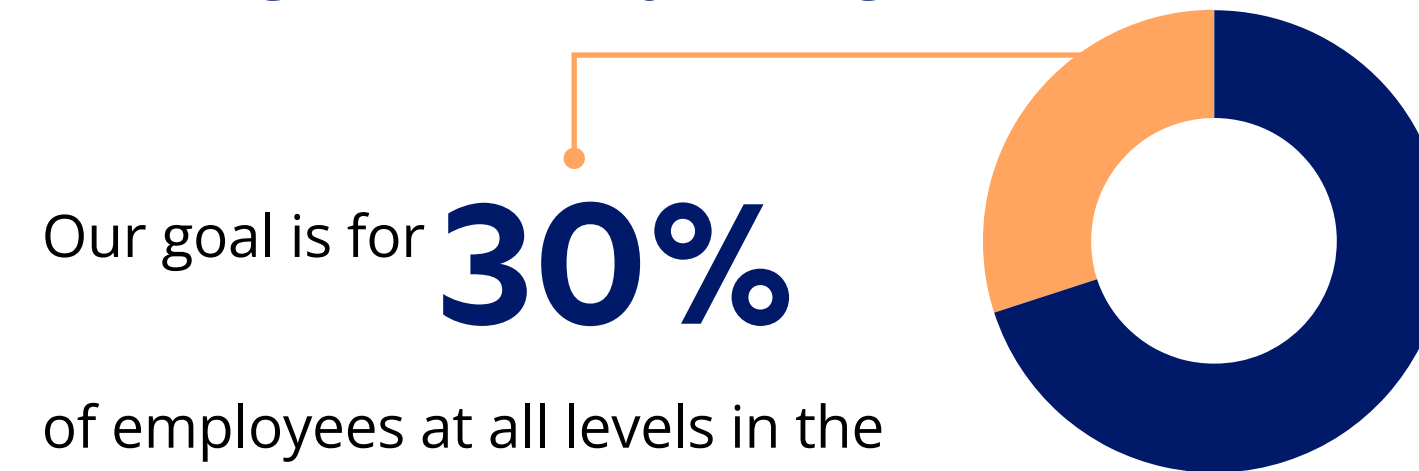
*Defined as supervisor/manager or above - approximately 28% of our workforce.

In India, our workforce is **61%** female and women account for **47%** of leadership positions,

47% up from **39%** in 2022.
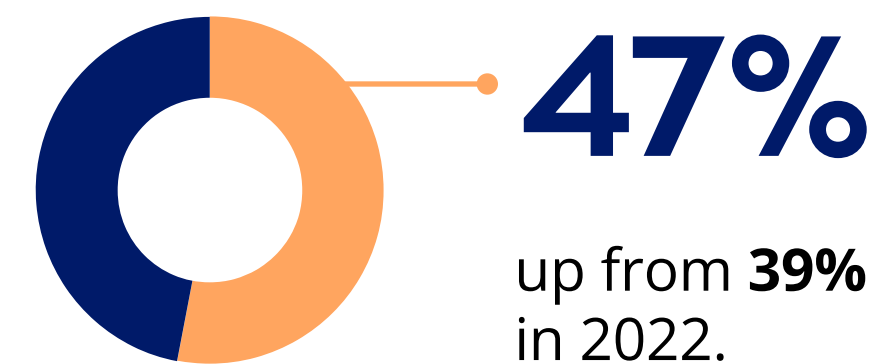
In Asia Pacific, **81%** of the workforce and **79%** of those in leadership positions are female. The executive leads for both regions are women.

Looking at ethnicity at Sage

Our goal is for **30%** of employees at all levels in the U.S. and UK to come from people of color (POC) communities.

In 2023, **32%** of U.S. employees and **27%** in the UK identified as POC, for a combined representation of **30%.**

This compares to **20%** in leadership positions — up from **16%** in 2022. **13%** of employees at vice president level identified as POC, up from **11%** in 2022.

At the board level, 50% of our directors are female, up from 42% in 2022.

In addition, 43% of the members of Sage's board of directors are from POC communities, up from 33% in 2022.

Our workforce

Employee resource groups

We have a number of employee resource groups, or ERGs, which are voluntary, employee-led groups dedicated to fostering a diverse, inclusive workplace, aligned with the organization's broader goals of inclusion, equity, and belonging. Many ERGs were founded and self-organized by staff, and Sage supported the establishment of additional groups to provide a wider selection of spaces available for staff.

Global ERGs
Muslim Society ERG
Allies ERG
Women in Tech ERG

India ERGs
Mental Health ERG

UK ERGs
Global Majority ERG
LGBTQIA+ ERG
Disability, Accessibility and Wellness ERG
Menopause Support Network ERG
Parents, Prospective Parents & Carers ERG
Gender Equity ERG

U.S. ERGs
People of Color + Allies ERG
LGBTQIA+ Action ERG
Accessibility and Wellness ERG
Gender Equity ERG
Mothers ERG
Jewish ERG

Creating our first ERG in India

Sage India launched the Mental Health Employee Resource Group, the region's first ERG and the first at Sage dedicated exclusively to mental health.

Uniting our people with a Global Muslim Society

The Global Muslim Society ERG was created in 2023 as a community built on the principles of unity, compassion, and respect.

Advocating gender equity

Aligning with the existing U.S. ERG, we launched a Gender Equity ERG in the UK committed to amplifying the voices of our employees and championing the cause of gender equity at Sage. The group fosters open communication between our workforce and organizational leadership.

Parents, prospective parents and carers

An ERG creating a supportive community for all employees with, or impacted by, caring responsibilities was set up in 2023.

Case study

Diversity Fest

On October 5, Sage celebrated its first-ever global Diversity Fest in recognition of Global Diversity Awareness Month.

Transcending geographies and tapping technology to connect our remote workforce, we saw colleagues across our U.S., UK, India, and Asia Pacific offices (plus countless home offices) and three continents come together to celebrate our colleagues' cultures and unique backgrounds.

More than 230 of our colleagues attended the event day In London. Our employee resource groups set up booths in the office and the Menopause Support Network ERG brought along the MenoVest, the world's only menopause simulator. There were also UK Black History Month celebrations, with a panelist discussion on accent bias and a workshop where attendees decorated personal tote bags with empowering images and quotes.

More than 400 of our colleagues in the U.S. joined a live stream on the importance of inclusion from keynote speaker Andrew Skinner, founder of the Triumph Foundation (an organization that helps people overcome spinal cord injury and related disorders).

90 people attended our in-office celebrations in Thousand Oaks and Washington D.C.

In our Asia Pacific region, colleagues in the Singapore and Kuala Lumpur offices paid homage to their culinary roots through a catered lunch and a cooking challenge featuring signature cultural dishes.

They also took part in online training around unconscious bias and ran a virtual quiz attended by 30 colleagues.

In India, colleagues participated in a trivia quiz, with an audience of **over 250 cheering Sage employees**. There was also a virtual Diversity Wall where people shared their personal definitions of diversity.

Wider impact

Enhancing our processes to support diversity and inclusion

We're working towards dismantling barriers for marginalized groups by integrating equity and inclusion principles into our editorial practices. For example:

Corwin established a DEI fund to support Black, Indigenous, and people of color authors with resources like coaching, workshops, and travel grants for academic conferences.

This initiative enabled the company to expand its DEI-centric publications and increase the number of frontlist titles that include DEI approaches by **40%**.

Increase in frontlist titles that include DEI approaches

40%
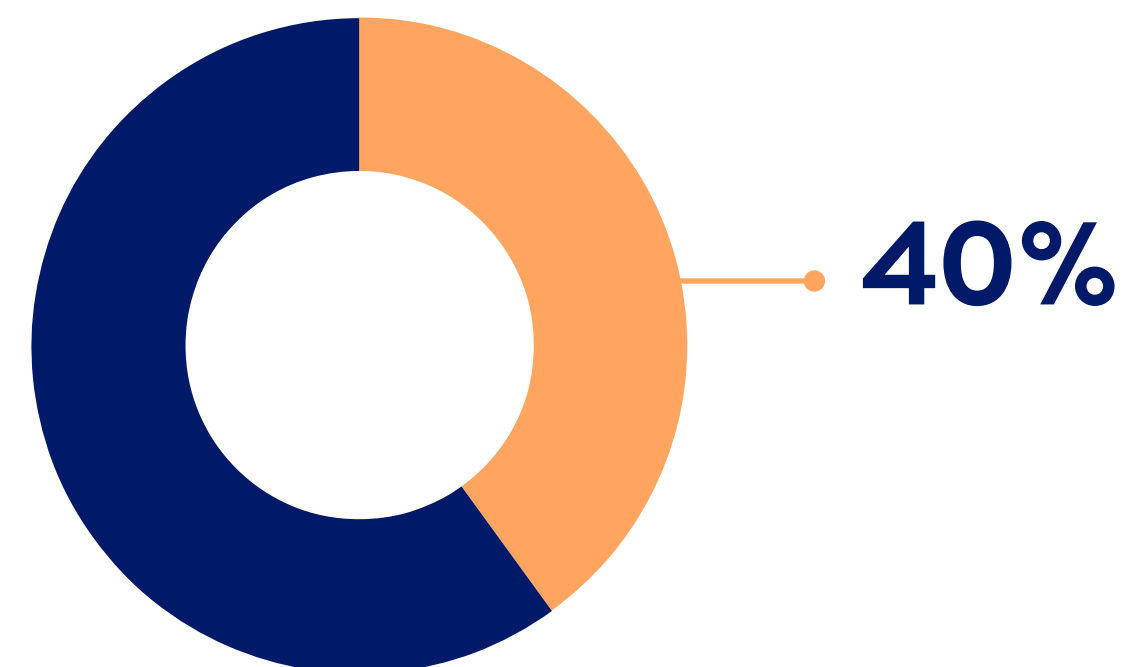
To encourage inclusive classroom conversations, the Sage College Publishing team in the US held webinars on "**How to Design and Deliver an Authentic Course in Multicultural Education**" and "**Unpacking Issues of Second Generation Gender Bias**."

We published **The Sage Diversity, Equity & Inclusion (DEI) Guidelines for Authors** and **inclusive language guidelines** for authors, editors, and reviewers working on our journals. **Our collection of lightning talks** provides information on improving DEI efforts in academic journals.

Editors in action
Lightning Talks on Improving DEI in Academic Journals
Sage

Sage Talks
Connecting you to influential minds— one talk at a time

Wider impact

Supporting new scholarly approaches through our publishing

Our resources represent diverse populations and perspectives, help to decolonize curricula and scholarship and reduce barriers for marginalized communities. For example:

In 2023, our UK books program doubled the number of frontlist titles that center DEI through approaches like supporting teachers in bringing anti-racism into the classroom, creating schools with inclusive and LGBTQIA+ spaces, and understanding the needs of neuroatypical students. Additionally, **25%** of the program's new commissioned titles take an explicitly inclusive, intersectional, and/or decolonizing approach to the curriculum.

120 new business cases

We released more than 120 new business cases on immigrant entrepreneurs, women and leadership, and other social impact topics.

Our US College Publishing team launched the "**Why DEI is Important**" podcast series of conversations with Sage authors on DEI in higher education discussing lessons learned during their careers as educators and authors.
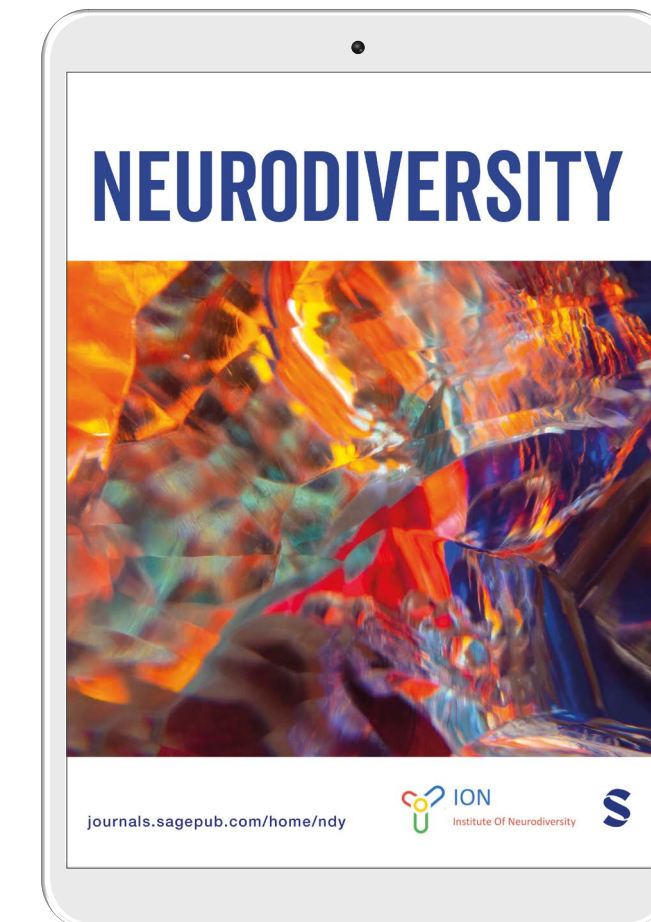
With the co-editors of Sage's new journal, **Neurodiversity**, we worked to shift the scholarly conversation on the topic. In our "**Changing the Narrative on Neurodiversity**" webinar, speakers addressed the importance of language and cultural shifts to promote more inclusive terminology.
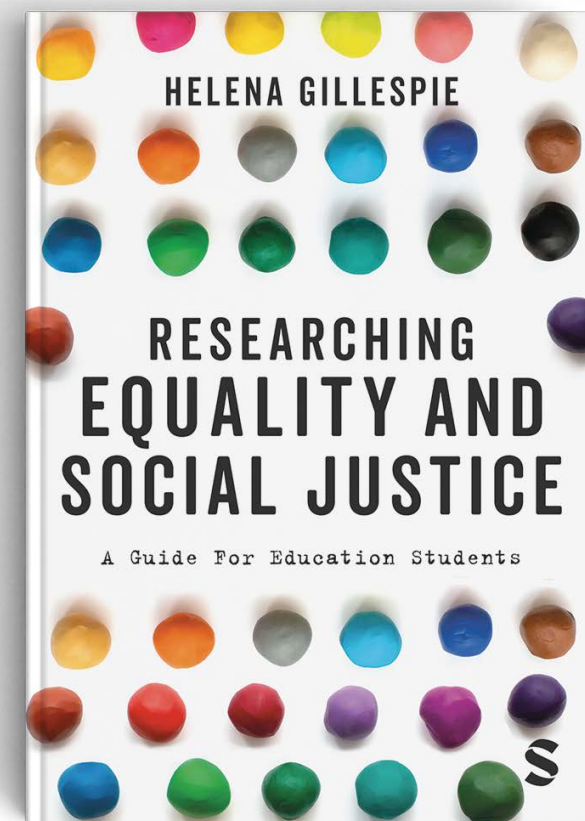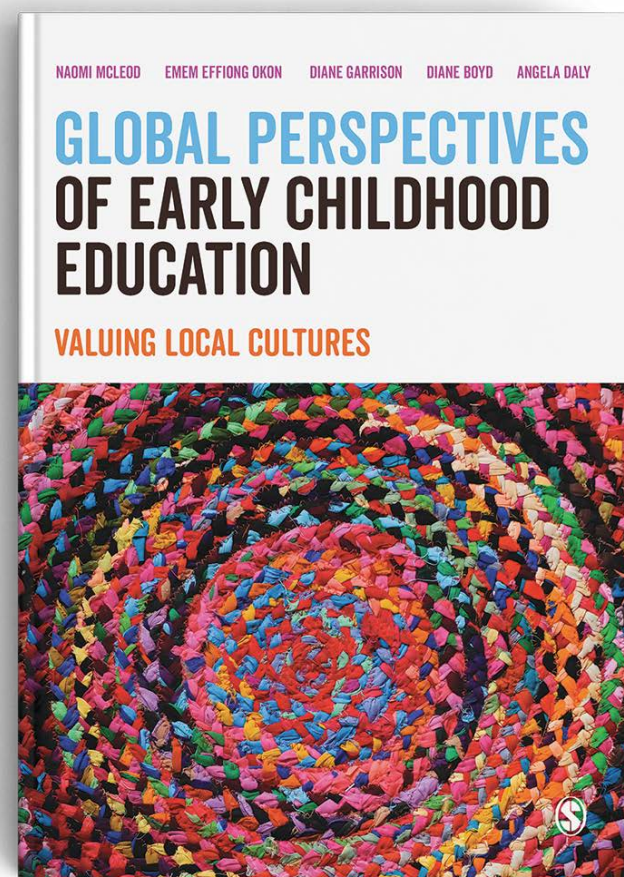
Wider impact
Equity in action: Partnerships

Joint Council of Librarians of Color

"

Our board appreciates Sage for providing scholarships to the National Associations of Librarians of Color library information science students who will become leaders in ... the library profession.

Kenneth Yamashita,
Chair, Joint council of Librarians of Color

INSTITUTE OF RACE RELATIONS

"

Support from Sage has been a tremendous help, enabling us to strengthen our communications work and capture national attention for our projects so that researchers from institutions in the UK, and across Europe, and the U.S., recognize the importance of our work.

Jenny Bourne, The Institute of Race Relations

THE PhD PROJECT | CELEBRATING 30 YEARS

"

Since July 2021, Sage has been an amazing partner to The PhD Project. Among other things, their collaboration on the Providence College case writing workshop has been a tremendous help.

Marie Zara, director of engagement, The PhD Project

Academic PIPELINE PROJECT

"

Sage's support lets us expand on collaborating and consulting with academic partners and societies, government agencies, and other organizations. We have greatly expanded our network as a result.

Curtis Byrd and **Rihana Mason,**
co-founders, Academic Pipeline Project

LEADING ROUTES

"

By attending our events, offering advice, and generally being supportive and understanding of our position as a grassroots organization, Sage has been one of our biggest supporters.

Paulette Williams, Leading Routes

Universal Write Publications LLC

"

There is no template for the immeasurable amount of support, mentorship, and guidance I gained from Sage. Our partnership supporting Black scholars and the foundation of UWP will break the glass ceiling that so many Black publishers have hit over the past century.

Ayo Sekai, CEO, Universal Write Publications

Dr. Ayo Sekai and Dr. Molefi Kete Asante held a fireside chat at our Washington D.C. office in February 2023.

Sage has recently renewed our sponsorship with Universal Write Publications, a Black-owned publisher, supporting their growth and nine new titles. In 2023, they published '*Illmatic Consequences: The Clapback to Opponents of 'Critical Race Theory*'' and '*Skh: From Black Psychology to The Science of Being*'.

Highlights from our 2023 publishing portfolio

> "
> **Ensuring our content reflects diverse viewpoints and includes narratives that are representative of the global community we serve is core to our mission of building bridges to knowledge.**
>
> **Kiren Shoman (she/her),** executive vice president, editorial and global executive lead, DEI
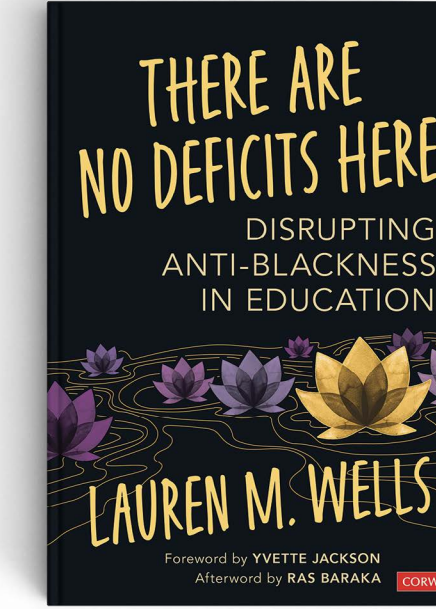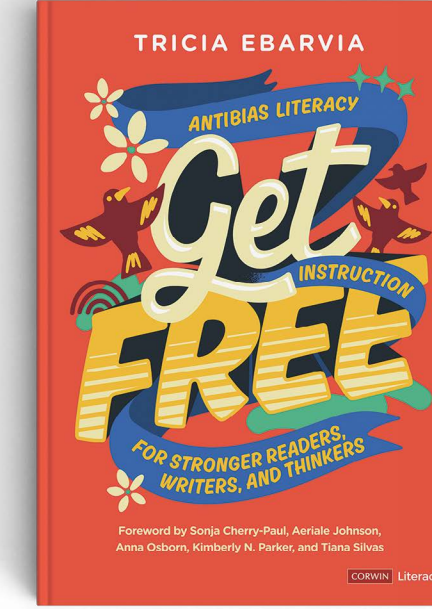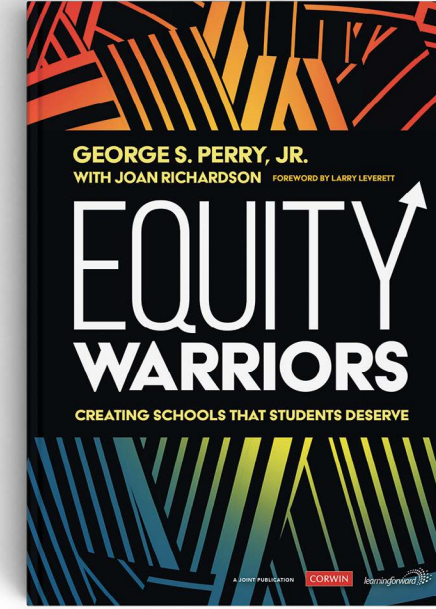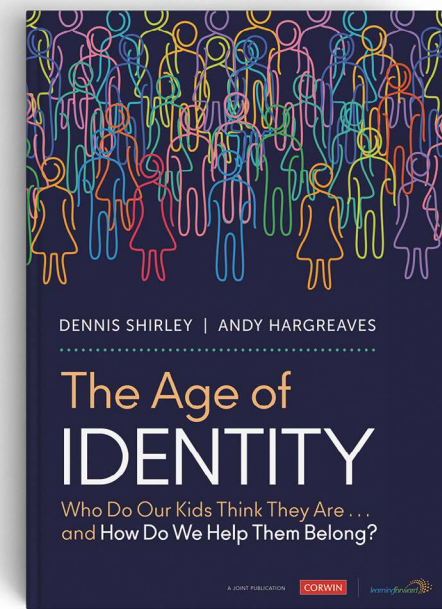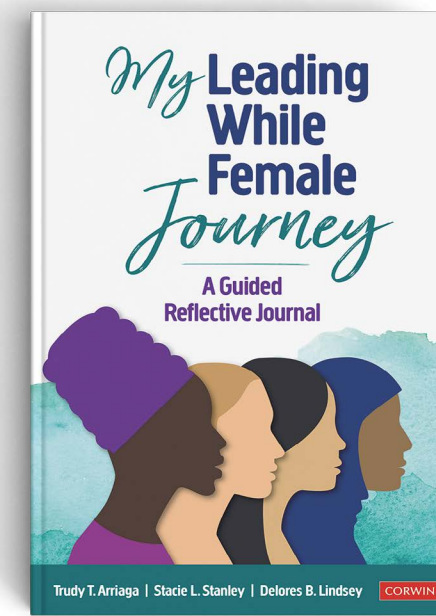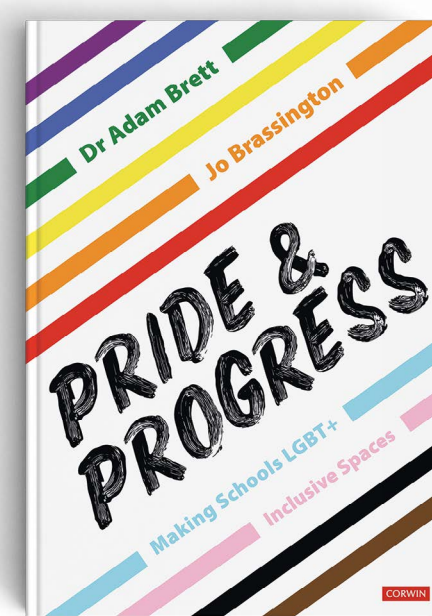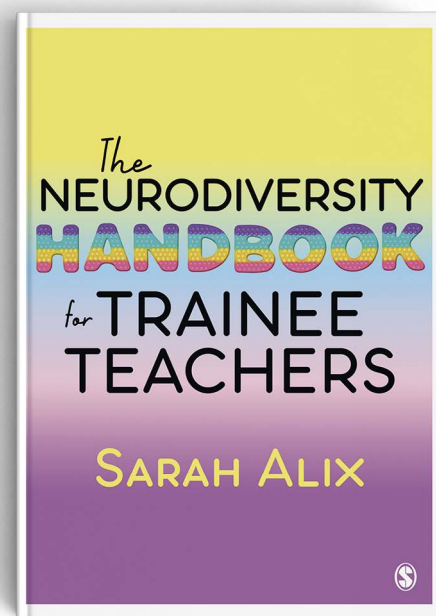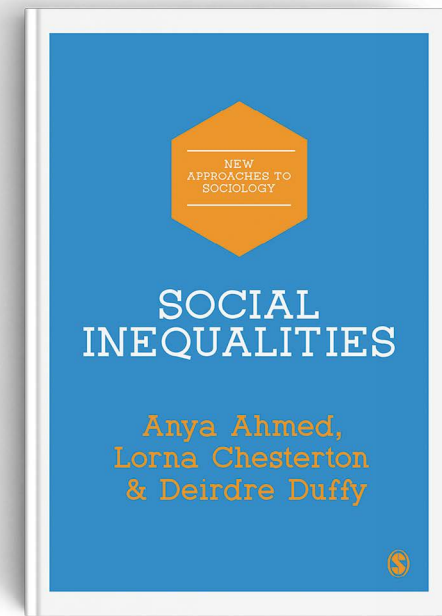
The importance and political impact of underrepresented groups in Texas

Our US College Publishing program launched *The Texas Experiment: Politics, Power, and Social Transformation*, a historical narrative on how Texas came to be, highlighting the importance and political impact of underrepresented groups in Texas along the way.
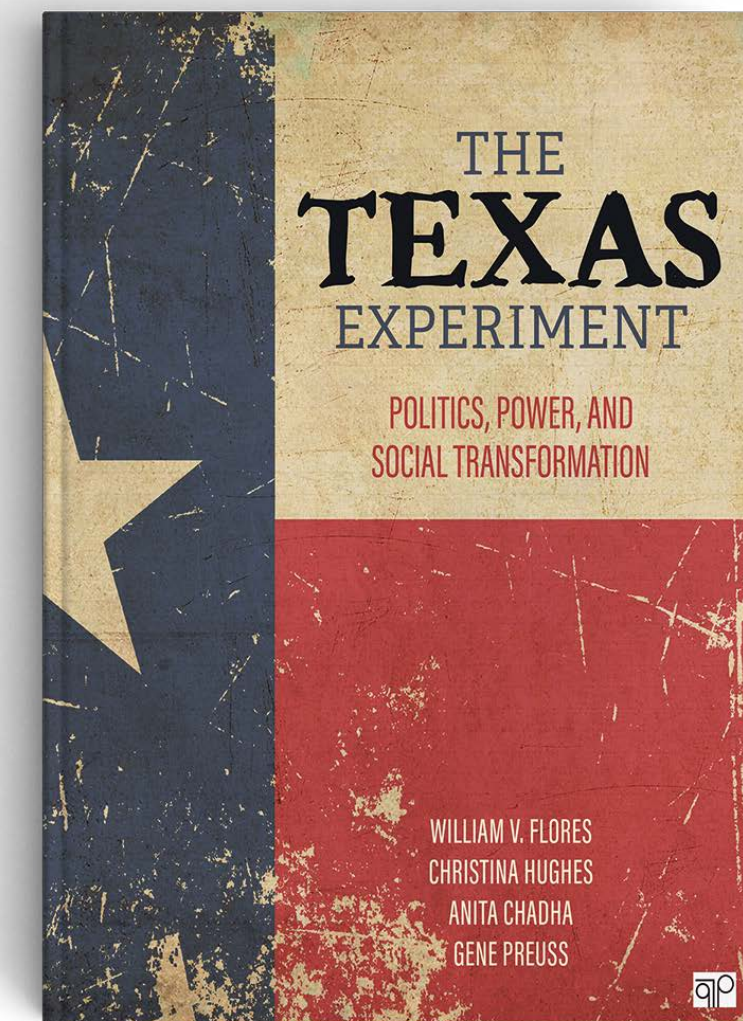
Case study

Advancing diversity in librarianship

Despite the critical role libraries play in educating and uniting communities, the profession lacks diverse representation. Sage, in collaboration with the Joint Council of Librarians of Color, will award $2,000 each to five library school students — one from each of the five National Associations of Librarians of Color. This scholarship will directly support students from underrepresented backgrounds pursuing degrees in library and information science.

The program provides scholarships to each of the organizations in the national association, including:

- American Indian Library Association
- Asian/Pacific American Librarians Association
- Black Caucus of the American Library Association
- Chinese American Librarians Association
- REFORMA: The National Association to Promote Library & Information Services to Latinos and the Spanish-Speaking

Award recipient
Izchel Quintero-Martinez

"

It has been thanks to this adequate support and mentorship that I have learned more about what it looks like being a leader in librarianship and how diverse it can be.

REFORMA award recipient **Izchel Quintero-Martinez,** master of library information science student, University of Arizona

"

The 2023 Sage scholarship has been a tremendous boon, financially and reflectively. Receiving the scholarship prompted me to reflect on my intentions and aspirations for becoming an academic librarian. Through a career in academic librarianship, I intend to develop and employ skills related to promoting information literacy and access, particularly among historically marginalized populations.

Black Caucus of the American Library Association award recipient **Leigh Amadi Dunewood,** master of library information science student, University of Maryland

Sustainability

The year 2023 was the world's warmest on record, as Sage colleagues in India experienced the hottest and driest August on record, colleagues in California were dealing with the first tropical storm to make landfall in 84 years.

In light of this, we remain committed to meeting net zero carbon emissions by 2040 and working closely with key stakeholders, partners, suppliers and the wider publishing industry to reduce our environmental impacts.

In this section

→ 2023 at a glance

→ Our goals, progresses and actions

→ Our supply chain

→ Engagement and partnerships

→ Case study: Sage collaborates with Wob to reduce waste

2023 at a glance

50%

reduction in global emissions across our operations (against our 2019 baseline).

81% reduction

in energy emissions from our offices (against our 2019 baseline).

reduced emissions by 45%

Exceeded our short-term net zero goal, to reduce operational carbon emissions by 45% by 2030.

Advocated alongside **the Social Science Research Council and The Conversation** for greater investment in the work of social and behavioral scientists striving to mitigate climate change.

Joined the **STM Social Responsibility Committee**, which supports developing roadmaps toward meeting The United Nations Sustainable Development Goals.

More than 250

staff joined sustainability webinars covering topics from problematic plastic to how to save money and help the planet.

Surveyed 95%

We surveyed 95% of our global printers to understand their sustainability commitments and actions.

India offices adopt green taxis that use electric vehicles and promote ridesharing.

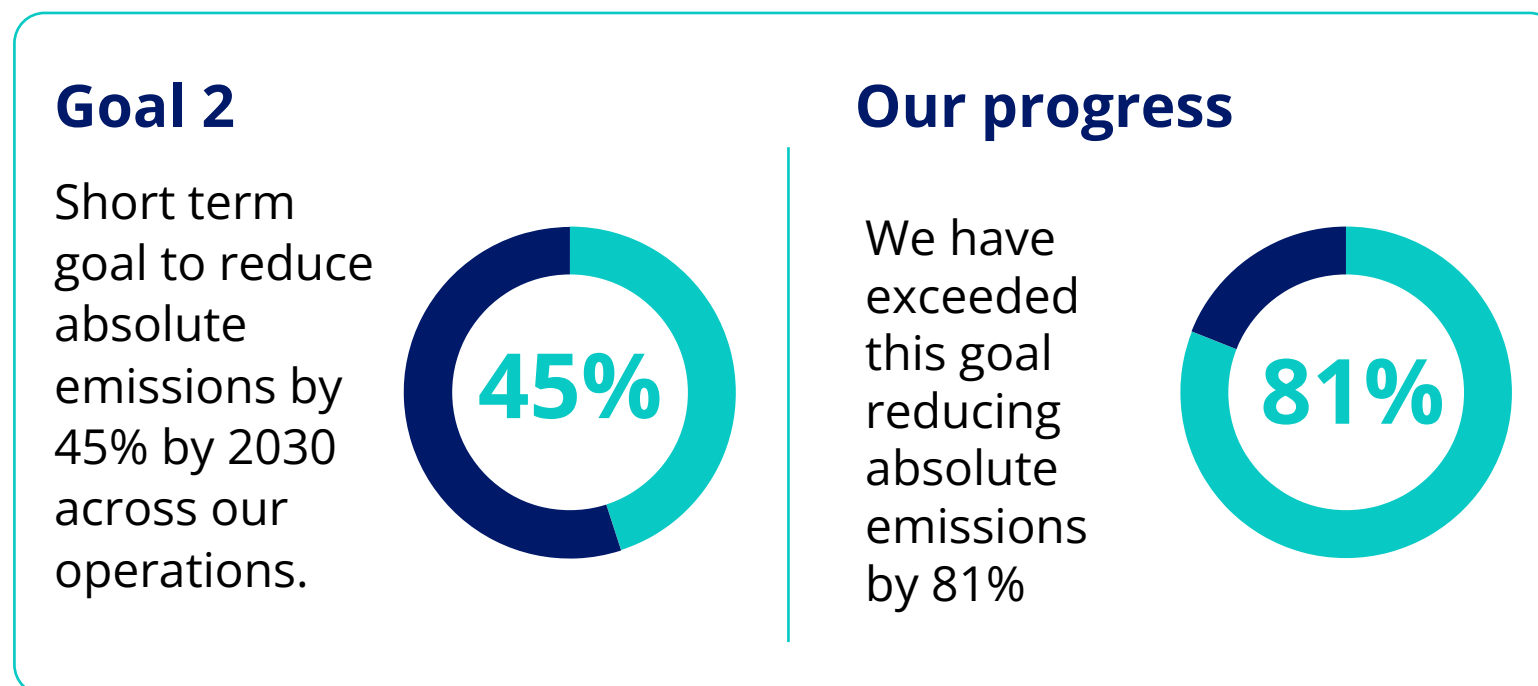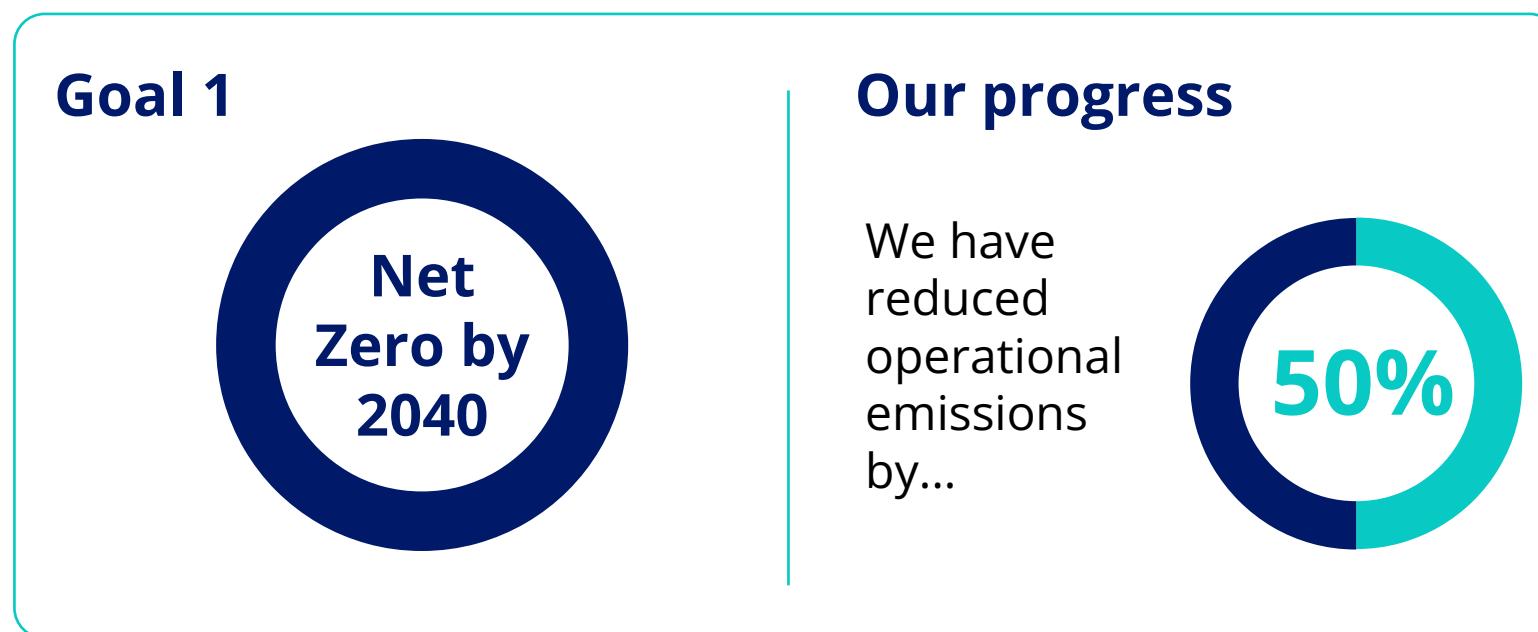**Green Group volunteering**

At our Washington, DC office, employees donned gardening gloves and got weeding for the Rock Creek Conservancy project.

Our Asia Pacific colleagues took part in "Pacific World Clean Up Day" to clean up their local parks, beaches and public spaces.
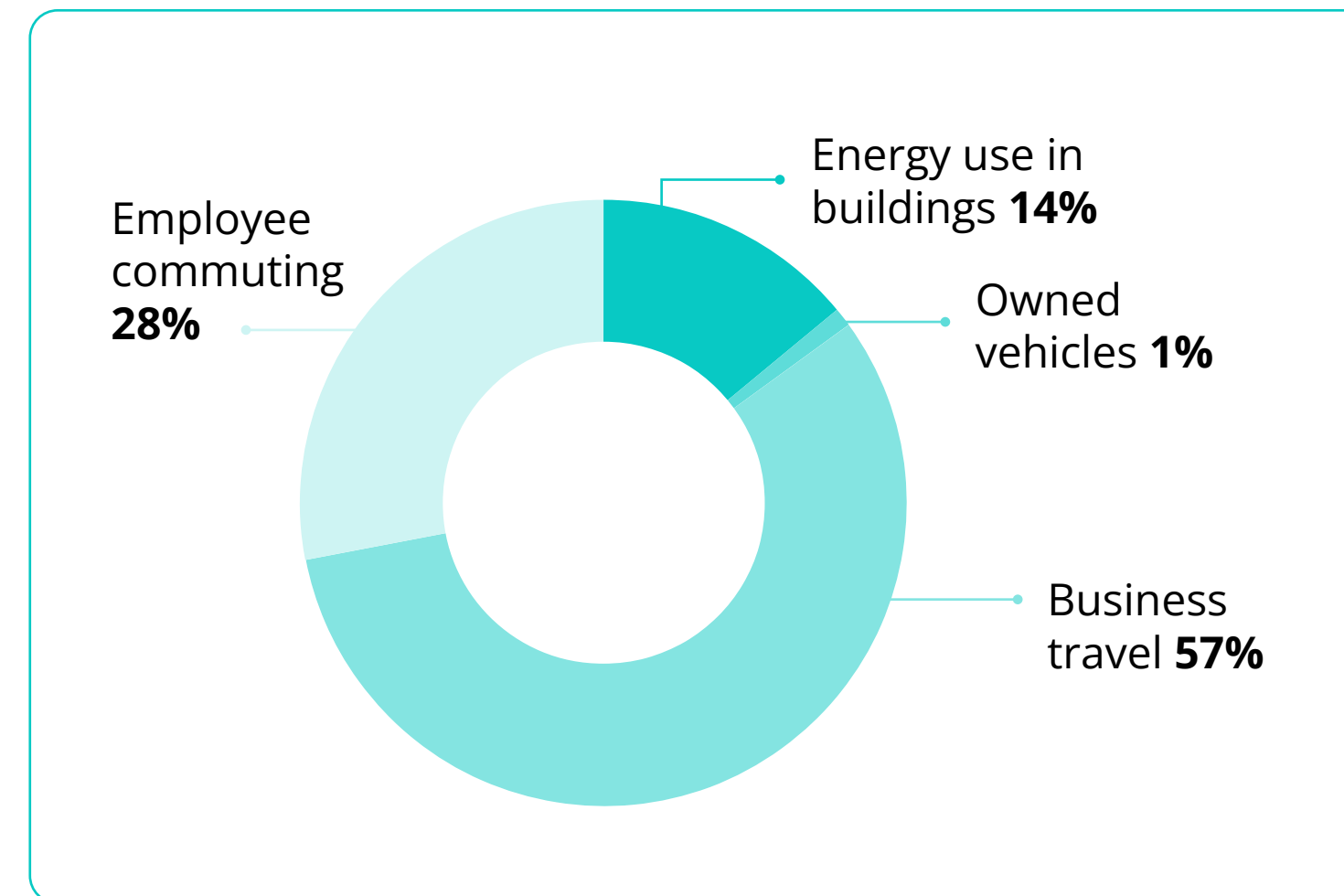
Our goals, progress and actions

We are committed to mitigating climate change through sustainable practices, embedding sustainability in business decisions, and promoting environmental responsibility across Sage.

Net zero progress

Goal 1

Net Zero by 2040

Our progress

We have reduced operational emissions by...

50%

Goal 2

Short term goal to reduce absolute emissions by 45% by 2030 across our operations.

45%

Our progress

We have exceeded this goal reducing absolute emissions by 81%

81%

Our 2023 carbon profile

Energy use in buildings **14%**

Owned vehicles **1%**

Employee commuting **28%**

Business travel **57%**

We track the emissions resulting from our worldwide business operations. This includes the energy consumption in our offices and warehouses, as well as emissions from business travel, accommodation, staff commuting, and our owned vehicles.

In 2023, we further decreased our operational emissions, achieving the most significant reductions through lowering energy consumption in our workplaces.

50%
in total carbon footprint

82%
in emissions from energy use*

18%
in emissions from business travel **

*Compared to 2019 data. * Scope 1 and 2 used in all offices and warehouses. ** this includes travel only i.e. flights, rail and road transport.*

The main carbon reductions across our operational emissions are driven by:

Reducing office space and embracing hybrid working

Energy efficient offices at key locations

In 2023, our travel emissions rose by 44% compared to 2022, as expected due to post-pandemic increases in employee travel. Yet, compared to 2019, emissions are down 20%, keeping us on track for our net zero targets.
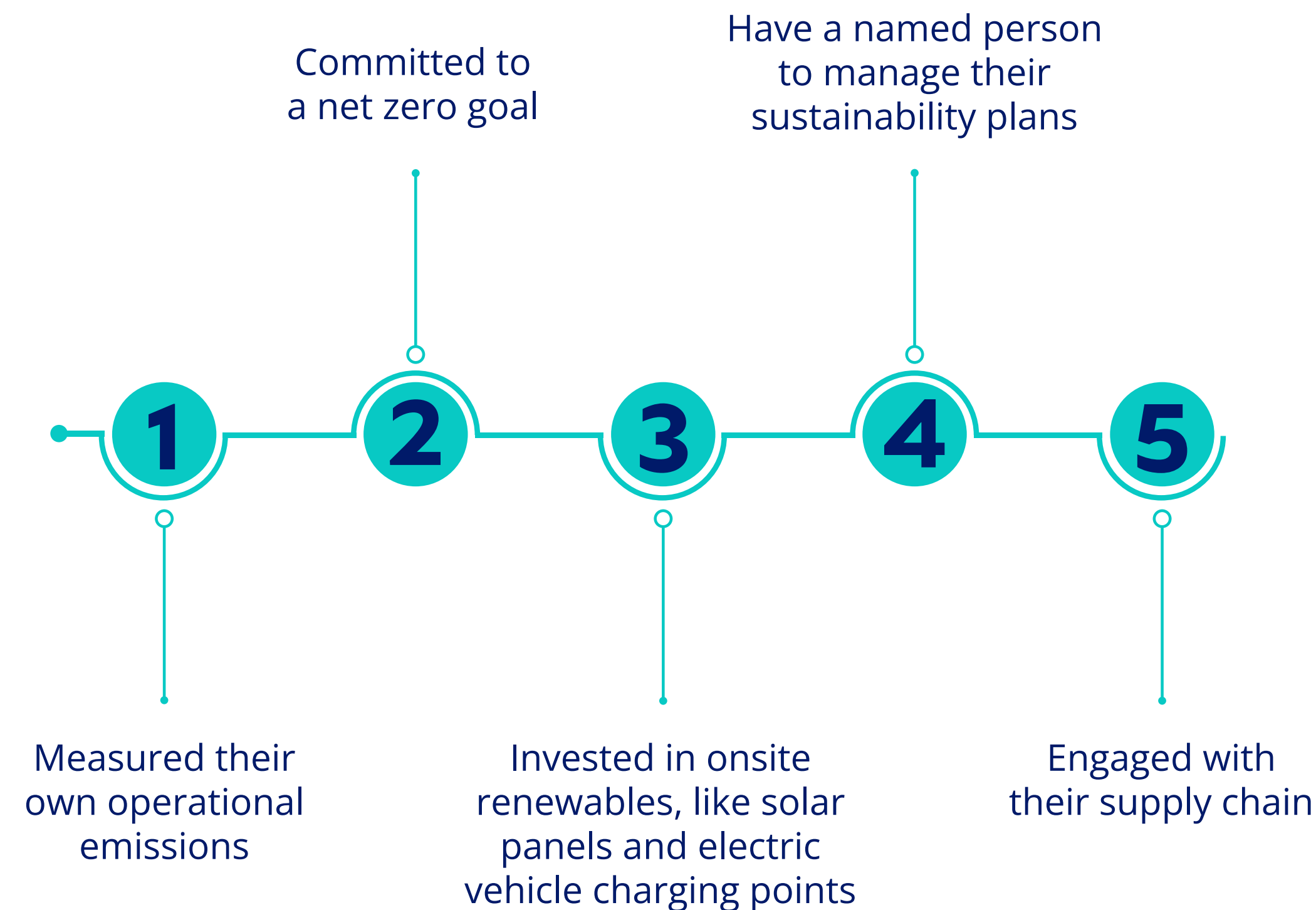
Our supply chain

Why it matters

To meet our net zero goals, it's vital we tackle emissions from our products and services, as they likely contribute over 80% of our total footprint. Therefore, collaborating with key suppliers to reduce our environmental impacts and promote sustainable practices is essential.

In 2023, we thoroughly examined our supply chain, from forests and mills to printers, to better understand our suppliers, processes, and environmental impacts of producing our printed products. In 2023, we carried out a deep dive across our supply chain, including through forest, mills and printers to understand the suppliers, processes, and impacts involved in printing our products.

80% of our footprint

Five things we've learned

In the past year, our print suppliers have made progress on their sustainability programs. Many have:

1 Measured their own operational emissions

2 Committed to a net zero goal

Invested in onsite renewables, like solar panels and electric vehicle charging points

3 Have a named person to manage their sustainability plans

**4**

5 Engaged with their supply chain

Five things we are working towards

1 Reducing the environmental impact of our print products to ensuring 100% of all paper sourced is from sustainable sources e.g. the Forestry Stewardship Council, the Programme for the Endorsement of Forest Certification or the Sustainable Forestry Initiative.

2 Ensuring our key global suppliers have aligned sustainability goals and policies so Sage can meet its own sustainability goals.

3 Collating accurate data from our suppliers to develop a carbon footprint that enables us to set carbon emission reduction targets across our supply chain.

4 Working with our partners and peers across the industry to drive change throughout the publishing supply chain.

5 Developing internal supplier standards and policies so all our teams can source ethically and environmentally.

While maintaining close relationships with our suppliers is crucial, addressing digital emissions is also important. In 2024, we're teaming up with STM and The Publishers Association to establish a standard way to measure digital emissions in the publishing industry.

Engagement and partnerships

We are members of and partner with:
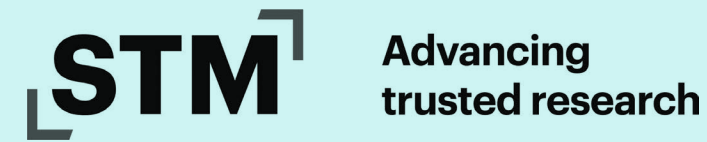
The **STM Social Responsibility Committee**, a collective of STM Association members of all shapes and sizes that are leading the way in cultivating sustainability and diversity within our own organizations and industry bodies.

The **Publishers Association Sustainability Taskforce**, a discussion-based forum for sharing industry updates and developing resources. In 2024 we are taking part in a project on how to estimate emissions from digital publishing.

A panel of fellow publishers at the **Society for Young Publishers** Sustainable Futures Conference that discussed the 'new landscape' of sustainability across the industry.

The **Book Chain Project**, run by Carnstone, which increases awareness of the environmental impacts in publishing and provides resources and information to help publishers make more informed sustainable procurement decisions.

CB in The Netherlands, a collaboration we began in 2023 that aims to **streamline the supply chain**, facilitating swifter and easier access to books and educational materials for Dutch students.

Our net zero goals, sustainability strategy, roadmap, and engagement activities are underpinned by our commitments to:

The Publishers Association's 'Publishing Declares,' which asks publishers to take collective responsibility to reduce their impacts through setting a net zero goal, raise awareness and drive positive climate action.

The SDG Publishers Compact. In 2023 we collaborated with Kudos on The Sustainable Development Knowledge Cooperative to provide plain language summaries of research related to the SDGs.

publishingdeclares.com

PUBLISHING DECLARES CLIMATE ACTION
Sign the Pledge

Case study

Sage collaborates with World of Books to reduce waste

The Independent Publishers Guild invited Sage to participate in a pilot project to reduce waste in overstocks and returns.

The online retailer World of Books (Wob), a certified B Corporation, has its own literacy and circular economy charities, an initiative called AuthorSHARE that pays royalties on used books to any authors registered with the Authors' Licensing and Collecting Society.

The pilot aims to reduce waste in the returns process. We were asked to share a list of overstocked titles for which we were given dynamic pricing based on the demand for the listed books. We chose titles which otherwise might have been pulped. Not only were these books returned to the market, future returns were eliminated since they are sold directly to the end users.

Sales to Wob have become part of our overstocks and returns process, alongside donating to Book Aid International.

> World of Books is passionate about and committed to supporting the publishing industry with end-of-life stock disposal. We were delighted to collaborate with Sage to demonstrate the value we can add as the ethical partner in this space. Being able to support Sage in their goal to reduce waste and environmental impact, while ensuring that their books reach students who need them feels brilliant.
>
> **Sarah Walden,** head of supply partnerships, World of Books

Academic freedom

Sage believes that free expression in all forms is a basic human right. Our primary responsibility, and most impactful contribution, is to publish and amplify the unique voices of scholars and educators, representing diverse populations and perspectives and developing new strands of inquiry for the widest possible audience.

In this section

→ Banned Books Week: Supporting academic freedom

→ Banned books and academic freedom: An open research collection

→ Index on Censorship

→ Sage and American Library Association partner to "Let Freedom Read"

Academic freedom

Banned Books Week: Supporting academic freedom

Our webinar on "**Navigating Threats to Academic Freedom**" held during Banned Books Week featured Pengfei Zhao of McGill University and Renee Rice Morgan and Natalia Ward, both at East Tennessee State University, discussing the effects of legislation surrounding what students — from elementary to higher education — can read and who makes those decisions.

The webinar had 1,000+ registrants.

Banned books and academic freedom: An open research collection

We **curated a collection** of more than 50 Sage published research articles on issues such as banning, academic and intellectual freedom, and its impacts and made it available ahead of Banned Books Week.

INDEX ON CENSORSHIP

Index on Censorship

Sage partners with and publishes **Index on Censorship**, a nonprofit organization that campaigns for and defends free expression worldwide. Index publishes work by censored writers and artists, promotes debate, and monitors threats to free speech.

Sage and American Library Association partner to "Let Freedom Read"

We recorded more than 200 participants reading passages from their favorite banned books at the American Library Association's Annual Conference in the Sage-sponsored "Banned Books from the Big Chair" booth. While the pace of book banning is increasing, Sage has co-hosted the booth with the association for more than a decade.

Researchers at Risk

In 2023, we continued our support of The British Academy's Researchers at Risk program. The fellowship has helped 177 Ukrainian academics and 200 dependents to relocate to the UK.

Research integrity

Upholding research integrity is central to our publishing. Evolving challenges like the rise of paper mills that fabricate research papers, peer review rings, and other forms of industrialized cheating mean we must continuously refine our processes to prevent bad research from being published and correct the scientific record when needed. Our independence allows us to prioritize a commitment to producing robust, accurate, and inclusive research, even if that means taking action that is inconvenient or unpopular.

In this section

→ Strengthening policies and safeguarding against AI

→ Launch of new research integrity tool

→ Providing researchers with the tools to uphold research integrity

→ Thought leadership and community building

Research integrity

Strengthening policies and safeguarding against AI

We recognize that artificial intelligence and large-language models provide opportunities and challenges in research, so we actively support our authors and editors with comprehensive **guidance** and **policies** to navigate these technologies.

Launch of new research integrity tool

Working with fellow publishers as part of the STM Integrity Hub, we've launched a **new tool** to detect duplicate submissions, which often indicate paper mill fraud.

Providing researchers with the tools to uphold research integrity

Our free **How to do Research and Get Published** webinar series supports authors in upholding ethical standards in their research, guiding them through common integrity issues and preparing them for their publication journey.

5000+ participants registered for our research integrity webinars

Thought leadership and community building

Adya Misra, Sage's senior research and integrity manager, shared insights in *Retraction Watch* and *Against the Grain*, revealing the work that goes on behind the scenes of retractions and emphasizing the collaboration needed between publishers, librarians, authors, and organizations like the Committee on Publication Ethics (COPE) to raise standards for high-quality research.

> **Our primary function as a publisher is to maintain the integrity of the scholarly record and help maintain reader's trust in research.**
>
> **Adya Misra (she/her)**, senior research & integrity manager

Enabling impact

While scholarly collaboration is a key part of research, increasing impact requires more than just increasing citations in academic journals. At Sage, we enable impact by improving — or even creating — the pathways from the ivory tower to the public sphere, and by rethinking how 'success' in scholarship is defined.

In this section

Supporting researchers to make an impact

Highlights of our work enabling researchers to make impact and shifting how that impact is recognized

New webinar series addresses stumbling blocks in publishing research

Sage launched the **How to Do Research and Get Published webinar series** to help new researchers. The webinars connect experienced authors and editors with researchers from across the globe by covering topics such as "Dissertation to Manuscript," "Open Access," and "Article Promotion."

9,000+ attendees in 2023

New Epigeum course teaches how to make impact through research

Online course provider Epigeum, which became part of Sage in 2023, launched a course – **"Research Impact: Creating Meaning and Value"** – aimed at helping researchers define, plan, and communicate their research projects for impact.


Evaluating impact assessment in the social sciences

Sage hosted a free webinar marking 10 years of the San Francisco Declaration on Research Assessment (DORA) — a global initiative improving how funders, institutions, policy makers, and others evaluate scientific research and its outputs. Our landing page showcases **our commitments to and efforts behind being a DORA signatory**.

SagePolicyProfiles

In research assessment, determining 'impact' is often synonymous with counting citations of research articles in other scholarly works. This ignores the broader influence of scholarly work — particularly in the social sciences, where research makes an outsized impact on public policy. In response we introduced **Sage Policy Profiles**, powered by Overton's vast index of 11 million+ policy documents from 188 countries. This free, browser-based tool enables researchers to easily find, export, visualize, and share their work's citations in policy, giving them a more comprehensive view of their impact beyond academic citations.
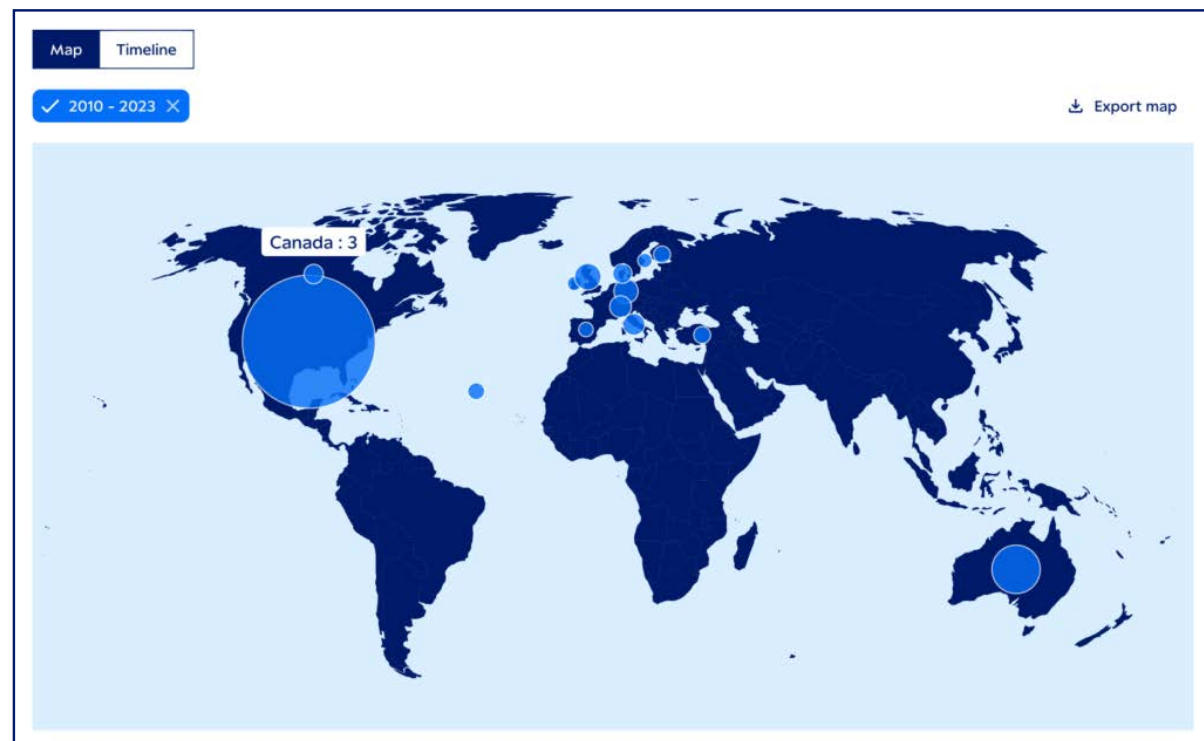
Above: Map view of results in Sage Policy Profiles.
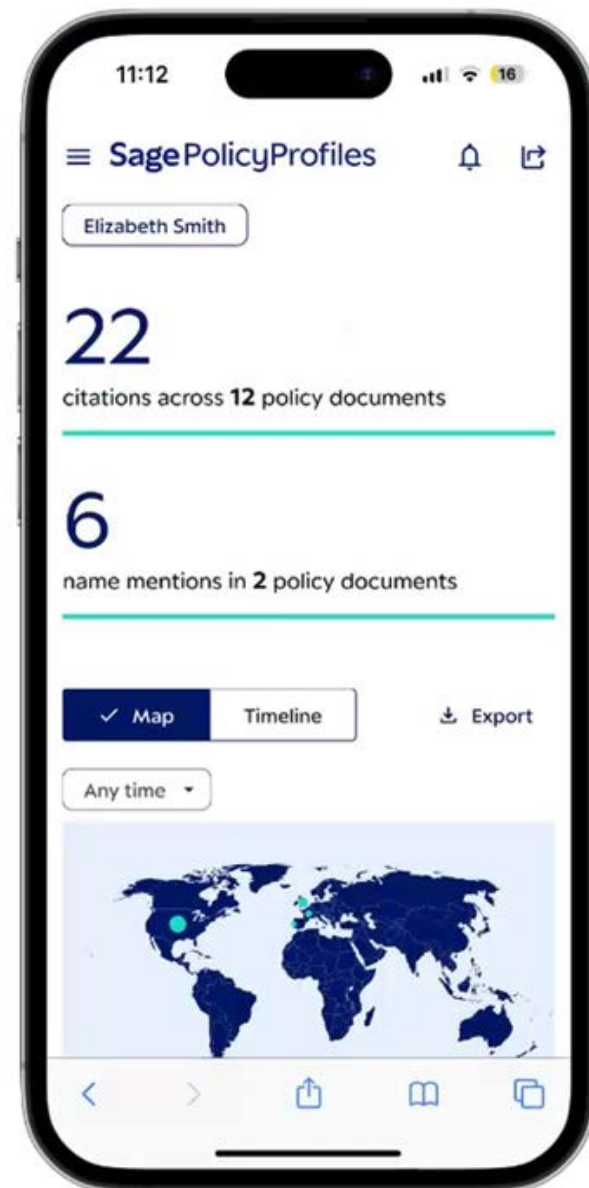
User testimonials

> "
> **Sage has a tool to see how often your work has been cited in policy documents. 32 times for me, which is 32 more than I knew about.**
>
> A professor of educational psychology from the U.S

> "
> **This is not just a number — it's evidence of science informing real-world decisions and policies.**
>
> A medical department chair in Saudi Arabia

> "
> **Here at Sage, we've long focused on making sure everyone outside of the social and behavioral science community can see — and make use of — the clear benefits this research brings to tackle wicked problems. The launch of Sage Policy Profiles is really the other side of that coin, allowing researchers themselves to both see how important their work is and then be able to alert a wider audience to that very real impact.**
>
> **Ziyad Marar (he/him),**
> president, global publishing
> "

Convening our community

Social Science Perspectives

Social Science Perspectives is Sage's regular series of talks co-hosted with the Campaign for Social Science and The Conversation that builds connections and drives discussions on pressing issues. In 2023 we hosted events focused on gender equality and the impact of AI.

Social Science Foo Camp

For the sixth year, Sage, O'Reilly Media, Sloan, and Meta co-organized Social Science Foo Camp, an "unconference" that draws researchers, technologists, businesspeople, funders, policymakers, and writers to talk about the biggest ideas at the intersection of society and social science.

The launch of Understanding Humans at Sage London

We launched *Understanding Humans*: a new book compiling highlights from Sage's long-running Social Science Bites podcast. At a launch event, podcast host David Edmonds joined Sage's Kiren Shoman and Chair of the Campaign for Social Science Bobby Duffy in a conversation exploring how the social sciences can help solve the problems facing society.

Corwin Visible Learning Conference

At Corwin's annual Visible Learning Conference, 1,800 pre K-12 educators from seven countries gathered in Orlando, Florida to learn about the teaching practices that drive student achievement.

Top and far right: Book display and attendees at the launch of Understanding Humans

Right: Authors John Hattie and John Almarode giving the keynote address at the Corwin Visible Learning Conference

Impacting people, policy, and practice

Campaign for Social Science and Sage Annual Lecture

At the 2023 **Campaign for Social Science** Annual Sage Lecture, journalist Gary Younge compared the 'realism' of election promises against the backdrop of Britain's critical issues.

Supporting the Sustainable Development Goals (SDGs)

We provided the United Nations with relevant research ahead of the SDG Progress Summit in September via our collaboration with Kudos and their **Sustainable Development Knowledge Showcase**.

Sage-CASBS Award

Philosopher Elizabeth Anderson and sociologist Alondra Nelson received the annual Sage-CASBS award, which recognizes scholars whose work advances our understanding of pressing social issues. In a taped interview before their public remarks, **Anderson and Nelson joined Sage CEO Blaise Simqu** for a conversation about equity, public trust in science, and strengthening the ties between social and behavioral science research and evidence-based policy.

Above: Alondra Nelson, Elizabeth Anderson and Blaise Simqu

Social science advocacy

Sage sponsored the Consortium of Social Science Association's Advocacy Day events in Washington, DC, where more than 50 social and behavioral science researchers took to Capitol Hill to discuss with their local legislators the importance of funding for federal agencies that support social and behavioral science research.

In 2023, Sage joined the European Alliance for Social Sciences and Humanities to help grow the social sciences and engage with European policymakers and funders in their support.

Camille Gamboa, Sage's associate vice president for Corporate Communications, addresses the crowd at Consortium of Social Science Association Advocacy Day

Case study

## Sage volunteers contribute to 67 academic women's biographies on Wikipedia

While it shapes the public narrative around science and scientists and serves as a resource for those scientists, Wikipedia has long demonstrated gender bias in its editorial participation and a **low percentage of women's biographies**.

With that as an inspiration, Sage approached the Wikimedia group to co-organize an **edit-a-thon on International Women's Day**. For four hours, volunteers in London, Washington, D.C. and online created new posts on female scholars and updated the public profiles of women scholars doing vital work in social and behavioral science.

> "
> Despite the fact that we were editing from so many different locations, there was real power in knowing that we were all working toward the same goal at the same time.
>
> **Charisse Kiino (she/her)**, vice president of College Product & Market Development
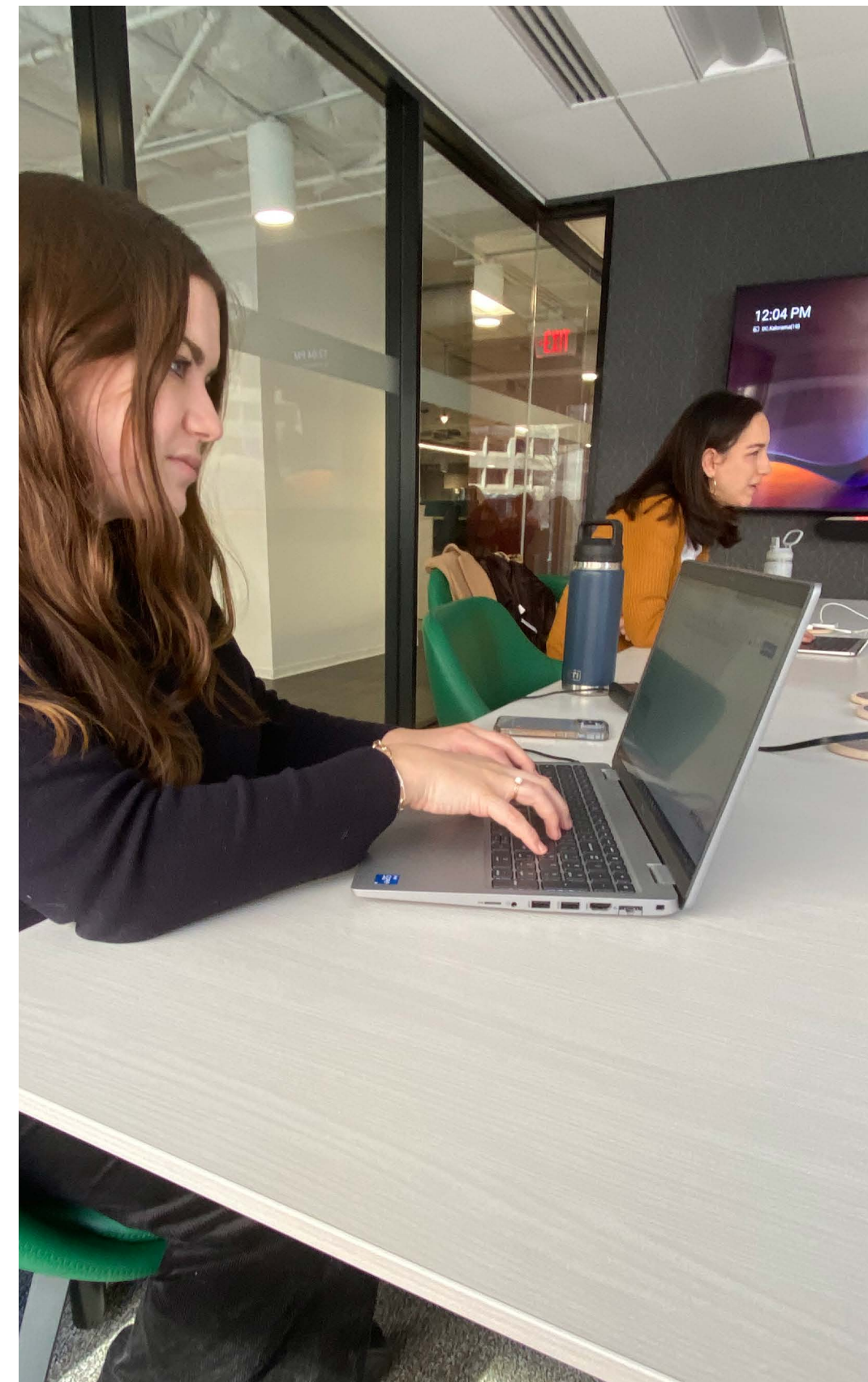
The Wikimedia volunteers supporting our event said a good goal for an edit-a-thon would be to create 25 new biographies. Our team exceeded that goal by updating 18 profiles and creating 49 new ones – 11 of which were Sage authors, editors, or board members.

49 new profiles created

18 profiles updated

Research impact

We published 71,344 articles in 2023 that were downloaded 29,172,632 times.
These articles were referenced in:
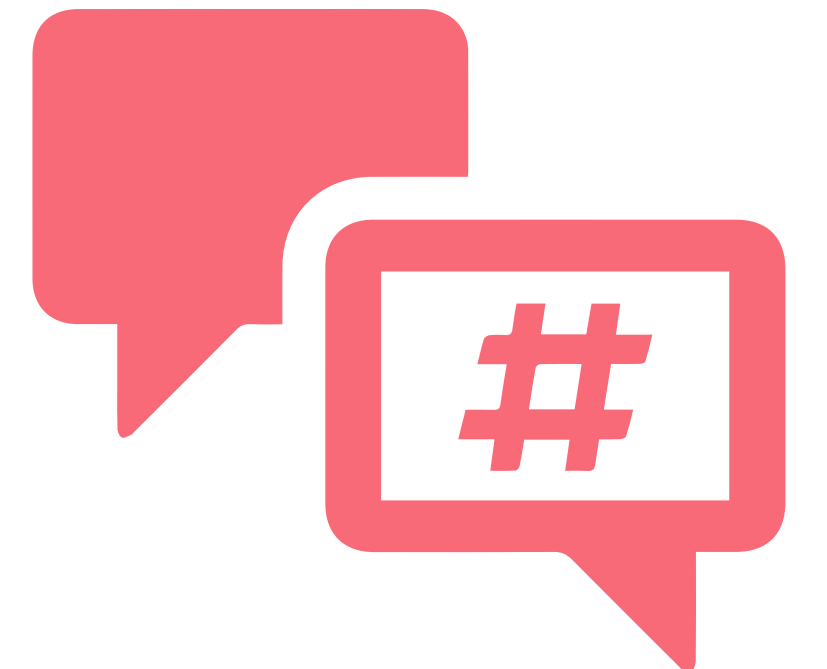
286
policy
documents

14,194
news stories

5,079
blog posts

488
Wikipedia
articles

291,434
Twitter or
Facebook shares

The future of teaching and research

> " As an independent company, we are free to think long term and develop products and resources focused on the future needs of higher education rather than quick wins. We do this by working in collaboration with our library and publishing partners to work toward the shared goal of a flourishing higher education system that enables excellent research and student outcomes.

Karen Phillips (she/her), executive vice president of learning and UK executive lead

In this section

→ Critical thinking

→ The future of the library

→ Supporting the future of teaching, learning, and research

→ Awarding innovation and excellence in social and behavioral science

Critical thinking

The explosion of generative artificial intelligence and large language models have had a huge impact on how all content is produced, accessed, and even trusted. As a result, the ability to critically evaluate information and data — including scholarly content — is more vital and more complex than ever. Sage has long recognized the importance of critical thinking skills and continued its critical thinking endeavors for students and educators in 2023.

Skills to combat misinformation

Sage launched the **Information Literacy Microsite**, a curated repository of free resources on topics such as digital literacy, censorship, propaganda, digital society, and media ethics.

Critical Thinking Bootcamp

More than 400 participants joined Sage's fourth annual **Critical Thinking Bootcamp**, a free event that offered insights, guidance, and resources to help librarians and professors encourage critical thinking in and out of the classroom. This year's event focused on the challenge – and potential – of generative AI in higher education.
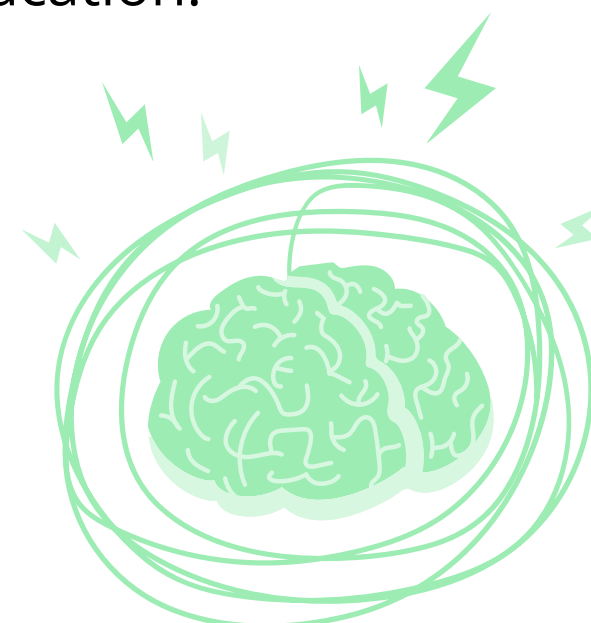
Podcast series: The intersection of critical thinking and AI

Sage sponsored a **four-part series of The Authority File podcast** examining whether generative AI is helping or eroding critical thinking. In the episodes, Sage's Katie Metzler, vice president of social science innovation, joined author and tech philosopher Tom Chatfield and Leo Lo, dean and professor at the University of New Mexico's College of University Libraries and Learning Sciences to discuss how AI can be used in higher education and scholarship while preserving and enhancing critical thinking.

The future of the library

Technology from Sage released two reports in its Librarian Futures series. *The Knowledge Gap Between Students and Librarians* included a student-led research project that sought to better understand student perspectives on the university experience, and more specifically, offer resource and reading lists for the classroom.

The Librarian Skills Landscape gathered insights from more than 2,000 global academic library professionals about the roles and values of librarians in a digital age. **Skilltype**, the talent management platform for libraries in which Technology from Sage invested in 2023, provided unique data and insights.

Sage's Martha Sedgwick, vice president of innovation, research and learning, and Kimberley Simpson, interim head of brand marketing at Technology from Sage, guest edited a **special issue of** *Against the Grain* focused on the future of the library in a time of transformational tech.

Supporting innovation

For a second year, the **Technology from Sage Innovators Award** commended technological innovations in e-resources librarianship. 2023's winning tool aids novice researchers in developing solid and well-informed research designs.

How do we ensure a healthy future for academic libraries?

Our **nine-part blog series** asked librarian thought leaders from across the globe to share personal insights into the challenges and opportunities their profession faces in a time of great transformation.
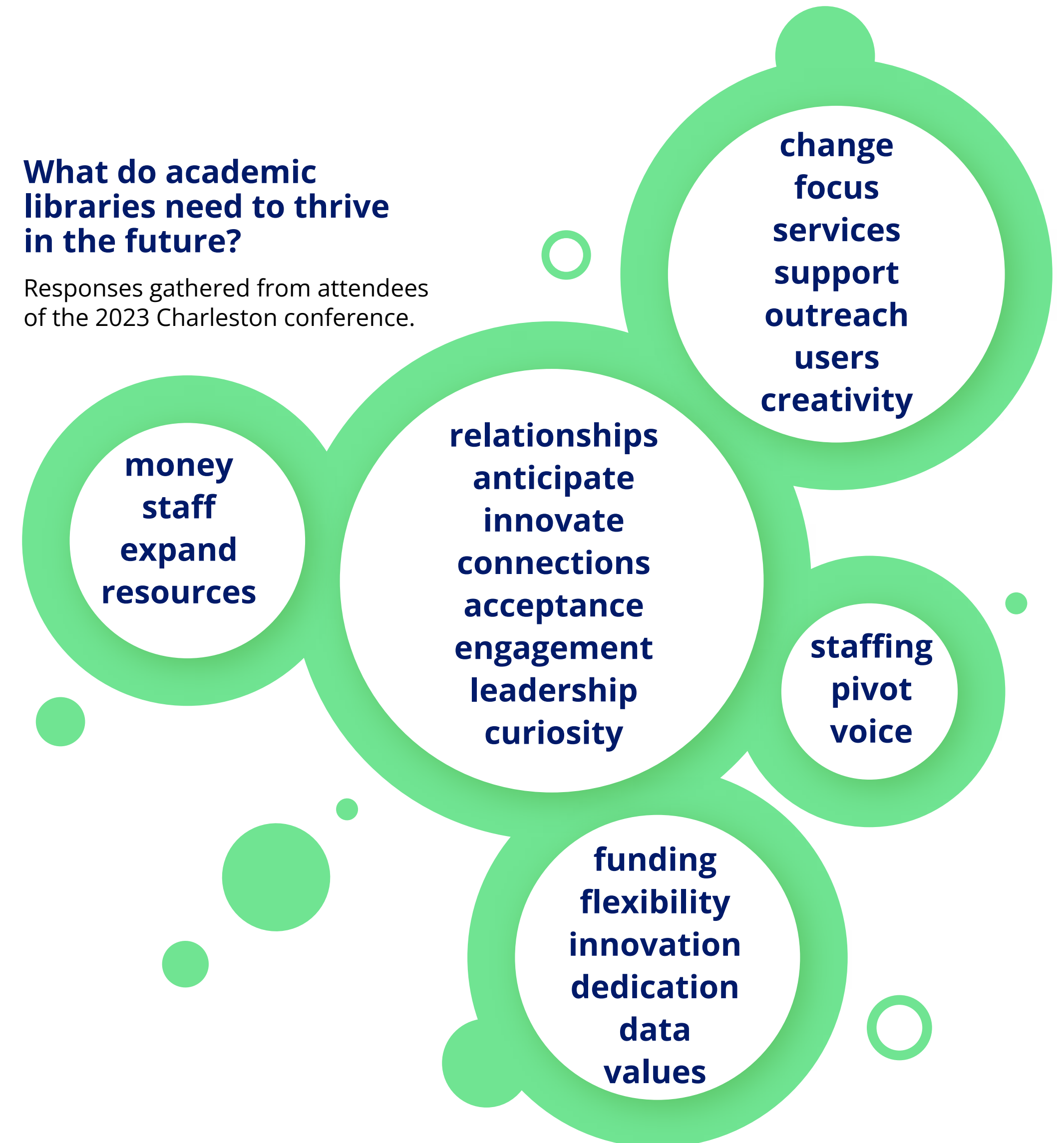
> As an independent company, we take a long-term approach to investing in library success and are free to do so in ways that enhance equity, break from tradition, and help amplify the role of the librarian as patrons' needs evolve.

Karen Phillips (she/her), executive vice president of learning and UK executive lead

What do academic libraries need to thrive in the future?

Responses gathered from attendees of the 2023 Charleston conference.

change
focus
services
support
outreach
users
creativity

money
staff
expand
resources

relationships
anticipate
innovate
connections
acceptance
engagement
leadership
curiosity

staffing
pivot
voice

funding
flexibility
innovation
dedication
data
values

Supporting the future of teaching, learning and research

At the forefront of experiential learning

Sage invested in products and experiences that meet the growing demand from business schools for experiential learning.

Hubro Simulations

We acquired **Hubro Education**, a start-up specializing in developing business-based simulations that offer students the opportunity to directly apply and build on their learning in a range of virtual business scenarios.

bodyswaps

We collaborated with virtual reality platform **Bodyswaps** to introduce a series of VR simulations to develop skills in negotiation and conflict management for students in business and related fields.

Exploring applications of generative AI

We held our first-ever Generative AI Hackathon, co-hosted by Technology from Sage, bringing together 50 colleagues from different Sage teams to rethink and enhance products and user experiences for students, faculty, authors, and researchers. Participants built prototypes for tools to support various stages of the research and learning lifecycles.

Tech from Sage
Insight 2023

The Technology from Sage team hosted a generative AI codesign challenge at its inaugural **Tech from Sage Insight Conference**, which brought together staff and librarians to discuss the risks and affordances posed by AI.

Giving students an advantage

Our US College team improved the performance of Vantage by inviting power-users to provide input on the platform's performance and capabilities, including product development, customer acquisition, user onboarding, and classroom best practices.
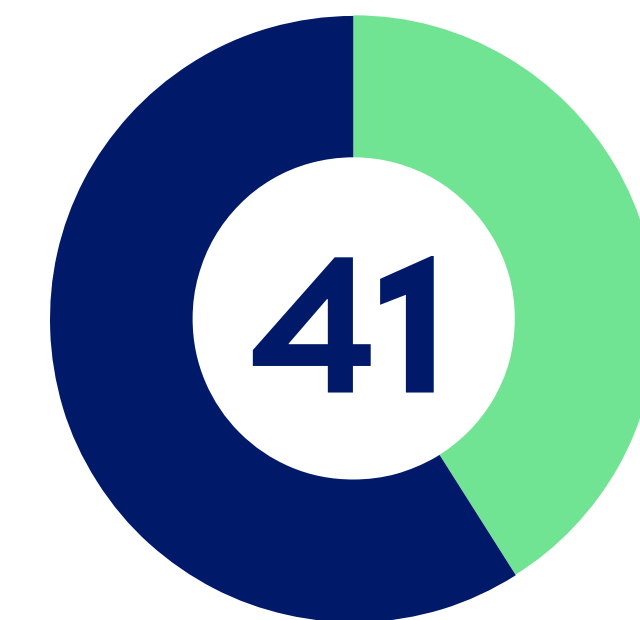
41 new titles added across 12 academic disciplines.

During the last academic year, Vantage was utilized by 120,000 students in 3,700 classes, representing **25%** user growth over the previous academic year.

Awarding innovation and excellence in social and behavioral science

We're pleased to support those who have made outstanding contributions to the social and behavioral sciences, enriched our understanding, and addressed critical issues in society.

Babson global student challenge

Sage's sponsorship of the Babson Collaborative Global Student Challenge inspired students to think beyond academic boundaries and consider the real-world impact of their ideas. In 2023, the challenge engaged **2,600 students** from **25 schools** across **18 countries** submitting **730 projects** to address global issues aligned with the United Nation's Sustainable Development Goals.

Sage Research Methods wins the Open Athens best publisher UX award

The impact of the Sage User Experience (UX) team's work was on show in March 2023, when Sage was announced as the OpenAthens best publisher UX award winner for our Research Methods platform.

Alan Maloney, Sage's head of user experience, spoke to *Research Information* about creating an environment where UX is at the forefront of product development.

Concept Grants

The 2023 **Sage Concept Grants**, a program that funds innovative products and tools for social science education and research, awarded £15,000 to GailBot, a conversation analysis tool. Five other emerging software tools received £2,000 each.

Appendix

Carbon Data – operational emissions

The below table provides details of our global carbon emissions from across scope 1, 2 and scope 3 business activities, those areas which we have direct control over. Sage's baseline year is 2019 and the table provides comparisons to both 2019 and the previous year, 2022.

Overall tCO₂ emissions	Current year 2023	Previous year 2022	Baseline year 2019	Change from 2019 to 2023	Change from 2022 to 2023
	tCO₂	tCO₂	tCO₂	[%]	[%]
Scope 1	**76**	**639**	**988**	**-92%**	**-88%**
Refrigerant leakage	29	375	405	-93%	-92%
Gas onsite heating	19	193	366	-95%	-90%
Company owned vehicles	28	71	218	-87%	-60%
Scope 2	**440**	**611**	**2,041**	**-78%**	**-28%**
Purchased electricity*	396	611	2,041	-81%	-35%
Purchased heating, steam, and cooling for own use	45	-	-	-	-
Scope 3	**3,803**	**2,635**	**5,777**	**-34%**	**44%**
Fuel- and energy-related activities	131	198	624	-79%	-34%
Flights	1,919	1,285	2,385	-20%	49%
Rental and private vehicles	64	138	62	4%	-54%
Rail	64	3	48	34%	2077%
Hotel nights**	428	15	-	-	2841%
Employee commuting***	1,198	996	2,658	-55%	20%
Scope 1 and 2 only	**516**	**1,250**	**3,030**	**-83%**	**-59%**
Scope 3 (business travel)	**2,047**	**1,426**	**2,494**	**-18%**	**44%**
Total all scopes	**4,319**	**3,885**	**8,806**	**-51%**	**11%**

Notes

The table shows that emissions have mostly continued to decrease across all scopes when compared to our baseline year (2019).

Scope 1 and 2 emissions have reduced by 81% when compared to 2019 - this exceeds our interim net zero goal to reduce emissions by 45% by 2030.

Scope 3 emissions currently include business travel, upstream fuel related and employee commuting.

Overall footprint reduced by 4,437 (50%) when compared to 2019.

Our focus in 2024 is to measure and calculate emissions from scope 3 supply chain emissions.

* Electricity emissions were calculated using the market-based method.

** This increase is mainly driven by more complete data, although this does align with 2023 travel data and will include 2019 data in 2024.

*** Employee commuting includes home working and uses estimated calculations.

We continue to refine data as we gain access to more complete and reliable data across all activities.

INDEPENDENT

SINCE ⌒ 1965

Sage