

WILEY

ENABLING DISCOVERY | POWERING EDUCATION | SHAPING WORKFORCES



United Nations Global Compact Communication on Progress 2021

Statement of Continued Support



To our stakeholders:

Wiley was proud to become a signatory to the United Nations (UN) Global Compact on January 31, 2021. The purpose of this communication is to reaffirm our commitment to and support of the Ten Principles of the UN Global Compact in the areas of Human Rights, Labor, Environment and Anti-Corruption and achievement of the 17 UN Sustainable Development Goals (SDGs).

In this, our inaugural, annual Communication on Progress (CoP), we detail our actions and efforts to continually integrate the principles of the UN Global Compact into our corporate strategy, business operations, community, and culture.

We also commit to sharing this information with internal and external stakeholders. Much of this content can be found on our Corporate Responsibility website.

Respectfully,

A handwritten signature in black ink, appearing to read 'B. Napack', written in a cursive style.

Brian Napack
President & Chief Executive Officer

Description of Business



Wiley is a global leader in research and education. We unlock human potential by enabling discovery, powering education and shaping workforces.

We believe that learning is a lifelong experience, and we're here to help people grow and achieve their aspirations and dreams. For over 200 years, Wiley has been helping people and organizations develop the skills and knowledge needed to make meaningful contributions to society. With industry-leading content and services, platforms and knowledge networks, we are helping to fuel the global economy, advancing society in critical areas and making a true impact on the lives of individuals.

Enabling Discovery

From small steps to great strides, we give curious knowledge seekers the content, tools, and resources they need for a life-long learning journey. By providing easy access to research and scientific discovery, we are arming people to come together to help solve the greatest challenges we face as a society today.

Powering Education

We partner with educators and institutions globally to find exciting and accessible ways to teach new

skills and improve the delivery of knowledge. We are innovating to make education more practical and useful, for educators and for learners, on-site, off-site and in a hybrid approach. The work we're doing with our learning institution partners around the world is helping to shape the future of education.

Shaping Workforces

We're helping to bridge the gap between the skills needed in the workplace and companies hungry for skilled workers in key areas, like technology. By providing training and up-skilling in high demand areas, we can help fill gaps faster and retain employees for longer with continuous development opportunities that leads to long-term career fulfillment.

At Wiley, we're continuously taking action to protect and improve the environment, our global communities, and our workplace through our business practices and our continued commitment to giving everyone fair access to information and education and encouraging seekers of knowledge everywhere.

Description of Actions

Human Rights

Wiley is committed to supporting, respecting, and advancing the protection of internationally proclaimed human rights as defined and set forth in the UN Declaration on Human Rights, both within our organization, and across our customer base, vendors, and other key stakeholders.

Supporting our colleagues

Wiley has over 50 locations globally, with our largest direct operations in the United States of America, the United Kingdom, France, Germany, Singapore, China, Sri Lanka, Australia, Greece, Jordan, and Russia.

The health and well-being of our colleagues is our top priority. We offer robust health and wellness benefits and programs, as well as work practices that encourage a healthy, balanced lifestyle, to support each person's physical, mental, and emotional health. This includes a "safety first" approach to the COVID-19 pandemic related to our return to office planning and in-office safety protocols.

Actions and Outcomes

- Wiley fosters an inclusive work environment where every person feels like a valued and respected member of the community. Wiley and its leadership have zero tolerance for any type of discrimination, abuse or bullying, all of which are grounds for immediate termination. More information on our Diversity, Equity and Inclusion efforts is below in the Labour section.
- Wiley has a dedicated Global Crisis & Business Resilience Management Team with leaders representing The Americas, Europe, the Middle East, Africa (EMEA), and Asia Pacific (APAC). The mandate of this



group includes ensuring the safety of our colleagues. This team leads the company in responding to, managing, and recovering from unforeseen and potentially disruptive events or situations. Catastrophic events such as a major technology outage, fire, flood, hurricane, earthquake, terrorist attack, civil disturbance, or pandemic can be disastrous with the potential to cause significant impact to our colleagues, disrupt operations, damage our reputation, erode shareholder value, and trigger other threats. Global Crisis Management reduces the overall impact of a crisis across five key organizational pillars: Business, Operations, Technology, Data, and Financial Resilience.

- Throughout the COVID-19 pandemic, most of our global workforce has been and continues to operate remotely. Colleagues are provided with the equipment required to work

Description of Actions

- remotely and have access to reimbursement for ergonomically correct office furniture and other office materials to enable connectivity, comfort, wellness, and productivity.
- To keep employees informed in the rapidly changing pandemic environment, we launched an internal COVID-19 resource site. The site is regularly updated with the latest company information and policies, regional community updates, and other helpful information to support our colleagues in this unprecedented time.
 - Employees are provided flexibility to handle childcare and family member care should they need it. To receive COVID-19 vaccinations, employees do not have to take sick days or leave.
 - To support Wiley India colleagues, we offered a COVID-19 well-being allowance to assist with related expenses such as pharmacy needs or transportation to and from medical facilities. We also provided colleagues in India with personal protection equipment, placed oxygen concentrators in offices for colleague use, secured additional health insurance coverage for colleagues or immediate family members that contracted COVID-19, and covered vaccination costs for colleagues and up to three immediate family members.
 - Other global support includes a free [Employee Assistance Programme](#) (EAP) that offers colleagues and their family members confidential, 24/7 professional counseling for mental health concerns.
 - In early 2021, Wiley introduced the *Well-being Hub*, an eight-week global well-being challenge. Additionally, we instituted “Happy Fridays” which leaves Friday afternoons meeting free for focused work, volunteering in the community, learning and development, wellness activities or just spending time connecting with family.
- To gain a deeper understanding of how colleagues are faring and better support them, Wiley leverages surveys to learn team member perspectives and sentiment related to health and safety, work-life balance, and return to office timing and approach. Based on survey feedback, we offered a series of webinars in partnership with our EAP provider addressing subjects such as overcoming burnout and parenting during uncertain times.
 - Wiley is providing all colleagues with a free, annual subscription to *Headspace*, a meditation, mindfulness, and sleep app with guided meditations (including special modules for kids), sleep-casts, and workout videos.
 - Beyond the specific COVID-19 actions outlined above, and driven in large part by feedback from our team members, Wiley announced a new Global Work Model that will be in place when our offices can safely reopen. It outlines a flexible model that accommodates personal preferences for working in an office or remotely without requiring employees to choose one or the other. We will continue to be highly adaptable, with colleagues coming into the office for in-person collaboration tailored to the needs of each department and individual. We have begun the strategic work to address the need for virtual and in-person relationship building and engagement in this new, flexible model.

Description of Actions



Labour

We're a global business, built by a diverse community of colleagues, partners, and customers. We want our workplace to be a welcoming and safe place for all.

Diversity, equity, and inclusion (DEI) are embedded throughout the entire employee experience. We embrace diversity and seek out diverse perspectives, strive for equity throughout our policies and processes, and are committed to building and maintaining an inclusive culture where people can be their authentic selves. Our Employee Resource Groups (ERGs) support our commitment to DE&I and offer ongoing opportunities to strengthen our community, support our colleagues through allyship, and take

advantage of education and training on critical topics to help advance our DE&I efforts.

Wiley's commitment, coupled with the influence we have with our customers, vendors, suppliers, and other stakeholders, can have a significant impact on advancing the 10 UNGC Principles to protect human rights, fair labor practices and our environment, and reduce corruption. Our Business Code of Vendor Conduct was created to ensure suppliers adhere to a high standard related to working conditions, fair and respectful treatment of employees, ethical practices, and sustainability. Our Master Service Agreement (MSA) for suppliers requires compliance with all Wiley policies. Our Paper Selection and Use Policy directs us in

Description of Actions

ensuring printed products meet or exceed our expectations as a global leader in many industries.

We are equally responsible for labor within our own organization, and thus our Business Conduct and Ethics Policy is paired with the required annual training and compliance tracked by our Internal Audit team.

We recognize that modern slavery is a global concern and are taking steps to ensure we have practices in place to combat slavery and human trafficking. We have zero-tolerance for human exploitation of any kind within our operations and supply chain.

Wiley has a dedicated Global Sourcing team that manages vendors and suppliers globally for Wiley and all subsidiaries. Global Sourcing has systems and processes in place to:

- Identify and assess potential risk areas.
- Report and escalate concerns regarding modern slavery.
- Mitigate the risk of slavery and human trafficking occurring.
- Monitor potential risk areas.

Global Sourcing proactively contacts vendors to attest to the Wiley Code of Vendor Conduct, and to attest to having no knowledge of any violations or potential violations of Modern Slavery Legislation or any forced labor in their operations.

Actions and Outcomes

- In 2021, supporting our commitment to a workplace culture that values and promotes diversity, equity and inclusion, and a work environment free of harassment and hostility, we released a [Global Diversity and](#)

[Inclusion Policy](#). Also in 2021, Wiley received the top score of 100 on the [Human Rights Campaign 2021 Corporate Equality Index](#), an annual assessment of LGBTQ equality in the workplace. Wiley is also a supporter of the [UN Standards of Conduct for Business on Tackling Discrimination against LGBTI people](#) through our public commitment to the [Partnership for Global LGBTI website](#).

- As UNGC signatories, Wiley updated both its [Business Code of Vendor Conduct](#) and [Business Conduct and Ethics](#) policies to explicitly align with the 10 Principles of the UNGC. We monitor and track supply chain compliance and require annual training of all internal colleagues.
- For Fiscal Year 21 (ending 30 April 2021), we released a [Modern Slavery Statement](#) detailing our efforts to identify and mitigate risks in our supply chain and ensure compliance with the UK *Modern Slavery Act (2015)* and the Australian *Modern Slavery Act (2018)*.
- In August 2021, a survey to confirm attestation of our Business Code of Vendor Conduct was sent to Tier 1 and Tier 2 suppliers with a 79% confirmed response rate. We are expanding this program to ensure vendors from all tiers commit to the Wiley Business Code of Vendor Conduct and compliance with Modern Slavery Legislation before engagement.
- We released a [UK Gender Pay Gap](#) analysis, in which we reduced our mean pay gap by 1.4% over the prior year. The analysis shows that people working in similar jobs and at similar levels have similar pay.

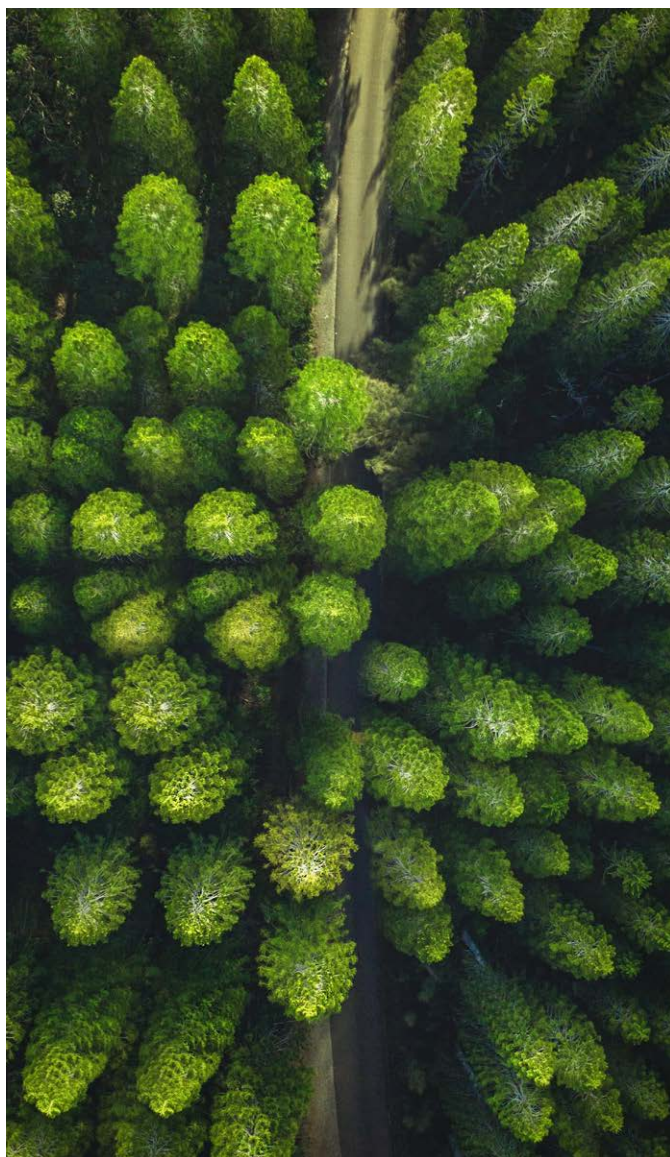


Environment

We're serious about reducing our impact on the environment. As a global leader in research and education, we're dedicated to interrogating insight and elevating scientific evidence. When it comes to climate change, the facts are indisputable. We're acting now to limit our impact on the environment—measuring carbon emissions, making commitments to advance sustainability, and preparing a submission to the Science Based Target Initiative (SBTi).

We advance sustainability in the publishing industry as participants in sustainability working groups with both the Publishers Association in the UK (PA) and the Association of American Publishers (the AAP) in the US.

We track and measure emissions based on our fiscal year, May 1 – April 30; thus, our most recent assessment covers the 2020 Fiscal Year (May 1, 2020-April 30, 2021). Most of our global office real estate is leased and, where possible, we work with our property management companies to optimize sustainability, including recycling and energy consumption through green tariffs and reduction. Our FY21 measurement data was submitted in October 2021 and is currently under assessment by a certified third-party, Natural Capital Partners (NCP). Through FY20, most Wiley colleagues were still working in our offices and conducting business travel. To address FY21 emissions during the pandemic, when most of our offices were unoccupied, we provided anonymous, location-



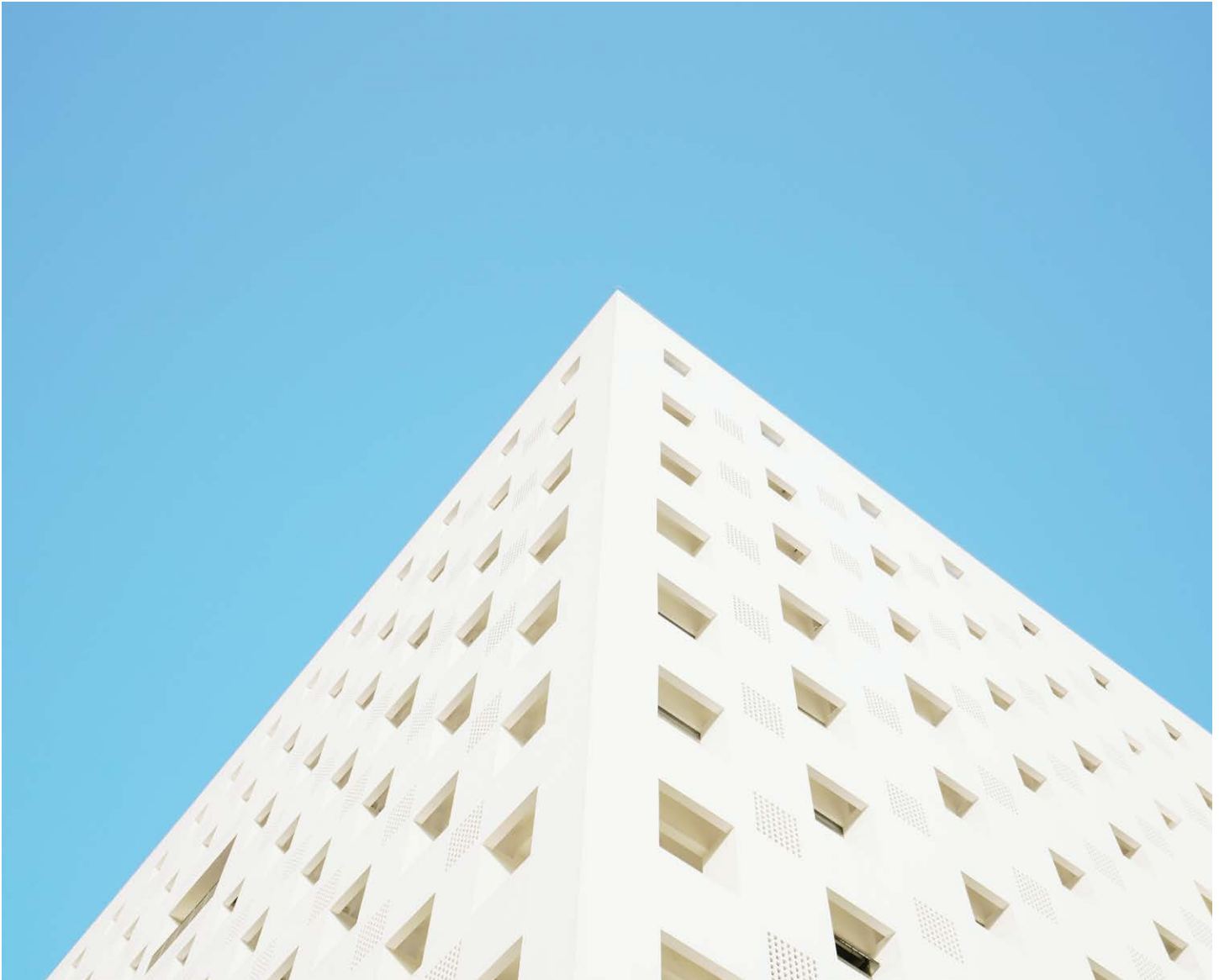
based colleague data to NCP to assign carbon emissions to home offices. As part of our FY21 effort, we expanded measurement to include hotel occupancy and consumable goods.

Transportation of physical products (books and journals) in FY20 was a larger contributor of carbon emissions than business travel or physical locations (offices/warehouses). We continue to work with publishing partners to

reduce print production and consumption, reduce excess inventory through print-on-demand, and encourage digital consumption of our products.

Actions and Outcomes

- Our FY20 Global Operations Carbon Footprint was certified 100% Carbon Neutral across all of Scope 1 and 2, and part of Scope 3 (business travel and distribution of product) in line with the [Carbon Neutral Protocol™](#). Additionally, all Wiley locations are powered using 100% renewable energy, through green tariffs and certified Energy Attribute Certificates (EACs). Additional detail is provided in our [FY20 Carbon Emissions Report](#).
- We recently contracted with a third-party consultant to prepare a commitment to the Science Based Target initiative, which includes expanding our FY20 and FY21 emissions measurements to include all of Scope 3 and site visits of our larger operations.
- We updated our [Paper Selection and Use Policy](#) that upholds the highest environmental standards (set out by the [Forest Stewardship Council, Sustainable Forestry Initiative and Programme For the Endorsement of Forest Certification](#)). This includes demonstrating and documenting efficient use and conservation of raw materials; minimization of waste; conservation of natural systems; clean production; community and human well-being; and credible reporting and verification. In 2021, we completed our inaugural CDP Forests disclosure and will do so annually.
- We joined the Climate Change Knowledge Cooperative, which provides a public one-stop source collection of trusted climate research.



Anti-Corruption

Our Business Conduct and Ethics Policy reflects our commitment to acting ethically and with integrity in all our business relationships, and to implementing and enforcing effective systems and controls to ensure compliance throughout our supply chain. Our Business Code of Vendor Conduct is in place to ensure our contractors and all in our supply chain comply with our values.

Actions and Outcomes

- In January and February of 2021, 6294 global colleagues were assigned a mandatory training course called 'Conducting Business with Ethics and Values.' We had a 98.5% completion rate of this course.



The United Nations Sustainable Development Goals (SDGs)

Wiley is committed to advancing the United Nations' Sustainable Development Goals (SDGs) through our products and services, our internal efforts, our supply chain, and our industry. We inventory our impact across all 17 SDGs with specific focus on SDGs 4, 10 and 13, respectively: Quality Education, Reduced Inequalities and Climate Action.

Actions and Outcomes

- As part of an overarching commitment to the SDGs, Wiley is a signatory of the SDG Publishers Compact.
- In 2021, we became a signatory of Publishing Declares, the first pledge of its kind, working to raise awareness of the sustainability issues most important and relevant to the publishing industry. (SDG 13)

Description of Actions

- Wiley Stay the Course Grants support college and university students experiencing economic hardship so they can persist in their college careers. As frontline witnesses to student challenges, we empower instructors to nominate students in need for these awards. In FY21, we provided \$100,000 in grants. (SDGs 4 & 10)
- In an initiative led by our Research division's Go Green program, we partnered with Trees for the Future and established a Wiley Go Green Fund to plant a tree for every copy of a journal that we actively stop printing, up to one million trees. To date, we have planted 100,000 trees. (SDG 13)
- Our UK offices partnered with The Girls Network to establish a mentoring program that allows Wiley colleagues to volunteer as mentors and share skills-based practices with girls between 14 and 19 years old, from low-income backgrounds and in full-time education. (SDGs 4 & 10)
- The Wiley 'TechitLikeher' Scholarship through Wiley India awards 100 young women from different cities across India free training on Java Full Stack. Upon successful completion of training and certification, the students receive a one-time monetary stipend and job placement by Wiley in any of our partner companies. (SDGs 4 & 10)
- Wiley partnered with [Digitunity](#) to establish a Wiley technology reuse program to repurpose our decommissioned technology hardware (monitors, laptops, etc.). Digitunity is a nonprofit organization that works to eliminate the technology gap in the United States. We intend to expand the Wiley technology reuse program globally through similar partnerships. (SDGs 10 & 13)
- Wiley is a founding supporter of the GreenLight Fund for Greater Newark, an innovative organization that collaborates across all sectors of the community to break down barriers, help open opportunities for equitable prosperity, and drive measurable change. (SDG 10)
- Wiley launched a microsite dedicated to [research in support of equity \(RISE\)](#), a hub featuring 500+ journal articles and more than 60 book chapters on the role of systemic racism of policy, education, health, environment and climate justice, and much more. (SDGs 1-17)
- Our online MBA, BBA and Master of Science in Nursing programs are significantly more affordable than market average, allowing more learners to take advantage of these educational development opportunities. (SDG 4)
- Over 90% of our journals offer authors a way to publish open access, making research more open and discoverable than ever before. (SDG 4)