

Global – Diversity and Inclusion Policy

Applies to: Global

Last updated: August 24, 2021

At Wiley, we clear the way for seekers of knowledge and make education and research available to help society continue to advance. 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 employees unique. To that end, we remain committed to helping bring about lasting change that is needed and long overdue – together – to shape a better, more diverse future.

As part of this policy, we are committed to a workplace culture that values and promotes diversity, inclusion, equal employment opportunities, and a 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 underrepresented and diverse employees.
- Promoting respectfulness, cultural awareness, and inclusivity by:
 - fostering a collaborative work environment in which all employees participate and contribute;
 - empowering and providing a safe space for all employees to express themselves, exchange ideas, and feel heard;
 - encouraging employees to be open and curious about others' experiences and perspectives; *and*
 - encouraging and enforcing respectful communication and cooperation between all colleagues.

Diversity and inclusion are related and equally important concepts. Diversity includes but is not limited to differences in race, ethnicity, sex, gender, sexual orientation or identity, disability, religion, age, national origin, military or veteran status, and other categories protected under state or local law. Diversity also includes differences in backgrounds, experiences, perspectives, thoughts, interests, and ideas. Inclusion means ensuring that all employees are valued, heard, engaged, and involved at work and have full opportunities to collaborate, contribute, and grow professionally.

While Wiley strives for equitable representation of employees, the purpose of this policy is not to favor certain individuals or groups or have the effect of excluding other individuals or groups.

Wiley also recognizes the importance in choosing our suppliers ethically, and our updated [Vendor Code of Conduct](#) includes a non-discrimination clause that reflects Wiley's [Business Conduct and Ethics Policy](#).