



**What we have done and where we are headed to make academic publishing more sustainable**

# A world transformed by your ideas

**At De Gruyter Brill, our purpose is to be the human partner in academic publishing for global research communities. We believe that how knowledge is created, shared, and accessed matters – that is why we are committed to advancing equitable access to research while providing outstanding, inclusive publishing experiences for authors and readers alike. We enable scholars from diverse backgrounds and disciplines to participate meaningfully in scholarly discourse, transforming the reach of our publications into sustainable impact on this world.**

The academic publishing landscape in which we operate is undergoing profound transformation. Open access models, digital innovation, and the rapid evolution of artificial intelligence are reshaping scholarly communication, while geopolitical instability and mounting challenges to scientific integrity increase complexity and risk to the very foundation of our business models. At the same time, academic publishing contributes significantly to global environmental concerns: from deforestation for paper production and significant water use in paper manufacturing to carbon emissions generated through printing, production, and distribution – requiring critical reflection and responsible action to reduce our environmental footprint within our own operations and throughout our value chains.

Beyond environmental stewardship, we see our greatest opportunity for positive impact in the social dimension: fostering an inclusive internal culture; collaborating responsibly with authors, editors, reviewers, and librarians; and strengthening the global academic communities we serve. We are dedicated to contributing to social progress, and advancing fairness, diversity, and inclusion across our publishing program and daily operations. In an increasingly technology-driven world, we commit to embodying human values while harnessing the best that technology can offer. By adopting innovation responsibly, we amplify human scholarship rather than replace it, ensuring that technological progress enhances quality, accessibility, and integrity. Our publications remain the primary vehicle through which we contribute to informed debate, critical inquiry, and sustainable societal development.

As a mid-sized, independent, family-owned publishing house, we are uniquely positioned to take a long-term perspective – making principled decisions that reflect our conviction that sustainability is both good business practice and the right thing to do. In this context, we view our environmental, social, and governance (ESG) responsibilities not as peripheral obligations but as integral to our mission, vision, and values. Transparent reporting on our sustainability efforts enables us to authentically signal our commitment externally and hold ourselves accountable internally. With particular regards to the people most closely related to this business – its owners, our colleagues and our authors – we recognize the responsibility to maintain the long-term financial health and profitability essential to safeguarding our independence and ability to fulfill our role in society. Building on three centuries of experience and tradition, we will not only preserve our heritage but continue to evolve it – so that we remain relevant as a business and as a trusted partner to our communities in the future.



<b>06</b>	————	Sustainability work at De Gruyter Brill
<b>08</b>	————	A distributed effort
<b>10</b>	————	Double Materiality: what matters most
<b>12</b>	————	The six material topics at De Gruyter Brill
<b>14</b>	————	Driving impact at every step: our value chain
<b>16</b>	————	From Sustainability Strategy to Sustainable Strategy
<b>18</b>	————	Everything, everywhere, all at once – A conversation about our 2025 in sustainability
<b>24</b>	————	Looking back: 2025 at a glance
<b>26</b>	————	1. CO2 Emissions
<b>32</b>	————	2. Material Use
<b>38</b>	————	3. Own Workforce & DEI
<b>44</b>	————	4. Diversity, Equity and Inclusion for Authors
<b>50</b>	————	5. Accessibility of Research
<b>56</b>	————	6. Responsible Business Conduct
<b>62</b>	————	Looking forward: 2026 and beyond
<b>64</b>	————	Making an impact, one publication at a time
<b>70</b>	————	Our Sustainability Network: partnerships & programs

# Sustainability work at De Gruyter Brill

At De Gruyter Brill, driving impact through strategic projects and activities, alongside reporting to track progress, forms the cornerstone of our sustainability efforts. To effectively structure and manage this work, we have implemented a robust set of frameworks that have also guided the development of this report. Central to these frameworks are the United Nations Sustainable Development Goals, which serve as a universally recognized standard for sustainability, transcending industries and global audiences. Additionally, we have conducted a double materiality assessment (see page 13) to identify the sustainability topics that are critical to the organization's long-term success. These frameworks provide the foundation for shaping our internal initiatives and guiding our actions moving forward. This section of the report offers some transparency into how we tackle sustainability work at De Gruyter Brill practically.

## Collecting data on impact – the basis for non-financial reporting

Across the Ecological, Social and Governance dimensions, there is a wide range of sustainability data we could choose to collect and report on. When we began this journey in 2024, our focus was primarily on meeting CSRD-compliance requirements. As it became clear that the legislation applied to our business in a more limited way, we gained some freedom to step back and reflect on what truly matters for understanding our impact. This shift allowed us to identify the data points that are both meaningful and manageable within our current organizational capacity. This report marks the beginning of that process. Over the coming years, we expect our set of progress indicators to grow as new topics emerge, our understanding deepens, and our ability to measure impact expands.

One of the areas that are (quickly) rising in relevance is AI. As these technologies evolve, they introduce new ecological and social considerations. On the ecological side, questions around the contribution of AI-systems and data centres to Scope 3 emissions are becoming more pressing, even if they remain technically challenging to quantify. On the social side, aligned with our strong commitment to positive societal impact, metrics such as bias detection, model accuracy, improved researcher experience, or even time and cost efficiencies may offer valuable insights into how AI supports (or risks affecting) our communities. Ultimately, our choice of data points is guided by two simple but essential questions:

What do we need to know about our business beyond financial performance? And what do our stakeholders need to know to engage with us openly, confidently and productively?

**ESG** refers to Environmental, Social and Governance factors that help assess a company's broader sustainability performance. It covers climate and resource use, people and communities, and ethical business conduct. Sustainability means steering long-term value creation while reducing negative impacts on society and the environment.

**CSRD** is the EU's sustainability reporting directive requiring companies to disclose detailed information on ESG matters using mandatory standards. It aims to improve transparency, comparability and accountability, ensuring stakeholders understand a company's impacts, risks, opportunities and long-term resilience.

## The United Nations' SDG Publishers Compact

As part of our commitment to ESG, we joined the SDG Publishers Compact to actively support the UN Sustainable Development Goals. These global goals guide the themes of our publications, inspire our blog and podcast, and shape the social initiatives we champion. As a signatory of the Compact, we particularly commit to:

—Actively promoting and acquiring content that advocates for themes represented by the SDGs.

—Raising awareness and promoting the SDGs among staff and encouraging projects that will help achieve the SDGs by 2030.

—Raising awareness and promoting the SDGs among suppliers, to advocate for SDGs and to collaborate on areas that need innovative actions and solutions.

Read more about the Compact and how it inspires action towards the achievement of the SDG by 2030 at:



**Double Materiality** means assessing sustainability topics from two angles: a company's impact on people and the environment, and how sustainability-related risks and opportunities may affect financial performance. It helps identify which topics genuinely matter for strategy, stakeholder expectations and long-term business resilience.

**Material Topic** is one that is significant enough in terms of impacts, risks or opportunities that it must be prioritised in strategy and reported under CSRD. Material topics guide focus, targets and action by highlighting where a company's impact is greatest or where it faces considerable financial exposure.

# A distributed effort

In 2025, De Gruyter Brill has made significant strides in embedding sustainability deeper into the fabric of our organization. We're strengthening the foundations of this work by creating clear internal structures, assigning specific responsibilities, and establishing processes that ensure sustainable practices are seamlessly integrated into our operations. These steps empower teams to understand where they can make an impact, promote accountability, and foster more consistent ways of working.

Because our sustainability efforts touch every aspect of the organization, there isn't a single team driving all impact projects and related reporting. Instead, we have ambassadors for each sustainability topic who act as connectors between their business units and the Foresight & Sustainable Development Team within our Corporate Strategy department. This team is centrally responsible for coordinating and advancing all sustainability-related activities, including the reporting. This structure not only ensures alignment with our overarching strategy but also gives each business unit the autonomy and flexibility to engage with these topics in ways that suit their specific needs, cultivating a sense of ownership around sustainability throughout the organization.

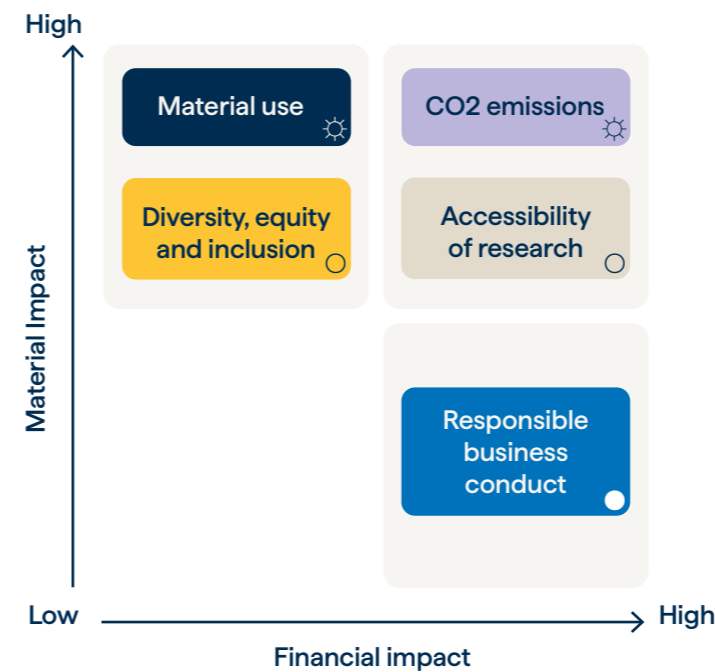
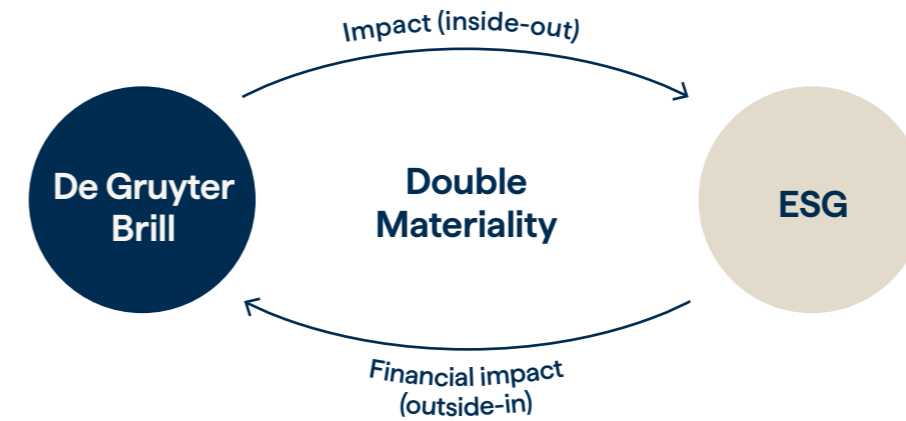
We also rely on a network of advisory bodies to support us in key areas. The Legal Department ensures compliance with regulatory requirements, while works councils provide guidance on workforce-related matters. Additionally, subject matter experts, such as the Editorial Subcommittee and the Publishing Ethics Committee, offer invaluable insights, ensuring that our sustainability initiatives are well-informed and effectively executed.



- CO2 Emissions
- Diversity, Equity and Inclusion
- Material Use
- Accessibility of Research
- Own Workforce
- Responsible Business Conduct

# Double Materiality: What matters most

Understanding which sustainability topics matter most to our stakeholders and to our long-term success is essential to responsible decision-making. In line with the requirements and intent of the CSRD, we carried out a Double Materiality Assessment (DMA) in 2024 to identify the environmental, social and governance (ESG) impacts, risks, and opportunities most closely connected to our strategy and business model. This process considered both our actual and potential effects on people and the environment, as well as the financial implications that sustainability-related factors may have for our organization (see figure below).



The insights from this assessment shape the sustainability priorities that guide our ambitions and actions. They help us focus on where we can create meaningful impact through the way we operate, the choices we make, and the way we support our community. These priorities are translated into concrete initiatives, governance measures, and performance indicators that enable tracking progress.

Our approach to identifying and reviewing material topics followed a structured methodology aligned with CSRD guidance. See figure 2 (left) for the results of the DMA.

☀ Ecological   ○ Social   ● Governance

# The six material topics at De Gruyter Brill

Our material topics encompass all three dimensions of the ESG framework. In practice, addressing these topics is rarely as clear-cut as this, and making a meaningful impact often requires interdisciplinary and holistic approaches. What these topics do provide, however, is a common vocabulary that enables us to align internally and effectively communicate our progress both within the organization and in this report.

## 1 CO2 emissions

We work to understand, measure, and reduce our carbon footprint across our operations. This includes improving energy use in our offices, encouraging low-impact commuting, and lowering emissions in our production and distribution processes. We know that effective climate action requires ongoing progress, so we continue to adopt practical, sustainable measures that reduce CO<sub>2</sub> emissions while maintaining the quality and accessibility of our publications.

→ p. 27



## 4 Diversity, equity and inclusion for authors

We believe that reducing barriers, creating equal opportunities, and fostering diversity, equity, and inclusion are essential to strong academic publishing. To drive impact across our communities and beyond, we aim to develop a broad and representative author community supporting a vibrant research ecosystem that thrives from diverse perspectives coming together.

→ p. 45



## 2 Material use

We strive to reduce our environmental impact by using materials responsibly across our operations. This includes lowering paper use, reducing water consumption in production, and choosing low-toxicity materials. We also encourage employees to limit resource use in their daily work. By integrating environmental awareness into our culture and supply chain, we aim to support a more sustainable academic publishing industry.

→ p. 33



## 3 Own workforce (including diversity, equity & inclusion)

Excelling in our publishing work relies on people who feel supported, respected, and able to grow. We aim to build a culture based on respect, inclusion, and professional development. By building a diverse workforce and investing in continuous learning, we create an environment where current and future team members can develop our business and as individuals with confidence, contributing to the sustainable development of our work within the scholarly publishing landscape.

→ p. 39



## 5 Accessibility of research

Making research widely accessible is central to our role as an academic publisher. Accessibility goes beyond publication, so we develop technologies and business models that support access for diverse and marginalized scholars and communities worldwide. We are committed to expanding the reach and impact of the research we publish.

→ p. 51



## 6 Responsible business conduct

We act with integrity in our organization and in our work with authors, reviewers, and business partners to build and retain trust. We uphold high ethical standards in academic publishing, ensuring transparency, accountability, and fairness throughout the publication process. We combine established practices with responsible use of new technologies to strengthen the quality, accessibility, and credibility of scholarly communication.

→ p. 57

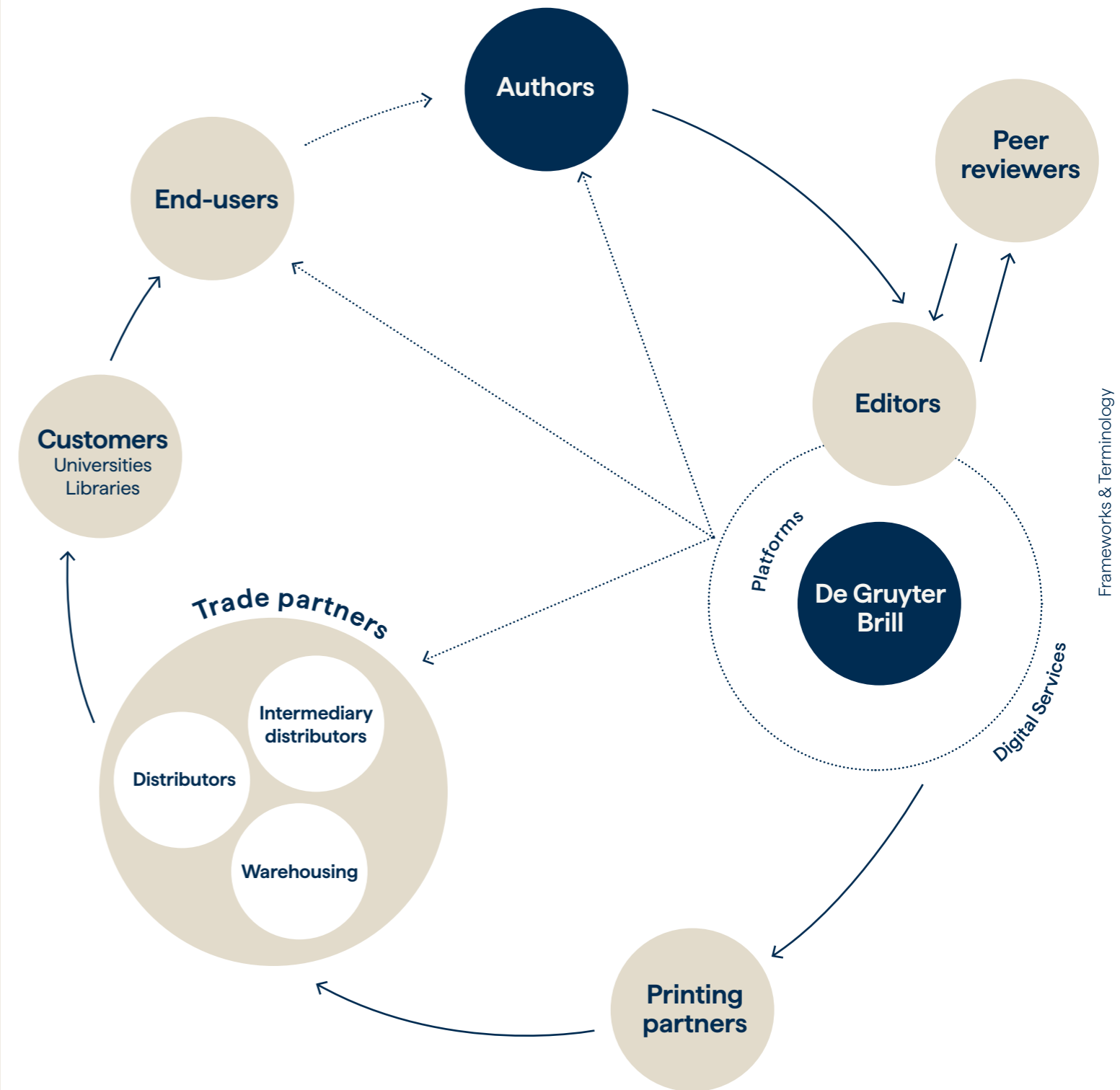


# Driving impact at every step: our value chain

The journey of academic knowledge at De Gruyter Brill (DGB) begins with the people who create it. Authors share their research with us, supported by digital services that help them submit, review, and refine their work. From there, each manuscript moves through careful peer review and editorial collaboration, before entering production where it is shaped into a book or article. Every year, this process results in thousands of publications that carry new ideas into the world.

Once produced, our titles continue their journey through trusted warehousing and distribution partners who help bring both print and digital content to libraries and universities globally. Strengthened technology and workflows following the merger of 2024 ensure that this process is smooth, reliable, and designed for long-term excellence, so that scholars everywhere can access high-quality research.

The published research that is created and distributed through this value chain then helps inform and drive new research amongst our communities – and the cycle begins anew.



# From Sustainability Strategy to Sustainable Strategy

The way we have set up the work on sustainability is reflective of our conscious choice toward an integrated sustainability strategy. Rather than sustainability being a peripheral addition to the business, we have taken an approach that embeds sustainability into strategic considerations across all business areas.

A major achievement of De Gruyter Brill in 2025 was the development of a new, joint company strategy titled “The Road to Sustainable Growth”. What you see here are the guiding values and principles that inform our strategy and its implementation and to which our striving for sustainability is a steady undercurrent.

## Our vision

A world transformed by your ideas.

At De Gruyter Brill, we believe in the ability and necessity of rigorous research to address the pressing questions of our time. That’s why we are committed to helping curious minds around the world bring their best work to light and ensure that it has the greatest possible impact. This is how we hope to achieve our vision, one publication at a time: A world transformed by your ideas.

*Our vision looks forward and creates a mental image of the ideal state that we wish to achieve.*

## Our mission

We publish and curate indispensable research that breaks boundaries, builds new bonds, and shapes a better future.

As an independent and family-owned publisher, we are the trusted partner of the academic community. We publish the reference works, books, journals, and research tools that form the foundation of scholarly research. Our subject areas range from the humanities, arts, architecture and social sciences to science, technology and medicine, because we believe that every voice matters in the exchange of ideas.

*Our mission gives a concise explanation of our reason for existence, describing our purpose, intention, and overall objectives.*

## Our values

### Passion

We are meticulous about publishing high-quality scholarship and always strive for excellence, because we want our work to make a difference – and we believe in the ability of rigorous research to address the pressing questions of our time.

### Integrity

Inclusivity, transparency, fairness, and ethical standards are central to how we operate – both in how we behave towards each other and in what we publish.

### Courage

Innovation takes ambition. Our focus is always on the future – we embark on new paths with curiosity and confidence.

### Partnership

We believe success is achieved through teamwork and collaboration. That’s why we foster relationships with our authors, librarians, and one another, based on honesty, respect, and trust.

*Our shared values describe how we interact with each other, our partners, and our communities.*

## Strategic pillars

### Author focus & publishing excellence

We are an author-centric organization committed to delivering a high-quality, digital publishing experience driven by personal relationships and partnership.

### Digital transformation & innovation

We harness technology to deliver exceptional digital experiences, drive innovation, and create value for our knowledge communities – investing in data and new business models and services to shape the future of academic publishing.

### People & sustainability

We build a people-first culture that drives sustainable growth – fostering inclusion and accountability, reducing our environmental footprint, and aligning our business with long-term societal and environmental responsibility.

*Our three strategy pillars explain how we intend to pursue our mission, vision, and goal.*

# Everything, everywhere, all at once – a conversation about our 2025 in sustainability

This report aims to review not only the progress we have made, but also the processes behind it. It reflects on what we have learned along the way and on the challenges we face both within and beyond our organization – from small, practical questions to issues of real scale and long term relevance. The following conversation explores these themes in depth.

Dominique de Roo is De Gruyter Brill's Chief Strategy Officer and leads the Corporate Strategy Department. Foresight & Sustainable Development, part of this department and headed by Fia Pathan, is the organization's central office for reporting on sustainability progress, coordinating activities around our material topics and responsible for bringing this report to you. Luisa Zabel has closely supported the reporting process over the past year.

What follows is a synthesis of the many conversations, discussions, and exchanges the three have had in recent months – an attempt to capture sustainability in motion.

*L: This is De Gruyter Brill's first joint annual Impact Report, which is a real milestone. Looking back at all the work that has preceded its publication, what has the journey to this point been like?*

*D: When Brill and De Gruyter merged in 2024, one of my priorities was to*



Dominique de Roo © Caroline van Erp

make sure sustainability was woven into the way we think as a new, combined company and to make sure that our strategy is built on long term thinking. That also meant creating a shared understanding across teams that had previously operated in different contexts.

Brill, being a listed company, already had a tradition of reporting on sustainability progress in its annual report, which helped to define key themes and drive annual progress. It was important to carry that forward and

strengthen it. Seeing how naturally this has taken root across De Gruyter Brill, and how it has become central to the overarching strategy, is something I'm really proud of.

*L: The last year has been a challenging one in terms of regulation and political developments. We experienced a lot of turbulence and back-tracking, countries stepping back from climate commitments, DEI being questioned in some places. How does that affect a medium sized publisher like De Gruyter Brill?*

**F:** The discourse around sustainability certainly has become a lot more politicized, affecting not only policy but also how we communicate about sustainability, both internally and externally. This has made clarity and precision in how we talk about sustainability even more important. Whilst we are not engaging in green hushing like many others, there is a need for extra care in our approach and messaging. And although consumer engagement in this area is ever growing, building communication primarily around the narrative that sustainability is the right thing to do

to do precisely that. Instead of compliance requirements, business impact is top of mind again, which is helpful for a company of our size. Last year has also shown that there were some useful learnings from that compliance-focused approach in the beginning.

**D:** For instance, the materiality assessment we conducted early on still reflects what is important to us as an organization, and it gives us a stable compass in a landscape where rules and requirements shift quickly. That stability is especially valuable in times of uncertainty.

## The discourse around sustainability has become a lot more politicized.

no longer works on its own – instead we need to focus on what makes sense for us as a business long-term.

In this sense, the reduced regulatory pressures, for instance around the Corporate Sustainability Reporting Directive (CSRD), have given us the space

If we think about the origins of ESG: it was always intended as a framework for risk management, guiding investment decisions and providing a tool to improve companies' resilience, whilst providing impulses for innovation and adaption of business models for long-term success.

**L:** *Zooming in from these large-scale contextual challenges to the internal side of things – what were the biggest challenges in that context over the past year?*

**F:** Data collection remains a central challenge. After the merger, it felt a lot like starting from scratch: we had to build new processes, often in new systems and bring people together in a way that wasn't just technical but also cultural. A newly merged company naturally has changing structures, systems, and roles – and data structures are equally inconsistent, with no accurate or even indicative historical data available for many areas.

On the other hand, historical data is not necessarily a prerequisite for progressing on sustainability targets in a meaningful way. Quite often, we are working on new frontiers, so collecting new data is even more important. Practically, it's not about perfect data – which is an illusion in itself – but about critically interrogating what's available to us, whilst extending the evidence base and transparency around reporting.

**L:** *You mentioned that the challenges were not just technical but also cultural. Can you elaborate on that?*

**F:** When we talk about internal challenges in relation to sustainability, we can't forego the topic of employee engagement. The success of anchoring sustainability and its strategy firmly in an organization is primarily determined by how engaged employees are on

anchoring, we need to think beyond a top-down approach and engage colleagues in all areas and at all levels. The groundwork is there, but 2026 will be the year we really fine-tune and improve. Sustainability is always a balance of – and constant negotiation between – long-term thinking and short-term reality. And quite often it's also about deciding what not to do as a business.

## The success of anchoring sustainability firmly in an organization is primarily determined by employee engagement.

these topics. This is particularly true in a newly formed organization like ours. A key learning from last year is that we need to take a more networked approach to rolling out sustainability in the business. Instead of working with a rigorous structure based on functions alone, we need to identify those colleagues who are intrinsically motivated – and there are many – to work with us on different topics and drive them forward collaboratively.

Another mechanism to foster engagement is incentives. Usually, making colleagues' contributions widely visible and acknowledging them as a positive reinforcement of our values is incentive enough, but a more formalized approach is on the horizon too – for instance, encouraging colleagues to include sustainability and thus core strategy in their personal targets, or name specific SDGs that their projects support. Before then, though, we need to establish a shared language and knowledge base around this highly complex topic, and that is a key priority for 2026.

Senior management is usually a reliable tailwind for advancing sustainability throughout the organization, but in order to create lasting and effective

**L:** *You've spoken a lot about engagement, shared understanding, and building a common culture. Where does the Impact Report itself fit into that picture internally?*

**D:** For us, the Impact Report is very much part of that cultural work. It's not just a document that looks back

## This report provides a living point of reference for our work on sustainability.

at what we've done, but a way of making sustainability more tangible across the organization. In a newly merged company, people come with different backgrounds, expectations, and reference points. The report helps us create a shared frame: it shows what we mean when we talk about sustainability at De Gruyter Brill and how it connects to our overall strategy.

**F:** I see it as a tool for learning as much as for reporting. This report provides a shared language around our material topics, which helps establish a more productive dialogue. Sustainability can easily feel abstract or overwhelming, especially given how broad the topic is.

What we talk about in this report will be familiar to most of our colleagues, but some might have never placed it with sustainability. By pulling our priorities, data, and examples together in one place, the report helps colleagues see where we are focusing our efforts and why. It also makes clear that this is not something done by one team or function, but a distributed effort that cuts across the entire organization.

**L:** *How do you want colleagues to use it in practice?*

**F:** Ideally, it should spark conversations. Whether that is teams recognising their own work reflected in the report, or colleagues seeing connections they hadn't considered before. It gives people a starting point to ask questions: how does my role contribute, where do I see opportunities, and what could we do differently? Over time, that kind of engagement is what really embeds sustainability into everyday thinking.

**D:** And that links back to trust. By being open about where we stand, including the areas where things are still evolving, we create a basis for honest dialogue, internally and externally.

**F:** Exactly. The question "What do we want colleagues to know about our sustainability efforts?" should be immediately followed up by: "What do we want colleagues to be able to say about our sustainability efforts, when they are talking to authors, editors and business partners?"

**L:** *This is the first joint report following the merger. How do you see its role developing over time?*



Fia Pathan © Corinna Harndt

**D:** This first edition is about establishing clarity and coherence. As our systems mature and our data improves, the report will naturally become more detailed and more integrated into how we steer the business. But even then, its core role will remain the same: helping us reflect, learn, and stay aligned as an organization.

**F:** Sustainability work is a continuous process, and the report will evolve with that process. What matters most is that it remains a living point of reference, something that supports engagement, encourages critical thinking, and helps us keep moving in the right direction.

**L:** *About moving in the right direction, that is of course something you cannot achieve alone. How do you engage with your partners and networks?*

**D:** We're very aware that we don't operate in a vacuum. As academic publishers, the biggest impact we make is through the publications we bring into

is crucial that we show where we stand and how we want to move forward. For us, it is not just about meeting these expectations but about shaping them in a way that reflects our values and the role we want to play in the ecosystem.

**F:** In the big picture, a lot of the recent push back on sustainability can be attributed to the trade-offs between different stakeholder groups becoming more tangible, with conflicts sharpening. Within our work, albeit on a much smaller scale, we need to face this challenge.

Some of the decisions we have to take to accelerate progress will require negotiation. The conversations we have with suppliers and partners in our value chain shouldn't be based on "Sustainability is a moral imperative, so here's a list of our requirements," but "How can we move forward together?" – that's when we can foster real, lasting change.

We need to collaborate on identifying and communicating win-win sit-

**F:** One of our priorities for 2026 is deepening our understanding of author demographics – who publishes with us, who doesn't yet, and why. This will inform our approach to new markets and our progress on making publishing practices, in Open Access for instance, more equitable.

If we want to increase the diversity of our author base, we need editors' insights and collaboration. They know their communities well, and finding common ground with them is key to making progress. As with employee engagement, engaging our partners will rely on a shared understanding of the issues at hand, and on incentivising the types of behaviours that reflect our strategic objectives.

**L:** *What are further current and future focus areas?*

**D:** It might be a cliché, but you can't spell sustainability without AI. It is already changing the way we work and it's moving incredibly fast, and we need to understand how to use it in a way that supports our strategy – including our sustainability goals – without compromising the human side of what we do. Human in the loop will be our default mechanism as we roll out AI. We embrace innovation, but we also differentiate ourselves with our focus on being the human partner in a world where this personal connection is becoming scarce.

**F:** Beyond employee engagement, we are working on removing barriers to success across the board. That means calibrating our purpose and profit agendas – including the targets we set and the activities we invest in. This requires bringing financial and non-financial reporting closer together, especially in day-to-day business and not just once a year.

We need to reliably map how KPIs on both sides are linked, to proper-

ly measure business performance against strategy and vice versa. Once we achieve this, it will become more apparent that investing in sustainability ultimately just means investing in the future of the business.

**L:** *Thinking beyond 2026 – what do you see on the horizon for DGB, in terms of sustainability?*

**D:** Looking beyond 2026, I think the balance between mitigation and adaptation will become an even more central theme for us. The world is changing quickly – climate risks are becoming more visible, resources like water are becoming more contested, and geopolitical uncertainty is something every international business has to take seriously. AI will be a big part of this picture, too: not just as a productivity tool, but as a force that reshapes how knowledge is created, validated, and used. For a publisher like us, the question is: how do we stay true to our values in a world that is shifting under our feet? And how do we make sure that the systems we build today will still make sense for authors, readers, and institutions ten years from now?

We are committed to reducing our CO<sub>2</sub> emissions. At the same time, new technology such as AI will change our business considerably in the coming years and this also brings its own CO<sub>2</sub> footprint. We need to find a solution to the energy question. This will be a major theme in our industry and the world at large in the coming years.

**F:** Just as the climate system is widely acknowledged as a shared resource that demands protection and nurture, the global wealth of knowledge should be too. Yet publishing – and academic publishing in particular – is a unique industry that requires a unique approach to sustainability. For us it is even less possible to disaggregate the E, S and G to make things more manageable, and at the

same time, we don't have many industry or reporting standards to fall back on.

Whilst this is a major challenge, it's also an opportunity. We can be at the table when policy is shaped and the rules of engagement on sustainability are set. Our size and position in the market, relative to our competition, also bear the opportunity to become a sustainability champion in our industry by promoting engagement within our networks in a way that only we can.

Looking further ahead, I see two more global risks that are crucial to us as publishers: inequality and misinformation. These go right to the core of what we do. We know education is a key lever to combat climate change and social injustice, and we help ensure that reliable knowledge circulates, that a diversity of voices partakes in the crucial debates, and that research can stand up to scrutiny. With that role in mind, sustainability can feel a lot like everything, everywhere, all at once – and that is not a burden. It's the brief.

The climate system is widely acknowledged as a shared resource that demands protection and nurture, the global wealth of knowledge should be too.

the world, the research that informs policy, strengthens scientific debate, and helps society tackle issues like climate change and social injustice. And we see that momentum growing: in our network, sustainability is becoming more important, and in many cases even a prerequisite for doing business.

Universities increasingly expect clear sustainability commitments before they spend money with publishers, so it

uations to ensure the transformation takes root through the relationships we have in our ecosystem. In that context, policy – which is often framed as restrictive – can be rethought as an enabler, providing a handrail of reliable guidance on navigating business issues in alignment with our strategy and values, internally and throughout our ecosystem.

**L:** *Can you give a specific example to make that more tangible?*



Luisa Zabel © Isabella Proto

# Looking back: 2025 at a glance

≈ **30,000**  
articles published /  
**39%** of which  
Open Access

Published  
research of authors  
from **100+**  
countries

Connected with our  
communities at **290**  
editorial and sales  
conferences

Revised and  
harmonized **7**  
policies

Hosted **10+**  
community events,  
incl. workshops with our  
Librarian Advisory Board  
and author festivals in  
Leiden and Berlin

**3,337** books  
published /  
**39%** of which  
Open Access

**80%** of our  
largest suppliers  
want to collaborate  
on sustainability  
with us

**1,000** tCO<sub>2</sub>e CO<sub>2</sub>  
emissions compensated,  
through impact projects  
in Indonesia and Uganda  
around deforestation,  
conservation and  
restoration<sup>1</sup>

Conducted **12**  
sustainability-  
related research  
projects

Analysed  
**>6,000** feedback  
comments from  
colleagues

**1** Library  
awarded

**39,850**  
trees planted<sup>2</sup>

**13** newly  
launched Online  
Resources

Almost **100%**  
of frontlist ebooks  
made accessible

**1** new strategy  
“The Road to  
Sustainable  
Growth”

## 1

# CO2 Emissions

Whilst publishing is in many regards a unique industry, it shares the reduction of CO<sub>2</sub> emissions as one of its most pressing challenges with most others. While digitalization offers opportunities to lower the environmental footprint, regular publishing processes such as paper production, printing, and global distribution remain significant contributors to greenhouse gas emissions. For us at De Gruyter Brill, the complexity lies in addressing emissions across our entire value chain, primarily from suppliers and logistics partners. Balancing the high-quality delivery of our scholarly communication with our striving to become a more sustainable business is a key challenge that requires innovative solutions and industry-wide collaboration.

## Strategy & targets

Our environmental strategy is driven by our ambition to minimize our negative impact on the environment as much as possible. We approach CO<sub>2</sub>-reduction through three complementary pathways: improving our own operations, advancing decarbonization across our value chain, and contributing to global climate action through the scholarship we publish.

We work to reduce **emissions from our own operations** by transitioning to digital first publishing models, expanding our Print on Demand (PoD) approach, sourcing renewable energy, and improving energy efficiency across our offices. These measures help decrease emissions from production, transport, and on site energy use, while embedding sustainability considerations into decisions from procurement through to distribution.

Second, we target **emissions in our value chain**, where most of our footprint lies. By encouraging data transparency and collaborating with suppliers to advance lower impact production, we aim to address the emissions associated with materials, logistics, and outsourced processes.

Third, as a scholarly publisher, we contribute to climate mitigation by supporting the **development and dissemination of the research** that underpins science based target setting. Through our journals and books in environmental science, economics, governance, and sustainability, we help advance the scientific foundations that organizations rely on to design credible decarbonization pathways. Ensuring that high quality, peer reviewed research remains widely accessible strengthens evidence based climate action far beyond our operational boundaries.

Given its strong potential for lowering emissions from production and transport, PoD has been identified as our strategic focus for the coming years. We have therefore set the following long term targets for 2030:

- Expand PoD capability to titles with more complex production parameters, primarily from our Arts & Architecture program.

To lay the groundwork for this transition, we have also set an interim target for 2026:

- Establish a global Print on Demand network.
- Begin scoping on extended PoD capabilities (see long-term target above).
- Transition to green electricity across our largest locations.
- Explore opportunities for lower-emissions production processes.

## Policies

Our commitment to reducing emissions is supported by internal policies that guide daily decision-making and promote lower-impact behaviours across the business. These include:

- General Policy Statement on the Ecological Impact of the Business**, setting out our environmental standards and expectations.

- Travel Policy**, which encourages low-impact commuting and mobility choices, as well as allowing “Bleisure-Trips”, combining business and leisure activities, adding to employee benefits and reducing emissions from additional travel.

Together, these policies provide a clear framework that strengthens our ability to act consistently on emission reduction across the organization.

## Our progress & achievements

Throughout 2025, we advanced our efforts to reduce CO<sub>2</sub> emissions across several areas. Key actions included:

- Phasing out plastic wraps and bags for wrapping our books.
- Compensating CO<sub>2</sub> emissions associated with marketing materials and travel.
- Revising our travel policy to limit air travel and encourage rail alternatives, with the updated policy to be published in early 2026.
- Sponsoring the Green Library Award, supporting libraries that demonstrate strong environmental responsibility and leadership.
- Partnering with Regreener to compensate for CO<sub>2</sub> emissions by investing in global impact projects around reforestation, conservation and restoration.

Moreover, to start expanding our efforts into the value chain, we contacted our most strategic suppliers to explore the possibilities for data sharing and collaboration around sustainability, among others CO<sub>2</sub> emission reduction.<sup>3</sup> It is positive to see that all contacted suppliers do already take action to reduce their carbon footprint. Moreover, 80% of the suppliers also calculate their own carbon footprint, of which 75% including the value chain (Scope 3). This will help us to improve our own carbon accounting in the coming years. We also plan to utilize the opportunities for collaboration in the coming year(s).

## Key figures

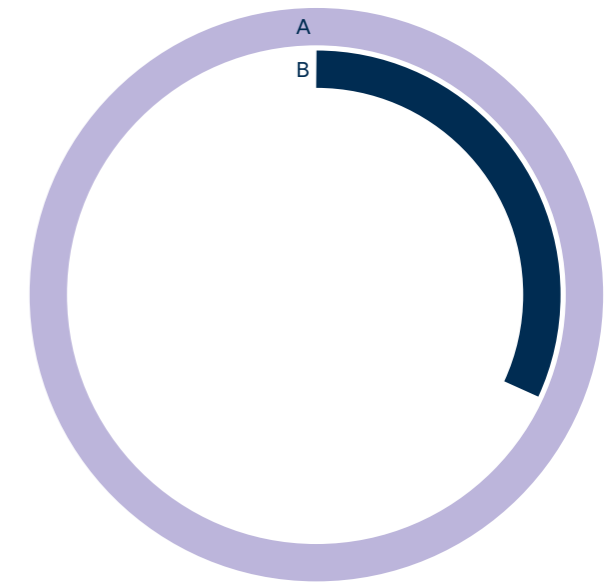
The total energy consumption (in kW/h) of our biggest offices in Leiden and Berlin is depicted below for the last three years. In 2025, the two locations consumed a combined **1,056.4 MW/h of energy**.<sup>4</sup> While Leiden is already operating on 100% green electricity, the **overall share of renewable energy sources is 17%**.

Total energy consumption remained relatively stable over the past years, with a slight increase in 2025 compared to the previous year driven by higher office occupancy as more colleagues returned onsite. While this increases our energy consumption, it does reduce energy use at home. In the coming year, we will focus on increasing awareness around energy efficiency through targeted communication and behavioural nudges.

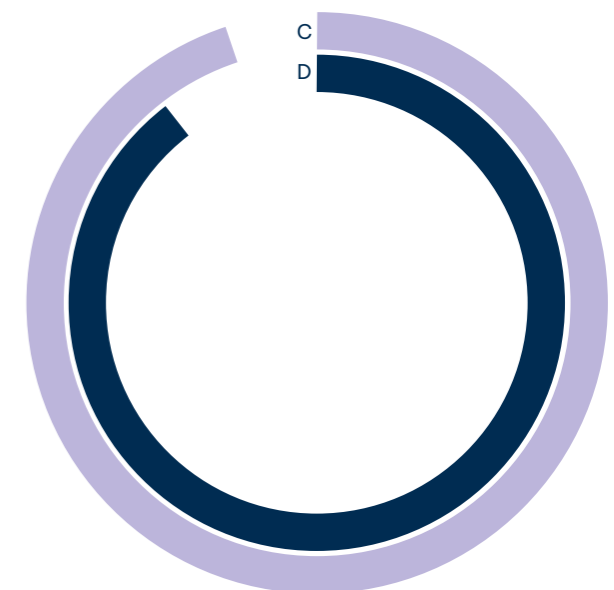
Looking at our **greenhouse gas emissions**, those from our own operations (Scope 1 and 2) were comparably moderate at 47.99 tonnes of CO<sub>2</sub>e this year. As expected for a publishing business, the vast majority of our emissions come from our value chain (Scope 3), which amounted to 8,900.59 tonnes of CO<sub>2</sub>e.<sup>5</sup>

This year, we have **compensated the equivalent of 1,000 tonnes of CO<sub>2</sub> emissions**<sup>6</sup> via our partner Regreener through impact projects in Indonesia and Uganda around deforestation, conservation and restoration.<sup>6</sup> Additionally, we have specifically **offset 227,3 tonnes of CO<sub>2</sub> emissions related to our employees’ business travel** via the platform Travelperk.

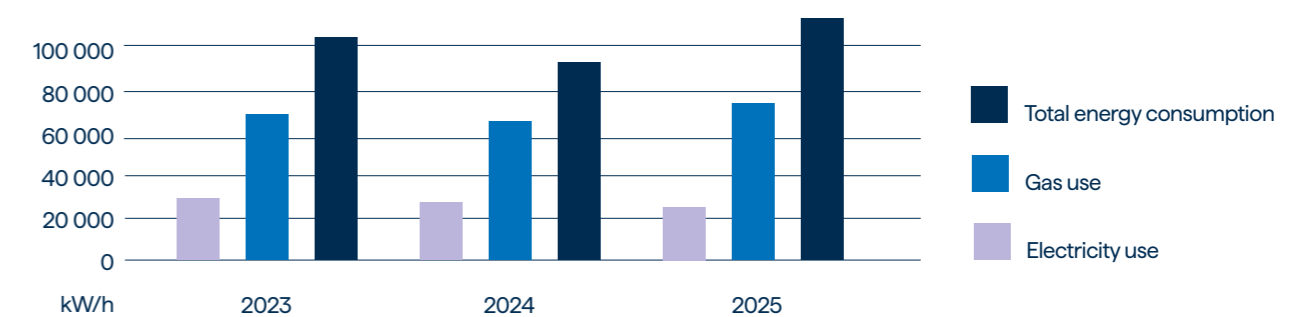
Regarding our ambition to expand our Print on Demand (PoD) approach, circa 95% of De Gruyter titles are PoD-capable, across the entire De Gruyter Brill portfolio, PoD-capability of titles is at 90% at the time of this report.



A: Leiden office is already operating on 100% green electricity  
B: the overall share of renewable energy sources is 17%



C: Circa 95% of De Gruyter titles are PoD-capable  
D: 90% of titles are PoD-capable



3 This concerns our 10 most important suppliers across printing and logistics.  
4 This concerns both electricity and gas use. The gas use data reported in m3 was converted to kW/h. Please note that the gas use in Leiden is monitored in yearly cycles from August to August.  
5 These numbers are lower than in previous years, suggesting challenges around obtaining a complete data set following the merger of the two companies.  
6 This represents the amount of Verified Carbon Units (VCUs) that were retired on behalf of our company in 2025 via our partner Regreener. 800 of those stem from the Katingan Peatland Restoration and Conservation Project (via Verra; Verified Carbon Standard) and 200 from a project called ‘Trees for Global Benefits’ (via the Environmental Conservation Trust of Uganda; Plan Vivo Certificates).

# Stories on CO2 Emissions

## Less Waste, More Reach: Global Print on Demand

Benjamin Glover

Printed books remain our most established product category and the foundation of our reputation. They continue to be an indispensable part of the portfolio we offer customers around the globe – delivering learning and research experiences that digital formats cannot fully replace, and enabling libraries worldwide to preserve knowledge for generations to come. At the same time, printed books carry a significant carbon footprint. Since they are essential to our business, the question at stake is really: how can we make that footprint smaller?

Print on Demand (PoD) is one key response to that question. This is why in 2025, one of our priority targets in this area was to expand global PoD coverage. Ben Glover, Director of Global Channel Sales at De Gruyter Brill, led this expansion and shares the success of last year's work here:

"PoD is as much about distribution as it is about production. In both cases it underpins our aims to both minimize its carbon footprint whilst optimising its print availability and revenue. To achieve these aims, I am extending our global network of PoD facilities through partnerships with trusted distributors and printers. In 2026, PoD solutions in the UK and South Africa will go live. In 2027, I will extend this network to Australia. After



that, I have a PoD solution in Singapore scheduled which will serve the East Asian market including, importantly, China. This will add healthy competition to the CNPIEC in-house PoD facility. Print technology endures and PoD adds to its endurance."

amplify perspectives that too often go unheard. As the editors explain, the journal was founded to fill a critical gap: while research on gender and sustainability exists, contributions from Global South scholars remain underrepresented in global academic discourse, limiting their influence on policy and practice. The journal addresses this imbalance by bringing forward research grounded in lived realities – from climate-driven displacement to gendered impacts of resource scarcity – and by creating a space where scholars, practitioners, and policymakers can engage in inclusive, evidence-based dialogue.

## Climate Change Isn't Gender-Neutral

De Gruyter Conversations (Blog)  
Meng Liu, Tuula Heinonen,  
The Editors | 01.04.2025

Sustainability is never just one story. It is social and ecological, human and environmental – woven together in ways that shape how communities experience a changing world. For Earth Day 2025, we spoke with the editors of our newly launched interdisciplinary journal *Gender and Sustainability in the Global South*, a platform created to



## A Conversation on Navigating Sustainable Growth

In this episode of the De Gruyter Brill Conversations Podcast, which aired in August 2025, our author **Gib Hedstrom** discussed his new book, *Navigating Sustainable Growth*, which explores how companies can thrive in a future defined by decarbonization and dematerialization. At a time when businesses across every sector are grappling with the realities of climate change, Hedstrom makes a compelling case that the transition to a low-carbon economy is not just

a challenge to manage, but an opportunity to seize. Drawing on 300 examples from 180 global leaders, the book offers practical strategies for a wide audience – from investors and executives looking to future-proof their organizations, to citizens, students, and educators seeking to understand the forces reshaping our economy. It provides a clear roadmap for boards and leadership teams to turn climate risks into tangible opportunities for growth and innovation. Platforming leading climate advisors like Hedstrom – who brings 30 years of experience advising boards of directors on sustainable growth at the intersection of environment, strategy, and governance – fits

naturally within our commitment to taking proactive steps to combat climate change without compromising the quality or accessibility of our publications. His insights remind us that the path to a sustainable future requires bold thinking, informed leadership, and the courage to act decisively. Ready to rethink what climate leadership looks like from the boardroom to the bookshelf? Give this episode a listen.



Drawing on decades of collaboration with organizations such as UNDP, UNICEF, UN Women, and the World Bank, the editorial team has built a journal that does more than publish articles, it strengthens global knowledge production, challenges dominant narratives, and showcases how climate change is experienced differently across communities. By shining a light on the intersection of gender, justice, and environmental change, the journal supports the environmental pillar of ESG and invites readers to rethink what a just and sustainable future requires.

Discover the full story and more interdisciplinary insights on De Gruyter Conversations.





# 2

## Material Use

As a publishing house, founded on centuries of tradition, material use plays a critical role in how we create, curate, and distribute research. Our material footprint mainly relates to paper use, inks and glues, printing, packaging, and IT infrastructure. At the same time, our transition toward digital publishing and Open Access (OA) offers strong opportunities to reduce reliance on physical resources while increasing the global accessibility of knowledge.

Key challenges include balancing the demand for high-quality printed products with the need to reduce environmental impact and ensuring responsible sourcing throughout the supply chain. We also face the challenge of aligning innovation, growth, and cost efficiency with circular and low-impact material use.

## Strategy & targets

Our material-use strategy aims to reduce environmental impact while safeguarding quality and long-term value creation. As most of our material footprint arises in the value chain – through paper sourcing, water use in paper production, and the inks, glues, and packaging materials used by our suppliers – we focus our efforts there to realize the largest opportunities for improvement. Strengthening responsible sourcing practices, deepening supplier engagement, and fostering transparency across the supply chain are therefore central pillars of our approach. We aim to work more closely with suppliers to promote sustainably sourced paper, encourage lower-impact production methods with reduced water use, and ensure that inks, glues, and other inputs meet high environmental and ethical standards.

Regarding our own operations, we prioritize digital-first publishing models as key levers to decouple growth from physical material consumption. At the same time, we are expanding our Print-on-Demand program to reduce overproduction and limit the use of materials throughout the lifecycle of our publications.

For 2030, we have set the following material-related targets:

- Maintain 100% sourcing of FSC-certified paper for all printed products.
- Ensure 100% plastic-free packaging across our portfolio.
- Identify and pursue collaborative opportunities that enable more sustainable material use across the value chain.
- Reduce overall material intensity through further expansion of our Print-on-Demand program.

Our short-term target for 2026 is advancing our hybrid journal model, supporting the continued shift toward digital formats. We will do this by assessing the long-term viability of printing our journal portfolio via our Journal Health Check framework. This journal-level assessment will indicate whether a hybrid approach, a print-to-e-only approach or a phase out is the most adequate solution.

## Policies

—Despite adjusted responsibilities related to the EU Deforestation Regulation (EUDR), we have developed statements confirming that the paper we use does not contribute to deforestation.

## Our progress & achievements

In 2025, we made meaningful progress in strengthening oversight and transparency around material use. We engaged in extensive preparation to ensure compliance with the EUDR, which moved through a dynamic legislative process. While compliance will only be expected at a later point and does now involve only weakened obligations for us, the process helped us deepen our understanding of material-related risks within our supply chain.

The supplier survey conducted this year to further expand our efforts around material use in our value chain provided additional insights in this regard:<sup>7</sup>

—**Water footprint data is still limited:** only around one third of suppliers currently measure the water footprint of the products they supply to us. As water consumption is a topic that will only increase in importance for our industry in the coming years in connection to climate adaptation, we will more strongly focus on this topic in our collaboration with vendors.

—**Sustainable alternatives to conventional paper remain rare:** While we already procure almost exclusively FSC-certified paper, only a small fraction of suppliers currently offer additional sustainable alternatives to traditional paper, signaling a space for further development in the market.<sup>8</sup>

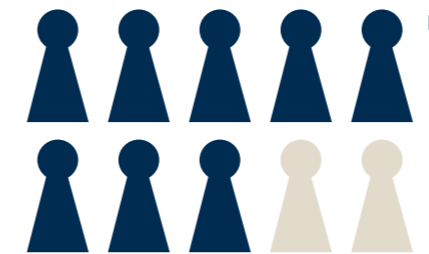
—**Toxic inks and glues:** 75% of suppliers report that they do not use toxic substances, and the suppliers who do indicated they offer more sustainable alternatives. Our aim is to phase out the remaining use of toxic materials as quickly as possible by working with suppliers on viable substitutes.

—Although not currently a strategic focus, supplier performance on **waste management** paints a positive picture: half of our suppliers recycle more than 75% of their waste, and another 20% recycle more than half.

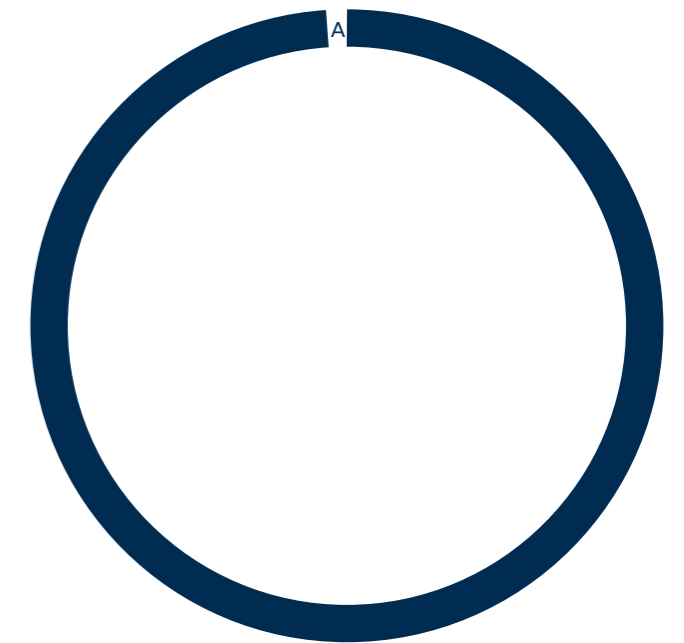
Alongside these efforts in our supply chain, we also continued our work within our own operations to reduce plastic packaging, including exploring alternatives such as replacing plastic wraps with paper-based options where feasible.

## Key figures<sup>9</sup>

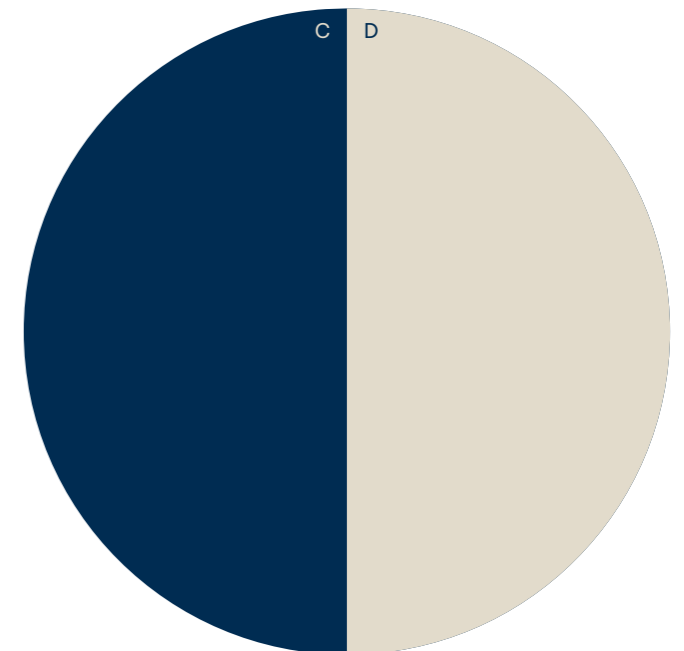
Our use of materials shows good progress in some areas but also highlights where further work is needed. Almost all paper used by our suppliers is sourced from certified, responsibly managed forests, which is a solid foundation for sustainable production.<sup>10</sup> At the same time, the amount of recycled paper in our end products is still very low<sup>11</sup>, which shows that there are practical barriers we need to understand better. Most of the inks used across our products are already sustainably sourced,<sup>12</sup> while the situation for glues differs strongly between suppliers: about half report using almost exclusively sustainable options, while others provide very limited or low levels of sustainable use.<sup>13</sup> Over the next years, we will focus on improving the quality of our data and monitoring so we can better assess where and how to make further improvements across our value chain.



B: 8 out of 10 suppliers want to collaborate with us on sustainable solutions



A: Nearly 100% of all paper our suppliers use is sustainably sourced (FSC-certified or equivalent).



C: Half our biggest suppliers reporting to use (almost) exclusively sustainably sourced glues  
D: The other half provides either no or very low numbers

7 This survey covered our 10 most strategic suppliers across printing and logistics.  
8 When conducting the analysis, we identified one supplier that is not using 100% but only 92% certified paper. We strive to use this insight in upcoming conversations with this partner to close this gap as soon as possible.  
9 These are based on data from our 6 biggest printing suppliers.  
10 See footnote 7.  
11 Only one supplier reports to use 10% recycled paper while the rest states to not incorporate any recycled materials in their products.  
12 Only one supplier states to not use this sort of inks. We will also approach this supplier around options for more sustainable inks.  
13 Two suppliers report to use 100% sustainably sourced glue, one 90%, another 15% and two did not provide any data.

# Stories on Material Use

## Do Solutions to Current Ecological Challenges Lie in Decolonizing the Environment?

In this episode of Sustainability Matters, which originally aired in December 2025, Dr. Aleksandra Ross and Dr. Krzysztof Skonieczny explored why ecological challenges demand pluralistic, culturally diverse perspectives. They discussed the limits of a purely utilitarian approach to studying the environment, how non-Western traditions of thought can deepen our understanding of environmental problems, and why it is imperative that we expand our political imagination to open up

new pathways to solutions. The conversation brought together three key aspects of our sustainability work: the inclusion of diverse voices, making an impact through publications, and addressing global ecological challenges. It highlighted our commitment to shaping a better future by bringing underrepresented perspectives into the sustainability discussion, looking beyond Western philosophies, and asking whether Western and non-Western approaches can work together to address the environmental challenges facing the world today. The episode drew on insights from *Non-Western Approaches in Environmental Humanities*, published by De Gruyter Brill and co-edited by Dr. Ross, Dr. Skonieczny,

and Dr. Gabriela Jarzębowska. Whether you're passionate about sustainability, philosophy, or simply curious about how different cultures can reshape the way we think about our planet, tune into this episode to learn more:



Our podcast, Sustainability Matters, explores sustainability in scholarly communications and beyond, in conversation with our authors, advocates, and practitioners.



## An Academic Publisher's Questions Around Material Use

As an academic publisher with centuries-old roots, De Gruyter Brill increasingly finds itself asking new questions about material use – questions that reach far beyond the paper and inks traditionally associated with book production. Today, the impacts embedded in our value chain are more complex, less visible, and more interconnected than before.

What does responsible publishing look like in a world where water scarcity is intensifying, and where paper production requires significant volumes of fresh water? How do we ensure that the materials we rely on, paper fibers, binders, glues, and inks, do not contribute to deforestation, biodiversity loss, or long-term degradation of the ecosystems on which knowledge creation ultimately depends? And how do we prepare for a future in which the environmental footprint of digital infrastructure, including data centers powering Open Access, digital libraries

and AI, becomes as relevant as the footprint of print?

These are no longer theoretical questions. They shape the decisions we make today: which suppliers we partner with, which certifications we trust, how we weigh the benefits of digital publishing against the rising water and energy demands of the cloud, and how we balance global reach with increasingly constrained natural resources.

For us, material use is no longer a matter of production alone – it is a matter of responsibility across the full

## The Special Touch: Why the Physical Matters

Today, a large part – if not most – of scholarly discourse takes place online or in digitally mediated spaces. So why do we still print physical books and journals? One key reason is the unique kind of accessibility that physical publications offer. Engaging with objects and with one another in the material world is a fundamental part of the human experience. That is why it is important for us to create spaces where our communities can come together and connect in meaningful, tangible ways.

Susanne Raj leads our Conference & Events Team. She is responsible for organising our stalls and event materials, ensuring that our titles are available and can be actively explored and engaged with. Here, she shares how central sustainability considerations are to her work:

“Sustainability is growing in importance in the events and conference space – both as a topic for visitors and also for vendors. To stay relevant, we need to move with that shift. My considerations start with selecting vendors who build our stalls and supply our merchandise on that basis. Our stalls are now made largely from recycled materials and are themselves recyclable or reusable. Instead of binning everything at the end of an event, we put it in storage and adapt it for the next one. When we host customers, we serve drinks in real cups and glasses rather than plastic or paper – better for the environment and for the atmosphere. On a smaller scale, we also focus increasingly on making branded materials and giveaways more sustainable: choosing sustainably produced pencils instead of plastic pens, cotton bags instead of plastic ones, and seed bags for bee-friendly flowers to show that we are a company that is growing together with our

communities. These are small things, but they add to the special experience that in-person events create. Recently, I saw an author at a book fair holding their first published book for the first time – a sight very akin to parents holding their firstborn. Witnessing moments like these is incomparable to any online interaction we have with our customers and authors.”

Increasing visitor numbers to events like Frankfurt Book Fair show how important it is for people to come together in physical spaces, which is why we need to continue to provide these material experiences for our communities in sustainable ways.





# 3

## Own Workforce & DEI

At De Gruyter Brill, we recognize that our people are central to the quality, integrity, and societal impact of our publishing activities. Our success depends on the engagement, expertise, and wellbeing of a workforce that is diverse in background, thought, and experience. We are committed to fostering an inclusive culture where every employee feels respected, supported, and able to contribute, and strive to provide our employees with equitable access to development opportunities and a sense of belonging.

Key challenges include ensuring that diversity, equity, and inclusion are meaningfully embedded in our organizational practices, supporting colleagues through rapid industry change and maintaining a healthy work-life balance in an evolving hybrid environment. We also face the ongoing need to promote continuous skills development and to meet the rising expectations of current and future employees – particularly around fair opportunities, personal growth, and inclusive leadership. Strengthening team cohesion while advancing the organizational change are required for our future remains a central priority.



## Strategy & targets

To support our goal of cultivating a workforce and company culture aligned with the company's sustainable growth strategy, in 2025, we identified two key focus areas for 2026: first, developing a framework to foster and measure a sense of belonging as a key non-financial KPI; and second, strengthening the tools and capabilities available to employees as they navigate organizational transformation and increasingly collaborative ways of working.

### Belonging as a Foundation for Sustainable Growth

Before people can fully engage with their work – and with the broader ambitions of the organization – their basic needs must be met. A genuine sense of belonging, and the psychological safety it creates, is more than a wellbeing aspiration. It is a precondition for sustainability initiatives to gain meaningful traction within any organization, and a well-documented driver of economic performance.<sup>14</sup>

Throughout 2024 and into 2025, we undertook extensive internal research across all business areas to understand employee engagement across the newly merged company – mapping the experiences, pain points, and expectations that shape how our people relate to their work and to one another. With that foundation now in place, 2026 marks our transition from insight to implementation.

### Equipping Our People for Transformation

We have made a strategic commitment to continuous learning. In a period of significant organizational change, the ability to share knowledge effectively and develop new competencies is essential – not only for day-to-day performance, but for building the adaptive capacity our business requires.

Underpinning this commitment is a need for deeper insight into the composition and experience of our workforce. That is why we are investing in more robust measurement of employee-related KPIs and more comprehensive demographic data. This will enable us to identify where inequalities exist, understand how they affect outcomes, and respond with precision.

Taken together, these two focus areas will equip us to design targeted interventions around culture, learning, and development that are firmly anchored in our sustainable development strategy and advance our commitment to diversity, equity, and inclusion across the organization.

To translate our Own Workforce strategy into practice, we defined the following targets for 2030:

- 40% women in top-management positions (L2 and above).
- Increase representation of underrepresented groups in our workforce by 10 percentage points, to reflect the diversity of our customer base.

To set concrete steps in this direction, we have also set targets for 2026:

- Revise promotion / pay rise policies.
- Complete Gender Pay Gap Analysis.
- Complete DEI assessment to guide hiring policy and targeted inclusion measures.

## Policies

Our workforce development is supported by a framework of internal policies and guidelines, including:

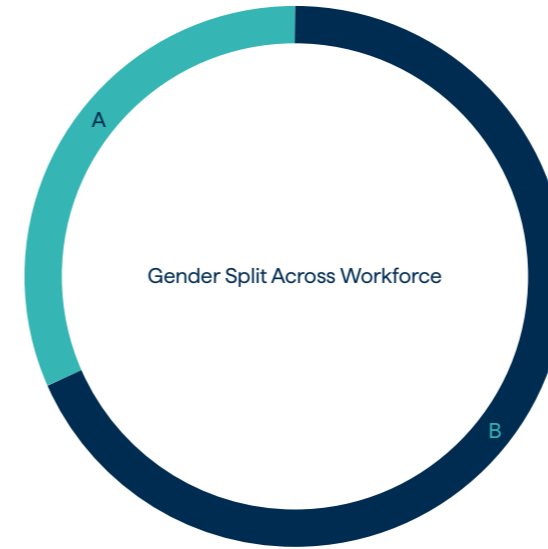
- Code of Conduct (CoC):** A shared code of conduct, explaining the underlying values that inform how we conduct business internally and with external partners.
- Company Agreement on Antidiscrimination:** A works council agreement on counteracting structural discrimination in the business.
- Equal Opportunity Policy** for (shared) leadership positions.
- Diversity Training Guidelines,** informing the types of training we offer in order to increase awareness and foster a better engagement with the topic amongst workforce and leadership.
- Employer Branding in terms of DEI:** Prominent display of our commitment to equal opportunity on the Corporate Website and in job ads.
- Flexible Working Hours and Mobile Work Policies and Company Agreements.**
- Inclusive Language Policy** on the use of inclusive language in internal communications.

## Our progress & achievements

This year, activities regarding our own workforce included:

- Expanding our offering around Corporate Benefits, especially around mental health support.
- Running comprehensive employee wellbeing assessments, to inform measures for 2026.
- Optimising processes around learning / professional development and training budgets and opportunities.
- Expanding our corporate exchange programs: The Mobility Month and Transatlantic Exchange offer colleagues the opportunity to spend several weeks at a different location to help with integration processes and intercultural learning.

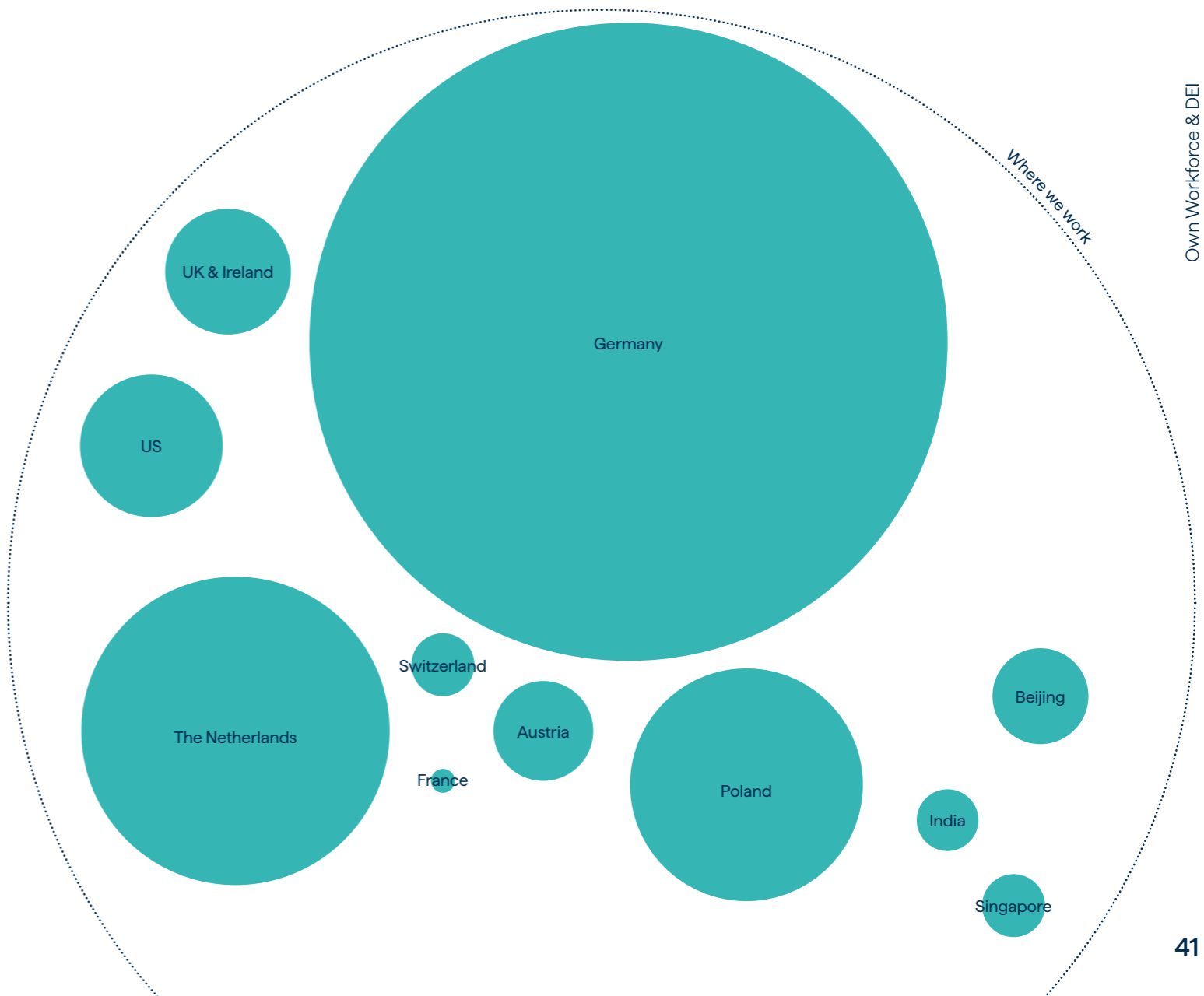
## Key figures<sup>15</sup>



A: 31% of employees are male  
B: 69% of employees female and diverse



C: 73% of management board is male  
D: 27% of management board is female and diverse



Own Workforce & DEI

# Stories on Own Workforce & DEI

## Behind the Screens: What Our People Teach Us About Work, Wellbeing, and Belonging

De Gruyter Conversations (Blog)

Modern working life comes with no instruction manual and yet it shapes everything about how we show up as colleagues, teammates, and human beings. At De Gruyter Brill, we have been listening closely to what our employees say about the realities of working in a post-pandemic, digital-first world. In our blog feature “You’re Still on Mute”, staff from across departments reflected on the freedoms and frictions of hybrid work. Five years after Covid-19 transformed the workplace, digital routines have become second nature, supported by an ever-expanding toolkit of virtual collaboration platforms. Many colleagues emphasized the benefits: the ability to balance family life with demanding schedules, or to manage chronic illness while staying closely connected to teams worldwide.

But another story also emerged, one about mental health, and the need for workplaces where wellbeing is not just encouraged but actively supported. In our interview with a coach from the Fürstenberg Institut, featured in “Mental Health at Work: It’s not enough to just talk about it”, the message was clear: conversations about wellbeing matter, but access to real support matters even more.

Through this partnership, DGB employees can seek confidential coaching and mental-health assistance free of charge, helping them navigate personal and professional pressures with expert guidance.

Together, these stories reveal a deeper truth: diversity, equity, inclusion, and wellbeing are not abstract commitments – they are lived experiences shaped by the environment we create every day. As we continue to refine our culture, we remain committed to listening, learning, and building a workplace where every colleague feels supported, connected, and empowered to thrive.



## Engagement Beyond the Desk: Adopt a Library

Shared values come to life not only in how we work, but in what we choose to do together beyond the workplace. One example is the employee-led “Adopt a Library” initiative, that was started by a small team of dedicated colleagues who were determined to give our books a new home. Through this programme, the company donates a curated collection of frontlist titles each year – spanning the human-

## More Than Just a Fruit Basket Employee Well-Being & Benefits

2025 was a year of significant change for the people of De Gruyter Brill. With the merger underway since 2024, the ongoing integration – particularly around technological infrastructure and processes – has made strong social cohesion across our now joint company more important than ever. Alongside company-wide efforts, a range of employee-led initiatives bring colleagues together as people to support physical and mental health at work.

Culture Circles spark important conversations – including one organized by our IDEAL Committee on cultures of directness in international work settings. Mobility and yoga ses-

sions led by Senior Manager Product Development Johanna Dörsing offer a chance to step away from the screen: “I really enjoy sharing my experience and enthusiasm for exercise with my colleagues. Colleagues from all departments come together weekly for the course. Seeing everyone’s happy and relaxed faces at the end of a session really motivates me.”

Employee Resource Groups give colleagues dedicated hours each month to connect around shared experiences and interests. The business complements these grassroots efforts with a range of benefits, including e.g., JobRad bicycle leasing, the Fürstenberg Employee Assistance Programme (with alternative providers available to international colleagues), subsidized public transport through the Job Ticket, and a sabbatical option for employees in Germany and the UK.

This is just a small selection of measures coordinated by and within the business to address the material topic of this chapter. Of course, well-being isn’t one-size-fits-all – our offering varies by location to reflect specific local needs.

research that we give a platform to. And yet, every year we receive thousands of proofs which we only look through once before they clutter our shelves and pile up on our floors, never to be read again. For us, this is not just a waste of paper and resources, but of opportunity.

There are still many places in the world in which students and scholars have no access to publications like ours. Libraries, if existent at all, are poorly stocked.

The initiative is currently continued by Rebecca Ruf, Elisabeth Bento, Wilma de Weert, and Joanna al

## Excursion: The IDEAL Committee

The IDEAL (Inclusion, Diversity, Equity, Inclusion, Anti-Racism Lived) committee at De Gruyter was founded in 2020 and extended to Brill colleagues right after the merger in 2024. As of now, the committee is composed of the Steering Committee and an Editorial Subcommittee. These two multi-regional, employee-led groups work together on projects and offer a space for employees to exchange experiences and ideas, with the Steering Committee more focused on employees and cross-departmental topics and the Editorial Subcommittee focusing on publishing related topics. Both committees are open to all interested employees of DGB and meet once a month.

In 2025, IDEAL worked on several topics. One focus topic was inclusive language. The committee facilitated a two-part workshop on inclusive communication which was offered to employees of all departments. A working group led by the committee also finalized a guide on inclusive communication. The committee further ensured the harmonisation of name change policies across the company, so that one policy, following COPE and industry standards, is applicable for all book and journal content. In collaboration with People+Culture, IDEAL introduced ERGs to the business in 2025. Employee Resource Groups are voluntary, employee-led groups that provide a supportive space for colleagues with shared identities, interests, backgrounds, or goals. ERGs offer opportunities for networking, personal development, and driving cultural initiatives that align with company values.



Mir. For this year’s shipment, they have collected, catalogued, stamped, packed, and shipped over 500 books and 200 journal issues to the University Library of Ternopil, Ukraine, where they were well-received. There, they can really make a difference in spreading knowledge and equipping Ukrainian students and scholars for a more hopeful future. Our books could not have found a more worthy new home.”

Initiatives like these reflect not only the personal fulfilment our colleagues find in giving back, but also a deeper commitment to our sustainability goals – ensuring that access to knowledge and research reaches those who need it most.

# 4

## Diversity, Equity and Inclusion for Authors

Advancing Diversity, Equity and Inclusion (DEI) among authors is essential to ensuring that our publications reflect a broad range of perspectives, experiences, and knowledge traditions. As a global academic publisher, De Gruyter Brill has a responsibility to create inclusive publishing environments in which diverse voices can be heard, valued, and amplified.

Key challenges include addressing structural and systemic barriers that limit participation in the scholarly discourse by underrepresented groups, unequal access to publishing opportunities and resources, and biases that may occur at different stages of the publishing process. Ensuring equitable representation among authors, editors, reviewers, and editorial boards across disciplines and regions requires continuous attention, transparency, and active engagement with the academic communities we serve.

## Strategy & targets

Our strategy for diversity, equity, and inclusion among authors is focused on fostering inclusive research communities and embedding equity considerations throughout the publishing lifecycle. We aim to actively remove barriers to participation, raise awareness of bias, and promote fair and transparent editorial and peer review practices. Working closely with authors, editors, editorial boards, and academic partners, we encourage diverse participation and representation – while continuously learning from best practices within the publishing industry and beyond. Through dialogue, education, and collaboration, we are building publishing processes that are inclusive by design and respectful of different backgrounds and disciplines – ensuring that no valuable perspective goes unheard.

### Global researcher experiences

Diversity, equity, and inclusion are not only ethical imperatives – they are central to our growth strategy. As we expand into new markets beyond our established geographies, our ability to succeed depends on how well we understand the experiences of the researchers working within them. That understanding must be driven by genuine, unprejudiced curiosity and a willingness to accept that models which have worked elsewhere may not meet the needs of academics in different contexts. By identifying the challenges researchers face in relation to publishing and recognising how inequality and limited access to support amplify those challenges, we position ourselves to unlock meaningful, sustainable growth in these markets.

### Editors bridging the gap

Assessing the diversity profile of our author and editor base remains a strategic priority – though one that encountered significant challenges in 2025. A comprehensive transformation of our internal technology infrastructure has had major implications for our ability to collect and analyse demographic data across these two critical contributor groups. Balancing current business capacities with the pressing need to improve data collection as a foundation for policy creation and evidence-based decision-making, we have adopted an editor-first approach.

Our editors – everyone working in an editorial capacity for De Gruyter Brill – are the essential link between us and our authors. They are central to decisions that shape our publishing output: from selecting which submissions advance to publication, to commissioning books on cutting-edge topics, to setting the standard for appropriate scholarly discourse. In short, they both reflect and transmit our values to the wider author community.

This is why this group warrants particular attention. Our working assumption is clear: the greater the diversity within editorial functions, the stronger our outlook for increasing diversity among our authors. But representation alone is not enough. We need to assess not only the diversity composition of this group, but, more importantly, the attitudes and awareness within it. By working closely with our editors to build understanding and commitment, we lay the groundwork for extending these principles further into our ecosystem in the years ahead.

To translate this strategy into action, we defined the following targets for 2026:

- Assess editorial diversity and develop policy to increase it, incl. Editor Code of Conduct.
- Increase submissions from new focus markets by 10%: India, China, MENA.
- Complete a comprehensive Sustainable Publishing Finance Assessment, looking into publication funding barriers.
- Benchmark performance and set target for 2030.

## Policies

Our approach to DEI for authors and contributors is supported by a set of policies and commitments, including:

- Anonymous Authorship Policy**, enabling authors under threat of political persecution as a result of their research to publish anonymously, yet under safeguarding of research integrity.
- Diversity in Acquisitions Guideline**, outlining best practices to increase diversity amongst acquired authors and editors, for internal use.
- Name Change Policy**, enabling persons to change their author name in publications after a legal name change, whilst maintaining correct attribution.
- Inclusive Language Policy**, see Chapter 3.
- Code of Conduct**, see Chapter 3.

As part of the Joint Commitment for Action on Inclusion and Diversity in Publishing, we are working with 51 other publishing organizations to ensure a more inclusive and diverse culture within scholarly publishing.

Through our own IDEAL Committee (Inclusion, Diversity, Equity, Anti-Racism, Lived), we host a regular program of events, initiatives and workshops to raise awareness for diversity, inclusion and equity among our staff and with our authors, editors, editorial boards and academic communities that we serve.

## Our progress & achievements

### Turning challenge into opportunity

The data collection challenges we faced in 2025 also presented a clear opportunity: to rebuild our data collection models to meet industry standards, enabling meaningful benchmarking and comparison across different contributor groups – from employees and editors to, in time, peer reviewers. The result is a standardised, tiered data collection framework designed for seamless integration into our systems. It allows respondents to share demographic information at the level of detail they see fit, while providing us with a robust foundation for developing policies, training, and further initiatives. The model is based on the COPE standardised self-reporting DEI questionnaire.

### Further achievements in 2025

Beyond this foundational work, we made significant progress in a number of areas: the revision and publication of our Inclusive Language Guide; the development of an anonymous authorship policy to protect authors facing political persecution; and the creation of a comprehensive DEI in Publishing Roadmap for 2026 and beyond.

## Key figures

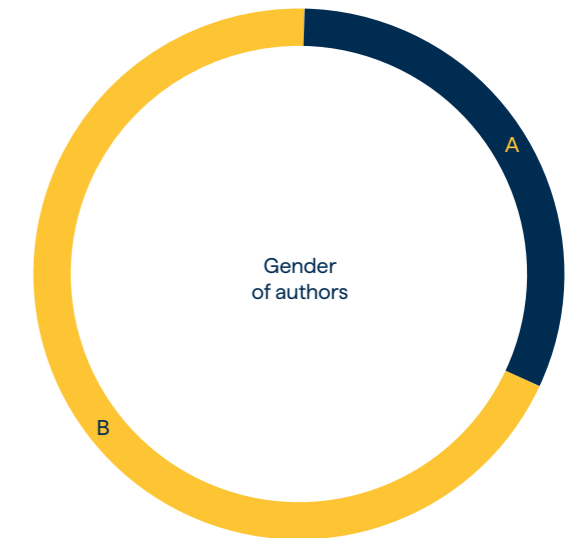
Twice a year, we invite our book and journal authors to share their experiences with us through a feedback survey, which also includes a few demographic questions. In the first half of 2025, the responses paint a familiar picture: our author community remains predominantly male, with 68% identifying as men and 30% as women, while none of the respondents identified as diverse in this period.

Looking specifically at book authors who participated, the geographical spread shows that representation from the Global South is still limited. Only 14% of respondents came from Global South countries, highlighting a continued need – and opportunity – to broaden the diversity of voices within our publishing ecosystem.<sup>16</sup>

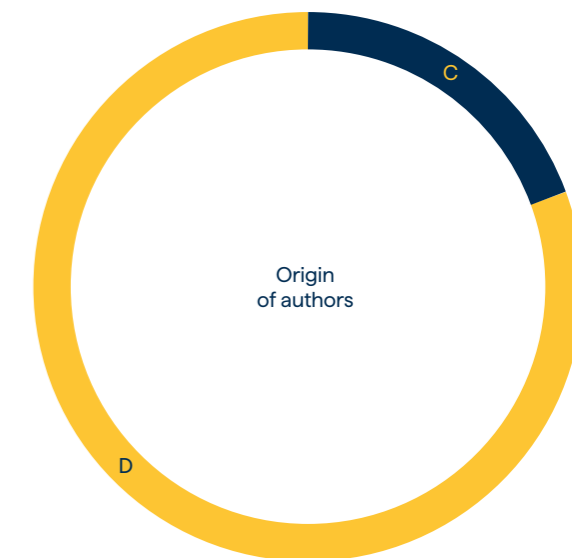
At the End of 2024, De Gruyter issued a feedback survey to book series and multivolume work editors.<sup>17</sup> The answers paint the following picture:

The sample shows a community of editors that is still predominantly male: nearly four out of five identify as men, while just under one-fifth identify as women and a small share as non-binary. The group also skews older, with half of all editors aged over 60 and another substantial segment

in the 46–59 range; only a small minority falls between 30 and 45. Geographically, the picture is equally concentrated: most editors come from the DACH region, with additional representation from EMEA and the Americas, and a smaller portion based in APAC.



A: 30% identify as women  
B: 68% identify as men



C: 14% come from Global South countries  
D: 86% come from Global North countries



E: Nearly four out of five editors identify as men

<sup>16</sup> This is calculated based on the Global North/ South distinction used by the United Nations Conference on Trade and Development (UNCTAD), which scopes the Global North as comprising Northern America, Europe, Israel, Japan, South Korea, Australia, New Zealand and all remaining countries under Global South. Further figures on share of authors from the Global South in Open Access publications can be found in Chapter 5.  
<sup>17</sup> These numbers only concern De Gruyter. The sample consisted of 92 editors.

# Stories on Diversity, Equity & Inclusion for Authors



## Championing Academic Freedom in a Changing World

As publishers, we hold a uniquely important role within a larger ecosystem – standing for our values while delivering to the audiences who depend on us. Together with partners who share our commitment to diversity, equity, and inclusion in scholarship, we engage publicly on these matters through open dialogue with peers and experts.

One highlight of 2025 was a panel discussion at the Frankfurt Book Fair on *Science in Exile & Anonymous Publishing: How can publishers and networks create safe environments for researchers at risk and ensure global academic freedom?*

Sarah Phibbs (Director of Equity & Inclusion, STM | Research4Life Partnership) brought the lens of global partnership and equitable access, David Eisler (Publishing Director Literary & Cultural Studies, De Gruyter Brill) spoke from the publishing side about practical steps publishers can take, and Dr. Ilyas Saliba (Academic Freedom Expert, GPPi | Academic Freedom Index Co-Developer) grounded the discussion in the realities facing scholars on the frontlines of academic repression. Together, moderated by Lou Peck (CEO, The International Bunch), they explored emergency access to

publishing platforms, local publishing initiatives, and new approaches to anonymous publishing – each contributing a distinct but essential piece of the puzzle.

Conversations like these inform real action and create awareness. Launching an Anonymous Authorship Policy at De Gruyter Brill, that enables scholars in extraordinary circumstances to publish critical research anonymously, was one of our key achievements in 2025, and a direct response to the growing global challenges to academic freedom. It reinforced an important lesson: alongside long-term planning, we must also be responsive to challenges as they arise.

This panel was offered as a preview to the *APE 2026 Conference: Scholarly Communication at a Turning Point – Time to Build What's Next* that De Gruyter Brill is a sponsor of.

Dr. Ilyas Saliba is Co-Developer of the Academic Freedom Index, tracking global levels of academic freedom across a range of factors. The index data can also be charted up through an online graphing tool to uncover insights that inform debate and policy. Learn more about the Index here:



## Building Expert Networks: IDEAL's Editorial Subcommittee

Whenever we work on issues relating to diversity, equity, and inclusion for our authors and the scholarly community more broadly, we make it a priority to consult with a range of subject matter experts. By bringing in external perspectives and drawing on the experience of dedicated working groups, we ensure that our solutions reflect different viewpoints from across global publishing and beyond; and that they remain grounded in business realities and aligned with industry standards.

Charlott Schönwetter (Project Manager Journal Operations), Chair of the Editorial Subcommittee, plays a central role in this effort. She regularly advises and consults on impact projects relating to DEI, both in general and for authors specifically.

“With more than 15 years of experience engaging with DEI – through both research and practical application – I’m glad to bring that knowledge to the work we do here. I thoroughly enjoy the exchange with dedicated colleagues in IDEAL, representing De Gruyter Brill at the RSC Joint Commitment for Action on Inclusion and

Diversity in Publishing, which ensures we stay closely aligned with current industry standards and the conversations shaping them. In this past year, it has been great developing our internal network around this topic with Corporate Strategy and other departments to implement concrete measures that we hope will make a real difference for marginalized people – whether they are our employees, authors, or editors.”

Together with Charlott, last year we made significant strides: we developed a standardised data collection model for DEI-related data across author and editor segments, introduced an Anonymous Authorship Policy, and laid the groundwork for our 2026 targets on this material topic. Those targets include expanding data collection among people in editorial capacities, extending our inclusive language guide to cover best practices on imagery, developing an editor code of conduct and broadening our Diversity in Acquisitions guidelines to aid our development in emerging markets. These steps reflect our belief that meaningful progress on DEI requires both rigorous internal standards and the willingness to listen, learn, and evolve.

## (In)accessibility in Higher Education and the Myth of the Ideal Academic

De Gruyter Conversations (Blog)  
Elizabeth Champion | 17.12.2025

What does it mean to belong in academia? And who gets to decide what an “ideal academic” looks like? In her powerful contribution to De Gruyter Conversations, editor Elizabeth Champion invites readers to rethink long-held assumptions about excellence and accessibility in higher education. Drawing on the creation of the edited volume *Towards an Accessible Academy*, she highlights how disabled scholars’ lived experiences continue to be overlooked, not only in academic systems but also in the processes that shape scholarly publishing itself.

Champion dismantles the myth of the ever-productive, endlessly available “Ideal Academic” and instead advocates for a publishing culture that recognizes the varied rhythms, needs, and working conditions of real researchers. Flexibility, she argues, is not an exception but a fundamental requirement for equitable knowledge production. Her reflections illuminate the invisible barriers many scholars face, from rigid timelines to inaccessible communication channels, and show why rethinking publishing workflows is key to fostering a more inclusive scholarly community.

Implicitly and convincingly, her piece positions De Gruyter Brill as a publisher committed to DEI-aware practices: a place where diverse voices are not only welcomed but actively supported through thoughtful editorial collaboration. Dive deeper into her insights and the future of accessible publishing here.



## Rethinking Global South Representation in Scholarly Publishing

Are we missing out? The 6th episode of Sustainability Matters was released in July 2025. In it, we put the spotlight on our commitment to platforming scholars from a variety of backgrounds by discussing the persistent underrepresentation of Global South scholars in leading English-language journals. Joined by Dr. Eve Ng and Dr. Melissa A. Click, we explored how, when certain voices are missing from the conversation, we don’t just lose individual contributions – we miss out on entire knowledge systems, perspectives, and approaches that are essential to getting the full picture. From editorial appointments to peer review practices, structural biases continue to shape who gets published and whose knowledge is valued, meaning that the academic record risks reflecting only a narrow slice of global thinking. Reducing these biases by actively including diverse perspectives is not just a matter of fairness – it is fundamental to producing research that is robust, representative, and relevant to the world we live in. We asked what more can be done to prioritise diversity, equity, and inclusion when it comes to the knowledge we value. By doing so, we highlighted our aim to create an environment that respects and values differences and addressed some of the concrete ways in which we can invest in resources for equal opportunities – in editorial appointments, peer review practices, and beyond. Curious about what it takes to build a truly inclusive academic publishing landscape? Tune in and join the conversation.





# 5

## Accessibility of Research

Making research accessible is a core part of our mission to advance knowledge. As publishers, we play a most critical role in ensuring that high-quality research can be discovered, accessed, and used by researchers, practitioners, policymakers, and society. Accessibility is not only about availability, but also about discoverability, usability, affordability, and inclusivity.

Key challenges include navigating the rapidly evolving Open Access landscape, balancing operational, technological and financial aspects of accessibility and ensuring that researchers from different regions, institutions, and backgrounds have equitable opportunities to publish and access research. We also recognize the need to make research accessible beyond academia, so that the knowledge we shape can amplify impact beyond our immediate communities in broader society.

## Strategy & targets

Our strategy for research accessibility is centred on removing barriers to knowledge while safeguarding quality, integrity, and long-term viability. We actively support Open Access publishing models and continuously improve our digital publishing platforms to enhance discoverability, usability, and reach. Working closely with authors, institutions, and partners, we develop fair and transparent publishing models that enable wider access to research across disciplines and geographies. By investing in innovation and responsible publishing practices, we strive to ensure that research published by De Gruyter Brill can be easily found, trusted, and applied by diverse audiences.

We are driving this strategy forward across three interconnected tracks:

**Expanding equitable publishing practices:** We are broadening our Open Access offerings and adjusting our publishing models to ensure genuinely equitable participation – so that a researcher’s ability to publish is not determined by their institution’s resources or geography.

**Leveraging technology to broaden reach and impact:** Through our award-winning platform, we deliver outstanding research experiences – and we are exploring new ways to open up scholarship to wider audiences. One of the many potential applications we see for AI in helping make complex research accessible to wider audiences could be solutions like plain text summaries for readers of different levels, such as younger students: the scholars of tomorrow.

**Mapping publication impact:** We will develop tools that make it easier for researchers to track the real-world impact of their work, while also demonstrating how our publications contribute to the UN Sustainable Development Goals.

To make progress on this strategy, we are focusing on the following actions in 2026:

- Assess the equitability of our publication financing models for authors, to identify ways to improve, especially in new markets and new opportunities.
- Ensure our publications meet accessibility standards and guidelines on national, EU and international level (e.g., European Accessibility Act and Americans with Disabilities Act).
- Map SDGs to newly published content.

Beyond 2026, we have set the following targets:

- Transition the majority of our journal titles to Open Access through financially sustainable models, employing a range of approaches, including Subscribe-to-Open (S2O).
- Explore ways to mitigate the pressure of securing funding for Open Access on the most vulnerable part of our value chain, our authors.

## Policies

We have the following set of policies and guidelines around research accessibility:

- Statement on Accessibility Measures**, included on our platform.
- Code of Conduct**, including a statement on accessibility measures, please see Chapter 3.
- Article Processing Charges (APC) Disclosure / Discount Statement:** Transparent disclosure of APCs and discount options, included in the **Information for Authors** on the platform.
- Supporting Open Access Publishing Statement.**

## Our progress & achievements

In 2025, De Gruyter Brill made significant progress in ensuring the accessibility of its digital publications, driven by the requirements of the European Accessibility Act (EAA), which came into effect in June 2025. Led by a dedicated cross-functional Accessibility Working Group, the organization undertook a comprehensive programme to make its eBooks accessible to people with disabilities – a considerable undertaking given the complexity of academic content, which frequently includes tables, equations, illustrations, and footnotes.

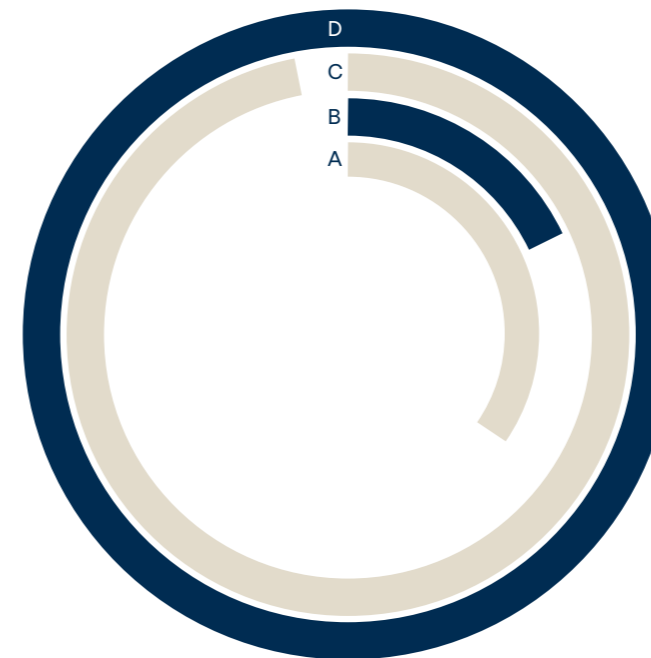
Key measures included updates to production workflows, new requirements for authors to provide descriptive text for all illustrations, and partnerships with external accessibility experts to test and validate solutions. Internal knowledge-sharing sessions ensured that teams across the business were equipped to implement the new standards.

As a result, over 90% of eBooks published after June 2025 now meet the new accessibility requirements. Attention is now turning to compliance with the Americans with Disabilities Act, which extends to journals and backlist content.

## Key figures

We work to continuously expand equitable access to scholarly knowledge across the globe. Through **30 national licences**, we ensured that institutions and researchers can access high-quality academic content irrespective of local budget constraints. We published **11,713 articles and 434 books via our Open Access models**, making them freely available to the global research community, and **30% of all Open Access publications** appeared under **Gold or Diamond Open Access models**, reinforcing our commitment to sustainable, high-quality open access pathways. To further lower barriers for authors, we granted **10 Article Processing Charges (APC) waivers** this year, and ensured strong accessibility standards across our digital platforms, with **99% of our frontlist e-books compliant with the European Accessibility Act<sup>18</sup>** and **100% of users covered by WCAG 2.1 Level AA conformance<sup>19</sup>**.

With **9% of our Open Access authors coming from the Global South** we recognize both the progress made and the clear need to improve further.<sup>20</sup> It is this ambition that has shaped the targets we have set for 2026 and beyond, aimed at strengthening equity in our publishing practices and ensuring that vulnerable groups in our value chain can participate in and benefit from open scholarship.



A: 30% Gold and Diamond Open Access within all Open Access publications  
 B: 9% of authors from the Global South publishing under Open Access  
 C: 99% of frontlist eBooks across the portfolio that are accessible according to the European Accessibility Act  
 D: 100% Users covered by WCAG 2.1 – Level AA Conformance

**30 national licences**

**11,713 articles published Open Access**

**434 books published Open Access**

**10 APC Waivers**

**Open Access (OA)** means that scholarly research is freely available online for anyone to read, reuse and share without paywalls. OA aims to broaden access to knowledge, increase visibility for authors and support more equitable participation in global research, while often requiring new funding and publishing models.

**OA Publishing Models (e.g., S2O)** determine how Open Access content is funded. Approaches like Subscribe-to-Open (S2O) convert subscription revenues into OA access when enough institutions participate. These models aim to make research openly available without relying on author fees, supporting equitable and sustainable access.

**National Licenses** are agreements in which a country or consortium purchases broad access to scholarly content for all eligible institutions. They expand availability of research across regions, reduce administrative burden for libraries and support more equitable access by ensuring that published knowledge reaches a wider public.

**Article Processing Charges (APCs)** are fees paid to make an article Open Access. They cover editorial work, production, hosting and long-term accessibility. APCs shift costs from readers to authors or their funders, enabling free public access while raising questions about equity and affordability across research communities.

**Gold Open Access** makes articles freely available immediately upon publication, often supported by APCs.

**Diamond Open Access** also provides immediate free access but does not charge authors, relying instead on institutional, philanthropic or community funding. Both aim to remove reader barriers and expand global access to research.

<sup>18</sup> The European Accessibility Act (EAA), Directive (EU) 2019/882, harmonizes accessibility requirements for key products and services across the European Union to promote digital inclusion for people with disabilities; it applies from 28 June 2025.

<sup>19</sup> WCAG 2.1 Level AA is an international web accessibility standard that ensures digital content is usable for people with disabilities, covering requirements such as contrast, keyboard navigation, readable structure, and alternative text.

<sup>20</sup> This is calculated based on the Global North/ South distinction used by the United Nations Conference on Trade and Development (UNCTAD), which scopes the Global North as comprising Northern America, Europe, Israel, Japan, South Korea, Australia, New Zealand and all remaining countries under Global South.

# Stories on Accessibility of Research



## Libraries Investing Ahead An Interview with Mimi Calter

De Gruyter Conversations (Blog)  
Linda Bennett, Mimi Calter |  
30.10.2025

In our Librarians Investing Ahead series, we look beyond the shelves and into the future of global knowledge access. In one of its most thought-provoking conversations, Mimi Calter (Chair of IFLA's Academic and Research Libraries Section and Vice Provost & University Librarian at Washington University in St. Louis) reflects on how deeply regional perspectives shape information access, funding realities, and the evolving role of libraries worldwide. She describes librarianship today as a field undergoing "sweeping changes", where challenges extend well beyond budgets to questions of equity, infrastructure, and community needs.

Calter highlights the importance of amplifying voices from underrepresented regions, noting how global library work depends on understanding local contexts and strengthening professional networks across borders. Her section at IFLA brings together 21 librarians from around the world, collaborating on professional development, research, webinars, and emerging regional priorities – an effort that mirrors our own commitment to inclusive, globally informed publishing.

By engaging in these dialogues and elevating library leaders as key advisors, we reaffirm our dedication to expanding information access, supporting Open Access initiatives, and ensuring that diverse perspectives inform how knowledge is shared. Read the full interview on De Gruyter Conversations to explore how libraries are investing ahead: creatively, collaboratively, and with an eye toward a more equitable future.



## The Operational Side of Accessibility

We often discuss the Accessibility of Research in the context of Open Access, exploring the challenges and opportunities it brings for both readers and authors. However, there's also a crucial operational side to this topic: how we ensure that our digital products are made available, particularly through our award-winning platform. This is essential to shaping researchers' experiences with De Gruyter Brill.

**Franziska Bühring**, our Director Data Standards & Processes, plays a pivotal role in ensuring that our content is easily accessible to both end users and intermediaries, such as librarians, thus contributing significantly to this vital topic.

"I'm responsible for making sure that the metadata and content we provide are accessible, discoverable, and aligned with both our internal and external requirements. My project team and I are at the forefront of driving compliance with Accessibility Legislations. With the European Accessibility Act coming into effect in June 2025, we've already made great strides by publishing nearly 100% of our frontlist book titles in an accessible format. With the recent update to the American Disability Act (ADA), it will soon be required for journals to meet the same standards, and that's exactly what we're working on now."

Franziska's team tackles a wide range of tasks, some of which may seem small but are critical to accessibility. For example, ensuring that text is properly structured, with headings clearly marked and distinguished from the body of text, easing readers' navigation within the e-book. They also ensure that all images are accompanied by alt text, making them accessible via assistive technologies for all readers.

Read more about Franziska's important work here and stay tuned for her follow-up report on progress in 2026.



## Finding Answers to the Most Pressing Challenges of Our Time: Stories of Migration

In this episode of Wagnis Wissen – a podcast in our portfolio where journalist Nadine Kreuzahler speaks with experts from the world of science and academia about pressing questions of our time – we explored the subtle nuances in the migration debate, currently one of the most hotly debated topics in politics and society. Continuing to foster a broad and representative author base, we talked to Ursula Krechel, the acclaimed Büchner Prize-winning author, to discuss her book, which recounts stories of departure and return, flight and arrival in historical vignettes, and questions the role of memory in our contemporary understanding of belonging and community. As a publisher, we see it as our responsibility to contribute to discussions about central societal questions – and this conversation is a powerful example of that commitment in action. Our belief in reducing the barriers to diversity and inclusion fit perfectly with Krechel's unusual perspective on the concepts of migration and remigration, viewing them as a historical norm, not simply a social problem that urgently needs to be solved. Curious to hear how history can reshape the way we think about one of today's most pressing debates? Tune in and discover a perspective you won't find anywhere else.





# 6

## Responsible Business Conduct

Responsible business conduct is fundamental to the trust placed in De Gruyter Brill by authors, editors, reviewers, partners, and readers. Our credibility depends on integrity, transparency, and adherence to the highest ethical standards across all our activities, within the organization and outside. This includes not only editorial independence and research integrity, but also responsible behaviour throughout our value chain.

Key challenges include managing ethical and legal risks in a complex and global publishing environment, ensuring consistent standards across diverse partnerships, and responding to increasing expectations regarding transparency, accountability, and responsible supply chain practices. The growing scale and speed of publishing also require robust governance structures to safeguard quality, prevent misconduct, and maintain trust.

## Strategy & targets

Our strategy for responsible business conduct is grounded in a culture of ethics, accountability, and transparency. We are committed to embedding responsible decision-making at every level of the organization and across all publishing activities – ensuring that integrity is not only upheld, but actively reinforced. As a publisher, we maintain high editorial and research integrity standards aligned with the Committee on Publication Ethics (COPE) Guidelines. As a business, we are committed to acting responsibly, both internally and in our supplier and partner relationships, by being transparent about our processes, policies, and impacts. Through continuous monitoring, training, and dialogue, we seek to identify risks early and address them proactively.

### Data collection

Central to this commitment is extending and strengthening our data collection capabilities across all financial and non-financial metrics. Data collection is in itself an area where responsible use is critical. While upholding principles of economic and ethical data use, we also aim to provide stakeholders – both within and beyond the organization – with the information they need to make informed decisions about our activities and impacts. Refining data collection frameworks, leveraging new data sources as they become available, and fostering a culture of data-driven decision-making are equally important dimensions of this strategy. Together, they will further demonstrate the alignment between our sustainability and commercial objectives.

### AI as a high-complexity topic

Alongside well-established areas requiring particular care, such as ethical supply chains, AI has emerged within the past two years as a high-complexity topic central to responsible business conduct. The potential benefits to the business are significant. At the same time, AI presents substantial implications, both internally and across the wider industry and society, that warrant the development of clear rules of engagement to safeguard our vision, mission, and values. This area will require continuous evaluation as the technology develops, to ensure it is used to amplify, rather than diminish, human scholarship.

We aspire to attaining a leadership position among specialist academic publishers in applying of AI to provide best-in-class research solutions to researchers, a streamlined publishing experience for our authors and enable efficient internal processes, that enable our teams to focus on truly being the human partner to our authors and customers.

In 2026 we will be focusing on the targets below, as an intermediate steps:

- Expand our use of research integrity tools on a journal level across all subject areas.
- Develop AI-related KPI to monitor in relation to business performance and strategy implementation.
- Revise our data collection frameworks and mechanisms across all non-financial reporting for efficiency and effectiveness.
- Establishing an internal process to bring AI-powered product and process innovations through from idea to pilot and full deployment, targeting at least 5 full launches.
- Launching an initial suite of AI tools for users on our platform, focusing on translation and summarization use cases.
- Trialing new business models that will harness the benefits of AI to open new monetization and dissemination options for our content.
- Introducing company-wide tooling and associated training that will enable staff to leverage benefits for personal productivity.
- Formalize tender process for suppliers evaluation to ensure our values and principles are upheld throughout or value chain.

## Policies

Responsible Business Conduct at De Gruyter Brill is supported by a set of policies and guidelines, including:

- A shared **Code of Conduct**, used as a bases for an updated Supplier CoC 2026.
- AI Guideline** for internal company use.
- AI, Authorship and Copyright Policy** around rules of AI usage through authors and peer reviewers, as well as in editorial capacities, to address issues around research integrity accessible via Information for Authors on the platform.

## Our progress & achievements

De Gruyter Brill continuously strengthens its governance and ethical frameworks to keep pace with change. By clearly defining editorial responsibilities, upholding rigorous human-led peer review standards, and working with trusted partners, we safeguard the quality and integrity of our publications. This is closely monitored by our Publication Ethics Committee. They investigate and resolve cases of suspected academic fraud across our program.

We promote transparency by clearly communicating policies and expectations to authors, editors, reviewers, and suppliers. Through training, dialogue, and ongoing improvement, responsible business conduct is embedded in daily practice helping maintain trust in our publications and reinforcing our role as a reliable partner in global knowledge communities.

A key component of this effort was the harmonisation of existing policies and additions to internal policies, where guidance was most needed:

- The creation of a **shared code of conduct** that serves as a central reference of our values and rules of engagement as well as the connective tissue of more specific policies within the business.
- AI Guidelines:** In September 2025, we published an internal guideline on the usage of AI and Large Language Models (LLM) within the company. This was primarily targeted at encouraging colleagues to share what AI they are using and how, for the company to get a better understanding of the status quo and develop safeguarding measures that are in line with our values.
- We also updated our **policies on Authorship and Copyright**, to include how authors may use AI in the development of their work and manuscripts, as well as how AI factors into peer review and research processes. The focus, like in the internal policy, was set on safe usage, rather than curtailing the use of a key technology.

In 2025, we were also amongst the first publishers to pilot the STM Association's STM Integrity Hub in a valuable industry collaboration.<sup>21</sup> This hub provides publishers with a set of services and tools that help detect and manage the increasing numbers of integrity-offending submissions of research papers violating research ethics norms. We are already looking into expanding this type of tightened integrity check beyond our STM portfolio.



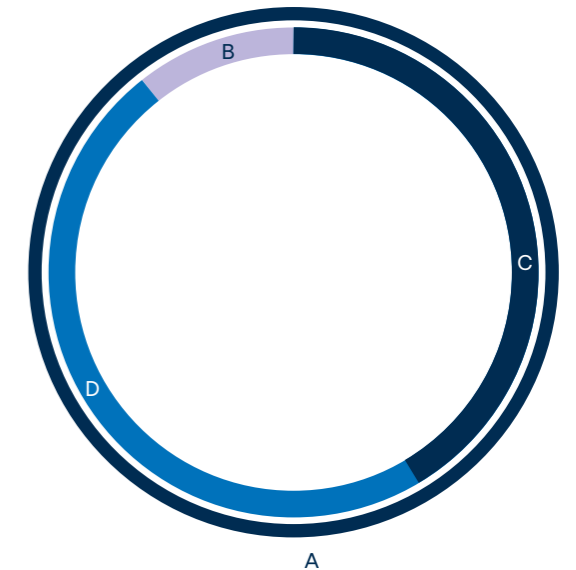
Since 2024, a working group has also been developing minimum requirements for the peer review of books, to ensure that they are in line with wider industry requirements. The new guidelines for reviewers will be published in early 2026.

## Key figures

The data collected in 2025 offers a window into the integrity landscape across De Gruyter Brill's publishing activities. Over the year, a total of **78 suspected instances of research or publication misconduct** were reported. While this number may appear high at first glance, it reflects both the scale of our publishing operations and the strength of our internal reporting channels, an indication that concerns are being raised rather than overlooked. Of these cases, **33 investigations were completed and closed with no evidence of wrongdoing**, demonstrating that many allegations stem from misunderstandings, technical issues or concerns that do not constitute misconduct. At the same time, **34 investigations remain ongoing**, underscoring the complexity and diligence required to assess cases thoroughly.

Besides these, **11 confirmed incidents of corruption or bribery** were identified. Each incident highlights the importance of maintaining strong ethical safeguards in an environment that spans multiple countries, partners and regulatory frameworks.

Together, these figures illustrate an active and transparent system in which issues are being raised, reviewed, and addressed. They also reaffirm the need for continuous improvement in governance, training and accountability to ensure that trust and integrity remain the foundation of our publishing work.



A: Total number of alleged/suspected instances of academic research/publication misconduct: 78 (100%)  
 B: Total number of confirmed incidents of corruption and bribery: 11 (14%)  
 C: Total number of allegations investigated, closed with no evidence of problems: 33 (42%)  
 D: Total number of investigations opened, ongoing (with results tbc): 34 (44%)

# Stories on Responsible Business Conduct

## Reading Between the Numbers: What Publishing Data Tells Us About Sustainability

Numbers matter. They provide transparency, help us assess where we stand, and allow us to track meaningful progress over time. For us, getting better data – and making better use of it – is a key part of our targets to support responsible business conduct. Without reliable data, it is difficult to set credible goals, measure impact, or hold ourselves accountable to the commitments we have made. In the April 2025

episode of Sustainability Matters, we got into the numbers behind scholarly publishing as we unpacked why publishing consumption patterns vary so widely across countries. We asked how data can inform efforts around diversity, equity, and inclusion, and how it supports progress toward the UN Sustainable Development Goals, to which we have committed. The conversation also explored the evolving role of artificial intelligence in shaping the future of data and sustainability in publishing – a topic that mirrors our broader efforts to act with integrity within our organization and in our relationships with our authors and editors. As the publishing landscape becomes increasingly

data-driven, understanding these patterns is essential to making informed, responsible decisions that benefit both the academic community and society at large. Want to understand the story the data is telling – and why it matters for the future of scholarly publishing? Give this episode a listen.



## Dinosaurs, Unicorns, Unicornpises and Zombies and Shifts Happen Fast!

**De Gruyter Conversations (Blog)**  
**Frederick (Rick) Funston,**  
**Jon Lukomnik | 22.05.2025**

In their contributions to De Gruyter Conversations, Rick Funston and Jon Lukomnik, the authors of *Adapt or Fail!*, invite readers into a world where dinosaurs, unicorns, unicornpises, and zombies become vivid metaphors for corporate behaviour. Beneath the playful imagery lies a serious message: in times of rapid and

unpredictable change, organizations must evolve or risk extinction. As they explain, even the most successful entities falter when they fail to recognize shifting conditions, much like the real-world “dinosaurs” of the corporate world who clung too long to outdated models. Detecting early warning signs, exercising better governance, and preparing viable strategic options are, they argue, the cornerstones of long-term resilience. Their emphasis on “sustainable performance” echoes with our own commitment to responsible business conduct. Just as species must adapt to survive, boards and leadership teams must cultivate the capacity to anticipate change, experiment

thoughtfully, and respond decisively. Their lessons underscore that adaptation is not a one-time pivot but a continuous discipline: recognizing signals, interpreting them wisely, acting strategically, and learning quickly. At De Gruyter Brill, these insights resonate deeply as we strengthen our own governance frameworks and long-term sustainability ambitions. Explore the full reflections on *De Gruyter Conversations*.



## Originality in the Age of Machine-generated Text, part 2: Brainrot, Peer-review and the Importance of Voluntary Reading

In this second half of our special double episode of Sustainability Matters on AI, which originally aired in August 2025, expert Dr. Naomi S. Baron delved into the growing influence of generative AI on academic culture. While we believe in the opportunities AI can bring to further our mission of increasing the visibility, discoverability, and impact of academic research, we are also keenly aware of the challenges these rapidly advancing technologies pose. The conversation tackled some of the most pressing questions facing the academic community today: should AI tools play a role in peer review, grant writing, and performance assessments? What are the risks of relying on machine-generated content in contexts where rigour, originality, and critical thinking are paramount? Dr. Baron offered thought-provoking insights into what makes “imperfect” human writing still worth defending, arguing that the nuances, creativity, and intellectual effort behind human expression carry a value that AI cannot replicate. She also examined what happens to the act of voluntary reading – and the deeper engagement it fosters – in a world increasingly overflowing with autogenerated content. This conversation hits at the heart of why responsible business conduct is essential in academic publishing: maintaining integrity, transparency, and fairness in the face of rapid technological change. As the academic community navigates the rise of generative AI, upholding ethical standards and preserving human judgment becomes key to fostering trust, safeguarding originality, and ensuring that inno-



vation enhances – not undermines – the credibility of scholarship. Curious about how originality and human creativity stand in an era where AI can generate text at the click of a button? Tune in to explore how we can balance responsible innovation with enduring scholarly values.

## Growing Sustainably, Leading Responsibly A Keynote

Collecting data and tracking progress is an essential part of our work around Responsible Business Conduct. But as a business, the deeper question we keep returning to is: how do we not only survive, but thrive sustainably? Growing sustainably isn't separate from our mission – it's what allows us to remain independent and continue delivering on it.

That's why, in September 2025, we were thrilled to welcome **Gib Hedström** – author of our 2025 title *Navigating Sustainable Growth* – for a series of inspiring keynotes with colleagues in Leiden and Berlin. These events brought people together around a shared purpose: exploring what responsible business conduct looks like in practice, showcasing the real-world impact of our publications, and creating space for genuine conversations with authors and leading experts on how business goals and sustainability goals can go hand in hand.

As Hedström reminds us: “Today, it is simply more profitable in the short-term, to be unsustainable. [...] But achieving sustainable growth going forward will mean much more than growing revenue and profits. [...] Failing to address the climate challenge is no longer an option. Indeed, compa-

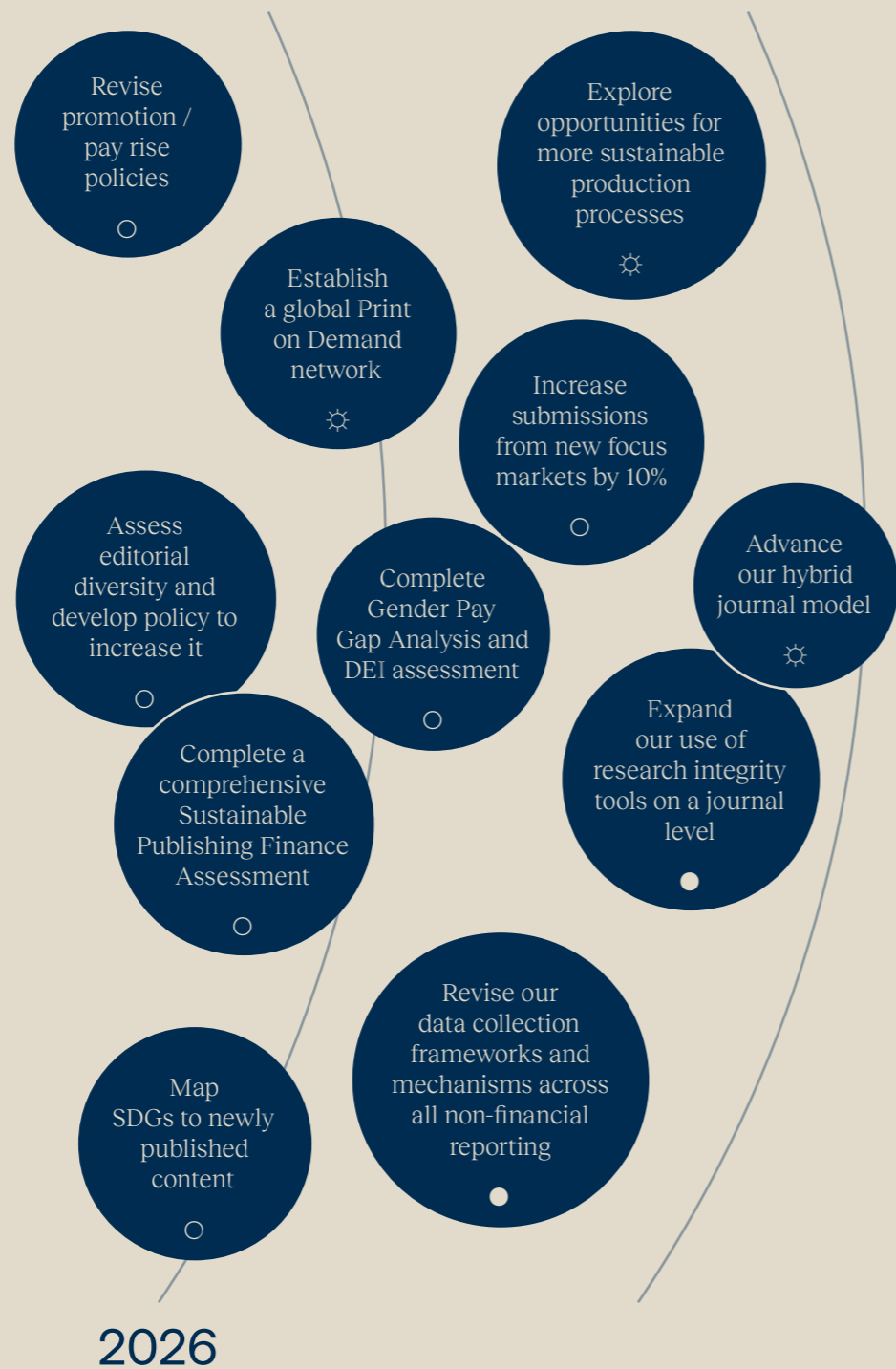
nies are facing the greatest set of risks and opportunities in over a century.”

Words like these sharpen our focus. In addition to improving how we measure and counteract our negative impact, engaging our colleagues in this dialogue – and raising awareness for the value of a long-term perspective – will remain a key part of how we deliver responsible business conduct at De Gruyter Brill.

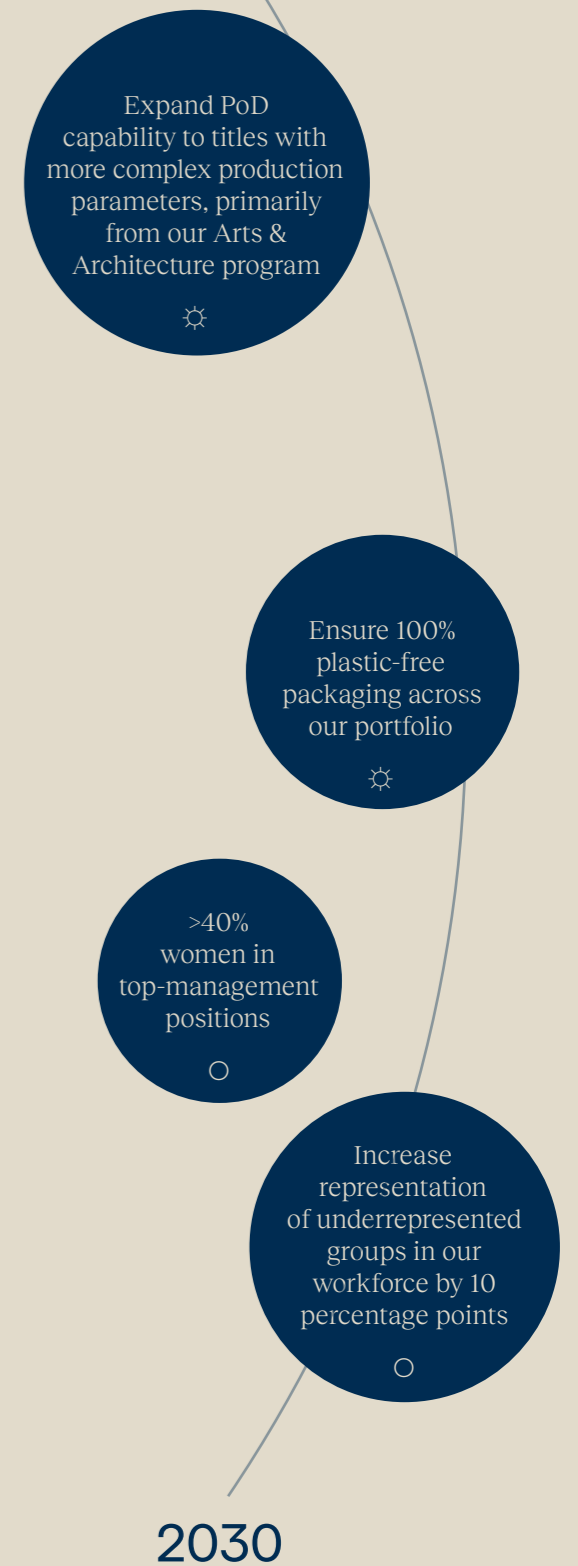
Want to dive deeper? Listen to the insightful interview between Jennifer Aspen Mason, Chief Sustainability Officer and EVP EHS&S at J.M. Huber Corporation, and Gib Hedström – or get your copy of *Navigating Sustainable Growth* here.



# Looking forward: 2026 and beyond



☀ Ecological   ○ Social   ● Governance

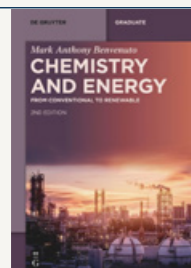


# Making an impact, one publication at a time Catalogue

Our vision “A world transformed by your ideas” is firmly built on our belief that our publications have a real impact on this world. We consider publishing high-quality research across a growing number of disciplines a significant driver of our sustainability efforts. Academic research and scholarly communication are foundational to understanding sustainability across all its dimensions and finding solutions to the most urgent issues in the field today.

Most of our titles contribute to this important task in some way or another. To highlight a few of them, we have selected key publications around our material topics from 2025 and the 2026 preview.

CO2 Emissions



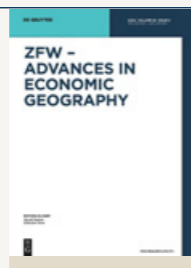
Mark Anthony Benvenuto (Ed.)  
**Chemistry and Energy – From Conventional to Renewable**  
Published/Copyright: 2026  
<https://doi.org/10.1515/9783111331096>

The processes and materials behind energy technologies: The author details the underlying chemistry of renewable sources, such as biofuels and wind power, as well as the traditionally used coal and gas. Chapters on energy storage technologies and the connection between energy generation and climate change round off this uniquely concise overview of the relationship between chemistry and energy.



Ulrike Gehring, Simon Karstens and Christian Rollinger (Eds.)  
**Dangerous Tides – Perceiving, Imagining, and Managing Maritime Risks in Ancient and Early Modern Worlds**  
Published/Copyright: 2025  
<https://doi.org/10.1515/9783111617855>

“The dangers of the deep – storms, pirates, divine wrath, sea monsters – are as diverse as the stories told about them. This volume examines conceptions of maritime risk across written and visual media from antiquity to the early modern period, tracing how societies have represented and managed such threats. It offers valuable historical grounding for sustainability scholarship on human-environment relations and resilience thinking.”



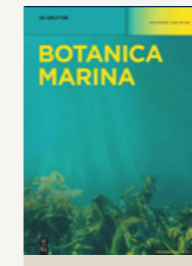
Tom Brökel and Sebastian Henn (Eds.)  
**ZFW – Advances in Economic Geography**  
eISSN: 2748-1964  
Open Access

*ZFW – Advances in Economic Geography* promotes cross-disciplinary research into economic structures, processes, and spatial inequalities. Key themes include regional development, localized innovation, resource flows, and the global organization of capitalism. By examining how emerging societal challenges unfold across space, the journal offers a valuable platform for sustainability-relevant scholarship on equitable development and spatially sensitive economic transitions.



Prof. Dr. Amanullah  
**Harvesting Sustainability – Strategies for Sustainable Agriculture in a Changing Climate**  
Published/Copyright: 2025  
ISBN: 978-90-04-73615-3

*Harvesting Sustainability* by Professor Dr. Amanullah explores innovative farming techniques, resilient cropping systems, and resource-efficient practices that enhance productivity while preserving ecosystems. Grounded in extensive research, the book equips students, researchers, and policymakers with strategies to mitigate climate impacts and strengthen agricultural resilience, serving as an essential guide to sustainable food security and environmental stewardship in a changing climate.



Matthew J. Dring and Catriona Hurd (Eds.)  
**Botanica Marina**  
eISSN: 1437-4323

*Botanica Marina* publishes high-quality research across all disciplines of marine botany, from subcellular to ecosystem level, spanning chemistry, genomics, physiology, ecology, phylogeny, and biogeography. The journal welcomes interdisciplinary and globally relevant contributions, including applied science that advances emerging concepts or technologies, offering a vital platform for sustainability-related research on marine plant ecosystems and their conservation.



Quinta Nwanosike Warren  
**Energy and Sustainable Development**  
Published/Copyright: 2026  
<https://doi.org/10.1515/9783111643489>

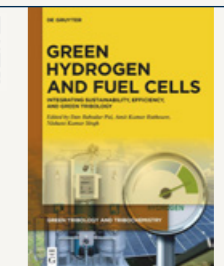
This textbook explains electricity generation in accessible language for non-engineers and presents a framework for incorporating sustainability into international energy development projects. Using examples from Africa to illustrate both sustainable and unsustainable approaches, it offers a unique perspective on energy sustainability in the context of international development, ideal for postgraduate students in energy management and development studies.

Material Use



David S-K. Ting and Jacqueline A. Stagner (Eds.)  
**Engineering Sustainability Goals – UNSDG 12: Responsible Consumption and Production**  
Published/Copyright: 2026  
<https://doi.org/10.1515/9783111563046>

This volume serves as a go-to reference for those seeking to hasten the transition toward a sustainable future. It explores cleaner energy, environmental stewardship, waste-to-resource transformation, and eco-friendly agriculture through an integrated lens connecting technology, social perspectives, ecology, and governance. Emphasizing cradle-to-cradle engineering and closed-cycle thinking, it shows how to capitalize change and hasten the transition into a sustainable tomorrow.



Dan Bahadur Pal, Amit Kumar Rathoure and Nishant Kumar Singh (Eds.)  
**Green Hydrogen and Fuel Cells – Integrating Sustainability, Efficiency, and Green Tribology**  
eBook ISBN: 9783112181072

*Green Hydrogen and Fuel Cells* provides a comprehensive resource on green hydrogen and fuel cell technologies in the global energy transition. Covering electrolyser technologies, hydrogen storage, smart infrastructure, and fuel cell innovations, the book addresses energy conservation, green tribology, safety challenges, and economic feasibility. It offers accessible insights for students, researchers, and professionals seeking to understand hydrogen's role in achieving a sustainable future.



Riti Thapar Kapoor, Mohd Rafatullah and Aseem Vashisht (Eds.)  
**Electronic Wastes – Biological Treatments, Valorization, Circular Economy**  
eBook ISBN: 9783112225509  
Published/Copyright: 2026

These two volumes on electronic wastes provide a comprehensive overview of e-waste composition, toxic impacts from improper disposal, and bioremediation strategies for sustainable management. Covering technological advancements in valorisation, integrated management approaches, policy frameworks, and circular economy principles, the work equips researchers and policymakers with tools for informed decision-making on e-waste management, eco-restoration, and climate change mitigation.



Oliver Türk  
**Plastics Sustainability Handbook – Chemistry, Circularity, Legislation**  
Published/Copyright: 2026  
<https://doi.org/10.1515/9783110641431>

This book provides a holistic overview of plastics, materials that are durable yet persist long in the environment. Combining chemical fundamentals with value chain analysis, regulatory frameworks, and risk assessment, it offers a comprehensive understanding of plastics' lifecycle impacts. By exploring sustainable alternatives and future material concepts, the book inspires more responsible approaches to material development and usage.



Robert C. Brears  
**Sustainable Water-Food Nexus – Circular Economy, Water Management, Sustainable Agriculture**  
Published/Copyright: 2025  
<https://doi.org/10.1515/9783111341385>

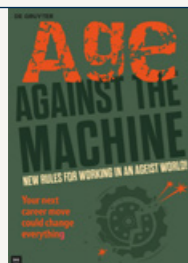
*Sustainable Water-Food Nexus* explores the intertwined relationship between food and water systems within a circular economy framework. Covering sustainable agriculture, water conservation, emerging technologies, urban agriculture, investment strategies, and policy landscapes, the book provides researchers, policymakers, and sustainability advocates with essential insights and best practices for driving the transition toward a sustainable and resilient water-food future.



Birgit Rumpold, Ine van der Fels-Klerx and Jeffrey Tomberlin (Eds.)  
**Advancement of Insects as Food and Feed in a Circular Economy**  
Published/Copyright: 2025  
eBook ISBN: 9789004707689

*Advancement of Insects as Food and Feed in a Circular Economy* updates the rapidly evolving field of insect-based food and feed production. Reprinted from a special issue of the *Journal of Insects as Food and Feed*, the book reflects significant developments since 2017, covering key topics that position insect farming as a sustainable, circular approach to food security and resource efficiency.

Catalogue



Lucy Standing, Martin Hyde and Maggi Evans  
**Age Against The Machine – New Rules for Working in an Ageist World**  
 Published/Copyright: 2026  
 eBook ISBN: 9783111706986

We're here to blow apart some of the myths that prevent older workers from fully participating in the world of work. Work is the cornerstone of purpose, income and connection – typically denied to people as they get older either directly through ageism or indirectly through the misselling of the retirement dream.



Marco Valeri and Charbel Sal-loum (Eds.)  
**Strategic Diversity and Inclusion in Organizations – Unity in Variety**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783111673707>

This book explores how leadership commitment, strategic integration, and policy development can embed diversity and inclusion within organizational culture. Covering training, communication, and change management, it shows how managing diversity creates competitive advantages through enhanced creativity, talent attraction, and organizational flexibility – contributing to sustainability scholarship on long-term social and economic resilience.



Michael Grothe-Hammer and Robert Jungmann (Eds.)  
**Journal of Organizational Sociology**  
 Open Access  
 eISSN: 2752-2997

The *Journal of Organizational Sociology* offers a distinctly sociological perspective on organizations, examining their internal dynamics, inter-organizational relations, and relationship with society. Covering diverse organizational forms – from corporations and NGOs to social movements and platforms – it fosters global scholarly debate on the organization-society nexus, providing a valuable lens for sustainability research on institutional change, social inequalities, and collective action.



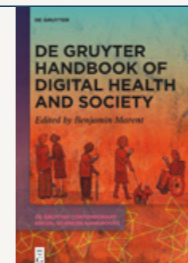
Maya Jaber  
**Integral Design Thinking for Sustainability Management – A Framework for Organizational Culture Change and Innovation**  
 Published/Copyright: 2026  
<https://doi.org/10.1515/9783111705286>

*Integral Design Thinking* by Maya Jaber presents a transformative framework for accelerating ESG adoption through agile, adaptive organizational cultures. Addressing fragmented approaches that hinder sustainability progress, the book shows how design thinking can drive innovation in the organization-society nexus, providing international case studies and actionable frameworks, it equips leaders to implement lasting organizational change toward sustainable business models.



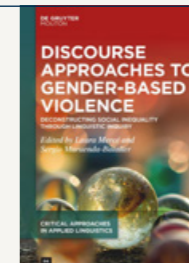
Anna Cristina Pertierra, Rosana Pinheiro-Machado, Tingting Liu, Czarina Saloma and Ahtziri Molina  
**New Consumers in the Global South – No Longer Poor, Not Yet Middle Class**  
 Published/Copyright: 2026  
<https://doi.org/10.1515/9783111445427>

This book examines how global economic development has transformed consumption, identity, and culture among the former urban poor across Guangzhou, Metro Manila, Mexico City, and Rio de Janeiro. Through original case studies, it documents the rise of some of the world's fastest-growing consumer groups, reorienting discussions on globalisation, equity, and the cultural dimensions of sustainable economic development in the Global South.



Benjamin Marent (Ed.)  
**De Gruyter Handbook of Digital Health and Society**  
 Published/Copyright: 2026  
<https://doi.org/10.1515/9783111247854>

The *De Gruyter Handbook of Digital Health and Society* explores how digitalization is reconfiguring health and medical practices through data-intensive medicine, ubiquitous connectivity, and algorithmic innovation. Offering social scientific analyses of health knowledge, therapeutic relationships, and medical decision-making, the handbook advances theories and methods for responsible governance of digital health, shaping more equitable, accessible, and sustainable futures in health and care.



Laura Mercé and Sergio Maruenda-Bataller (Eds.)  
**Discourse Approaches to Gender-Based Violence – Deconstructing Social Inequality Through Linguistic Inquiry**  
 Published/Copyright: 2026  
<https://doi.org/10.1515/9783111348889>

This volume examines how gender-based violence operates through language, showing how hierarchical social arrangements are symbolically realized in discourse. Combining theorisation with empirical analysis, it serves as a valuable resource for language and gender researchers and organizations working to prevent and respond to GBV within social justice frameworks.



Anna Heringer and Dominique Gauzin-Müller  
 Photographs by: Iwan Baan  
**Architecture Is a Tool to Improve Lives – Anna Heringer's Buildings Photographed by Iwan Baan**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783035628678>

In *Form Follows Love*, architect Anna Heringer presents her vision of architecture rooted in social benefit. Featuring Iwan Baan's unpublished photography from Bangladesh and Europe, the book documents projects including the METI School and Dippii Textiles women's empowerment initiative – illustrating how community-centred design can advance both human wellbeing and environmental sustainability.



Ricardo Antunes, Murillo van der Laan (Transl.)  
**The Privilege of Servitude The New Service Proletariat in the Digital Age**  
 Published/Copyright: 2026  
 eBook ISBN: 9789004743564

*The Privilege of Servitude* presents an up-to-date portrait of today's working class. Antunes examines key trends in new labour relations, where precariousness, outsourcing, and deregulation have become the norm. He analyzes the rise of the new service proletariat and contemporary digital labour, while exploring shifts in labour relations globally – with particular focus on Brazil, from redemocratisation to the Bolsonaro years.



Sandra Ludwig and Hendrik Schmitz (Eds.)  
**The B.E. Journal of Economic Analysis & Policy**  
 eISSN: 1935-1682

The *B.E. Journal of Economic Analysis & Policy* publishes microeconomic research with practical implications for public policy, organizational design, and individual decision-making. Spanning industrial organization, health economics, public finance, labour economics, and the economics of education, development, law, and the environment, the journal offers essential insights into how economic analysis can inform policy responses to pressing social and environmental challenges.

## Diversity, Equity and Inclusion



Hilary Matfess  
**Putting Women in their Place – Series: Gender, Power, and World Politics**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783111662886>

*Putting Women in their Place* critically assesses the ways in which gender norms and gender hierarchy shape political decision-making, economic development, financial disparities, as well as violence and conflict. By intertwining personal stories, policy analysis, and the latest research, Hilary Matfess provides a compelling, approachable framework for interpreting global politics.



Meng Liu and Tuula Heinonen (Eds.)  
**Gender and Sustainability in the Global South**  
 eISSN: 2942-4402  
 Open Access

*Gender and Sustainability* in the Global South is an interdisciplinary, open-access journal that strengthens knowledge production at the intersection of gender and sustainability. Covering social, economic, political, environmental, and cultural dimensions, it promotes dialogue among scholars, practitioners, and policymakers worldwide, serving as a key platform for diverse perspectives on how gender-responsive approaches can advance sustainable development across the Global South.

## Accessibility of Research



Christiane Felsmann, Belinda Jopp and Anne Sieberns  
 Open Access (Eds.)  
**Praxishandbuch Inklusion in Bibliotheken – Barrierefreier Zugang zu Information, Bildung und Kultur**  
 Open Access  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783111206943>

Inclusive libraries provide equal access to information, education, and culture for people with and without disabilities – with accessibility in architecture, media, communication, and services as the prerequisite. This practical handbook supports libraries on their path to becoming more inclusive, clarifying the legal framework, presenting inclusive concepts, and showcasing good examples from practice.



Adeyinka Tella and Oluwale O Durodolu (Eds.)  
**Fake News and Information Disorder in the Era of Advanced Information Technology**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/978311176345>

*Fake News and Information Disorder in the Era of Advanced Information Technology* examines the growing challenge of misinformation, disinformation, and malinformation across political, economic, cultural, and social dimensions. The book explores the role libraries and information organizations can play in addressing information pollution, outlining practical approaches to combat information disorder, contributing to the sustainability of informed, resilient democratic societies in the digital age.



Cristina C. Vieira and Joanna Ostrouch-Kamińska (Eds.)  
**Gender and Adult Education Research in the Face of Social and Cultural Changes**  
 Open Access  
 Published/Copyright: 2025  
 eBook ISBN: 9789004748880

This interdisciplinary book explores how gender shapes adult experiences, learning contexts and life domains amid contemporary crises – postmodern, post-pandemic, economic, migratory, and geopolitical. Bringing together reflections from 18 researchers across Europe, Brazil, and Canada in HSS and the arts, it examines social change, identity, and education through a gender-sensitive lens, advancing understanding of inclusive, equitable lifelong learning.



Alan Abramson, Mirae Kim and Stefan Toepler (Eds.)  
**Nonprofit Policy Forum**  
 eISSN: 2154-3348  
 Open Access

*Nonprofit Policy Forum* is an interdisciplinary journal publishing original research on public policy issues critical to nonprofit organizations. Covering government-nonprofit relationships, blurring sector boundaries, social enterprises, transnational NGOs, and policy developments across health, human services, and the arts, it provides an accessible platform for scholars, leaders, and policymakers addressing the evolving role of nonprofits in equitable and sustainable governance worldwide.



Theo Bastiaens (EiC.)  
**Open Education Studies**  
 Open Access  
 eISSN: 2544-7831

*Open Education Studies* is an international peer-reviewed Open Access journal that publishes original and relevant articles in all fields of education research. It publishes both theoretical as well as empirical and methodological contributions to education research. Its coverage encompasses all forms of teaching and learning at all levels, from early childhood development to lifelong learning.



Kendra S. Albright and Theo J.D. Bothma (EiC.)  
**International Journal of Libraries and Information Studies**  
 eISSN: 1865-8423  
 Open Access

*LIBRI* is a leading international journal investigating library and information studies from historical and contemporary perspectives. Covering libraries, information management, emerging technologies, indigenous knowledge, digital repositories, open science, information ethics, and cultural heritage, it analyses the role of information and knowledge in cultural and organizational developments, offering essential insights into how equitable access to information supports sustainable societal progress worldwide.

**Responsible Business Conduct**



Alicia Ely Yamin (SEd.)  
**Global Health, Human Rights and Social Justice**  
 Series Editor: Alicia Ely Yamin  
 ISSN: 2949-8589

*Global Health, Human Rights and Social Justice* bridges international law, public health, bioethics, and environmental law through multidisciplinary perspectives. Addressing post-pandemic governance gaps, socio-economic inequalities, climate-health intersections, and growing nationalism, the series examines normative developments, landmark jurisprudence, reproductive justice, and decolonising global health, assessing the effectiveness of international law and institutions in advancing population health, social justice, and sustainable global cooperation.



Gib Hedstrom  
**Navigating Sustainable Growth – A Roadmap for Boards and Corporate Leaders**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783111548852>

*Navigating Sustainable Growth* explores how leading companies can thrive amid escalating climate risk by prioritizing decarbonization and dematerialization. Featuring over 300 practices from 180 global companies, the award-winning book demonstrates that sustainable growth requires reducing negative impacts, creating value through sustainable offerings, and empowering boards to own long-term climate strategy, transforming climate risk into opportunity for investors, leaders, and educators alike.



Frederick (Rick) Funston and Jon Lukomnik  
**Adapt or Fail! – A 5x5 Governance Framework for Boards of Directors**  
 Published/Copyright: 2025  
<https://doi.org/10.1515/9783111344027>

*Adapt or Fail!* presents a practical 5x5 governance framework helping boards lead continuous adaptation amid 21st-century uncertainty. Exploring five essential board powers and a disciplined process of detecting signals, interpreting, experimenting, judging, and adapting, the book equips directors and trustees across sectors with tools to navigate change, offering critical insights for embedding resilient, forward-looking governance in an era demanding sustainable organizational transformation.



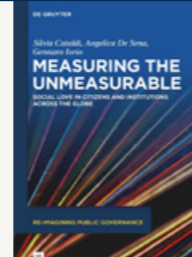
Arne Manzeschke and Dr.-Ing. Thomas Wittenberg (Eds.)  
**Ethical Perspectives on Artificial Intelligence in Biomedical Engineering**  
 Published/Copyright: 2026  
<https://doi.org/10.1515/9783111586458>

This book provides a comprehensive view of artificial intelligence in biomedical engineering, going beyond applications to examine historical, technical, socio-scientific, legal, and ethical dimensions. Covering diverse healthcare applications alongside regulatory frameworks and business models, it addresses the challenges of responsible AI integration in healthcare, offering essential perspectives on how AI can advance equitable, ethical, and sustainable innovation in biomedical practice.



Gila Stopler (EiC.), Eyal Benvenisti, Moshe Cohen-Eliya, Stephen Macedo and Nancy Rosenblum (Eds.)  
**Law & Ethics of Human Rights**  
 eISSN: 1938-2545

*Law & Ethics of Human Rights* analyzes moral and legal rights through an interdisciplinary approach, connecting legal provisions with their philosophical foundations. Each issue examines a contemporary dilemma raising major human rights questions, drawing on distinguished scholars from various countries to promote culturally sensitive application of human rights norms, advancing understanding essential to equitable governance, social justice, and the sustainability of rights-based frameworks worldwide.



Silvia Cataldi, Angelica De Sena and Gennaro Iorio (Eds.)  
**Measuring the Unmeasurable – Social Love in Citizens and Institutions Across the Globe**  
 Published/Copyright: 2026  
 Open Access  
<https://doi.org/10.1515/9783111696867>

This book introduces the World Love Index, a transnational measure of how people care for others and the world, proposed as a complementary alternative to GDP. Analysing citizens' roles, social capital, and policies including migration and welfare, it provides a theoretical framework for operationalizing well-being beyond traditional indicators, signalling a transition toward a more supportive, inclusive, and sustainable social ecology.

# Our Sustainability Network: partnerships & programs

Meaningful progress on sustainability cannot be achieved in isolation. That is why we actively maintain, cultivate and expand a network of partners who share our commitment to creating lasting impact. A selection of these partnerships is presented here.

## Adopt a Library

Each year our company donates a collection of frontlist (print) titles to institutions in developing countries or with limited resources, as part of the Adopt a Library program. This program aims to expand access to high-quality academic research globally, with past initiatives including donations to libraries in Indonesia, India, and most recently in Ukraine. The donation of scholarly books covers subject areas in the Humanities, Social Sciences and Biology.

## Anna-Vandenhoeck-Gastdozentur für Literaturkritik

The Anna-Vandenhoeck-Gastdozentur für Literaturkritik is a long-standing cooperation between the University of Göttingen's Department of Comparative Literature and the Vandenhoeck & Ruprecht publishing group. The annual guest lectureship brings distinguished critics to Göttingen, continuing a tradition that connects academic study with the contemporary literary world. Through public lectures and seminar teaching, the program strengthens critical discourse and fosters exchange between students, scholars and the broader literary community.

## De Gruyter Stiftung

The De Gruyter Stiftung promotes research, education and cultural initiatives that advance scholarly excellence and public understanding of science and the humanities. Through this foundation, we help fund fellowships, academic programs and community projects that strengthen equitable access to knowledge. Our partnership reflects a shared commitment to nurturing the intellectual foundations on which academic publishing depends.

## Historische Vereniging Oud Leiden

As sponsor of Historische Vereniging Oud Leiden – the Leiden Historical Association – we support their goal to promote knowledge of the history of Leiden and the surrounding area and to protect its cultural heritage. Thanks to the efforts of the Association, many valuable historical parts of the city have been preserved. "Oud Leiden" is an active partner in discussions with the municipality but also initiates administrative and legal proceedings when cultural heritage is threatened.

## IFLA Green Library Award

The IFLA Green Library Award highlights libraries that champion environmental responsibility and inspire sustainable transformation within their communities. By supporting this international initiative, we help recognize innovative approaches to energy efficiency, resource stewardship and climate-conscious library services. The award amplifies best practices from around the world, encouraging greener futures for knowledge institutions everywhere.

## Innovationspreis Zukunftsgestalter\*innen in Bibliotheken

The Innovationspreis Zukunftsgestalter\*innen in Bibliotheken honours people and teams who bring bold, forward-looking ideas into practice within public or academic libraries. Founded by De Gruyter and awarded in cooperation with the journal BIBLIOTHEK Forschung und Praxis and the Zukunftswerkstatt Kultur- und Wissensvermittlung, the prize recognizes projects that rethink how libraries serve their communities, from new forms of user engagement to innovative services that can be scaled across institutions. Each year, two outstanding initiatives are selected and invited to present their work at the BiblioCon, helping to inspire and shape the future of the library landscape.

## Kudos

To increase the impact of the research published with us, we have teamed up with Kudos, a web-based service that helps researchers and their institutions and funders maximize the visibility and impact of their publications. Via Kudos, authors can explain, share and measure the impact of their publications. The service is free of use for our authors.

## Regreener

Regreener supports DGB in reducing and compensating our CO<sub>2</sub> emissions. They offer assistance with measuring our emissions, reducing and reporting on it to our external partners and internal stakeholders.

## Research4Life

Research4Life provides academic and professional content to institutions in developing countries, including online

access to high-quality, peer-reviewed research on topics such as health policy, agriculture, and teaching from leading scholarly publishers. De Gruyter Brill has partnered with Research4Life to help drive research impact on sustainability topics in communities within more than 120 countries. Learn more here: <https://portal.research4life.org/>

## Rijksmuseum Boerhaave

Rijksmuseum Boerhaave is the Dutch national museum of Science and Medicine. Through its world-renowned collection of scientific and medical instruments, the museum tells the stories of groundbreaking Dutch discoveries and inventions and their impact on our lives today. The museum is located in Leiden.

## Scaliger Fellowship

Founded by Leiden University Library and the Faculty of Humanities, the Scaliger Institute aims to stimulate and facilitate the use of the Special Collections of Leiden University Library in both teaching and research.

De Gruyter Brill works closely with the Scaliger Institute, and sponsors the DGB Fellowship program. One or two Brill Fellows can be appointed each year to conduct research in the Special Collections of the Leiden University Library within one of the publishing areas of DGB in the Humanities. You can read about our work with the Scaliger Institute here: [www.library.universiteitleiden.nl](http://www.library.universiteitleiden.nl)

## SDG Publishers Compact

De Gruyter Brill is part of the SDG Publishers Compact, designed to inspire action among publishers. Launched in collaboration with the International Publishers Association, the Compact aims to accelerate progress to achieve the Sustainable Development Goals (SDGs) by 2030.

Signatories aspire to develop sustainable practices and act as champions of the SDGs during the Decade of Action (2020–2030), publishing books and journals that help inform, develop, and inspire action in that direction.

### Did this report resonate with you?

For questions, feedback or general enquiries reach out to us at [sustainability@degruyterbrill.com](mailto:sustainability@degruyterbrill.com).

Want to publish your research on sustainability?

Reach out to Stefan Giesen at [stefan.giesen@degruyterbrill.com](mailto:stefan.giesen@degruyterbrill.com) to discuss publishing opportunities.

If you're a librarian or institutional representative interested in our sustainability publishing program, find your local representative here: [www.degruyterbrill.com/publishing/about-us/contact-us/sales](http://www.degruyterbrill.com/publishing/about-us/contact-us/sales).

### Follow our progress

On Social via

#### Facebook

[www.facebook.com/degruyterbrill](http://www.facebook.com/degruyterbrill)

#### Instagram

[www.instagram.com/degruyter\\_brill](http://www.instagram.com/degruyter_brill)

#### Bluesky

[bsky.app/profile/degruyterbrill.bsky.social](https://bsky.app/profile/degruyterbrill.bsky.social)

#### LinkedIn

[www.linkedin.com/company/de-gruyter-brill](http://www.linkedin.com/company/de-gruyter-brill)

On our blog

#### De Gruyter Conversations

at [blog.degruyter.com](http://blog.degruyter.com)

On our podcast *Sustainability Matters* via **Youtube, Spotify or wherever you get your podcasts.**

### Acknowledgements

We extend our sincere thanks to Auke Hoekstra (Team Lead, Financial Accounting) and Marcel Prins (Central Purchaser) at our Leiden office. In the creation of this report, we received expert support by Luisa Zabel of 2BHonest in Hilversum.

© Walter de Gruyter GmbH

Genthiner Straße 13

D-10785 Berlin / Germany

Tel: +49 30 260 05-0

Fax: +49 30 260 05-251

Domicile: Berlin. Amtsgericht

Charlottenburg HRB 143490 B

VAT DE 136 320 747

Managing Director: Carsten Buhr

Chairman of the Advisory Board: Rüdiger Gebauer

Illustrations: Julia Kluge

Design: Sonja Deffner

Printing and binding: Druckhaus Sportflieger GmbH, Berlin

Printed on 120 g/m<sup>2</sup> and 350 g/m<sup>2</sup> Circleoffset Premium White



SY1

[www.blauer-engel.de/uz195](http://www.blauer-engel.de/uz195)

Dieses Druckerzeugnis wurde mit dem Blauen Engel ausgezeichnet.

