



Meredith Corporation Human Rights Policy

Meredith is committed to promoting the human rights of workers and treating them with dignity and respect. We manage our workers to achieve the following results.

Work Freely Chosen and Combating Modern Slavery. We do not use or permit any form of forced or bonded labor. Work must be voluntary. We do not unreasonably restrict workers' freedom to move into, out of, or at working facilities. We do not engage, directly or indirectly, in abusive or coercive labor practices (e.g., unreasonably withholding workers' documents or property, requiring workers to pay recruitment or other fees for their employment). We give each worker written documentation describing the worker's terms of employment in language understood by the worker. If internationally relocating, the terms are provided before they leave their country of origin.

Child Labor. We do not use child labor. "Child" means any person under age 15, under the age for completing compulsory education, or under the minimum age for employment in the country, whichever is greatest.

Human Trafficking. We do not engage, directly or indirectly, in human trafficking, e.g., recruiting, transporting, or receiving persons, by means of the threat or use of force or coercion, for the purpose of exploiting them.

Fair Treatment, Non-Discrimination, Diversity, Equity and Inclusion. We do not permit harassment, abuse, corporal punishment, or inhumane treatment. We do not invidiously discriminate in screening, hiring, or employment practices based on race, color, national origin/ethnicity, gender identity/gender expression, creed, religion, age, disability, sexual orientation, marital status, military service or any other legally protected characteristic. We reasonably accommodate workers' religious practices and sincerely held beliefs. We do not inquire about potential workers' criminal histories on employment applications or before initial interviews, or, if no interview is conducted, before making conditional offers of employment. We are committed to identifying, measuring, and improving our culture of diversity, equity and inclusion through all aspects of workplace management.

Scope of Policy. This is a global policy applying the same comprehensive standards to all operations regardless of geographic location. Meredith asks suppliers to align with this policy through a formal Supplier Code of Conduct.

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