



Supplier Principles

Dotdash Meredith (“the Company”) is committed to treating workers with respect and dignity, ensuring safe and healthy working conditions, and conducting environmentally responsible, legal, and ethical operations. The Company seeks to work with suppliers that embrace the same social, environmental, legal, and ethical commitments.

These Supplier Principles (the “Principles”) outline the business practices that the Company believes will encourage suppliers to help address global environmental and social challenges and which align with our business practices. As always, the Company expects suppliers to comply with all applicable laws, regulations, guidelines, and contractual obligations. The Company also encourages suppliers to adopt their own principles, codes or statements of best practices that work in tandem with these Principles. When questions arise about these Principles, Dotdash Meredith welcomes discussion to resolve them.

HUMAN RIGHTS

Dotdash Meredith is committed to promoting the human rights of workers and treating them with dignity and respect. This commitment is reflected in our HR policies, which contain provisions on ADA compliance, anti-discrimination, and worker safety, among others. We are also committed to working with suppliers who treat and manage their workers in ways that conform with the best practices outlined in these Principles and as otherwise described below.

Work Freely Chosen and Combating Modern Slavery. Suppliers should not use or permit any form of forced or bonded labor. Work must be voluntary. Suppliers should not unreasonably restrict workers freedom to move into, out of, or at working facilities. Suppliers should not engage, directly or indirectly, in abusive or coercive labor practices (e.g., unreasonably withholding workers’ documents or property, or requiring workers to pay recruitment or other fees for their employment).

Child Labor. Suppliers will not use child labor. “Child” means any person under the age of 15, under the requisite age for completing compulsory education and/or under the requisite age for legal employment in the applicable country, whichever is greatest.

Human Trafficking. Suppliers should not engage, directly or indirectly, in human trafficking (e.g., recruiting, transporting, or receiving persons, by means of 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 applicable law. Workers should be allowed at least one day off every

seven days. Suppliers should pay legally mandated wages and benefits and provide workers documentation of doing so via a printed or electronic pay stub.

Fair Treatment, Non-Discrimination, Diversity, Equity, and Inclusion. Suppliers should not permit harassment, abuse, corporal punishment, or inhumane treatment. Suppliers should not 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.

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

HEALTH AND SAFETY

Dotdash Meredith is committed to promoting safe and healthy workplaces. Suppliers should strive to manage their workers and workplaces to operate in a way that promotes a secure and safe environment for employees in accordance with the principles below.

Occupational Safety and Health. Suppliers are expected to comply with all applicable safety and health laws and regulations. Suppliers should strive to 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 by providing ongoing health and safety guidance. Where these means cannot adequately control hazards, suppliers should strive to protect workers with appropriate personal protective equipment.

Emergency Preparedness. Suppliers should identify and plan for potential emergencies. The Company encourages suppliers to 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 should provide workers with ready access to clean toilet facilities and potable water, as well as sanitary food preparation, storage, and eating facilities for employees.

ENVIRONMENTAL

Dotdash Meredith recognizes its responsibility to address climate change.

Impact. Suppliers are encouraged to produce their goods and services responsibly through processes that minimize adverse effects on the environment, natural resources, and communities while safeguarding health and safety.

Compliance with Law. Suppliers should 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.

Emissions. Suppliers are encouraged to minimize energy consumption and greenhouse gas emissions and seek ways to improve energy efficiency and use cleaner sources of energy.

COMPLIANCE AND BUSINESS INTEGRITY

Dotdash Meredith seeks to outperform our competition fairly and honestly by requiring all employees to attest to our Code of Conduct. The Company encourages suppliers to comply with applicable laws, adhere to high standards of ethics, and promote honesty and integrity in business operations.

Compliance with Law. Dotdash Meredith expects suppliers to comply with applicable laws, including international business laws.

Business Integrity. Suppliers should avoid actual and apparent conflicts of interest in their work with Dotdash Meredith. Suppliers should immediately disclose any known family or other close personal relationships with Dotdash Meredith employees who have an influence over their business relationship. No gift or entertainment should ever be offered, given, provided to, or accepted by any Supplier employee, a family member of an employee or agent.

Intellectual Property. Suppliers should respect Company and third-party intellectual property rights.

Confidential Information, Privacy, and Information Security. Suppliers must agree to protect the privacy of personal information of natural persons and the proprietary information that the Company may entrust to supplier.

Accessibility. Suppliers shall aim to promote goods, services, and a workplace that are accessible in accordance with applicable laws such as the [Americans with Disabilities Act of 1990, as amended](#) (and current regulations) and the World Wide Web Consortium's [Web Content Accessibility Guidelines](#) or have a specific plan toward compliance.

IMPLEMENTATION

The Company encourages its suppliers to use systems and implement procedures designed to ensure compliance with applicable laws, rules and regulations and to achieve the best practices outlined in these Principles.

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