



# ESG and Wiley Impact Update

## Our Business and Impact Approach

Wiley is a global leader in scientific research and career-connected education. For over 200 years, Wiley has been unlocking human potential by delivering cutting-edge knowledge to the world faster and more openly.

We focus on improving access to education and lowering the cost of educational content and tools. We train under-represented populations and help them secure well-paying jobs in high demand areas like technology.

We are taking action through our business practices to protect the environment, our global communities, and our workplace. Our Wiley Impact program addresses our responsibility as a global and corporate citizen while embracing our purpose as a knowledge company advancing research and education.







## Advancing our Climate Goals

We are building solutions for a better world. We believe that environmental responsibility and business objectives are fundamentally connected and essential to our operations. That's why we're acting now to reduce our impact on the environment.

This means making choices that are good for the environment, good for our customers, and good for our business. We take our role as a global citizen seriously and strive to conduct our business in a responsible and sustainable manner. We support programs and initiatives that reduce our company's environmental impact and improve our environmental performance as an integral part of our business strategy and operating procedures.

### *Reducing our emissions*

In each of our fiscal years beginning in FY20, we have conducted a comprehensive independent third-party GHG assessment for our Global Operations. For FY22, we are a CarbonNeutral® certified company across our Global Operations, in accordance with the CarbonNeutral Protocol. Our locations use 100% renewable energy through green tariffs and energy attribute certificates (EACs). Most of our global office real estate is leased and, whenever possible, we work with property owners to optimize sustainability. Full details can be found in our [Wiley Fiscal Year 2021 GHG Emissions Report](#).

We have committed to set near and long-term company-wide emission reductions in line with science-based net-zero with the SBTi. We are responding to the SBTi's urgent call for corporate climate action by committing to align with 1.5°C and net-zero through the Business Ambition for 1.5°C.



## *Upholding environmental standards in paper use and stewardship*

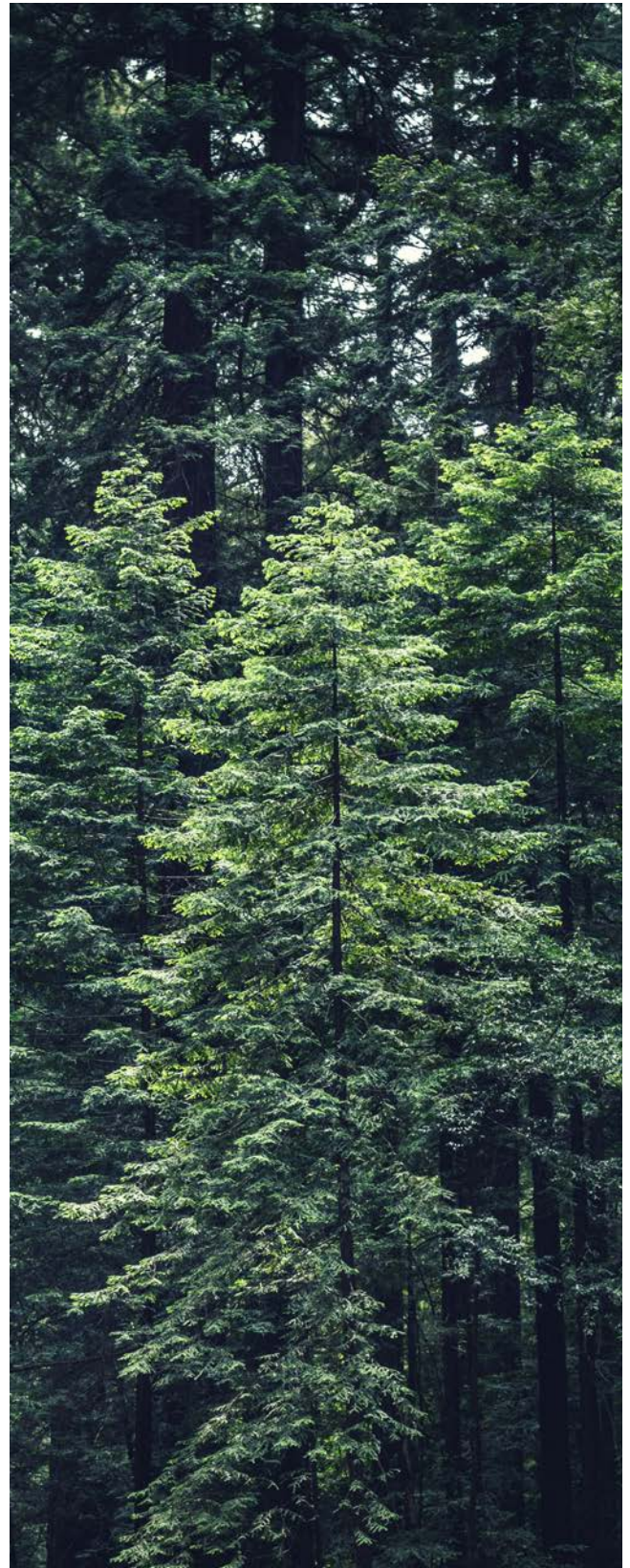
Our [Paper Selection and Use Policy](#) upholds high environmental standards set out by the Forest Stewardship Council, Sustainable Forestry Initiative, and Programme For the Endorsement of Forest Certification. This includes demonstrating efficient use and conservation of raw materials, minimization of waste, conservation of natural systems, clean production, community and human well-being, and credible reporting and verification. In July 2021, we completed our inaugural Carbon Disclosure Project (CDP) Forests and plan to expand our disclosures in the coming years.

We partner with Trees for the Future to plant a tree for every copy of a journal that we actively stop printing, with a target of planting one million trees. So far, we have planted 230,000 trees.

## *Managing waste effectively*

We are reducing the use of resources across our operations and the waste we create, recycling or reusing office waste. Our pallets and packaging in our warehouses are reused or recycled. Over the past 2 years we have reduced our print journals and magazines by 1.6 million copies as well as moving away from plastic packaging to remove 1 million polybags from our distribution process. We continue to work with our publishing partners to reduce print production and consumption, reduce excess inventory through print-on-demand, and encourage digital consumption of our products.

In our commitment to reuse and recycle, we partner with Digitunity to establish a technology reuse program that repurposes old hardware we no longer use. Digitunity is a non-profit organization that works to eliminate the technology gap in the United States.



## Advancing our Social Efforts

As a global business, built by a diverse community of colleagues, partners, and customers we want our workplace to be welcoming and a safe place for all. The health and well-being of our colleagues is our top priority, and Diversity, Equity, and Inclusion (DEI) are embedded throughout the entire employee experience.

### *Colleague Care*

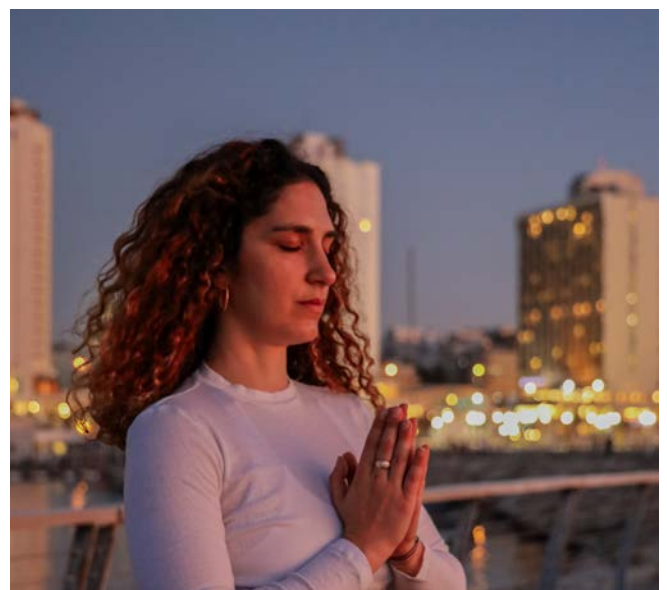
We offer robust health and wellness benefits and programs, as well as work practices that encourage a healthy, balanced lifestyle, to support each person's physical, mental, and emotional health.

We instituted a Global Work Model that offers flexibility, and accommodates personal preferences for working in an office or remotely, allowing colleagues to choose what's best for them.

Employees can also benefit from an Employee Assistance Program (EAP) that offers colleagues and their family members confidential, 24/7 professional counseling for mental health concerns.

Our Well-being Hub offers regular events and advice on how to stay well and healthy. An annual subscription to Headspace provides employees with access to a meditation, mindfulness, and sleep app with guided meditations, sleep-casts, and workout videos.

Happy Fridays run through the beginning of June to end of August. They encourage employees to take a half-day each Friday and spend it as they see fit – whether that's learning, community volunteering, wellness, connecting with family, or just starting their weekends early.







## *Fostering an inclusive culture*

We foster an inclusive work environment to build a culture where every person is a valued and respected member of the community. There is zero tolerance for any type of discrimination, abuse, or bullying, all of which are grounds for immediate termination. 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 [Global Diversity and Inclusion Policy](#) supports this commitment, and we provide training and learning opportunities on DEI to our employees.

Across approximately 7,500 employees 56% are female with 42% female senior leaders (Vice President and above). In the US, 26% of colleagues represent as a Person of Color (POC)\*, with 19% of US senior leaders (Vice President and above) representing as a Person of Color\*.

Our latest [UK Gender Pay Gap](#) analysis shows that we reduced our mean pay gap by 3.3% over the previous year. The analysis shows that people working in similar jobs and at similar levels have similar pay.

Inclusivity and human rights are basic requirements of both our own operations and those organizations we work with. Our [Modern Slavery Statement](#) details how we 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)*. All our suppliers attest to complying with our Business Code of Vendor Conduct and Modern Slavery Legislation.

Wiley is committed to the UN Global Compact corporate responsibility initiative and its principles in the areas of human rights, labor, the environment and anti-corruption. We are also a public supporter of the UN Standards of Conduct for business on tackling discrimination against LGBTQI+ people.



\*US POC includes employees who self-identify as Hispanic or Latino, Black or African American, Asian, American Indian or Alaskan Native, Native Hawaiian or other Pacific Islander, or two or more races.



## *Supporting our communities*

In upholding our commitment to advancing knowledge, we provide grants through our Stay the Course program. The program supports 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 partnership with PeduL, we support three students. PeduL is a recruiting marketplace that enables employers to source and attract under-represented candidates whose skills match internships and entry-level opportunities in traditionally homogeneous industries.

Our grant/scholarship program in India, 'TechitLikeher', awards 100 young women across India free training on Java Full Stack. On completion of the training and certification, the students receive a one-time monetary stipend and a job placement in one of Wiley's partner companies.

We are a founding supporter of the GreenLight Fund for Greater Newark. An innovative organization, The Greenlight Fund collaborates across all sectors of the community to break down barriers, help open opportunities for equitable prosperity, and drive measurable change.

Through our corporate philanthropic initiatives, employee matching gift program, and the Wiley Foundation, we have donated over \$1.6m to more than 900 local and global community and non-profit organizations in FY22. This is inclusive of a corporate commitment to supporting humanitarian and relief efforts for the war in Ukraine.

## **Responsible Stewardship**

We have a strong and exciting history since our founding in 1807 when Charles Wiley opened his print shop in Manhattan. To this day, the Wiley family remains an active and present part of our organization, with a member of the 7th generation, Jesse Wiley, serving as non-executive Chairman of the Board of Directors. In celebrating our 215th anniversary this year, we recognize that the Wiley family's continued commitment represents one of the foundational values to our organization, to our long-term financial performance, and to our ongoing environmental, social, and governance work. Wiley operates under a dual class share structure consisting of Class A and B shares. Each share of Class A Common Stock is entitled to one-tenth (1/10) of one vote and each share of Class B Common Stock is entitled to one vote.

Wiley is committed to maintaining an independent and diverse Board of Directors. We have made good progress on board diversity reaching 33% gender diversity, and 25% racial and ethnic diversity. We continue to prioritize diversity, particularly racial and ethnic diversity in our board recruiting and are committed to developing our pipeline of diverse candidates for future openings through networking and best practices.

# Impact at a Glance FY22

WE SUPPORT



Formally committed to  
**United Nations  
Global Compact**



Formally committed to  
**United Nations  
Publishers Compact**



**HUMAN  
RIGHTS  
CAMPAIGN**<sup>®</sup>

**100%**

Corporate Equality Score

Committed to set  
near and long-term  
company-wide  
emissions targets in  
line with science-based  
net-zero with the SBTi



SCIENCE  
BASED  
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

**BUSINESS  
AMBITION FOR 1.5°C**



CarbonNeutral.com



**Planted 230,000 trees**  
in association with  
Trees for the Future



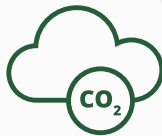
Reduced print journals and  
magazines by **1.6 million** copies  
in the last two fiscal years



Removed **1 million** polybags  
from our distribution process  
in the last two fiscal years

**Reduced** Scope 1 and 2  
**carbon emissions**  
between fiscal  
years 20 and 21

**30.7%**



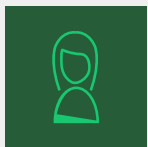
**Top 250**  
Best Led Companies

**Inc.**

**#1**  
Most trusted in media  
and entertainment

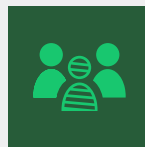
**Newsweek**

Donated over **US\$1.6 million** to over **900** community and non-profit organizations



**11% increase**  
in female senior  
leadership in last  
fiscal year

(Vice President and above)



**12% increase** in  
US Person of Color  
senior leadership  
in last fiscal year

(Vice President and above)

**ESG Regional Top Rated**  
Rated Low Risk



**SUSTAINALYTICS**