

# All Global – Inclusion and Community Policy

Applies to:	All Global	Last Updated:	November 5, 2025
-------------	------------	---------------	------------------

At Wiley, we work to advance research and learning to help society continue to progress. Creating a diverse, equitable, and inclusive environment is critical for our colleagues, customers, and communities. It is a business imperative, and it's the way forward at Wiley.

We embrace and encourage our colleague's differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our colleagues unique. To that end, we remain committed to fostering an inclusive culture, not only because we believe it is the right thing to do, but because an inclusive team culture produces better results and more impactful innovation for our customers, collaborators, and other stakeholders.

As part of this policy, we are committed to a workplace culture that values and promotes inclusion, community, fair treatment of all individuals, and equal employment opportunities, a supportive work environment free of harassment and hostility. This includes:

- Applying equity and social justice principles to achieve equal employment opportunities for qualified individuals of all backgrounds.
- Attracting, recruiting, retaining, engaging, supporting, developing, and advancing diverse perspectives.
- Promoting respectfulness, cultural awareness, and inclusivity by:
  - fostering a collaborative work environment in which all colleagues participate and contribute;
  - empowering and providing a safe space for all colleagues to express themselves, exchange ideas, and feel heard;
  - encouraging colleagues to be open and curious about others' experiences and perspectives; and
  - encouraging and enforcing respectful communication and cooperation between all colleagues.

Wiley is committed to developing and implementing programs and initiatives to promote inclusion and community in all aspects of employment, including, but not limited to, our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and layoffs/terminations. For more information, please also review our Global Social Conduct Policy.

Wiley is committed to evaluating existing programs and adapting or introducing new initiatives to ensure fairness and equal opportunity as our goals evolve.

### **Disclaimer of Restrictions on Colleagues' Rights**

This policy is not intended to restrict communications or actions protected or required by national, state, or federal law.

Wiley always welcomes suggestions from colleagues about how we can be more inclusive and address and improve inclusion and community within Wiley. If you have any comments, concerns, or suggestions, please contact [WileyCommunity@wiley.com](mailto:WileyCommunity@wiley.com). Wiley prohibits retaliation against colleagues for making good-faith suggestions or complaints regarding Wiley's inclusion and community efforts.

### **Right to Terminate or Amend Policy**

The Company reserves the right to modify, suspend, change or terminate this Policy at any time, in accordance with local laws. This Policy does not create any contractual rights or obligations, whether expressed or implied.