

## **The Meet Group Human Rights Policy**

### **What are human rights?**

The United Nations defines human rights as:

“...rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more. Everyone is entitled to these rights, without discrimination.”<sup>1</sup>

Additional human rights referenced by the UN include:

- The right to freedom of association and the right to collective bargaining, and
- The right to remuneration which provides all workers with fair wages and equal remuneration for equal work.<sup>2</sup>

At TMG, we recognize that we have the power to create positive change in society. While we are not a company that manufactures physical products, we seek to be employers of choice and to provide a safe working environment.

According to the UN Office of the High Commissioner for Human Rights: “Universal human rights are often expressed and guaranteed by law, in the form of treaties, customary international law, general principles and other sources of international law.” At TMG, we are committed to respecting laws and regulations.

TMG adheres to the United Nation’s Global Compact, which commits us to “supporting and respecting the protection of internationally proclaimed human rights and making sure that we are not complicit in human rights abuses.” We are also committed to “the elimination of discrimination in respect of employment and occupation.”

### **Our Employees**

We understand that our success depends upon our employees and their creativity and commitment. We pledge to respect the human rights of our employees including the right to be hired and promoted based on their qualifications and merit. We will not tolerate unlawful discrimination against employees or job applicants based on race, religion, sex, national origin, age, disability, sexual orientation, gender identity and/or expression, pregnancy or any other status or condition. We strive to provide a safe and healthy work environment. We have a zero-tolerance policy for harassment and forced labor in our company. TMG does not hire children in violation of national law or human rights protocols. TMG will not create barriers to freedom of association and the right to collective bargaining. We commit to training our employees on human rights issues.

### **Our Work with Non-profit Organizations that Promote Human Rights**

TMG promotes awareness and respect for human rights by sponsoring and participating in non-profit organizations such as the Family Online Safety Institute and the National Center for

Missing and Exploited Children. TMG leverages its online platform and user base to raise awareness of and financial support for organizations such as Action Against Hunger, Alex's Lemonade Stand Foundation, and Ryan's Well Foundation.

## **Our Users**

TMG requires the users of its mobile applications to adhere to a detailed code of conduct designed to ensure safety and mutual respect.

We are committed to free expression, and we believe everyone is best served when everyone has a voice. We believe a rich diversity of viewpoints and experiences enriches our entire community. In order to protect the experience and safety of our users, however, there are some limitations on the type of content and behavior that we allow.

In particular, we recognize that abuse (including bullying, hate speech, harassment, and threats of violence) can happen, and it can happen to some groups disproportionately, especially when based on sex, sexuality, color, or targeted at marginalized or historically underrepresented groups. We are committed to combating abusive conduct, particularly when motivated by hatred, prejudice or intolerance, particularly abuse that seeks to silence the voices of those who have been historically marginalized.

You can review our entire content policy [here](#).

## **Our Vendors**

TMG endeavors to maintain business relationships with third-party vendors that are committed to respecting human rights and workplace rights. Consistent with TMG's ongoing review of its business practices, and as the understanding of and approaches to address the complex issue of human rights develop, TMG expects to further refine its policies or practices as it deems appropriate and effective.

## **Our Stakeholders**

We are committed to engaging in dialogue with our stakeholders on human rights issues. We pledge to listen and learn in ways that enhance our observance of human rights.

## **Management Systems**

To promote the adoption of our Human Rights Policy, TMG will:

- Publish its Human Rights Policy
- Translate the Human Rights Policy into relevant languages where we have operations
- Conduct training on human rights issues for employees
- Assign a corporate officer to be the point person on human rights
- Designate a grievance mechanism for addressing human rights concerns
- Require all employees to follow relevant laws
- Review the Human Rights Policy on an annual basis

## **Reporting Concerns**

TMG employees, suppliers, and stakeholders should report any human rights concerns or questions by contacting us at [email] or mail:

The Meet Group, Inc.  
100 Union Square Drive  
New Hope, PA 18938  
Attention: General Counsel

Complaints may be made anonymously. No employee or supplier will suffer retaliation because of filing a concern.

## **Key Related Documents**

[TMG Code of Conduct](#)  
[Environmental Policy](#)

<sup>1</sup> <http://www.un.org/en/sections/issues-depth/human-rights/>

<sup>2</sup> <http://www.ohchr.org/EN/ProfessionalInterest/Pages/CESCR.aspx>