



Meredith Corporation Occupational Health and Safety Policy

Meredith is committed to promoting safe and healthy workplaces. We manage our workers and workplaces to achieve the following results.

Occupational Safety and Health. We comply with all applicable safety and health laws and regulations. We identify, evaluate, and control worker exposure to safety and health hazards, including physical, and ergonomic stressors, through proper design, engineering controls, maintenance, safe work procedures, and ongoing health and safety guidance. Where these means cannot adequately control hazards, we protect workers with appropriate personal protective equipment. We provide workers with information about risks from these hazards. We implement procedures to prevent, manage, track, and report occupational injury and illness. We encourage worker reporting. When necessary, we classify and record cases, investigate cases, implement corrective actions, arrange for medical treatment, and facilitate workers' return to work.

Emergency Preparedness. We identify and plan for potential emergencies. We implement emergency plans that provide guidance to workers on emergency response procedures, including emergency reporting, worker notification and evacuation, drills, fire detection and suppression equipment, exit facilities, and recovery plans.

Sanitation, Food, and Housing. We provide workers with ready access to clean toilet facilities and potable water. Sanitary food preparation, storage, and eating facilities are provided for food offered at our facility or brought in by workers. If we provide workers with residential facilities, those facilities are clean and safe. They provide adequate personal space, entry and exit privileges, emergency egresses, heat and ventilation, and water appropriate for bathing and showering.

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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