



CAMBRIDGE  
UNIVERSITY PRESS

# Annual Report

for the year ended 30 April 2020



## Contents

About us	2
Vice-Chancellor's introduction	6
Chief Executive's overview	7
Academic publishing	10
Cambridge English Language Teaching	14
Educational publishing	18
People and values	22
Environment	24
Awards and prizes	26
Abstract of the Financial Statements	30
Anti-Slavery and Human Trafficking Statement	34
Statute J of the University of Cambridge: the University Press	36

*Click the contents to jump to the page*



*Click the icon to jump to the contents page*



## We are part of the University of Cambridge

We work closely with other University departments, such as the research and teaching departments and Cambridge Assessment, to advance knowledge, learning and research.

Cambridge University Press is the oldest media business in the world and the oldest university press. We were founded through 'Letters Patent', similar to a Royal Charter, granted to the University by Henry VIII in **1534**

**3,039**

colleagues worldwide

**58%** outside the UK

**50**

offices around the world

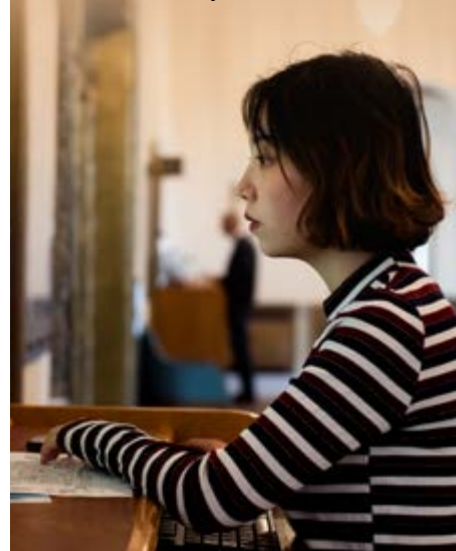
**16%**

gender pay gap, down from 18% in 2019

## We consist of three publishing groups

### Academic

which publishes research books, advanced learning materials and reference content as well as nearly 400 journals.



### English Language Teaching

which publishes materials for both students and adult learners.

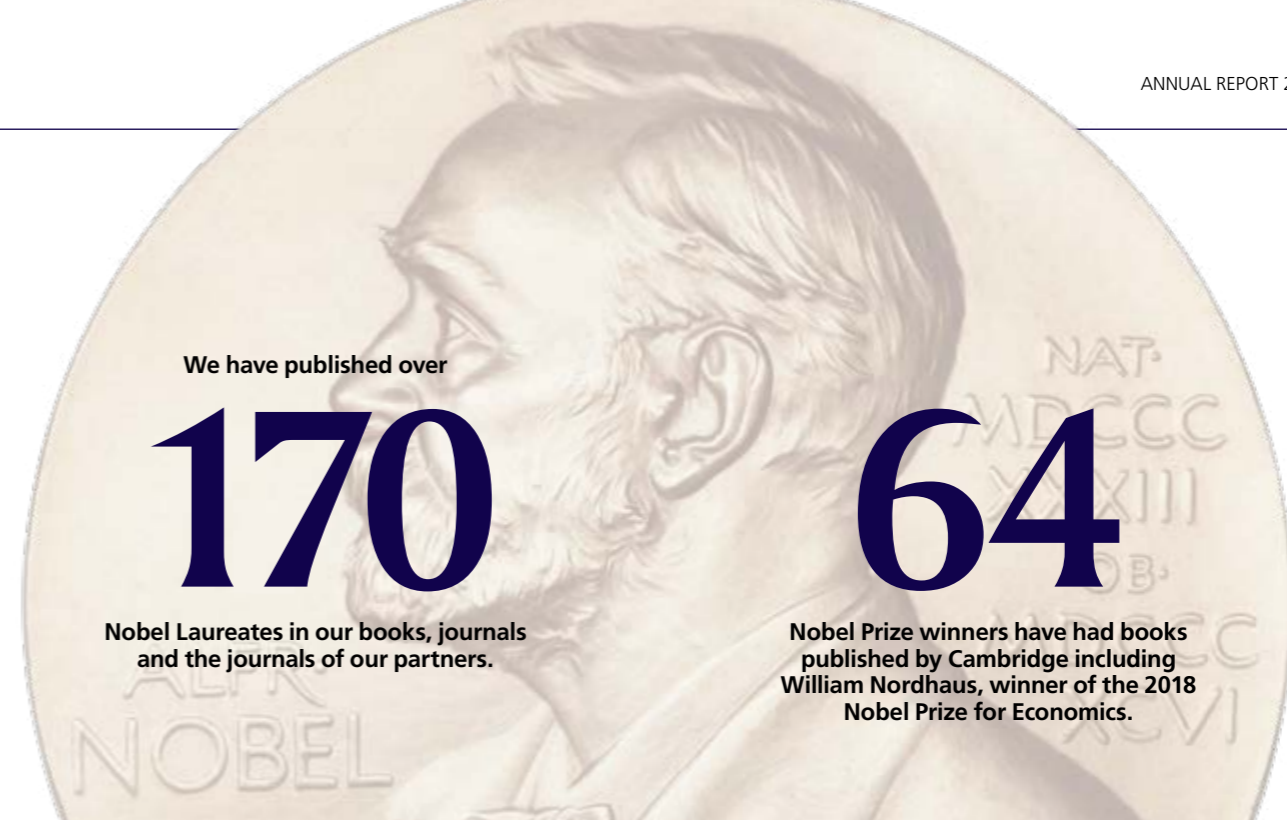


### Education

which provides teaching materials for schools around the world and advises governments on educational reform.



Image: Alice the Camera/Cambridge University Library



We have published over

**170**

Nobel Laureates in our books, journals and the journals of our partners.

**64**

Nobel Prize winners have had books published by Cambridge including William Nordhaus, winner of the 2018 Nobel Prize for Economics.

More than

**66 million**

downloads on Cambridge Core in financial year 2020, with over

**300,000**

new registered users in financial year 2020

Cambridge Core



Cambridge Dictionary

Cambridge Dictionary is the number one dictionary website for learners on the planet, with over

**455 million**

unique visitors in financial year 2020

Number of Edjin users grew by

**30%**

Students and teachers using our Elevate e-book platform increased by

**40%**

in financial year 2020



Our core purpose is to advance learning, knowledge and research worldwide. How we fulfil this is evolving as we engage with researchers, students and teachers digitally to help solve their problems. Increasingly we fulfil our purpose by helping unlock their potential with the best learning and research solutions.

## Governance

Since 1698, the Press has been governed by the Press 'Syndics' (originally known as the Curators), 18 senior members of the University of Cambridge who, along with other non-executive directors, bring a range of subject and business expertise to the governance of the Press. Committees of the Syndicate meet regularly to look at publishing proposals, ensuring that the content being published meets rigorous academic standards, and to oversee the strategic and financial operations of the Press.

The Syndicate has a Press & Assessment Board, Audit Committee, Remuneration Committee and Nominations Committee (all shared with Cambridge Assessment); an Academic Publishing Committee and an English Language Teaching & Education Publishing Committee. The publishing committees provide quality assurance and formal approval for the titles published, meeting regularly to review editorial and publishing strategy matters. The Press & Assessment Board is concerned with overall governance and meets on a monthly basis. Responsibility for the day-to-day management of the Press is delegated by the Syndicate to the Press's Chief Executive Officer and the Press Board.

## The Press Board

The Press Board is made up of the heads of the principal areas of our business:



**Peter Phillips**  
Chief Executive



**Cathy Armor**  
Director for People



**Andrew Chandler**  
Chief Financial Officer



**Paul Colbert**  
Managing Director, ELT



**Mandy Hill**  
Managing Director,  
Academic Publishing



**Mark Maddocks**  
Chief Information  
Officer



**Catie Sheret**  
General Counsel



**Rod Smith**  
Managing Director,  
Education



**Kevin Taylor**  
Director of Syndicate  
Affairs



**Mark Whitehouse**  
Global Director of  
Operations

## Vice-Chancellor's introduction



**The Press was on track to deliver another year of exceptional growth before the COVID-19 pandemic took hold in the middle of March 2020; but after that, things changed fundamentally. The COVID-19 lockdown focused the minds of everyone across the University of Cambridge on a set of unprecedented challenges that could not have been foreseen. I am immensely proud of the way my colleagues at the Press, as well as in Cambridge Assessment and the academic University, pulled together to address those challenges.**

The Press has operated in an environment of radical change for many years and has invested heavily in developing products and services to meet the changing needs of the researchers, teachers and learners it serves in an increasingly digital and mobile world. COVID-19 has added impetus and urgency to that. The Press and Cambridge Assessment are working ever more closely to combine their complementary resources and expertise. This has produced some exceptional online teaching and testing products, and the effort is set to accelerate to new levels in a world where the internet is enabling so much opportunity to improve education. By the end of this financial year, for the first time, more than half of the Press's revenues were earned from products with a digital component, and I expect that trend to continue as we focus on the most effective ways to deliver educational value for a global community that has learned some hard but valuable lessons about the nature of its interconnectedness.

I am pleased to record the appointment in the course of 2019–20 of Professor Kenneth Armstrong as chair of the Press Syndicate's Academic Publishing Committee; and I thank his predecessor Professor David McKitterick for many years of service in that capacity, as well as Mr Peter Williams and Ms Annette Thomas who have stood down from the Audit Committee and Press & Assessment Board respectively. A new Academic Advisory Board chaired by Professor David Runciman has met several times to consider the strategic future of research publishing at a time of fundamental change in the landscape of access to scholarly materials. The Press & Assessment Board itself underwent an external review which resulted in more cohesive governance around a single strategy for the two organisations, Cambridge University Press and Cambridge Assessment. It is also gratifying that the Press remains so well connected to the University's sustainability agenda relating to climate change.

The Press is uniting with Cambridge Assessment around a single strategy and collaborating closely with the research and teaching departments of the University. This will create a uniquely powerful education and research offering under the Cambridge name. It also calls for close financial alignment, and I am therefore pleased to see the Press plan to move its year-end to 31 July from next year. That change will align the Press with the rest of the University, including Cambridge Assessment, and help to simplify financial planning at the start of a period of significant further change. As with so many organisations, the Press will be financially challenged in the wake of the present pandemic, but I have full confidence that its prudent planning for a digital future based on the provision of the very best products and services, meeting the needs of researchers, teachers and learners of all kinds around the world, will see it continue to develop from strength to strength.

**Professor Stephen Toope**  
Vice-Chancellor of the University of Cambridge and  
Chair of the Press Syndicate

## Chief Executive's overview



**The year 2019–20 was one of extraordinary contrasts for the Press. We enjoyed 46 weeks of strong revenue growth and excellent progress with our long-term strategy, only to face a very different final six weeks as we helped customers and colleagues cope with the global effects of the COVID-19 pandemic.**

The needs of students, teachers and researchers are always central to our thinking, something we demonstrated in our response to the pandemic. We moved fast to provide free access to a wide range of research and learning materials for those in schools and universities whose lives were disrupted by the disease.

To support greater understanding of the virus, we gave free access to all the research we publish on COVID-19 and issues related to it on Cambridge Core, our academic research platform, and adapted our editorial processes to be able to publish new coronavirus research within 24 hours of receipt of a manuscript. You can find details of our many coronavirus initiatives in later sections of this Annual Report.

I want to pay particular tribute to my Press colleagues. In just two days they transformed the organisation from one operating out of 50 offices around the globe to one where everyone worked from home – all the while looking for solutions to our customers' problems. The Press did as much as possible to help all our people cope with lockdown, and I am pleased that a survey into our handling of the crisis showed that 91 per cent of colleagues thought we had done so well.

I am exceptionally proud of the way the Press rose to the challenge of COVID-19. You can tell much about an organisation by the way it responds to an unexpected crisis. The teamwork, creativity, hard work and generosity of spirit shown by colleagues across the world underlines the strength of our culture and the remarkable qualities of Press people. I am extremely grateful to them all for their handling of the pandemic and for their passion and commitment to Cambridge throughout the year.

The Press enjoyed strong revenue growth until COVID-19 hit financial performance in the final six weeks of the year, but still succeeded in growing sales by two per cent in constant currency terms.

In particular, we passed an important milestone in our digital publishing drive, with more than 50 per cent of sales coming from digital and blended products. We made excellent progress in working ever more closely with our colleagues at Cambridge Assessment, the University's examinations group, and with Cambridge's teaching and research departments. Our Academic publishing group made big moves in its pivot to Open Access publishing, and our English Language Teaching group had an outstanding year – COVID-19 notwithstanding.

Collaboration with colleagues in the wider University reflects our belief in the 'Cambridge Advantage' – that by pooling our skills and experience we can produce more creative solutions to problems and help achieve our shared core purpose of advancing learning, knowledge and research worldwide.

Coronavirus will weigh on the coming year as well, but we can take considerable comfort from our achievements in 2019–20 prior to its arrival. These will stand us in good stead when the threat from the pandemic diminishes.

I was delighted to accompany Professor Stephen Toope, the Vice-Chancellor, on visits to India and China during the year which emphasised Cambridge's role as a global leader in education for all ages, from a child starting at primary school to a student submitting a doctoral thesis.



Our partnership with Cambridge Assessment deepened in many ways, with both our English Language Teaching and Education publishing groups working closely with their counterparts at Cambridge Assessment on providing better solutions for learners and teachers, with our aim a single strategy across both organisations.

Of particular importance was the decision to bring together under one management the Press's Education Reform team, which advises governments on improving their education frameworks, and Cambridge Assessment's equivalent groups. The move attests to our success in establishing the Press as a significant partner in education reform only a few years after forming it as a separate team.

Meanwhile, the Centre for Evaluation and Monitoring (CEM), jointly acquired by the Press and Cambridge Assessment from Durham University in May 2019, had a good first year bedding down in its new home. CEM is one of the most respected organisations providing formative assessments for children and fits extremely well as a member of the Cambridge family, broadening the integrated services we can offer schools in the UK and around the world.

Our work with Cambridge teaching and research departments included the launch of the Technology Enabled Learning Programme, where we have been using the Press's knowledge of instructional design and digital products to help faculties create good online learning environments for undergraduates. Two courses had been launched by year-end with several more to launch soon.

We worked in tandem with the University to articulate a common Cambridge position on Open Access to research papers in response to consultations initiated by a coalition of European funders and by UK Research and Innovation. As part of a great research university, we are a strong advocate of the widest possible access to scholarly works, consistent with an orderly transition and the maintenance of a sustainable publishing environment.

The most significant of our Open Access achievements during the year was the rapid growth of Read and Publish deals with

academic institutions. These are licences which bundle together access to a publisher's subscription journal content with freedom to publish through those journals without paying extra publishing charges. It is a particularly good route to Open Access for areas with less grant funding like humanities and social sciences. By year-end we had signed deals with 23 institutions around the world, including our own, up from six at the end of 2018–19.

During the year we also launched Cambridge Open Engage, our online open platform for academic research, before it had been peer-reviewed – pre-prints. Our launch partner was the American Political Science Association, which by the year-end had had 207 pre-prints submitted and 170 published, with an average turnaround time of 30 hours. The full site launched to other communities and subject areas on schedule near the end of 2019–20.

This is just one example of the way digital technology allows us to create new products to better serve the needs of customers, be they a researcher working on a computer or an English language student studying on a smartphone.

Strong, resilient and flexible platforms are the foundation that underlie the best digital products, and in 2019–20 we made good progress across all our three business areas to provide richer, more seamless and personalised studying environments.

COVID-19 underscored the importance of our digital drive, producing a sharp jump in online demand for our products. For example, the online Cambridge Dictionary, the world's leading dictionary for learners of English, saw just under 50 million unique visitors to the site in the final month of the year. Our strength lies above all in publishing works of the very highest quality. In 2019–20 the calibre of our list was once more recognised in a raft of industry awards, including six category winners in the prestigious Professional and Scholarly Excellence Awards, presented by the Association of American Publishers.

Important publishing events during the year included the launch of the online *Cambridge Shakespeare*, which brought the complete works of Shakespeare and prize-winning reference material together on a new, fully integrated digital platform. Shakespeare

is at the very heart of our humanities publishing, and this project drew on more than 150 years of dedicated, expert engagement with these texts.

Other publishing highlights included a strong performance by English Language Teaching's new *Evolve* blended course for adults, and the Education publishing group's *We Love* series for Indonesian schools delivering local curricula subjects in English.

While COVID-19 dominated the headlines at year-end, we remain alert to the longer term threat from climate change. Our concern for the environment was highlighted during the year in our publishing and in our efforts to reduce our own carbon footprint. We became a signatory of the UN Global Compact, the world's largest corporate sustainability initiative.

We collaborated on the creation of a global hub for Cambridge Zero, the university's ambitious new climate initiative, which will develop sustainability ideas and innovations. Mike Berners-Lee's *There Is No Planet B*, published as part of our expanding list of trade and audio books, was a bestseller and a hugely influential point of reference in debates about climate change.

At the start of this review, I highlighted the work of colleagues in our response to COVID-19. To continue to attract the most talented people, it is important that we provide a working environment that treats everyone fairly, encourages collegiate and creative thinking, and helps career development through the acquisition of new skills.

## Our partnership with Cambridge Assessment deepened in many ways, with both our English Language Teaching and Education publishing groups working closely with Cambridge Assessment on the alignment of course and exam materials.

I am pleased that in 2019–20, having successfully completed several levels of our management training programmes, we launched a scheme for colleagues new to line management. We also placed more emphasis on the needs of our younger colleagues, a third of whom globally are under the age of 35. I am delighted by the continued success of our apprenticeship programme, which is bringing valuable new perspectives to teams across the organisation and attracting talented people who would not previously have joined the Press.

Social responsibility is an important part of our culture. The year saw the formal launch of an educational aid project in which the Press, Cambridge Assessment and colleagues from the academic University are working with Unicef, the UN's international children's agency, and Microsoft to help millions of primary-level children affected by poverty, discrimination, conflict and disaster – particularly those who are refugees. The initiative was launched at The Education World Forum, an annual gathering of education ministers and experts in London.

Colleagues around the world gave generously of time and money to local charities during the year. Their efforts, together



English saw an outstanding performance in China

with matching donations from the Press, raised £56,375 for good causes.

COVID-19 hit us hard with just six weeks of the financial year remaining. Disruption in supply linked to lockdown in most schools and universities triggered a sharp fall in sales that interrupted the strong growth the Press had been experiencing to that point. The biggest driver of that growth was our English Language Teaching group, which delivered an outstanding performance, despite the impact of the pandemic, and meant that the Press was still able to grow revenues and report an operating profit of £23.6 million (2019: £24.4 million) close to last year – a strong result in the circumstances.

Sales of £336 million (2019: £327 million) were two per cent up on the previous year at constant currency. The strength of our performance in English within that came particularly from its performances in China, Turkey, Mexico and many European markets. Our Education publishing group grew its market share in the international schools sector and held underlying sales in line with last year, despite the pandemic taking hold at the worst possible time in some of its key markets. The Academic publishing group saw revenues decline in the face of the impact of the virus and a tough US print books market.

At a time of crisis it is important also not to lose our focus on the long term. While it is too early to assess fully the implications of COVID-19, it seems inevitable that there will be even more demand for the kind of online, interactive products that we have been developing on our resilient and flexible digital platforms.

From this strong base, and working closely with colleagues across Cambridge, we continue to invest in outstanding materials that push the boundaries of understanding and support the advancement of learning, knowledge and research worldwide.

*Peter Phillips*

Peter Phillips  
Chief Executive



Peter Phillips, along with Cambridge Assessment Chief Executive Saul Nassé, and the Vice-Chancellor of the University of Cambridge, Professor Stephen Toope, visited India this year



# Academic publishing

**The Academic publishing group moved forward boldly with its open research agenda in 2019–20, while reinforcing its reputation for publishing work of the very highest quality. When the COVID-19 pandemic began we acted quickly and on a broad front to help students and researchers cope with the crisis, as well as to investigate the characteristics of the virus.**

Our response to COVID-19 included making more than 700 textbooks freely available online to students through their university libraries. At the same time, we gave free access to a growing collection of COVID-19 and coronavirus-related research on Cambridge Core – the online home of the Press's academic books and journals (please see separate panel).

Before the virus struck, the major area of focus was our ongoing commitment to open research. Amid international debate over how to make academic research more freely available, the Press's position is clear: as part of one of the world's foremost universities, our central purpose is to advance learning, knowledge

and research around the globe. Open Access to research will help us achieve this, provided it accommodates publishing models that are sustainable. The Press has been working with other University departments to ensure there is a single Cambridge voice in key international debates on Open Access, representing the breadth of scholarly viewpoints.

We see Read and Publish deals with University customers as an important migration route to Open Access for our journals (please see separate panel). After striking the first six of these deals in 2018–19, we stepped up the pace sharply in 2019–20 and had 23 in place by the year-end.

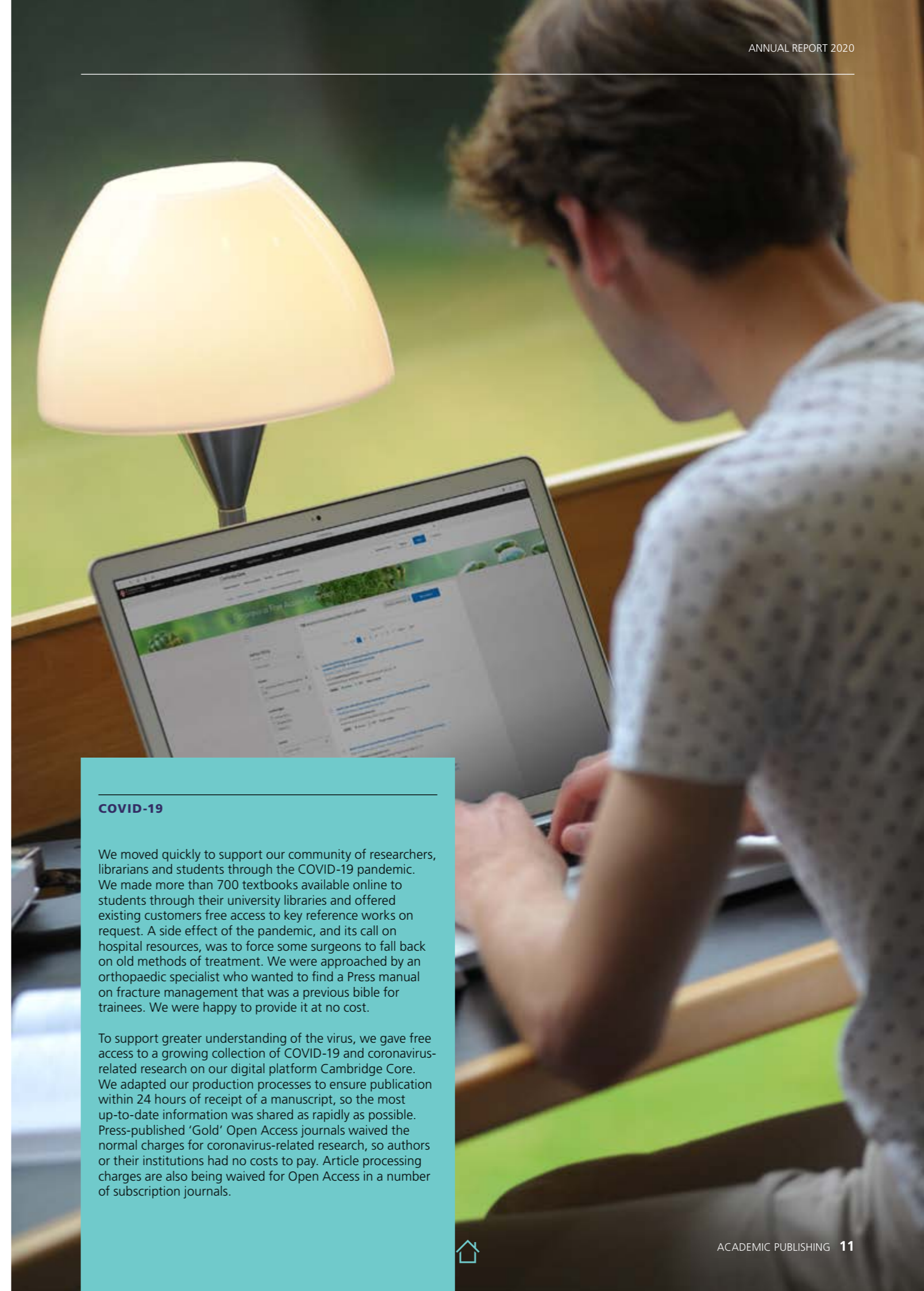
We were the first publisher to achieve a large deal in the important Japanese market, and secured three others in Asia: in Singapore, Taiwan and India. We widened our footprint in Europe, including Cambridge, while in the Middle East we reached deals in Qatar and Israel.

Another open research innovation was the launch in August of Cambridge Open Engage, our collaborative platform for researchers to upload, share and advance their research, including preprints. Importantly, we are positioning the site to support the evolution of research dissemination.

Our launch partner on Cambridge Open Engage was the American Political Science Association, which by the year-end had had 207 pre-prints submitted and 170 published, with an average turnaround time of 30 hours. The full site launched to other communities and subject areas on schedule in April and by the end of the year a further 48 pre-prints had been posted across 15 subject areas.



**The Cambridge University Press Bookshop in the heart of Cambridge city centre had to close its doors because of the COVID-19 lockdown**



## COVID-19

We moved quickly to support our community of researchers, librarians and students through the COVID-19 pandemic. We made more than 700 textbooks available online to students through their university libraries and offered existing customers free access to key reference works on request. A side effect of the pandemic, and its call on hospital resources, was to force some surgeons to fall back on old methods of treatment. We were approached by an orthopaedic specialist who wanted to find a Press manual on fracture management that was a previous bible for trainees. We were happy to provide it at no cost.

To support greater understanding of the virus, we gave free access to a growing collection of COVID-19 and coronavirus-related research on our digital platform Cambridge Core. We adapted our production processes to ensure publication within 24 hours of receipt of a manuscript, so the most up-to-date information was shared as rapidly as possible. Press-published 'Gold' Open Access journals waived the normal charges for coronavirus-related research, so authors or their institutions had no costs to pay. Article processing charges are also being waived for Open Access in a number of subscription journals.



The Press is investing in an exciting Open Access journal launch programme that last year included *Gut Microbiome*, in collaboration with the Nutrition Society, *Wearable Technologies*, *Data-centric Engineering and Data and Policy*. Other new titles – *Quantitative Plant Biology*, in collaboration with the John Innes Centre, and *QRB Discovery* – will both support open peer review from launch. A pioneering new Open Access and open peer review journal, *Experimental Results*, was launched to tackle the crisis in the reproducibility of results, and provide an outlet for valid research that currently goes unpublished.

By year-end 43 of our journals were ‘Gold’ Open Access and Open Access articles now account for 15 per cent of our annual output, compared to eight per cent a year ago.

Our deepening ties with the academic University were further reinforced by two initiatives that illustrate the ‘Cambridge Advantage’ – the additional heft all parts of the University achieve by pooling brainpower and expertise.

One was the launch of the Technology Enabled Learning Programme, where we have been using the Press’s knowledge of instructional design to help departments create engaging and effective online learning environments. Two courses had been launched by year-end. In the wake of the COVID-19 crisis this programme created a platform for us to support the academic University in providing virtual and remote learning for all students.

We are also collaborating with Cambridge Zero, the University’s ambitious new climate initiative to help them fulfil their ambitions.

Despite so much change, the heart of what we do remains high-quality content, and so we were once again delighted that the quality of our publishing was recognised in a strong raft of industry awards, including six category winners in the prestigious Professional and Scholarly Excellence Awards (PROSE), presented by the Association of American Publishers.

## Amid international debate over how to make academic research more freely available, the Press’s position is clear: as part of one of the world’s foremost universities, our central purpose is to advance learning, knowledge and research around the globe.

The *Cambridge Histories* programme had another strong year, with 19 volumes of totally new content published across the humanities and social sciences, including a magisterial three-volume *History of the American Civil War*.

In science, technology and medicine publishing, a highlight was *The Art of Electronics: The X Chapters*, by Paul Horowitz and Winfield Hill, which complements and expands on topics introduced in the best-selling third edition of *The Art of Electronics*. *Spacetime and Geometry: An Introduction to General Relativity*, by Sean M Carroll, rapidly established itself as one of the leading textbooks on gravity.

Digital highlights included the launch of *Cambridge Shakespeare* (see below) and an online version of *Multimedia Fluid Mechanics*, an invaluable set of simulations and videos to help anyone studying fluid mechanics.

Mike Berners-Lee’s *There Is No Planet B*, published as part of our expanding list of trade and audio books, was a bestseller and a hugely influential point of reference in debates about climate change. Other successful examples from our trade programme include *Grow the Pie* by Alex Edmans, which studies how companies can deliver both purpose and profit, and *Female*

*Husbands* by Jen Manion, a groundbreaking book written in non-binary language, which looks at the female husbands in the 18th and 19th centuries. Our audiobooks programme has grown significantly this year too.

We continued to develop our journals list including *European Psychiatry* joining our distinguished list in psychiatry, where we have supported the European Psychiatric Association to flip the journal from subscription to Open Access. Looking ahead we are very excited to have secured a number of important contracts, including with the Modern Language Association to publish the *PMLA* from 2021. This is considered by many to be the pre-eminent journal in its field and one of the most important journals in the humanities.

*Cambridge Elements* launched as a new digital-first, mid-form publishing concept in January 2019, and we have now published over 180 *Elements* and have over 100 series signed, thanks to the fantastic efforts of our series editors. *Elements* are attracting very high online usage and in many cases we are seeing strong print sales too. Online developments mean *Elements* can now include executable code, using Code Ocean, and video abstracts.

We have continued to develop Cambridge Core, our online platform, and been rewarded with significant growth in online usage (44 per cent for journal articles and 27 per cent for book chapters to the end of March, compared to the previous year). However, at the end of the year this growth was flattened by the impact of COVID-19. Cambridge Core now ranks equal first among publishers on the ASPIRE list, a ranking of accessibility statements so readers know the benefits they can exploit, or the barriers they need to work around, when accessing texts in digital format.

The year was challenging in financial terms, and became tougher with COVID-19. As for other publishers, the main source of weakness was the US print book market, which was hit by a



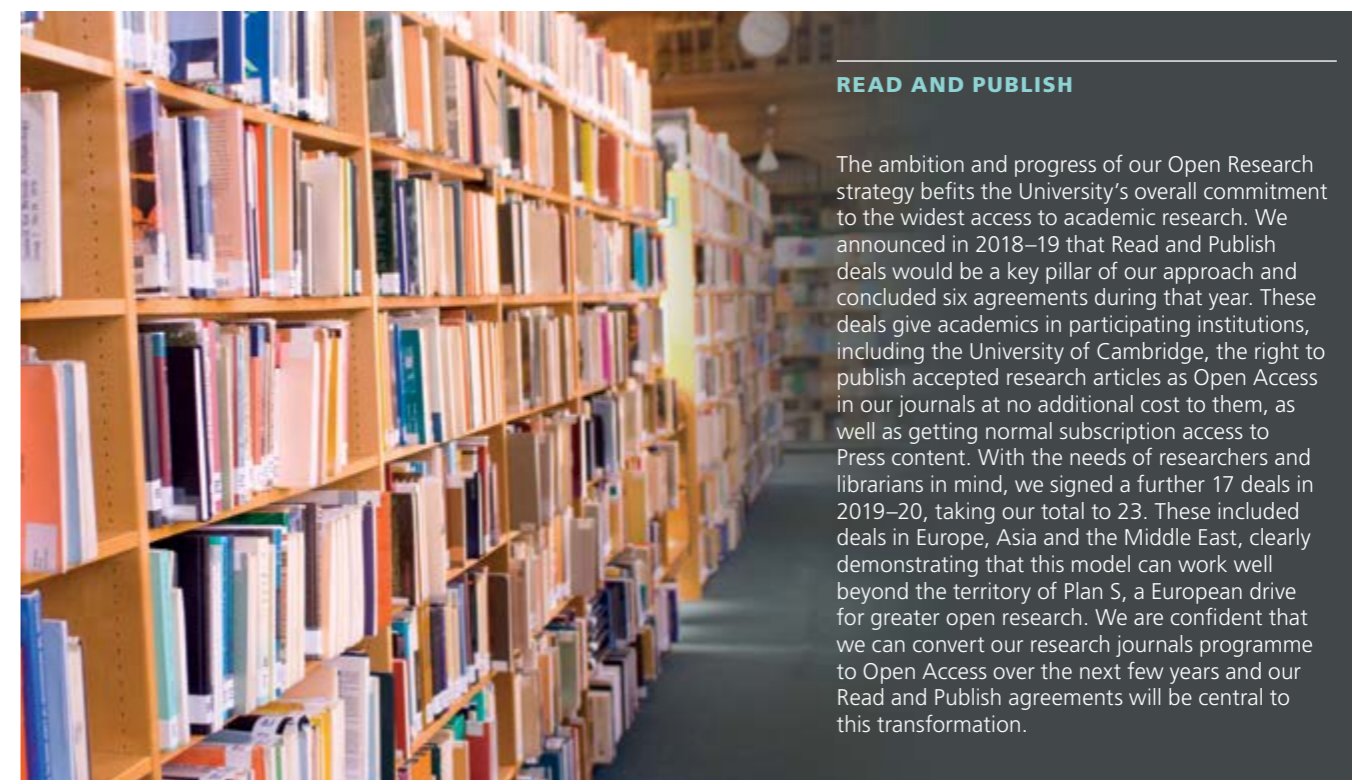
number of factors including distributor de-stocking and a shift by institutions from buying print to online versions.

The pandemic has added an additional layer of uncertainty to an academic publishing world already being transformed rapidly by the digital revolution and the advance of Open Access. However, we are confident that the quality of our publishing, backed by rigorous editorial processes, together with our industry-leading digital platform and our determination to drive Open Access, will keep us at the forefront of academic publishing in the years ahead.

### SHAKESPEARE ONLINE

In January we formally launched *Cambridge Shakespeare*, a huge digital initiative which had been several years in the making. This annual subscription product optimises online access for universities and schools to our world-class Shakespeare scholarship. The collection is formed of the *New Cambridge Shakespeare* (our bestselling play texts and poems aimed at undergraduates), the award-winning reference volumes *The Cambridge Guide to the Worlds of Shakespeare* (a treasure trove of over 300 informative and imaginative essays), as well as the *Shakespeare in Production* series, the *Early Quartos* series and the widely acclaimed *Cambridge Shakespeare Guide*. The product is supplemented by media resources curated by the Folger Shakespeare Library and functionality includes notes that can be toggled on and off, full text search and a high degree of hyperlinking between different content types.

## Cambridge Shakespeare



### READ AND PUBLISH

The ambition and progress of our Open Research strategy befits the University’s overall commitment to the widest access to academic research. We announced in 2018–19 that Read and Publish deals would be a key pillar of our approach and concluded six agreements during that year. These deals give academics in participating institutions, including the University of Cambridge, the right to publish accepted research articles as Open Access in our journals at no additional cost to them, as well as getting normal subscription access to Press content. With the needs of researchers and librarians in mind, we signed a further 17 deals in 2019–20, taking our total to 23. These included deals in Europe, Asia and the Middle East, clearly demonstrating that this model can work well beyond the territory of Plan S, a European drive for greater open research. We are confident that we can convert our research journals programme to Open Access over the next few years and our Read and Publish agreements will be central to this transformation.



# Cambridge English Language Teaching

**Cambridge English Language Teaching enjoyed strong sales growth and results, led by an outstanding performance in China, despite the impact of COVID-19 in the last few weeks of the year.**

As the crisis unfolded we focused all our energies on helping students, parents and teachers navigate an unfamiliar world of shuttered schools, virtual classes and teaching from home. In common with other Press departments, we made much of our online material freely accessible, and we also offered continual support, guidance and advice to teachers around the globe (see separate panel).

The virus, and our response to it, underlined the value of two key features of English strategy: our placing of English language teachers and their needs at the very heart of all we do; and our emphasis on developing a strong digital presence, using technology to give students a more flexible interactive and intuitive learning environment.

Even with the impact of COVID-19, our full year results were strong – led by an outstanding performance in China. As in previous years we benefitted from a profound and long-term global trend: proficiency in the English language is increasingly seen as a key skill people require to prosper in an interconnected world.

That is prompting governments, schools and families to invest in English studies at earlier stages of a child's education, and in

validated assessment to demonstrate competence. Growth in demand is particularly strong in southern hemisphere countries and in Asia, but slower in the more mature markets of the north.

There is also growing awareness that a holistic approach to learning, assessment and pedagogy is likely to deliver superior results. This is why we have been developing a close relationship with our colleagues at Cambridge Assessment English, which provides exams and qualifications for learners and teachers of English. We are jointly developing a suite of integrated learning and assessment tools underpinned by the Cambridge Curriculum, our single, systematic approach to learning and evaluating proficiency in English.

During 2019–20 we jointly launched an online learning, practice and support environment for the community of International English Language Teaching Testing System (IELTS) learners to help them prepare for their IELTS exam.

Our holistic approach is underpinned by our Better Learning framework. This creates a virtuous circle of English knowledge: our researchers' insights lead to relevant, vibrant teaching materials; these lead to better mastery of English; and classroom results feed back into additional research insights.



**Above and right: Attendees of the Better Learning conference**

**Below: The Cambridge Learning Management System**





## COVID-19

Colleagues across our English Language Teaching group made an enormous effort when COVID-19 struck to ensure we could provide teachers and learners with the support they need in unprecedented and constantly shifting circumstances. As well as making online content freely available, the Press and Cambridge Assessment English launched a 'Supporting Every Teacher' campaign. This used our World of Better Learning blogsite – part of our Better Learning initiative, which connects teachers and learners around the world with the latest research and materials. We focused on four main areas of support, with different elements deployed at the time we thought they would be most useful. The first phase was guidance on teaching online. Phase two involved supporting teachers in using their specific course book series from Cambridge, including access to classroom presentation software to use through online teaching platforms. In phase three we began to release additional material so that teachers had extra activities and help for their learners. This included releasing our *Cambridge Exam Booster* series as a download; art and craft activities for use during the holidays; and a story competition. Phase four focused on maintaining health and wellbeing whilst in lockdown. We had a fantastic response from our customers, with high attendance at our local and global online events and significantly higher views of our blogposts. These saw over 1.1 million page views between 13 March and the end of April, and a new record for daily visits to the blogsite (22,000) set as our *Fun Skills* home booklets were released.

Our annual Better Learning conferences have become an important focus for thinking about English language learning and our fourth gathering attracted over 150 delegates from 30 countries to Robinson College in July 2019. The key themes were strengthening teacher teams, a curriculum for the 21st century and managing technological change.

During the year we continued our major investment in learning materials that are delivered digitally, as well as strong platforms on which to deliver them. By the year-end, digital materials, and print materials blended with digital, made up 48 per cent of ELT publishing group's revenues, up from 45 per cent at the end of 2018–19.

We made important progress with the development of Cambridge One, our new learning management and delivery platform, which will gradually succeed the Cambridge Learning Management System (CLMS), on which we currently deliver most of our digital and blended products. Cambridge One, which will provide a richer, personalised learning environment, already hosts a course for young adults, called *Evolve*, which has achieved very positive feedback from teachers and learners.

Meanwhile, the CLMS underlined its position as the most widely used learning management platform for English language teaching institutions. At year-end it had a record 2.1 million active users, hosted 596 courses, and was used across 96 countries. Before COVID-19 struck, our primary, secondary and exam products were all recording double-digit year-on-year sales growth. We enjoyed particularly good sales in primary and secondary markets in Latin America, Iberia and in Asia. Our strong revenues in China were driven by sales of exams preparation materials and by Learning Solutions, the team that provides our largest customers with tailor-made products and support services.

## The Cambridge Learning Management System underlined its position as the most widely used learning management platform for English Language Teaching institutions, with a record 2.1 million active users across 96 countries.

A good year in Mexico was led by the young adult sector, local publishing and another excellent performance by Learning Solutions. There was a significant return to growth in Brazil, thanks to the schools market. We also saw good growth in the Gulf, helped by *Unlock*, an academic skills course which launched its second edition during the year.

In the less buoyant European market, we achieved very good growth in Spain and Italy, helped by our focus on publishing specifically for these local markets. In Spain, we had particular success with our new primary exams course, *Life Adventures*, developed with Cambridge Exams Publishing, our joint unit with Cambridge Assessment.

We had a more difficult year in North America and the UK, where the inward flow of students – a significant market in past years – was substantially reduced. These markets also saw more competition from low or no-cost online resources of varying quality.

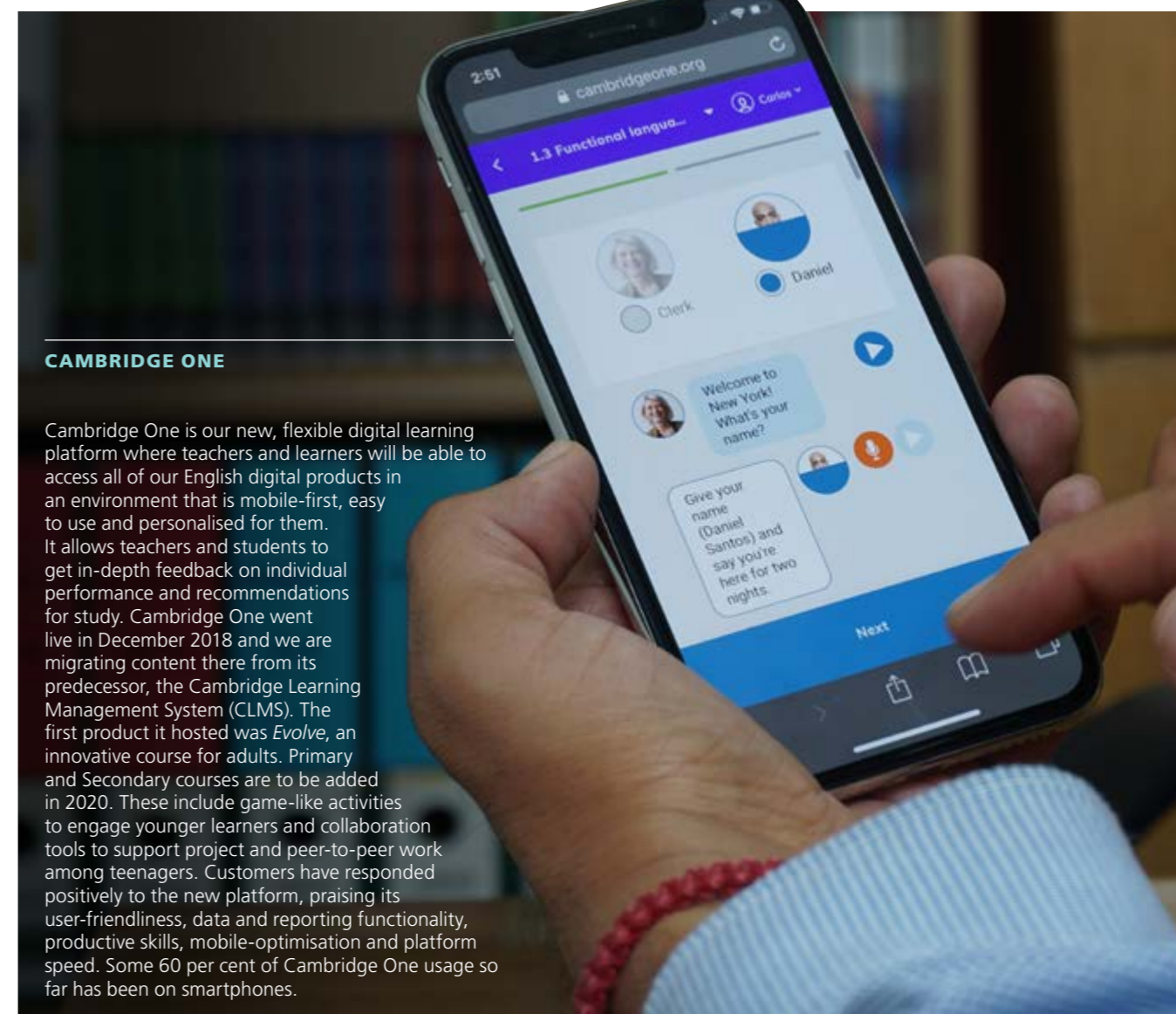
The increase in English language studies in schools continues to have an effect on the adult learner market. Demand for supplementary adult materials – books for grammar, vocabulary and the like – has been falling. However, demand for our core adult courses has remained strong. *Evolve*, our new blended course, performed well in 2019–20 while the second edition of *Unlock* saw excellent sales.

The strong growth in exam materials sales stemmed from increasing demand for Cambridge exams coupled with new publishing, particularly versions of our practice tests, a second edition of *Prepare*, a secondary course, and a new title, *Open World*, which focuses on the skills needed for everyday English situations as well as exams.

Meanwhile, our online Cambridge Dictionary cemented its position as the world's leading dictionary for learners of English, with just under 50 million unique visitors in April 2020 up from 37 million in April 2019. Its popularity was helped by site improvements, allowing users to personalise their experience, and the introduction of Cambridge Dictionary Plus, offering free word lists and quizzes. Coronavirus lockdowns may also have played a role in encouraging usage.

## It is hard to predict just how the pandemic might change the world of ELT publishing and learning. It appears likely to encourage a faster and greater shift to digital products that can be studied at home or on the move.

At year-end it was hard to predict just how the COVID-19 pandemic might change the world of English language learning. It appeared likely to encourage a faster and greater shift to digital products that can be studied at home or on the move. That would play to our strengths. But whatever the mix of class and remote learning that emerges, our focus will be on providing the most effective resources, supported by the best technology, for the benefit of English language students everywhere.



## CAMBRIDGE ONE

Cambridge One is our new, flexible digital learning platform where teachers and learners will be able to access all of our English digital products in an environment that is mobile-first, easy to use and personalised for them. It allows teachers and students to get in-depth feedback on individual performance and recommendations for study. Cambridge One went live in December 2018 and we are migrating content there from its predecessor, the Cambridge Learning Management System (CLMS). The first product it hosted was *Evolve*, an innovative course for adults. Primary and Secondary courses are to be added in 2020. These include game-like activities to engage younger learners and collaboration tools to support project and peer-to-peer work among teenagers. Customers have responded positively to the new platform, praising its user-friendliness, data and reporting functionality, productive skills, mobile-optimisation and platform speed. Some 60 per cent of Cambridge One usage so far has been on smartphones.



# Educational publishing

**Our Education publishing group was set to deliver on ambitious growth targets until the COVID-19 crisis hit just as some parts of the group were about to enter their key sales seasons, which interrupted that progress and led to a small fall in sales against the previous year. Sales growth was particularly strong in China, South East Asia and the Middle East.**

We also saw good progress on some of the strategic developments for our business: the deepening of our ties with Cambridge Assessment; the creation of a new education reform business with Cambridge Assessment; the integration of the Centre for Evaluation and Monitoring (CEM), a leading provider of formative assessment for children aged from four to 19, into our family and product offering; and our successful initial publishing for English as a Medium of Learning (EML) markets.

When the pandemic hit we were proud of the way our teams responded to the crisis, working quickly and closely with our customers to launch a raft of further initiatives to support students, teachers and schools in delivering quality learning through an 'interrupted curriculum'. The fundamentals of our business remain strong and we are confident the medium-term prospects for the full Cambridge offer are robust and exciting.

The year saw the continuing development of a deeper relationship with Cambridge Assessment, recognising that by working together we can reach more schools and develop new products and services that improve teaching and learning in one of the world's most extensive and strong educational communities. We continue to put the teacher at the heart of what we do and see a unique opportunity in bringing together content, assessment and data to magnify their role in supporting all learners in their personalised learning journey.

At the start of the year the Press and Cambridge Assessment jointly acquired CEM. CEM brings some of the most reliable and rich data to Cambridge through its long-established and rich predictive and diagnostic assessments. Data-rich assessment is increasingly valued by schools, and post-COVID is likely to be an even more important part of a teacher's toolkit for evaluating progress. During CEM's first year with us, we focused on investing in its digital platform, aligning its aptitude tests with the Cambridge Curriculum, and preparing to roll out its products and services across our global network. We are very excited by the potential for this acquisition in our Cambridge community of schools.

Another important development was the decision to combine our successful Education Reform business with Cambridge Assessment's complementary operation. This single Cambridge consultancy and execution business positions us brilliantly with governments and other major funding bodies, who will be focusing on the re-building of systems that have been negatively impacted by the current crisis. It will also enable us to have impact at scale and address the huge challenges around equity and access that have been exposed and made worse by the pandemic.

The year also saw the formal launch of an educational aid project which brings together the Press, Cambridge Assessment and colleagues from the academic University with Unicef, the



**We can assist students to learn more efficiently and help teachers evaluate work more effectively, through the development of sophisticated and integrated new products, many of them digital.**

international children’s charity, and Microsoft. The project uses Cambridge’s educational expertise to close the ‘learning poverty gap’ that sees millions of primary-level children failing to achieve minimum proficiency levels because of poverty, discrimination, conflict and disaster. The initiative was launched at The Education World Forum, an annual gathering of global education ministers and experts in London.

Teachers – the key link in the education chain – are at the heart of our approach to education, and this was underscored in our response to COVID-19. We made our digital products freely accessible worldwide for a period, including *Cambridge HOTmaths*, our best-selling secondary interactive maths learning system, as well as digital versions of products previously only available in print. We created free packs of worksheets for children aged 5–11 to complete at home with help from an adult. We created blogposts for teachers on working during school closures, and incorporated tips from fellow teachers around the world. We launched a campaign for people to show their appreciation for the

work of teachers during the crisis in a campaign using the hashtag #LetATeacherKnow.

This drew on our experience with our ‘Dedicated Teacher Award’, now in its second year, which lets students nominate a teacher who has made a remarkable contribution to their life. In 2019–20 this attracted more than 6,000 entries from 97 countries. The winner was Patricia Abril from the New Cambridge School in Colombia.

In the year pre-COVID-19, we gained market share in the international schools sector and made strong progress in local schools using English. Sales growth was particularly strong in China, South East Asia and the Middle East.

In Australia, we enjoyed the successful launch of a years 7–10 science course for Victoria, while in Queensland we consolidated the gains we made last year when we entered the state with a new mathematics curriculum.

COVID-19 caused particular problems in India, since sales there are concentrated in the final four months of the year. Before the pandemic struck, we had been enjoying another year of good growth and very positive conversations with government about engagement with the national education strategy review. In Pakistan we continued our work with major school groups developing customised solutions for use across their network of campuses. In the Maldives, we renewed our five-year contract with the government for a further five years.

In Africa, we continued to meet the needs of a young, fast-growing population and to make us less reliant on the flat



**Dedicated Teacher Award winner, Patricia Abril**

South African market. Our Nigerian business hit its high sales growth targets in its third year of operations and we were very successful in getting books approved for new curriculum submissions in Ghana, Lesotho and Zimbabwe. In South Africa our focus on mother tongue language publishing ensured we maintained our good position ahead of future opportunities.

Our Learning Solutions unit, which produces customised products for large customers, worked with colleagues in the English Language Teaching group on some very successful projects.

These included the creation of a set of primary school courses for Indonesia (see separate panel) and the deepening of our relationship with a market-leading chain of schools in Turkey.

Here we provided learning materials for their primary extension programme, in both English language and other areas of the curriculum, along with tailored professional development, both face-to-face and online. The chain’s trust in Cambridge was demonstrated when we were asked to provide support when COVID-19 presented the challenge of moving to distance learning.

Over the last year, we have continued to see increased usage on our key online platforms. The number of *HOTmaths* users grew by over 30 per cent, while the number of students and teachers using our Elevate e-book platform grew by 40 per cent.

We further consolidated our platforms to deliver a consistent user experience, making all our platforms available to users with a single account and through a single gateway. Key new products include the launch of our new digital platform in India, Cambridge Learn, available to around 20,000 teachers by year-end. We also launched a digital revision service, Checkpoints, in Australia and made a full suite of digital resources available to all schools in the Maldives.

COVID-19 is bound to have long-term repercussions on schools and how they teach. Books and blended solutions remain a critical tool in helping a school’s resilience during an interrupted curriculum. This, coupled with the exceptional customer relationships we have built in recent years, will set us up for future success as some kind of new normal re-establishes itself in our markets.

**WE LOVE ENGLISH**

The *We Love* series for Indonesia is a good example of a collaborative approach to publishing across the ELT and Education publishing groups, focusing on schools delivering local curricula subjects in English. We worked with our Learning Solutions team in Cambridge, which creates tailored products for our largest customers, and our publishing team in Delhi to develop *We Love English* and *We Love Science*. These are primary school courses designed specifically for the Indonesian national curriculum, and include glossary support and information for parents in Bahasa Indonesia. The series launched in November 2019 to very positive feedback from teachers, who appreciated the Asian-centric approach and inclusive message to schools and parents. We are now developing *We Love Maths*, similarly tailored to the Indonesian curriculum, for launch at the end of this year. The project is an example of thinking about local needs, but pooling our international assets to meet them, and is likely to be a model for projects in other countries.



**EDUCATION REFORM**

Our Education Reform operation has built up a strong track record working with governments on their strategy in the three years since it was established. The success of the unit, with its strong customer pipeline and good relations with ministries, has now encouraged the University to bring it together in a single operation with Cambridge Assessment’s complementary business. This will have a substantially bigger market presence and offer clients more holistic advice and support. In the run-up to the merger, the Press’s unit enjoyed a year of good growth, including winning a tender in India and a follow-on deal in Oman at the end of a three-year programme working with the Ministry of Education to reform the curriculum for grades 1–8 in maths and science. The Ministry’s goal was to ensure that teaching and learning was of the highest international standard, placing education at the centre of the country’s 2040 vision. Execution of the contract was a cross-Cambridge collaboration: the Press contextualised resources, translated them into Arabic and provided teachers to ensure effective classroom use; Cambridge Assessment International Education provided test specifications and training of Ministry teams; and the Faculty of Education conducted a baseline study to understand current practice and the use of textbooks in classrooms. The resources are being used by over 56,000 teachers and 600,000 students in state schools across the country.



# People and values

**The Press has a flexible, inclusive and creative culture that encourages colleagues to develop their full potential, while putting our customers at the heart of all we do. These qualities came to the fore in our rapid response to the COVID-19 crisis.**

At the end of 2019–20, we had 3,039 colleagues around the world, with 1,765 people based outside of the UK. Their knowledge and skills are vital to our future. To continue to attract and retain people of the highest quality we provide a workplace environment that is open and sharing, committed to the equal treatment of all, and engaged with our local communities.

Over the past year we have put particular emphasis on four areas of progress: broadening our learning and career development efforts; working more closely with our colleagues at Cambridge Assessment; removing barriers to more collaborative working within the Press, while simplifying our processes; and investigating ways of introducing more flexible ways of working.

We had a large-scale pilot scheme in flexible working just under way when the UK lockdown began. The COVID-19 pandemic meant that, with no notice, the entire organisation was transformed in a couple of days from one operating out of 50 offices around the globe to one where everyone was working flexibly from home.

The rapidity of the change, and lack of fuss, was a tribute to the resilience, enthusiasm and hard work of colleagues. Particular thanks are due to the IT team, the business continuity planners, the Communications Team and the Operations Team who worked together to ensure that our transformation was as smooth and trouble-free as possible.

We are also grateful for the tireless efforts of colleagues across the Press over the weeks of lockdown to help customers as they came to terms with closed schools, universities and libraries and the need to work remotely and online.

Colleagues say that we have supported them well through the crisis. We needed people to work from home but recognised that, for some, the constraints of caring responsibilities and domestic circumstances made this hard, while isolation could be crippling. We devoted a whole section of the intranet to advice on well-being and mental health and developed a series of webinars to provide additional support. We were pleased that a survey into our handling of the crisis showed 91 per cent of staff were satisfied with our response.

One of the legacies of COVID-19 seems certain to be more flexible patterns of work around the world. We had been focusing on this before the pandemic struck because evidence suggested colleagues would welcome it and the Press would benefit from it.

Young people entering the workforce tend to expect greater flexibility. Our own research showed that inflexible hours

were hampering our ability to close our gender pay gap, since colleagues returning from maternity leave find it harder to juggle career and family.

We are pleased that our median UK gender pay gap fell in 2019–20 from 18 per cent to 16 per cent. We are working hard to keep it narrowing. The problem stems in part from having more male colleagues than female at a senior level and more female in entry-level posts. However, that ratio has begun shifting.

An audit conducted during the year confirmed that male and female colleagues are paid the same for doing the same job across the Press in the UK.

In the area of skills development, we followed the completion of our successful Cambridge Leader management development programme with the launch of Navigate, a global programme for colleagues new to line management. This is largely delivered virtually and includes a face-to-face element in Cambridge.

Our programme also placed more emphasis on the needs of our younger colleagues. A third of our staff members are under 35. We conducted sessions that encouraged them to think about their skills in a world of very rapid change, where flexibility will be a key career asset.

We are delighted by the continued success of our apprenticeship programme, which is bringing valuable new perspectives to teams right across the organisation, in publishing as well as operations. By year-end, 86 colleagues had done apprenticeship learning of some kind. Of these, 23 were recruited into entry-level roles after the introduction of the Apprenticeship Levy in 2017. Five were recruited into entry-level roles before the levy. Two of these are now managing new apprentices themselves, and two are doing degree apprenticeships at the Press.

We continued with our training in mental health awareness and social awareness. The Academic publishing group ran a diversity and inclusion programme called Respect Me, which we plan to roll out in other parts of the organisation.

Charitable giving and community engagement are an important part of our culture. In 2019–20 charitable action by colleagues, together with donations from the Press, raised £56,375, while 397 volunteers gave 1,168 hours to support local communities around the world.

In the UK, we began working with a new Charity of the Year, the Castle School, a community special needs school in Cambridge. In addition to a £10,000 donation by the Press, colleagues raised



**Apprentices from our Cambridge office spoke to local students to give them insights into how apprenticeships work**

more than £2,150 through various activities, including a London to Cambridge bike ride. £1,602 of these funds were matched, making a total of £3,766 additional funds for the school. UK colleagues also raised more than £11,000 for 30 other charities, of which around £8,500 was added in matched funds.

For the last two years we have worked with Creative Access, a not-for-profit social enterprise that helps people from under-represented communities get into the UK's creative industries. So far we have provided eight, six-week paid internships with free accommodation, giving young people from Black, Asian and minority ethnic backgrounds experience and insight into publishing. This has been hugely positive and we very much want to work with Creative Access again in the future.

Of the 167 colleagues volunteering in the UK, almost 100 were involved in activities that opened up the Press and the publishing industry to people from all backgrounds. In February, as part of National Apprenticeship Week, we welcomed local students to find out how apprenticeships work; in July, 16 students attended two weeks of work experience; and in November, as part of Work in Publishing Week, 40 students came to workshops on ways to enter the industry.

Colleagues in New York once again took part in Operation Backpack, which provides school supplies to students living in homeless shelters. Unfortunately, COVID-19 forced the cancellation of an event in the New York office with its charitable partner, Pencil, to introduce high school students to publishing.

In the Philippines, colleagues raised funds to support a children's grief camp, housing improvements for the poor and support for street children. In Thailand, colleagues donated 20,000 THB (£5,000) to support people affected by flooding in the north-east of the country. This was doubled by a matching donation from the local Press office.

We donated nearly 2,200 Press books to an appeal by Book Aid International to rebuild the University of Mosul's Library. This was once one of the largest in the Middle East, but was destroyed in 2015. A further 26,673 books were donated to other schools and libraries supported by Book Aid, out of total book donations during the year of 42,848.



**Colleagues in Manila supporting their local community**



**World Book Day attendees from local schools in Cambridge**



# Environment

**As a global business and one of the world's leading publishers on climate science, the Press is committed to protecting the environment and reducing our impact on it. Our strategy includes a commitment to be net-carbon neutral from energy use by 2048 using science-based targets.**

In 2019–20 we advanced our sustainability agenda with a wide range of initiatives. We built one of the UK's largest flat-roof solar installations at our Cambridge office. This will reduce our carbon footprint in the UK by around 20 per cent and will be able to meet half of the site's power needs on the sunniest summer days. The panels became fully operational in September and had generated 371,516 kWh by the end of the financial year, which equated to 95 tCO<sub>2</sub>e avoided emissions. This helped us to reduce the amount of electricity we purchased on the Shaftesbury Road site to 1,560,067 kWh or 399 tCO<sub>2</sub>e, a fall of 51 per cent compared to 2018–19.

This drop was also due to ongoing work to install more energy-efficient lighting, boilers, heating, air conditioning and ventilation systems. From December onwards, all our UK electricity was purchased from renewable sources. As well as improved energy management practices, future energy efficiencies identified include further upgrades of electronic equipment, lighting and lighting controls.

We reduced our fleet cars from 21 to 17 and made plans to convert some from diesel to electric hybrid. Distance travelled fell from 381,434 miles to 259,035 miles, with carbon emissions from our fleet and pool vehicles falling by 32 per cent, saving a further 21 tonnes of CO<sub>2</sub>e compared to the year before. Eight additional electric car charging points were installed, making a total of 12 accessible points for colleagues and visitors.

We began to harness the enthusiasm of colleagues through Press-wide cross-functional working groups looking at ways of further reducing our environmental impact in six priority areas: business travel; energy; product and paper; resources and waste; supply chain and freight and food. An Environment Action Group coordinates the contributions of over 120 colleagues. This has elicited proposals for a new global travel policy and environmental travel guidance, consolidation of orders and returns to reduce freight, and creation of an allotment.

Ideas put into practice include the removal of plastic and paper cups from water coolers and two restaurants in favour of colleagues using their own cups, and the replacement of plastic food packaging and cutlery with compostable or ceramic alternatives. We have a policy of sending zero waste to landfill. Refuse-derived fuel waste rose to five tonnes during the year, due to an office refurbishment, while waste recycled fell by 26 per cent to 115 tonnes in the UK. This was due in large part to a reduction in food packaging waste, as more sustainable alternatives were provided.

We have been working with colleagues in Cambridge Assessment and the wider University to align our sustainability strategies and drive forward joint initiatives such as the Cambridge Travel Project. During the year the Press also became a signatory of the UN's Global Compact, the world's largest corporate responsibility initiative. Signatories recognise that ending poverty and other deprivations must go hand in hand with strategies that improve health and education, reduce inequality and spur economic growth – all while tackling climate change and working to preserve our oceans and forests. We have held ISO14001 environmental management certification since 2007, which is a framework that facilitates environmental improvements.

We report our progress on emissions reduction under three different scopes, and sub-categories, as defined by the Greenhouse Gas Protocol, a standard by which businesses and other organisations can measure climate-warming emissions. Scope 1 covers direct emissions, Scope 2 covers indirect emissions via the purchase of electricity and Scope 3 measures indirect emissions in an organisation's day-to-day operations.

In 2019–20, UK Scope 1 total emissions fell by 17 per cent to 109 tCO<sub>2</sub>e. Under Scope 2 total emissions fell by 49 per cent to 432 tCO<sub>2</sub>e. The year's figures were affected by COVID-19, which cut business operations sharply in the last two months.

During the year we moved beyond the UK and started screening our greenhouse gas emissions around the world. This allowed us to report Scope 2 emissions for nine other significant global offices, amounting to 420 tCO<sub>2</sub>e. We are continuing to improve our international data collation.

Globally, our main focus is on cutting Scope 1 and Scope 2 emissions, while within Scope 3 our priority areas are the Press's paper publications, freight and warehousing, business travel and supply chain partners. We continue to reduce resource consumption and waste; seek assurances from our suppliers that forestry products are legally sourced; and promote our environmental policy to our people, suppliers, customers and other partners.

The table opposite provides further specific energy and carbon data, as part of the Streamlined Energy and Carbon Reporting (SECR) legislation and additional Scope 3 data that is significant. Three intensity metrics are provided at the end of the table to normalise the data. This will facilitate comparison of data over time and show how much of an environmental impact we have relative to our number of colleagues, our gross internal area space or financial turnover.



## Energy and carbon data for the year ended 30 April 2020

GHG scope & category	Resource, activity, product or service	Location	Measurement	Total	tCO <sub>2</sub> e	Difference from previous year	Intensity metrics		
							Number of UK employees (global 3,013)	UK gross internal area (24,900m <sup>2</sup> )	UK turnover
1	Propane gas	Cambridge	kWh	73,620	16	7%	0.014	0.001	0.00000005
1	Gas	Cambridge	kWh	240,729	49	0%	0.043	0.002	0.00000015
1	Fleet and pool cars	Cambridge	Medium diesel car /km	259,035	44	32%	0.038	0.002	0.00000013
2	Electricity	Shaftesbury Rd, Cambridge	kWh	1,560,067	399	51%	0.347	0.016	0.00000120
2	Electricity – other UK sites	Pitt Building, Bookshop, apartments	kWh	131,844	34	12%	0.029	0.001	0.00000010
2	Solar panel electricity generation	Cambridge	kWh	371,516	-95	100%	-0.076	-0.004	N/A
3	Global electricity	Nine global branches	kWh	-	420	N/A	0.239	0.030	N/A
3.1	Purchased paper GPG ELT & Education cradle to gate	ALL vendors, including the Iberian vendors used by ELT and Education	Tonnes	9,011	8,585	N/A	6.829	0.345	0.00002594
3.1	Purchased paper GPG Journals cradle to gate	UK & US	Tonnes	490	467	N/A	0.371	0.019	0.00000141
3.1	Purchased paper GPG Academic paper cradle to gate		Tonnes	1,405	1,339	N/A	1.065	0.054	0.00000404
3.1	Water	Cambridge	Cubic metres	23,333	8.0	7%	0.006	0.000	0.00000002
3.1	Office paper	Cambridge	Tonnes	0.34	0.27	95%	0.000	0.000	0.00000000
3.5	General waste/RDF	Cambridge	Tonnes	5	0.12	-134%	0.000	0.000	0.00000000
3.5	Waste recycled	Cambridge	Tonnes	115	2.46	26%	0.002	0.000	0.00000001
3.6	Business flights, taxi and private vehicles	Cambridge	Passenger kilometres travelled & medium diesel car/km	13,786,196	2,937	3%	2.325	0.117	0.00000883

Calculations based on the UK Government's greenhouse gas reporting conversion factors 2019



# Awards and prizes

Each year, the Press is proud to receive a range of awards in the worlds of academia and educational publishing. Below is a list of the awards and prizes that we recorded since the listing in the last Annual Report.

Arash Abizadeh, *Hobbes and the Two Faces of Ethics*, co-winner 2019 CPA Biennial Book Prize, The Canadian Philosophical Association

Hanieh Adam, *Money, Markets, and Monarchies: The Gulf Cooperation Council and the Political Economy of the Contemporary Middle East*, winner 2019 Middle East Political Economy Book Prize

Seth Archer, *Sharks upon the Land: Colonialism, Indigenous Health, and Culture in Hawai'i, 1778–1855*, winner 2019 President's Book Award, Social Science History Association

Orna Ben-Naftali, Michael Sfard and Hedi Viterbo, *The ABC of the OPT: A Legal Lexicon of the Israeli Control over the Occupied Palestinian Territory*, honorable mention 2019 Certificate of Merit in a Specialized Area of International Law, American Society of International Law

Edward J Benz, Jr, Nancy Berliner and Fred J Schiffman, *Anemia: Pathophysiology, Diagnosis, and Management*, highly commended 2019 Internal Medicine Book Award, British Medical Association

Mike Berners-Lee, *There Is No Planet B: A Handbook for the Make or Break Years*, winner 2019 Atmospheric Science Librarians International, Popular Category

John W Berry, *Mutual Intercultural Relations*, winner 2019 William B. Gudykunst Outstanding Book Award, International Academy for Intercultural Research

Marie E Berry, *War, Women, and Power: From Violence to Mobilization in Rwanda and Bosnia-Herzegovina*, honorable mention 2019 Komarovsky Book Award, Eastern Sociological Society and honorable mention 2019 Faculty Book Award, Sociology of Development Section, American Sociological Association

R J M Blackett, *The Captive's Quest for Freedom: Fugitive Slaves, the 1850 Fugitive Slave Law, and the Politics of Slavery*, winner 2019 James A. Rawley Award, Southern Historical Association and finalist 2019 Harriet Tubman Prize, Lapidus Center for the Historical Analysis of Transatlantic Slavery

Sparky Booker, *Cultural Exchange and Identity in Late Medieval Ireland: The English and Irish of the Four Obedient Shires*, winner 2019 James S. Donnelly, Sr, Prize for Books on History and Social Sciences, American Conference for Irish Studies and winner 2019 Donald Murphy Prize for Distinguished First Books, American Conference for Irish Studies

Fernando Lusa Bordin, *The Analogy between States and International Organizations*, winner 2020 Certificate of Merit in a Specialized Area of International Law, American Society of International Law

Christopher Bouch and Jonathan Cousins, *Core Topics in Anaesthesia and Peri-operative Care of the Morbidly Obese Surgical Patient*, highly commended 2019 Anaesthesia Book Award, British Medical Association

Harriet Boyd-Bennett, *Opera in Postwar Venice: Cultural Politics and the Avant-Garde*, winner 2019 Kurt Weill Prize for Distinguished Scholarship in Music Theater since 1900, The Kurt Weill Foundation for Music

C Bradford Biddle, Jorge L Contreras, Brian J Love and Norman V Siebrasse, *Patent Remedies and Complex Products: Toward a Global Consensus*, winner 2019 Best Patent Law Book, IPKat Book Awards

Catherine A Bradley, *Polyphony in Medieval Paris: The Art of Composing with Plainchant*, winner 2019 Early Music Award, American Musicological Society

Guy P Brasseur and Daniel J Jacob, *Modeling of Atmospheric Chemistry*, honorable mention 2017 Atmospheric Science Librarians International Choice Awards

Anne F Broadbridge, *Women and the Making of the Mongol Empire*, shortlisted 2019 British-Kuwait Friendship Society Book Prize

Thomas H Burbine, *Asteroids: Astronomical and Geological Bodies*, winner 2020 Chambliss Astronomical Writing Award, American Astronomical Society

Hugh Cagle, *Assembling the Tropics: Science and Medicine in Portugal's Empire, 1450–1700*, winner 2019 Leo Gershoy Award, American Historical Association

William H Campbell, *The Landscape of Pastoral Care in 13th-Century England*, winner 2018 EHS Book Prize, Ecclesiastical History Society

Joan E Cashin, *War Stuff: The Struggle for Human and Environmental Resources in the American Civil War*, winner 2019 Outstanding Publication Award, Ohio Academy of History and finalist 2019 NJCWRT Book Award, North Jersey Civil War Round Table

Jianlin Chen, *The Law and Religious Market Theory: China, Taiwan and Hong Kong*, winner 2019 Specialist Publication Accolade, Social Sciences Section, International Convention of Asia Scholars

Chris Courtney, *The Nature of Disaster in China: The 1931 Yangzi River Flood*, winner 2019 John K. Fairbank Prize, American Historical Association

Sarah M Creighton, Adam Balen, Lesley Breech and Lih-Mei Liao Liao, *Pediatric and Adolescent Gynecology: A Problem-Based Approach*, winner 2019 Obstetrics and Gynaecology Book Award, British Medical Association

Karen Desmond, *Music and the 'modern', 1300–1350: The 'ars nova' in Theory and Practice*, winner 2019 Lewis Lockwood Award, American Musicological Society

Jennifer Diggins, *Coastal Sierra Leone: Materiality and the Unseen in Maritime West Africa*, winner 2018 Amaury Talbot Prize for African Anthropology, Royal Anthropological Institute of Great Britain and Ireland

Celia Donert, *The Rights of the Roma: The Struggle for Citizenship in Postwar Czechoslovakia*, winner 2019 Czechoslovak Studies Association Book Prize

Sam Erman, *Almost Citizens: Puerto Rico, the U.S. Constitution, and Empire*, One of the Most Memorable Books of 2019, Nuevo Dia

Andrew Forsyth, *Common Law and Natural Law in America: From the Puritans to the Legal Realists*, joint winner 2020 Manfred Lautenschlaeger Award for Theological Promise, Research Center for International and Interdisciplinary Theology, University of Heidelberg

Diana Fu, *Mobilizing without the Masses: Control and Contention in China*, winner 2019 Charles Tilly Distinguished Contribution to Scholarship Book Award, Collective Behavior and Social Movements Section, American Sociological Association

Linda Gask, Tony Kendrick, Robert Peveler and Carolyn A Chew-Graham, *Primary Care Mental Health*, winner 2019 Primary Health Care Book Award, British Medical Association

Jorge L Giovannetti-Torres, *Black British Migrants in Cuba: Race, Labor, and Empire in the Twentieth-Century Caribbean, 1898–1948*, winner 2019 Sterling Stuckey Book Prize, Association for the Study of the Worldwide African Diaspora

Julian Go and George Lawson, *Global Historical Sociology*, winner 2019 Joseph Fletcher Prize for Best Edited Book in Historical International Relations, International Studies Association

Charles Goodwin, *Co-operative Action*, winner 2019 Edward Sapir Book Prize, Society for Linguistic Anthropology

Allan Greer, *Property and Dispossession: Natives, Empires and Land in Early Modern North America*, winner 2018 Wilson Book Prize, The Wilson Institute for Canadian History at McMaster University, Ontario and winner 2019 Allan Sharlin Prize, Social Science History Association

Nicole Grimes, *Brahms's Elegies: The Poetics of Loss in Nineteenth-Century German Culture*, Notable Music Book of 2019, Alex Ross: The Rest Is Noise ([www.thereisthisnoise.com](http://www.thereisthisnoise.com))

Bérénice Guyot-Réard, *Shadow States: India, China and the Himalayas, 1910–1962*, winner 2019 James Fisher Book Prize, The Association for Nepal and Himalayan Studies

Vladimir Hachinski, *Treatable and Potentially Preventable Dementias*, highly commended 2019 Neurology Book Award, British Medical Association

Adam Hanieh, *Money, Markets, and Monarchies: The Gulf Cooperation Council and the Political Economy of the Contemporary Middle East*, winner 2019 International Political Economy Group (IPEG) Book Prize

Ryan Hanley, *Beyond Slavery and Abolition: Black British Writing, c.1770–1830*, winner 2019 Whitfield Book Prize, Royal Historical Society

Jane Hathaway, *The Chief Eunuch of the Ottoman Harem: From African Slave to Power-Broker*, shortlisted 2019 British-Kuwait Friendship Society Book Prize

Geraldine Heng, *The Invention of Race in the European Middle Ages*, winner 2019 Robert W. Hamilton Book Award, University of Texas, Austin

David P Henreckson, *The Immortal Commonwealth: Covenant, Community, and Political Resistance in Early Reformed Thought*, joint winner 2020 Manfred Lautenschlaeger Award for Theological Promise, Research Center for International and Interdisciplinary Theology, University of Heidelberg

Andrew J Hoffman and P Devereaux Jennings, *Re-engaging with Sustainability in the Anthropocene Era: An Institutional Approach*, winner 2019 Best Book Award, Social Issues in Management Division, Academy of Management

Nick Hopwood, Rebecca Fleming and Lauren Kassell, *Reproduction: Antiquity to the Present Day*, highly commended 2019 Internal Medicine Book Award, British Medical Association

Cajetan Iheka, *Naturalizing Africa: Ecological Violence, Agency, and Postcolonial Resistance in African Literature*, winner 2019 ASLE Ecocritical Book Award, Association for the Study of Literature and Environment

Penelope Ismay, *Trust among Strangers: Friendly Societies in Modern Britain*, joint winner 2019 Stansky Book Prize, North American Conference on British Studies

Martha S Jones, *Birthright Citizens: A History of Race and Rights in Antebellum America*, winner 2019 Littleton-Griswold Prize, American Historical Association, finalist 2019 PROSE Award for North American/US History, winner 2019 John Phillip Reid Prize, American Society for Legal History and finalist 2019 Sterling Stuckey Book Award, Association for the Study of the Worldwide African Diaspora

Oliver Kaplan, *Resisting War: How Communities Protect Themselves*, winner 2019 J. David Singer Book Award, International Studies Association

Brendan Karch, *Nation and Loyalty in a German-Polish Borderland: Upper Silesia, 1848–1960*, finalist 2018 Waterloo Centre for German Studies Book Prize

Lynn Kaye, *Time in the Babylonian Talmud: Natural and Imagined Times in Jewish Law and Narrative*, finalist 2018 Nahum M. Sarna Memorial Award for Scholarship, Jewish Book Council

Herbert S Klein and Francisco Vidal Luna, *Feeding the World: Brazil's Transformation into a Modern Agricultural Economy*, honorable mention 2020 Ralph Gomory Prize, Business History Conference

Edward Klorman, *Mozart's Music of Friends: Social Interplay in the Chamber Works*, winner 2019 Emerging Scholar Book Award, Society for Music Theory

Anirudh Krishna, *The Broken Ladder: The Paradox and Potential of India's One-Billion*, shortlisted 2018 Kamaladevi Chattopadhyay NIF Book Prize, The New India Foundation and winner 2019 Ananda Kentish Coomaraswamy Book Prize, South Asian Studies, Association for Asian Studies

Gary K K Lau, Sarah T Pendlebury and Peter M Rothwell, *Transient Ischemic Attack and Stroke: Diagnosis, Investigation and Treatment*, highly commended 2019 Neurology Book Award, British Medical Association

Kateřina Liřková, *Sexual Liberation, Socialist Style: Communist Czechoslovakia and the Science of Desire, 1945–1989*, honorable mention 2019 Adele E. Clarke Book Award, ReproNetwork and winner 2019 Barbara Heldt Prize for Best Book in Slavic/Eastern European/Eurasian Women's and Gender Studies, Association for Women in Slavic Studies

Molly Loberg, *The Struggle for the Streets of Berlin: Politics, Consumption, and Urban Space, 1914–1945*, winner 2018 Hans Rosenberg Prize, Central European History Society and finalist 2018 Waterloo Centre for German Studies Book Prize

Ralph D Lorenz, *Exploring Planetary Climate: A History of Scientific Discovery on Earth, Mars, Venus and Titan*, winner 2019 Atmospheric Science Librarians International Choice Awards, Historical Category

Steven R Lowenstein, *Critical Cases in Electrocardiography: An Annotated Atlas of Don't-Miss ECGs for Emergency Medicine and Critical Care*, highly commended 2019 Surgery Book Award, British Medical Association

Sumit K Mandal, *Becoming Arab: Creole Histories and Modern Identity in the Malay World*, winner 2020 Harry J. Benda Award, Association for Asian Studies

Desmond Manderson, *Danse Macabre: Temporalities of Law in the Visual Arts*, winner 2019 Penny Pether Prize for Scholarship in Law, Literature and the Humanities, Law, Literature and Humanities Association of Australasia

Anne-Marie McAlinden, *Children at 'Risk': Sexual Exploitation and Abuse by Children and Young People*, winner 2019 Kevin Boyle Book Prize for Outstanding Legal Scholarship, Irish Association of Law Teachers

Brendan McGeever, *Antisemitism and the Russian Revolution*, winner 2019 Ronald Tress Prize, Birkbeck, University of London

Roseanne W McManus, *Statements of Resolve: Achieving Coercive Credibility in International Conflict*, winner 2019 Outstanding Book in Foreign Policy, International Studies Association

Yuko Miki, *Frontiers of Citizenship: A Black and Indigenous History of Postcolonial Brazil*, winner 2019 Wesley-Logan Prize, American Historical Association and honorable mention 2019 Best Book Award, Latin American Studies Association, Nineteenth-Century Section

Kathryn Blair Moore, *The Architecture of the Christian Holy Land: Reception from Late Antiquity through the Renaissance*, winner 2019 Otto Gründler Book Prize, Medieval Institute at Western Michigan University

Tamir Moustafa, *Constituting Religion: Islam, Liberal Rights, and the Malaysian State*, shortlisted 2018 Hart/Socio-Legal Studies Association Book Prize and honorable mention, 2019 Asian Law and Society Association Book Award

András Németh, *The Excerpta Constantiniana and the Byzantine Appropriation of the Past*, shortlisted 2019 Runciman Award, The Anglo-Hellenic League

David Newheiser, *Hope in a Secular Age: Deconstruction, Negative Theology, and the Future of Faith*, joint winner 2020 Manfred Lautenschlaeger Award for Theological Promise, Research Center for International and Interdisciplinary Theology, University of Heidelberg

Kwai Hang Ng and Xin He, *Embedded Courts: Judicial Decision-Making in China*, shortlisted 2019 ICON•S Book Prize, ICON•S: The International Society of Public Law

Don L F Nilsen and Alleen Pace Nilsen, *The Language of Humor: An Introduction*, winner 2019 National Book Award, Association for Applied and Therapeutic Humor

Claudy Op den Kamp and Dan Hunter, *A History of Intellectual Property in 50 Objects*, winner 2019 Intellectual Property Law Book of the Year, IPKat Book Awards

David Pion-Berlin and Rafael Martínez, *Soldiers, Politicians, and Civilians: Reforming Civil-Military Relations in Democratic Latin America*, winner 2019 Best Book Award, Spanish Association of Political Science and Administration and winner 2019 Giuseppe Caforio Award for Best Book, European Research Group on Military and Society

Michael Pirson, *Humanistic Management: Protecting Dignity and Promoting Well-Being*, winner 2019 Alpha Sigma Nu Book Award

Sebastian R Prange, *Monsoon Islam: Trade and Faith on the Medieval Malabar Coast*, winner 2019 Pacific Coast Branch Book Award, American Historical Association and winner 2019 John F. Richards Prize, American Historical Association

Maisha T Robinson, *Case Studies in Neuropalliative Care*, winner 2019 Neurology Book Award, British Medical Association



Alejandro Rodiles, *Coalitions of the Willing and International Law: The Interplay between Formality and Informality*, joint winner 2019 European Society of International Law (ESIL) Book Prize

Matthew P Romaniello, *Enterprising Empires: Russia and Britain in Eighteenth-Century Eurasia*, winner 2019 Early Slavic Studies Association Book Award

Natalia Roudakova, *Losing Pravda: Ethics and The Press in Post-Truth Russia*, winner 2018 ICA Outstanding Book Award, International Communication Association and winner 2018 Journalism Studies Division Book Award, International Communication Association

Jared Rubin, *Rulers, Religion, and Riches: Why the West Got Rich and the Middle East Did Not*, winner 2019 Lindert-Williamson Triennial Prize, Economic History Association

Chandra Russo, *Solidarity in Practice: Moral Protest and the US Security State*, honorable mention 2019 Outstanding Book Award, Peace, War and Social Conflict Section, American Sociological Association and honorable mention 2019 Outstanding Published Book Award, Altruism, Morality, and Social Solidarity Section, American Sociological Association

Eric Leland Saak, *Luther and the Reformation of the Later Middle Ages*, winner 2018 Gerald Strauss Prize, Sixteenth Century Society and Conference

David L Sam and John W Berry, *The Cambridge Handbook of Acculturation Psychology*, winner 2017 William B. Gudykunst Outstanding Book Award, International Academy for Intercultural Research

Robert Saunders, *Yes to Europe!: The 1975 Referendum and Seventies Britain*, winner 2019 Morris D. Forkosch Prize, American Historical Association

Willem Schinkel, *Imagined Societies: A Critique of Immigrant Integration in Western Europe*, winner 2019 Best Book in the Study of Citizenship, The Center for the Study of Citizenship, Wayne State University

Dieter Schmidt, William O Tatum and Steven Schachter, *Common Pitfalls in Epilepsy: Case-Based Learning*, highly commended 2019 Neurology Book Award, British Medical Association

Ornit Shani, *How India Became Democratic: Citizenship and the Making of the Universal Franchise*, winner 2019 Kamaladevi Chattopadhyay New India Foundation Prize

Mike Shaw and Sue Bailey, *Justice for Families and Children: A Developmental Perspective*, highly commended 2019 Health and Social Care Book Award, British Medical Association

Crosbie Smith, *Coal, Steam and Ships: Engineering, Enterprise and Empire on the Nineteenth-Century Seas*, winner 2019 Anderson Medal, Society for Nautical Research

Simon Smith, *Musical Response in the Early Modern Playhouse, 1603–1625*, winner 2018 University English Book Prize

Milena Sterio and Michael Scharf, *The Legacy of Ad Hoc Tribunals in International Criminal Law: Assessing the ICTY's and the ICTR's Most Significant Legal Accomplishments*, winner 2019 Book of the Year Award, Association Internationale de Droit Pénal American National Section

Daniela Stockmann, *Media Commercialization and Authoritarian Rule in China*, winner 2015 Goldsmith Book Prize for Academic Book, Shorenstein Center on Media, Politics and Public Policy

Laurie Stras, *Women and Music in Sixteenth-Century Ferrara*, winner 2019 Otto Kinkeldey Award, American Musicological Society and honorable mention 2018 Society for the Study of Early Modern Women and Gender Best Book Award

Heather Streets-Salter, *World War One in Southeast Asia: Colonialism and Anticolonialism in an Era of Global Conflict*, honorable mention 2018 Norman B. Tomlinson, Jr, Prize, World War One Historical Association

Oisín Suttle, *Distributive Justice and World Trade Law: A Political Theory of International Trade Regulation*, winner 2019 Peter Birks Prize for Outstanding Legal Scholarship, Society of Legal Scholars

Maureen F Tehan, Lee C Godden, Margaret A Young and Kirsty A Gover, *The Impact of Climate Change Mitigation on Indigenous and Forest Communities: International, National and Local Law Perspectives on REDD+*, winner 2019 Certificate of Merit in a Specialized Area of International Law, American Society of International Law

David Townes, *Health in Humanitarian Emergencies: Principles and Practice for Public Health and Healthcare Practitioners*, highly commended 2019 Public Health Book Award, British Medical Association

Philipp Trein, *Healthy or Sick?: Coevolution of Health Care and Public Health in a Comparative Perspective*, joint winner 2018–19 Early Researcher Award, International Public Policy Association

Dóra Vargha, *Polio Across the Iron Curtain: Hungary's Cold War with an Epidemic*, winner European Association for the History of Medicine and Health (EAHMH) Book Award, 2019

Moritz von Brescius, *German Science in the Age of Empire: Enterprise, Opportunity and the Schlagintweit Brothers*, finalist 2018 Waterloo Centre for German Studies Book Prize

## 2019 APSA Awards (American Political Science Association)

Bentley B Allan, *Scientific Cosmology and International Orders*, winner 2019 Don K. Price Award, Science, Technology and Environmental Section, American Political Science Association

David A Bateman, *Disenfranchising Democracy: Constructing the Electorate in the United States, the United Kingdom, and France*, co-winner 2019 J. David Greenstone Book Award, Politics and History Section, American Political Science Association

Frank R Baumgartner, Derek A Epp and Kelsey Shoub, *Suspect Citizens: What 20 Million Traffic Stops Tell Us About Policing and Race*, co-winner 2019 C. Herman Pritchett Award, Law and Courts Section, American Political Science Association

Anna K Boucher and Justin Gest, *Crossroads: Comparative Immigration Regimes in a World of Demographic Change*, honorable mention 2019 Best Book Award, Migration and Citizenship Section, American Political Science Association

Daniel M Brinks and Abby Blass, *The DNA of Constitutional Justice in Latin America: Politics, Governance, and Judicial Design*, co-winner 2019 C. Herman Pritchett Award, Law and Courts Section, American Political Science Association

Elizabeth F Cohen, *The Political Value of Time: Citizenship, Duration, and Democratic Justice*, winner 2019 Best Book Award, Migration and Citizenship Section, American Political Science Association

Jennifer Fitzgerald, *Close to Home: Local Ties and Voting Radical Right in Europe*, winner 2019 Best Book Award, European Politics and Society Section, American Political Science Association

Bernard L Fraga, *The Turnout Gap: Race, Ethnicity, and Political Inequality in a Diversifying America*, winner 2019 Best Book Award in Race, Ethnicity, and Political Behavior, American Political Science Association

Eric Grynaviski, *America's Middlemen: Power at the Edge of Empire*, joint winner 2019 Diplomatic Studies Section Book Award, American Political Science Association

Michael Kenney, *The Islamic State in Britain: Radicalization and Resilience in an Activist Network*, winner 2019 Best Book Award, Political Networks Section, American Political Science Association

Jana Krause, *Resilient Communities: Non-Violence and Civilian Agency in Communal War*, winner 2019 Lee Ann Fujii Award for Innovation in the Interpretive Study of Political Violence, Interpretive Methodologies and Methods (IMM) Conference Group of the American Political Science Association

Matthew Longo, *The Politics of Borders: Sovereignty, Security, and the Citizen after 9/11*, winner 2019 The Charles Taylor Book Award, Interpretive Methodologies and Methods (IMM) Conference Group of the American Political Science Association

Jamila Michener, *Fragmented Democracy: Medicaid, Federalism, and Unequal Politics*, winner 2019 Virginia Gray Best Book Award, State Politics and Policy Section, American Political Science Association

Kristina C Miler, *Poor Representation: Congress and the Politics of Poverty in the United States*, winner 2019 Woodrow Wilson Foundation Award, American Political Science Association

Tamir Moustafa, *The Struggle for Constitutional Power: Law, Politics, and Economic Development in Egypt*, winner 2019 Law and Courts Lasting Contribution Award, American Political Science Association

Clayton Nall, *The Road to Inequality: How the Federal Highway Program Polarized America and Undermined Cities*, honorable mention 2019 Dennis Judd Best Book Award, Urban and Local Politics Section, American Political Science Association

Simeon Nichter, *Votes for Survival: Relational Clientelism in Latin America*, winner 2019 Giovanni Sartori Book Award, Qualitative and Multi-Method Research Section, American Political Science Association

Stephanie J Rickard, *Spending to Win: Political Institutions, Economic Geography, and Government Subsidies*, winner 2019 Theodore J. Lowi First Book Award, American Political Science Association

Jaime E Settle, *Frenemies: How Social Media Polarizes America*, winner 2019 Best Book Award, Experimental Research Section, American Political Science Association

Jessica Trounstine, *Segregation by Design: Local Politics and Inequality in American Cities*, co-winner 2019 J. David Greenstone Book Award, Politics and History Section, American Political Science Association

Yves Winter, *Machiavelli and the Orders of Violence*, winner 2019 First Book Award, Foundations of Political Theory Section, American Political Science Association

Kristin N Wylie, *Party Institutionalization and Women's Representation in Democratic Brazil*, winner 2019 Alan Rosenthal Prize, Legislative Studies Section, American Political Science Association

Deborah J Yashar, *Homicidal Ecologies: Illicit Economies and Complicit States in Latin America*, winner 2019 Best Book Award, Comparative Democratization, American Political Science Association

## 2019 International Studies Association Prizes

Mikhail A Alexseev and Sufian N Zhemukhov, *Mass Religious Ritual and Intergroup Tolerance: The Muslim Pilgrims' Paradox*, winner 2019 Religion and International Relations Book Award, International Studies Association

Liliana B Andonova, *Governance Entrepreneurs: International Organizations and the Rise of Global Public-Private Partnerships*, winner 2019 Chadwick F. Alger Prize, International Studies Association and co-winner 2019 Harold and Margaret Sprout Award, International Studies Association

Tarak Barkawi, *Soldiers of Empire: Indian and British Armies in World War II*, co-winner 2019 Francesco Guicciardini Prize for Best Book in Historical International Relations, International Studies Association

Jens Bartelson, *War in International Thought*, winner 2019 Best Book Award, Theory Section, International Studies Association

Diana Fu, *Mobilizing without the Masses: Control and Contention in China*, winner 2019 IPS Book Award, International Political Sociology Section, International Studies Association

Eric Grynaviski, *America's Middlemen: Power at the Edge of Empire*, co-winner 2019 Diplomatic Studies Section (DPLST) Book Prize, International Studies Association

Marcus Holmes, *Face-to-Face Diplomacy: Social Neuroscience and International Relations*, co-winner 2019 Diplomatic Studies Section (DPLST) Book Prize, International Studies Association

Mala Htun and S Laurel Weldon, *The Logics of Gender Justice: State Action on Women's Rights Around the World*, winner 2019 HR Best Book Award, Human Rights Section, International Studies Association

Oliver Kaplan, *Resisting War: How Communities Protect Themselves*, winner 2019 J. David Singer Book Award, International Studies Association

Catherine Lu, *Justice and Reconciliation in World Politics*, winner 2018 Yale H. Ferguson Award, International Studies Association-Northeast and winner 2019 IETHICS Book Award, International Ethics Section, International Studies Association

Ayşe Zarakol, *Hierarchies in World Politics*, honorable mention 2019 Theory Best Edited Volume, Special Issue or Symposium Award, International Studies Association

## 2019 Choice Outstanding Titles

Richard H Fallon Jr, *The Nature of Constitutional Rights: The Invention and Logic of Strict Judicial Scrutiny*, winner 2019 Choice Outstanding Academic Title

Bernard L Fraga, *The Turnout Gap: Race, Ethnicity, and Political Inequality in a Diversifying America*, winner 2019 Choice Outstanding Academic Title

Trevor Herbert, Arnold Myers and John Wallace, *The Cambridge Encyclopedia of Brass Instruments*, winner 2019 Choice Outstanding Academic Title

Jenny Huangfu Day, *Qing Travelers to the Far West: Diplomacy and the Information Order in Late Imperial China*, winner 2019 Choice Outstanding Academic Title

Simon P Keefe, *Mozart in Context*, winner 2019 Choice Outstanding Academic Title

Ken I Kersch, *Conservatives and the Constitution: Imagining Constitutional Restoration in the Heyday of American Liberalism*, winner 2019 Choice Outstanding Academic Title

Verlan Lewis, *Ideas of Power: The Politics of American Party Ideology Development*, winner 2019 Choice Outstanding Academic Title

Pippa Norris and Ronald Inglehart, *Cultural Backlash: Trump, Brexit, and Authoritarian Populism*, winner 2019 Choice Outstanding Academic Title

Valeria Palanza, *Checking Presidential Power: Executive Decrees and the Legislative Process in New Democracies*, winner 2019 Choice Outstanding Academic Title

Benjamin Uchiyama, *Japan's Carnival War: Mass Culture on the Home Front, 1937–1945*, winner 2019 Choice Outstanding Academic Title

Craig VanGrasstek, *Trade and American Leadership: The Paradoxes of Power and Wealth from Alexander Hamilton to Donald Trump*, winner 2019 Choice Outstanding Academic Title

## 2020 PROSE Awards (American Publishers Awards for Professional and Scholarly Excellence)

Kenneth S Coles, Kenneth L Tanaka and Philip R Christensen, *The Atlas of Mars: Mapping its Geography and Geology*, winner 2020 PROSE Award for Cosmology and Astronomy

Ian Gilligan, *Climate, Clothing, and Agriculture in Prehistory: Linking Evidence, Causes, and Effects*, winner 2020 PROSE Award for Archeology and Ancient History

Malachi Haim Hacohen, *Jacob & Esau: Jewish European History Between Nation and Empire*, winner 2020 PROSE Award for World History

Steven T Katz, *The Holocaust and New World Slavery: A Comparative History*, winner 2020 PROSE Award for World History

UN Environment, *Global Environmental Outlook – GEO-6: Healthy Planet, Healthy People*, winner 2020 PROSE Award for Environmental Science

Ben Witherington, III, *Biblical Theology: The Convergence of the Canon*, winner 2020 PROSE Award for Theology and Religious Studies

Fikret Yegül and Diane Favro, *Roman Architecture and Urbanism: From the Origins to Late Antiquity*, winner 2020 PROSE Award for Excellence in Reference Works/Single Volume Reference

## IDA Awards Corporate (India Didactics Association)

Education Brand of the Year awarded to Cambridge University Press, 2018 and 2019.

Content of the Year in Higher and Further Education awarded to OET Preparation Nursing.

## ScooNews Global Education Awards (India)

Best Education Publisher awarded to Cambridge University Press, 2018 and 2019.

ECA Awards for Early Childhood Education (National and Core Committee of Early Childhood Association, India)

Award for exemplary work in children's publications in Early Childhood Education to *My First Steps with Cambridge*.

## 2019 ELTons

Spain version of *Cambridge Natural Science and Cambridge Social Science*, finalist, Local Innovation.

Peter Watkins, *Teaching and Developing Reading Skills* (Cambridge Handbooks for Language Teachers series), finalist, Innovation in Teacher Resources.



# Abstract of the Financial Statements

The Members of the Press Syndicate are pleased to present the following Abstract of the Financial Statements of the Press for the year ended 30 April 2020.

## The Press and Press Syndicate

The Press is the publishing house of the University of Cambridge (the 'University'), whose right to print and sell 'all manner of books' was granted by Henry VIII in 1534. It is the oldest publishing house in the world, having published continuously since the 1580s.

Cambridge University Press is established by Statute of the University. It is part of the University, and it furthers the University's mission by disseminating knowledge in the pursuit of education, learning and research at the highest international levels of excellence.

Statute J of the University of Cambridge, the Press's governing document, the full text of which is set out on page 36 of this report, states: 'There shall be in the University a University Press which shall be devoted to printing and publishing in the furtherance of the acquisition, advancement, conservation, and dissemination of knowledge in all subjects; to the advancement of education, religion, learning, and research; and to the advancement of literature and good letters'.

The Press is governed by the Press Syndicate, a body consisting of the Vice-Chancellor or his/her deputy as Chair, a University Officer appointed by the Council and up to 16 senior members of the University Senate. The powers of the Syndicate are fully set out in Statute J and the supporting Ordinances of the Press.

Members of the Press Syndicate who served during the 12 months ended 30 April 2020 and up until the date of approval of these financial abstracts, unless otherwise stated, were as follows:

Professor Stephen Toope (Vice-Chancellor)  
 Sir David Bell (Senior Independent Director)  
 Dr Toke Aidt  
 Professor Kenneth Armstrong  
 Professor Cathie Clarke  
 Dr Jessica Gardner (University Librarian: University Officer Syndic)  
 Dr David Good  
 Professor Emily Gowers  
 Professor Joan Lasenby  
 Professor David McKitterick (resigned 31 December 2019)  
 Mr Richard Partington  
 Professor Richard Prager  
 Professor David Runciman  
 Dr Sue Swaffield  
 Professor Sarah Worthington

The Secretary of the Press Syndicate is Mr Peter Phillips, Chief Executive of Cambridge University Press and University Printer of the University of Cambridge.

There were, at the date of approval of these financial statements, four (2019: three) vacancies.

## Organisation and governance

The Press Syndicate governs the activity of the Press and exercises oversight through the Press & Assessment Board and its various committees. The Press & Assessment Board was established on 5 May 2017 when the Press Syndicate and the University of Cambridge Local Examinations Syndicate (UCLES) delegated the necessary powers, within agreed terms of reference, for that Board to exercise joint oversight over both the Press and Cambridge Assessment on their behalf. Prior to that the Press Syndicate exercised oversight through its Operating Board.

The Press & Assessment Board discharges its responsibility for oversight of the Press both directly and through three joint committees, namely the Audit Committee, Remuneration Committee, and Nominations Committee, and through two publishing committees specific to the Press, namely the Academic Publishing Committee and the ELT & Education Publishing Committee. The Press Syndicate exercises ultimate authority over the Press's publishing, through the Press & Assessment Board and these publishing committees, which approve every academic title (books and journals) and the publishing programmes of the ELT and Education businesses. Members of the Press Syndicate are represented on the publishing committees together with Press management.

There were 44 members of the Press & Assessment Board, its joint committees and the publishing committees who served during the year. Officers employed by the University do not receive remuneration. Other members, or where applicable their University departments, are entitled to receive remuneration under normal contract terms. The Press paid a total of £131,000 (2019: £135,000) to these members or their departments during the year: £61,000 (2019: £53,000) for external members of the Press & Assessment Board and £70,000 (2019: £82,000) for University members of these committees. In addition, a small amount of reimbursed expenses was paid. Other than this no individual member of the Press Syndicate received any remuneration from the Press, other than in their capacity as author, series editors or editorial advisers.

The responsibilities of the Press & Assessment Board include the preparation and approval of the Annual Report and Financial Statements of the Press in accordance with Statute J of the University of Cambridge and on behalf of the Syndicate. The Press & Assessment Board receives a recommendation from its Audit Committee as part of the approval process and also the report of the independent auditor. The approved financial statements are signed on its behalf and at its direction by the Press's Chief Executive and its Chief Financial Officer.

Membership of the Press & Assessment Board and its various committees is set out in detail below.

## Press & Assessment Board and its sub-committees

### Press & Assessment Board

Members of the Press & Assessment Board who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Anthony Odgers (Chair), Chief Financial Officers, University of Cambridge  
 Professor Graham Virgo, Senior Pro-Vice-Chancellor, University of Cambridge  
 Sir David Bell, Senior Independent Director  
 Professor Chris Kennedy  
 Mr Saul Nassé, Chief Executive, Cambridge Assessment  
 Mr Richard Partington  
 Mr Peter Phillips, Chief Executive, Cambridge University Press  
 Professor Richard Prager  
 Professor David Runciman  
 Mr Jonathan Scott (appointed 28 April 2020)  
 Mr Nick Temple  
 Dr Annette Thomas (resigned 4 February 2020)  
 Mr Peter Williams (resigned 3 December 2019)

## Audit Committee

Members of the Press and Assessment Audit Committee who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Nick Temple (Chair until 30 April 2020)  
 Ms Jessica Rusu  
 Mr Jonathan Scott (Chair from 1 May 2020)  
 Mr Peter Williams (resigned 3 December 2019)

The committee, as part of its joint remit, provides assurance, as to the integrity of the Press reporting processes and systems of financial governance, control and risk management.

## Remuneration Committee

Members of the Press and Assessment Remuneration Committee who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Sir David Bell (Chair), Senior Independent Director  
 Mr Anthony Odgers, Chief financial Officer, University of Cambridge  
 Mr Richard Partington,  
 Dr Annette Thomas (resigned 4 February 2020)

The committee, as part of its joint remit, is responsible for setting the remuneration of the Chief Executive and the most senior executives of the Press.

## Nominations Committee

Members of the Press and Assessment Nominations Committee who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Anthony Odgers (Chair), Chief Financial Officer, University of Cambridge  
 Sir David Bell, Senior Independent Director  
 Mr Richard Partington  
 Dr Annette Thomas (resigned 4 February 2020)

The committee, as part of its joint remit, is responsible for recommending to the Press & Assessment Board the appointment of Board members to the Press Board and the appointment of non-executive members of the Press & Assessment Board.

## Publishing Committees

### Academic Publishing Committee

The Academic Publishing Committee approves every Academic title (books and journals). Members who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Professor David McKitterick (Chair)  
 Dr Toke Aidt  
 Professor Kenneth Armstrong  
 Dr Kasia Boddy  
 Dr Angela Breitenbach  
 Professor Cathie Clarke  
 Professor Nicola Clayton  
 Mrs Ella Colvin, Executive  
 Professor Emily Gowers  
 Professor Tim Harper  
 Mrs Amanda Hill, Executive  
 Professor Arie Iserles  
 Professor Joan Lasenby  
 Professor Tony Minson  
 Mr Peter Phillips, Executive  
 Professor David Runciman (resigned 20 March 2020)  
 Professor Barbara Sahakian  
 Mr Kevin Taylor (Secretary), Executive  
 Professor Andy Woods

### ELT and Education Publishing Committee

The ELT and Education Publishing Committee approves the publishing programmes of the ELT and Education businesses.

Members who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Professor Chris Kennedy (Chair)  
 Mr Paul Colbert, Executive  
 Mr Rob Cooper, Executive  
 Ms Frances Lowndes, Executive  
 Professor Rose Luckin  
 Dr Gary Motteram  
 Mr Peter Phillips, Executive  
 Mr Rod Smith, Executive  
 Dr Sue Swaffield  
 Mr Kevin Taylor (Secretary), Executive  
 Mr Andrew Watson, Executive  
 Professor Mike Younger

## The Executive and Management

The day-to-day management of the Press is delegated to the Chief Executive, who appoints the Press Board (currently consisting of 10 (2019: 10) Directors), and other staff as he deems necessary to conduct the Press's business around the world.

Members of the Press Board who served from 1 May 2019 and up until the date of approval of these financial statements, unless otherwise stated, were as follows:

Mr Peter Phillips (Chair)  
 Mrs Cathy Armor  
 Mr Andrew Chandler  
 Mr Paul Colbert  
 Mrs Amanda Hill  
 Mr Mark Maddocks  
 Ms Catie Sheret  
 Mr Rod Smith  
 Mr Kevin Taylor  
 Mr Mark Whitehouse

## Syndics' Statement

The Abstract of the Consolidated Income Statement for the year ended 30 April 2020, the Abstract of the Reconciliation of Movement in Capital and Reserves for the year ended 30 April 2020 and the Abstract of the Consolidated Balance Sheet at 30 April 2020 (the 'Abstract of the Financial Statements') presented on page 33 are not full financial statements of Cambridge University Press, but a summary of information derived therefrom.

Under Statute J of the University of Cambridge, the Syndics are responsible for preparing full financial statements and for having these audited. In accordance with formally delegated authority the Press & Assessment Board discharge this responsibility on behalf of the Syndics and have elected to prepare the full financial statements in accordance with the requirements of United Kingdom Accounting Standards and applicable law.

The full financial statements from which the Abstract of the Financial Statements is derived, were approved by the Press & Assessment Board on 16 July 2020. The independent auditors' report on the financial statements was unmodified.

The full financial statements are available on request from Cambridge University Press, University Printing House, Shaftesbury Road, Cambridge CB2 8BS.



**Professor Stephen Toope**  
 Chairman of the Press Syndicate



### Independent auditors' statement to the Press & Assessment Board

We have examined the supplementary financial information included within the Abstract of the Financial Statements of Cambridge University Press for the year ended 30 April 2020, which comprises the Abstract of the Consolidated Income Statement for the year ended 30 April 2020, the Abstract of the Reconciliation of Movement in Capital and Reserves for the year ended 30 April 2020 and the Abstract of the Consolidated Balance Sheet at 30 April 2020 set out on page 33.

### Respective responsibilities of Press & Assessment Board and auditors

The Press & Assessment Board, under formally delegated authority from the Syndics, is responsible for preparing the Annual Report of Cambridge University Press for the year ended 30 April 2020 (the 'Annual Report'), in accordance with Statute J of the University of Cambridge, which includes information extracted from the full annual financial statements of Cambridge University Press for the year ended 30 April 2020.

Our responsibility is to report to you our opinion on the consistency of the summary financial information, included within the Annual Report, with those full annual financial statements.

This statement, including the opinion, has been prepared for and only for the Press & Assessment Board as a body and for no other purpose. We do not, in giving this opinion, accept or assume responsibility for any other purpose or to any other person to whom this statement is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

### Basis of opinion

Our examination involved agreeing the balances disclosed in the Abstract of the Financial Statements to the full annual financial statements. Our audit report on the full annual financial statements of Cambridge University Press describes the basis of our audit opinion on those financial statements.

### Our opinion

In our opinion the financial information is consistent with the full annual financial statements of Cambridge University Press for the year ended 30 April 2020.



### PricewaterhouseCoopers LLP

Chartered Accountants and Statutory Auditors  
Cambridge  
17 July 2020

### Notes

- The maintenance and integrity of the Cambridge University Press website is the responsibility of the Press & Assessment Board; the work carried out by the auditors does not involve consideration of these matters and, accordingly, the auditors accept no responsibility for any changes that may have occurred to the financial statements since they were initially presented on the website.
- Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### Abstract of Consolidated Income Statement for the year ended 30 April 2020

	2020 (£'m)	2019 (£'m)
<b>Turnover</b>	<b>336.0</b>	<b>326.9</b>
<b>Operating profit before exceptional items</b>	<b>23.6</b>	<b>24.4</b>
Net finance income / (expense)	(2.3)	0.9
<b>Profit on ordinary activities before taxation</b>	<b>21.3</b>	<b>25.3</b>
Tax on profit on ordinary activities	(2.0)	(2.9)
<b>Profit on ordinary activities after taxation</b>	<b>19.3</b>	<b>22.4</b>
Profit attributable to:		
Owners of the parent	19.1	21.8
Non-controlling interests	0.2	0.6
<b>Profit for the financial year</b>	<b>19.3</b>	<b>22.4</b>

### Abstract of Reconciliation of Movement in Capital and Reserves for the year ended 30 April 2020

	2020 (£'m)	2019 (£'m)
Profit for the financial year	19.3	22.4
Re-measurement of net defined benefit obligation	(51.2)	(15.1)
Transfer to the University of Cambridge	(16.2)	(6.0)
Foreign exchange loss on translation of net assets	(2.1)	(0.6)
Dividends paid to non-controlling interests	(0.3)	-
<b>Net movement in capital and reserves</b>	<b>(50.5)</b>	<b>0.7</b>
Opening capital and reserves at 1 May	66.6	65.9
<b>Closing capital and reserves at 30 April</b>	<b>16.1</b>	<b>66.6</b>

### Abstract of Consolidated Balance Sheet at 30 April 2020

	2020 (£'m)	2019 (£'m)
<b>Fixed assets</b>		
Intangible assets	38.9	31.4
Tangible assets	26.2	25.6
Investment in joint ventures	-	-
Other investments	0.3	45.6
	<b>65.4</b>	<b>102.9</b>
<b>Current assets</b>		
Other investments	29.5	-
Pre-publication costs	25.1	26.5
Inventories	25.3	24.0
Debtors	115.5	127.2
Cash at bank and in hand	39.7	29.7
	<b>235.1</b>	<b>207.4</b>
<b>Creditors: amounts falling due within one year</b>	<b>(118.1)</b>	<b>(127.8)</b>
<b>Net current assets</b>	<b>117.0</b>	<b>79.6</b>
Defined benefit pension scheme obligation	(139.6)	(92.1)
Other post-retirement benefits obligation	(26.7)	(23.8)
<b>Net assets</b>	<b>16.1</b>	<b>66.6</b>
<b>Capital and reserves</b>		
Profit and loss account	14.5	64.9
Non-controlling interests	1.6	1.7
<b>Total capital and reserves</b>	<b>16.1</b>	<b>66.6</b>



# Anti-Slavery and Human Trafficking Statement

Made in accordance with section 54 of the Modern Slavery Act 2015, for the financial year from 1 May 2019 to 30 April 2020.

## Introduction from Chief Executive Peter Phillips

Cambridge University Press is committed to acting ethically and with integrity, and does not tolerate any form of modern slavery or human trafficking. As part of our commitment, we uphold the standards set out in the Modern Slavery Act 2015 by implementing systems and controls to ensure that modern slavery is not taking place anywhere within our organisation, or in any of our supply chains. This, our fifth modern slavery statement, made in accordance with section 54 of the Modern Slavery Act 2015, summarises our current approach and sets out the further action we plan to take in the coming year in our business and our supply chains.

**Peter Phillips**  
Chief Executive

## Our structure

Cambridge University Press ('the Press') dates from 1534 and is part of the University of Cambridge. Our mission is to unlock people's potential with the best learning and research solutions. Playing a leading role in today's global market place, the Press has over 50 offices across the globe, employing over 2,000 people, and publishes over 50,000 titles by authors from over 100 countries, bringing thousands of subjects and millions of ideas to the world.

Our publishing covers a huge range of subjects with professional books, textbooks, monographs, reference works, English language teaching publications, software and electronic publishing. Across the whole of our publishing, from starter-level English language teaching materials for learners worldwide, through curriculum-oriented textbooks and e-resources, to the most specialised academic research outputs, we maintain and extend our age-old reputation for high quality and technological innovation to meet the needs of our customers, authors and readers across the globe. To find out more about what we do and our mission statement, please visit our website.

## Our policies on slavery and human trafficking

We have a number of policies in place to further our commitment to combat modern slavery and human trafficking. These include the following:

Our **Anti-Slavery and Human Trafficking Policy** outlines our zero-tolerance approach to all modern forms of slavery and human trafficking, and reflects our commitment to acting ethically and with integrity in all of our business relationships.

Our **Code of Ethics**, which is updated annually, provides guidance on the standards of behaviour to which all our staff must adhere. The Code of Ethics reflects the Press's commitment to implement systems and controls that ensure modern slavery is not taking place anywhere within our organisation or in any of our supply chains. It also states our requirement for relevant third parties to hold themselves and their own relevant suppliers to the same high standards. Press employees are required to certify that they have read and understood the Code of Ethics on an annual basis.

Our **Third Party Code of Conduct** outlines the minimum standard of behaviour we expect from all our third parties (including agents, contractors, distributors, joint venture partners and suppliers), and is provided to all our third parties prior to conducting business with them. The Third Party Code of Conduct strictly prohibits the use of

modern slavery and human trafficking and reconfirms our Code of Ethics requirement for relevant third parties to hold themselves and their own relevant suppliers to the same high standards.

Our **Global Concerns at Work Policy** outlines our commitment to making it possible for employees with serious concerns regarding any aspect of their work, the conduct of others or the running of our organisation to report such concerns in confidence and with confidence. It includes specific reference to concerns relating to modern slavery and human trafficking.

Our **Whistleblowing hotline** builds further on the commitment contained within the Global Concerns at Work Policy by providing not only our employees, but also our authors, customers and other third parties with a clear procedure for addressing any concerns, including those relating to modern slavery and human trafficking.

Our **Global Procurement Policy** is designed to work with our supply partners and their extended supply chains to minimise negative impacts from trading activities on the environment and local communities. To further the commitments made within the Global Procurement Policy, we have signed up to the most widely recognised industry standards for labour conditions, environmental impact and chemical safety.

## Our supply chain

Our product supply chains are extensive and global, with suppliers in over 80 countries. We operate 15 warehouses worldwide, which are managed either directly by the Press or by third party logistics providers. The principal activities included in our supply chain are as follows:

- Distribution
- Procurement of goods and services related to production of printed materials
- Procurement of goods and services not related to production of printed materials
- Production of items ancillary to the production of printed materials including, in particular, toys and textiles accompanying certain educational resources
- Production of digital materials and platforms
- Production of printed materials
- Warehousing

## Assessment of modern slavery risk within our supply chain

Following review of the principal activities included in our supply chain, we have determined that there are six main activities our third parties undertake which could pose a potential risk from a modern slavery and human trafficking perspective:

- Digital editing and typesetting
- Distribution
- Production of items ancillary to the production of printed materials (toys and textiles)
- Production of printed materials
- Supply of electronic devices to the Press
- Warehousing

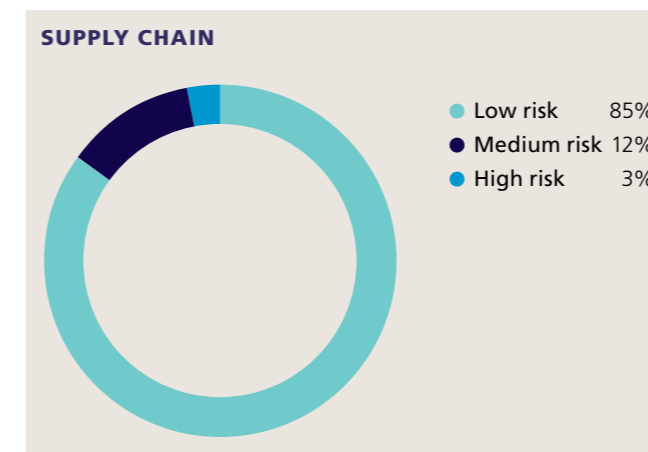
In 2016 we completed a detailed analysis of our global third party community, which is made up of many thousands of suppliers and distributors. We identified that the majority of Press expenditure is with around 2,000 of these third parties. To start with, we prioritised the risk assessment of these 2,000 third parties, taking into account our annual expenditure with them, their country risk and the product/service risk, as well as internal knowledge of the company in question and its ongoing supply chain. The results of this risk assessment highlighted the following about the risk levels within our supply chain:

**High risk:** Primarily printers, typesetters and distribution partners

**Medium risk:** In addition to the above, certain IT, supply chain and facilities providers

**Low risk:** A mix of the above, plus other third party types such as digital distributors, marketing suppliers and internal suppliers, to include legal service companies, accounting firms, IT infrastructure suppliers, etc.

**No risk:** Authors and freelancers (being individual suppliers)



## Due diligence processes

Having established where our risk lies, it is important that we conduct due diligence within our supply chain to understand whether there is evidence of modern slavery and human trafficking, and whether there are sufficient controls in place to prevent it. The steps we currently take to assess modern slavery risk are completed as part of our third party due diligence process. All new third party relationships and any existing third party relationships being reviewed are subject to the following:

- Questioning around compliance with international labour law to include specific questions about modern forms of slavery and trafficked labour to help us understand:
- The processes our third parties have in place to ensure modern slavery and human trafficking does not exist both within their own operations as well as in their supply chain
- Whether they have training programmes in place to ensure their employees are trained to understand ethical concerns and risks in relation to modern slavery and human trafficking
- Whether they have discovered instances of modern slavery or human trafficking within their own organisation, or their supply chain, and if so, what steps they have taken to ensure the concerns were addressed
- Contractual terms to include anti-modern slavery provisions
- Signing up to our Third Party Code of Conduct thereby requesting they agree to act in accordance with it, including the modern slavery provisions

As an active participant in the Book Chain Project (BCP), a collaborative effort in the publishing industry to promote a

responsible supply chain, we have access to additional information that can be used in our due diligence review. One area of the BCP, PRELIMS (the Publishers Resolution for Ethical International Manufacturing Standards), allows us to ensure that our suppliers who have signed up meet recognised standards for labour and environmental practice. Engaging with the BCP allows suppliers to share their audit findings with multiple publishers easily; we regularly monitor information uploaded into the PRELIMS database to ensure any new information is reviewed and acted upon where necessary.

## Training

To raise awareness of modern slavery and human trafficking risks in our supply chain and our business we provide training to our employees. Our anti-trafficked labour training programme combines online training for all employees with face-to-face training for those in senior or front-line roles, such as procurement specialists, and members of staff within Operations and Supply Chain. Our online training course helps to ensure that all employees are aware of our regulatory obligations, and are able to identify any issues in regard to modern slavery and human trafficking and raise them appropriately so that any concerns can be addressed.

All new Press employees are required to complete the online anti-trafficked labour training course within one month of starting work, as part of their on-boarding process. This process also includes certifying that they agree to abide by the Code of Ethics and provides employees with information in regard to how they can ask questions and raise any concerns.

## Measuring effectiveness – key performance indicators

The Press has committed to review its Anti-Slavery and Human Trafficking Policy annually and more frequently if circumstances require it. To help measure compliance and the effectiveness of the policy and, through that, our progress in preventing modern slavery and human trafficking from taking place in our business and supply chains, we use key performance indicators (KPIs) to monitor the numbers of:

- Employees signed up to or re-signed to our Code of Ethics
- Employees and third parties who have completed training
- Risk assessments of third parties carried out
- Due diligence processes completed
- Audit processes completed
- Partnerships entered into with relevant organisations such as PRELIMS

These KPIs were first established in 2015–2016 and we consider whether they are still appropriate as part of our annual review of the policy. In its review this year, the Cambridge University Press Board has concluded that the KPIs remain relevant and is satisfied with the progress against them.

## Declaration

This statement is made by Cambridge University Press, a department of the University of Cambridge, and has been approved by the organisation's Board. It is a statement made in accordance with section 54 of the Modern Slavery Act 2015 and covers the financial year from 1 May 2019 to 30 April 2020.

**Peter Phillips**  
Chief Executive



# Statute J of the University of Cambridge: the University Press

1. There shall be in the University a University Press which shall be devoted to printing and publishing in the furtherance of the acquisition, advancement, conservation, and dissemination of knowledge in all subjects; to the advancement of education, religion, learning, and research; and to the advancement of literature and good letters.

2. There shall be in the University a Press Syndicate. The management of the finance, property, and affairs generally of the University Press shall be the responsibility of the Press Syndicate which shall exercise in relation thereto all the powers of the University except in so far as the Statutes and Ordinances expressly or by necessary implication provide otherwise. The Press Syndicate shall consist of the Vice-Chancellor or a duly appointed deputy as Chair and such number of members of the Senate appointed in such manner as shall be determined from time to time by Ordinance.

3. The Press Syndicate shall have power in the name of the University and for the purposes of the University Press to exercise the powers in Statute A II 3–8. These powers shall apply to investment as well as to any other activity or function of the University Press. Save only insofar as the Statutes, Ordinances or regulations enacted under Statute J 5 expressly or by necessary implication provide otherwise, these powers may be exercised at the absolute discretion of the Press Syndicate.

4. All income accruing to the University Press shall be credited to the accounts of the Press Syndicate and all University Press capital and income shall be controlled by the Press Syndicate and applied by them at their sole discretion for the purposes of the University Press.

5. The Council shall have authority to impose limitations on the power of the Press Syndicate to enter into any financial commitments or to grant security on the property of the University Press.

6. The Press Syndicate shall have power in the name of the University to engage persons for employment in the service of the University Press, determine their salaries and pensions, and prescribe the conditions of their service.

7. Persons holding certain posts in the University Press which have been specially designated under this section by the Council on the recommendation of the Press Syndicate shall be treated as University officers for the purposes of Statute A III 10(b), Statute B I 1, Statute B II 2, and Statute A X 2(b).<sup>1</sup>

8. The accounts of the University Press shall be audited annually by one or more qualified accountants appointed by the Council. The Council shall in every year appoint one or more persons from among the members of the Finance Committee, who shall examine these accounts, confer with the auditor or auditors, and report to the Council.

9. There shall be a Press Seal, as a seal of the University to be used on the directions of the Press Syndicate in matters relating to the affairs of the University Press; but the existence of the Press Seal shall not invalidate the use in connection with such matters of any other seal of the University. The University shall have power to make Ordinances concerning the custody and affixing of the Press Seal.

10. The Press Syndicate shall have power to delegate any of their powers under this Statute subject to any limitations imposed by Ordinance.

11. The term 'property of the University Press' here and elsewhere in Statutes and Ordinances shall refer to property of the University, both real and personal, held or used for the purposes of the University Press. In favour of any person having dealings with the University Press a certificate signed by the Registry that any particular property is the property of the University Press, or that any limitations imposed under Statute J 5 have been complied with, shall be conclusive.

12. The Press Syndicate shall make an Annual Report to the Council, which shall be published to the University either as a whole or in summary.

13. Notwithstanding the provisions of the foregoing sections, the Council shall have power in circumstances which the Council deems to be exceptional, on the advice of its Finance Committee, to discharge the Press Syndicate, and to assume full responsibility itself for the management of the Press for the time being. If the Council has occasion to exercise the powers available under this section, the Council shall make a full report to the University on the circumstances necessitating such action.

1. The following have been specially designated under this section: the Secretary of the Press Syndicate, Directors, Associate Directors, Senior Editors and Senior Managers of the Press.



**View this report online**

[→ cambridge.org/annualreport](https://cambridge.org/annualreport)

**Information about Cambridge University Press**

[→ cambridge.org/about-us](https://cambridge.org/about-us)

**Cambridge University Press**

University Printing House  
Shaftesbury Road  
Cambridge CB2 8BS  
United Kingdom

**+44 (0)1223 358331**

**✉ information@cambridge.org**





**CAMBRIDGE**  
UNIVERSITY PRESS  
[www.cambridge.org](http://www.cambridge.org)