Fiscal 2020
Summary of Environmental Initiatives
RESPONSIBLE PAPER

ENVIRONMENTAL PAPER ASSESSMENT TOOL
Meredith uses the Environmental Paper Assessment tool (EPAT) to track the environmental performance of paper suppliers, identify potential areas for improvement, and help them make informed procurement decisions. (Page 36)

90%
All of Meredith’s paper is supplied by mills with third-party Chain of Custody certification. More than 90 percent of the paper produced by the mills supplying Meredith contains third-party certified fiber. (Page 37)

RFP
Meredith’s annual Request for Proposal (RFP) process helps select qualified paper suppliers who meet yearly requirements. Vendors are evaluated on the following criteria: Quality, Performance/Schedule, Customer Service, Environment, and Cost. (Page 37)

During fiscal 2020, the percent of Meredith paper mills certified ISO 14001— an environmental management system for manufacturers focused on environmental performance— increased from 69 percent to 72 percent. Additionally, actual tonnage of paper purchased from mills certified ISO 14001 increased from 69 percent to 81 percent. (Page 36)

Meredith partners with Apple on Apple News+, a subscription service that consists of over 300 magazines available in one app, including 31 Meredith brands. All current and past issues of available titles can be accessed on Apple News+, eliminating those customers’ need for paper copies. (Page 40)

Meredith is committed to paper purchasing policies that support the sustainable management of forests and other natural resources. Suppliers must be compliant with all environmental and forestry laws and regulations applicable to their federal, state and local origins of operation. They must also demonstrate consistent improvement in their use of third-party certified sources. (Page 36)

To reduce unsold copies distributed to retail outlets, Meredith developed a magazine wholesaler incentive program to improve the distribution process. Collaborating with its wholesale partners, Meredith is able to identify the optimal number of copies to print for each retail store and the corresponding quantity to be delivered to the numerous distribution centers located throughout the United States and Canada. (Page 39)

Meredith has saved millions of pounds of paper by reducing magazine basis weights—the thickness of the paper. Additionally, a majority of Meredith’s magazines are run on a short cut-off press, further reducing Meredith’s paper use. (Page 39)
**WASTE & RECYCLING**

**35,075 lbs**
In fiscal 2020, Meredith recycled 1,296 pounds of 8', 4' U-shaped and circular fluorescent tube light bulbs and 35,075 pounds of electronic waste. (Page 41)

**11%**
Meredith uses 100 percent recyclable polybags to deliver magazines to customers' homes. By consolidating magazine delivery for customers who subscribe to multiple magazines, Meredith achieved an 11 percent reduction in the use of plastic polybags in fiscal 2020 compared to 2019. (Page 42)

**39,000**
Between July 2019 and June 2020 Meredith's reusable mug program kept 39,000 disposable cups and 7,000 lids out of the landfill. (Page 44)

**7,000**
The Des Moines and New York offices have eliminated plastic straws and coffee stirrers, and a Meredith Ambassador subcommittee is exploring options to greatly reduce or eliminate disposables companywide. (Page 44)

**251 TONS**
Meredith partnered with Green Standards to divert waste from office renovations. This resulted in keeping 251 tons, or 94% of the waste generated out of landfills. (Page 43)

In fiscal 2020, over 55,000 total pages of contracts and nearly 19,000 documents were processed electronically. (Page 42)

When Meredith hosts events in Des Moines that yield leftover food, the Company donates it to Eat Greater Des Moines' food rescue program, which collects safe, prepared food and distributes it to agencies that serve the food insecure. (Page 44)
ENERGY & TRANSPORTATION

12.5%
Meredith has set a goal to reduce absolute greenhouse gas emissions 12.5% by the end of fiscal 2024, with fiscal 2019 as the base year. This goal includes the company’s scope one and scope two emissions, along with the employee travel portion of scope three. It equates to reductions of 2.5 percent per year on average, in line with the Paris Agreement commitment to keeping global temperature rise well below 2° Celsius. Meredith follows Greenhouse Gas Protocol guidelines in calculating its emissions. See the company’s fiscal 2019 and 2020 Greenhouse Gas Emissions Reports here. (Page 48)

5,000,000 kWh
Meredith has been taking steps to significantly reduce its data center footprint. The company has saved approximately 5 million kilowatt hours annually since it acquired Time Inc. in 2018, and plans to close its Waukee, IA, and Weehawken, NJ, data centers in 2021. (Page 49)

Increased use of tools like Webex during the Coronavirus pandemic — and the resulting realization that they can displace travel in many instances — is expected to decrease the amount of future business travel. (Page 51)

The lighting systems in both Des Moines buildings will be 95 percent LED by the end of calendar 2020 and 100 percent LED by the end of calendar 2021. (Page 49)

Meredith conducted several virtual company-wide town halls and other events in calendar 2019 and 2020, setting the stage for reduced travel related to similar events in the future. (Page 51)

To reduce greenhouse gas emissions, Meredith’s paper suppliers use biofuels as much as possible. (Page 48)

$240
Meredith offers a bicycle commuter subsidy of up to $240 per year at all locations. The subsidy helps cover commuting-related expenses, such as the purchase of a commuter bicycle, commuting gear (helmet, gloves), bike lock, bike upgrades, repairs and general maintenance. (Page 51)

In Des Moines, Meredith subsidizes employees who bike to work, ride Des Moines Area Regional Transit Authority (DART) buses, or participate in DART’s RideShare program. At all other Meredith locations, employees can enroll in a Commuter Benefit Plan through Benefit Resource, Inc. The benefit allows participants to use a pre-paid card at the point-of-sale to pay for eligible workplace mass transit and/or parking expenses. (Page 51)

LEADERSHIP IN ENERGY AND ENVIRONMENTAL DESIGN
Meredith’s Locust North building at its Des Moines headquarters and its office in Chicago have been LEED-certified since 2010, and the owners of the building housing Meredith’s New York office were granted LEED Gold certification in 2020. (Page 50)
159,000 GALLONS SAVED

Meredith’s Des Moines office partnered with a team from the Iowa Department of Natural Resources and the University of Nebraska – Lincoln to conduct a full-day engineering audit. Among the group’s recommendations were installing low-flow showerheads in the locker rooms that save 159,000 gallons of water per year. (Page 54)

21,000 ft²

Meredith’s Des Moines office has a 21,000 square foot green roof that was developed in the 1950s and reduces the volume of precipitation runoff. (Page 54)

In Des Moines, satellite-controlled irrigation adjusts watering based on weather patterns. Plantings on the west side of the building are native grasses requiring little to no artificial irrigation. (Page 54)

In lieu of surface parking for the Des Moines Locust North building, an underground parking garage allowed Meredith to develop two city blocks on either side of the property into greenspace that helps reduce precipitation runoff. (Page 54)

As part of the company’s tracking of utility bills, a major water leak was found at a TV station. Rectifying that situation saved the company almost $20,000 and saved water resources. Consistent analysis will now help the company identify and repair similar anomalies in the future. (Page 54)

Annual analysis compares stations and offices to uncover and share best practice water-and cost-saving initiatives across Meredith. (Page 54)

These highlights represent a summary of Meredith’s sustainability efforts as detailed in the Fiscal 2020 Corporate Social Responsibility (CSR) Report that is located in full on Meredith.com. The full CSR Report also contains sections highlighting Meredith’s ongoing work in Volunteerism & Charitable Giving, Human Resources, Wellness, and Diversity & Inclusion.
Environmental Sustainability Ambassadors

Brynn Baker  
Audience Retention Content Manager, Interactive Media  
Des Moines, IA

Lila Battis  
Senior Editor, Travel + Leisure  
New York, NY

Laurel Berenguer  
Human Resources Director, WGCL/WPCH  
Atlanta, GA

Kandas Bock  
Vice President and Chief of Staff, Human Resources  
Des Moines, IA

Leslie Burleson  
Human Resources Director, WFSB  
Rocky Hill, CT

Leigh Champion  
Accounting/Human Resources Director, WHNS  
Greenville, SC

Jeanette Chow  
Creative Director, Meredith Parents Network  
New York, NY

Natalia Claytor  
Human Resources Director, KVUU  
Henderson, NV

Maria Duryee  
Copy Chief, Better Homes & Gardens  
Des Moines, IA

Anne Gilhool  
Account Manager, Meredith Parents Network  
New York, NY

Olivia Guns  
Representative, Corporate Communications  
Des Moines, IA

Tiffany Herring  
Photo Researcher, PEOPLE  
New York, NY

Donna Howell  
Human Resources Manager, WALA  
Mobile, AL

Rick John  
Group Director, Premedia Print  
Des Moines, IA

Mark Johnson  
Director of Engineering, WGCL  
Atlanta, GA

Kristin Kline  
Sr. Account Manager, Audience Targeting  
Des Moines, IA

Lauren Lastowka  
Executive Editor, Diabetic Living  
Shelburne, VT

Jeff Lovetinsky  
Director of Engineering, KVUU  
Henderson, NV

Terry Lysogorski  
Office Manager, EatingWell  
Administrative Manager, Meredith Content Licensing  
Shelburne, VT

Lindsay Mayland  
Audience Insights Manager, Crafts Group  
Des Moines, IA

Pam Manor  
Accounting/Human Resources Director, WNEM  
Saginaw, MI

Meg O’Mara  
Associate Business Development Manager, Direct Media  
New York, NY

Vivek Mathias  
Senior Manager, Brand Finance  
India

Jennifer McCoy  
Executive Director, Environmental, Social, Governance  
Des Moines, IA

Peggy Milner  
Regional Accounting Manager, KMOV  
St. Louis, MO

Todd Neilsen  
Director of Paper, Strategic Sourcing  
Des Moines, IA

Monica Ngo  
Human Resources Director, KCTV  
Fairway, KS

Tim O’Neil  
Executive Director of Employee Benefits and Wellness, Corporate Benefits  
Des Moines, IA

Carly Paulison  
Marketing Coordinator, Better Homes & Gardens  
New York, NY

Laura Peña  
Human Resources Director, KTVK/KPHO  
Phoenix, AZ

Chris Perrino  
Vice President – Traffic Operations, WGCL  
Atlanta, GA

Joshua Pila  
General Counsel, Local Media Group  
Atlanta, GA

Jamie Piper  
Local Sales Assistant, WALA  
Mobile, AL

Jessie Price  
Editor in Chief, EatingWell  
Shelburne, VT

George Redix  
Human Resources Director, WSMV  
Nashville, TN

Adrienne Roark  
Vice President/General Manager, KPTV  
Beaverton, OR

Kim Schwartz  
Sales Assistant/Facilities Coordinator  
Los Angeles, CA

Sean Simonis  
Executive Director, Strategic Sourcing  
Des Moines, IA

Teresa Stedman  
Human Resources Director, KPTV/KPDX  
Beaverton, OR

Dale Tunender  
Director, Premedia Quality Services  
Des Moines, IA

Meredith’s Environmental Leadership Group consists of senior managers from the company’s businesses that have the greatest environmental impact. This group meets quarterly and often gathers informally outside of official meetings, which are consistently well-attended.

Environmental Leadership Group Members

Tom Casey  
VP of Engineering and Technology, Local Media Group

Steve Crowe  
VP, Consumer Products, National Media Group

Mike Lacy  
SVP, Chief Information Officer

Todd Neilsen  
Director, Paper, National Media Group

Steve Pope  
Vice President of Human Resources, Local Media Group

Chad Schumacher  
Executive Director, Production, National Media Group

Sean Simonis  
Executive Director, Strategic Sourcing

Ryan Squier  
VP, Corporate Real Estate and Security

Amy Tincher-Durik  
Executive Director, Premedia, National Media Group

Bill Wood  
Executive Director, Newsstand Operations, National Media Group