



Meredith Corporation Supplier Code of Conduct

Meredith is committed to the standards set forth in this Supplier Code of Conduct (“Supplier Code”) to treat workers with respect and dignity, to ensure safe and healthy working conditions, and to conduct environmentally responsible, legal, and ethical operations. We expect our suppliers and their suppliers to embrace these social, environmental, legal, and ethical commitments.

In particular, Meredith expects suppliers to comply with all applicable laws, regulations, guidelines, and contractual obligations. Suppliers using Meredith properties, facilities, or systems will comply with applicable policies and requirements. If Meredith requests certifications, suppliers will make timely, good faith efforts to provide them. Suppliers will disclose in good faith to Meredith accurate information concerning their workplace, environmental, business, and other relevant activities. Suppliers will cooperate with Meredith’s information requests or audits that Meredith may initiate to confirm their fulfillment of these responsibilities.

Meredith seeks to work with suppliers to meet these standards. Use this Supplier Code as a tool, along with good judgment, to avoid actual or apparent improper behavior. When questions arise about adherence to this Supplier Code, Meredith managers welcome discussions to resolve those questions. Meredith may terminate supplier relationships when a supplier fails in its commitment to meet these responsibilities.

WORKERS AND HUMAN RIGHTS

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

Work Freely Chosen and Combating Modern Slavery. Suppliers will not use or permit any form of forced or bonded labor. Work must be voluntary. Suppliers will not unreasonably restrict workers’ freedom to move into, out of, or at working facilities. Suppliers will 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). Suppliers are expected to give each worker written documentation describing the worker’s terms of employment in language understood by the worker. If internationally relocating, the terms will be provided before they leave their country of origin.

Child Labor. Suppliers will 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. Suppliers will 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.

Conditions of Employment and Wages. Except in emergency or unusual conditions, weekly hours shall not exceed the maximum set by local law. Workers should be allowed at least one day off for every seven days. Suppliers will pay legally mandated wages and benefits and provide workers documentation of doing so. Suppliers are expected not to deduct from wages as a disciplinary measure. Suppliers will pay employees in a timely fashion that meets or exceeds legal minimum standards.

Fair Treatment, Non-Discrimination, Diversity, Equity and Inclusion. Suppliers will not permit harassment, abuse, corporal punishment, or inhumane treatment. Suppliers will 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. Workers' religious practices and sincerely held beliefs will be reasonably accommodated. Suppliers will not inquire about potential workers' criminal histories on employment applications before making conditional offers of employment. Suppliers will demonstrate a commitment to identify, measure, and improve a culture of diversity, equity and inclusion through all aspects of workplace management.

HEALTH AND SAFETY

Meredith is committed to promoting safe and healthy workplaces. Suppliers will manage their workers and workplaces to achieve the following results.

Occupational Safety and Health. Suppliers will comply with all applicable safety and health laws and regulations. Suppliers will identify, evaluate, and control worker exposure to safety and health hazards, including chemical, biological, 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, suppliers will protect workers with appropriate personal protective equipment. Suppliers will provide workers with information about risks from these hazards. Suppliers will implement procedures to prevent, manage, track, and report occupational injury and illness. Suppliers will encourage worker reporting, classifying, and recording cases, investigating cases, implementing corrective actions, arranging for medical treatment, and facilitating workers' return to work.

Emergency Preparedness. Suppliers will identify and plan for potential emergencies. Suppliers will implement emergency plans. They will 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. Suppliers will provide workers with ready access to clean toilet facilities and potable water. Sanitary food preparation, storage, and eating facilities will be provided for food offered by a supplier or brought in by the worker. If suppliers provide workers with residential facilities, those facilities will be clean and safe. They will provide adequate personal space, entry and exit privileges, emergency egresses, heat and ventilation, and water appropriate for bathing and showering.

WORKER RIGHTS

Internal Reporting and Compliance with Labor Law. Suppliers are expected to permit workers to communicate and share grievances openly with management about working conditions without fear of reprisal or harassment. Suppliers will comply with applicable laws regarding freedom of association and/or collective bargaining.

ENVIRONMENTAL

Meredith is committed to reversing the adverse effects of human activity on the environment. Suppliers will produce their goods and services responsibly through processes that minimize adverse effects on the environment, natural resources and communities while safeguarding health and safety.

Suppliers will operate facilities in compliance with applicable environmental laws, including laws and international treaties relating to permitting, approvals, registrations, recordkeeping, waste disposal, emissions, discharges, and hazardous and toxic material handling and minimization. Suppliers will work to reduce waste and consumption of resources, including raw materials, energy, and water. Suppliers will track, document, and seek to minimize energy consumption and greenhouse gas emissions, and seek ways to improve energy efficiency and use cleaner sources of energy.

LEGAL COMPLIANCE AND BUSINESS INTEGRITY

Meredith seeks to outperform our competition fairly and honestly. Suppliers will comply with applicable law, adhere to high standards of ethics, and promote honesty and integrity in business operations.

Compliance with Law. Meredith expects suppliers to comply with applicable law, including international business laws such as the Foreign Corrupt Practices Act, U.S. Embargoes, U.S. Export Controls, and Anti-boycott regulations.

Business Integrity. Suppliers will avoid actual and apparent conflicts of interest in their work with Meredith. Suppliers will immediately disclose any known family or other close personal relationships with Meredith employees who have an influence over their engagements with us. No gift or entertainment should ever be offered, given, provided to, or accepted by any Meredith employee, family member of an employee or agent unless it: (1) is not a cash gift; (2) is consistent with customary business practices; (3) is not excessive in value; (4) cannot be construed as a bribe or other corruption; and (5) does not violate any laws or regulations. Suppliers will accurately reflect their business dealings in their books and records. Suppliers will implement monitoring and enforcement procedures to ensure compliance with anti-corruption laws. Meredith welcomes discussions for resolve questions that might arise about these requirements.

Intellectual Property. Suppliers will respect intellectual property rights.

Confidential Information, Privacy, and Information Security. Suppliers will protect the privacy of personal information of natural persons and the proprietary information that Meredith may entrust to supplier. When an engagement involves the collection or use of such information, the parties' agreement will expressly address what can and cannot be done with that information and the roles of the parties.

Accessibility. Suppliers will promote goods, services, and a workplace that are accessible in accordance with applicable law such as the Americans with Disabilities Act (and current regulations) and current World Wide Web Consortium's Web Content Accessibility Guidelines or have a specific plan toward compliance.

COMPLIANCE MANAGEMENT

Suppliers are expected to manage for compliance with this Supplier Code. Their systems will be designed to ensure compliance with applicable law and conformance with this Supplier Code. They will be able to identify and mitigate noncompliance and to facilitate continued improvement. Suppliers will demonstrate executive-level commitment and accountability, communications and training for their workers and suppliers. They will monitor, investigate, and appropriately address non-compliance. They will offer a means for non-compliance to be reported anonymously and without fear of retaliation. Workers or others can report any incidents or concerns using Meredith's reporting system available [here](#).

Meredith Corporation's policies on Human Rights, Worker Rights, and Occupational Health and Safety; the [Meredith Corporation Code of Business Conduct and Ethics](#); and the [Financial Code of Ethics for CEO and Senior Financial Officers](#) can be found on the links provided [here](#). Meredith complies with these policies and expects suppliers to follow the same principles and standards.

This Supplier Code of Conduct is based upon or draws inspiration from the following:

United States Law

[Meredith Code of Business Conduct and Ethics](#)

[United Nations Universal Declaration of Human Rights](#)

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