



Meredith Corporation Worker Rights Policy

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

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

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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