

Labor Rights Policy

This policy applies to all employees of The Meet Group, Inc. (“TMG”) worldwide.

Right to Collective Bargaining and Freedom of Association: TMG is committed to respecting the right to collective bargaining and right to freedom of association, as set out in the International Labor Organization (“ILO”) Conventions No. 87 and No. 98, including but not limited to:

- The right to form and join unions or other organizations;
- The right for employees to elect their representatives;
- The free exercise of trade union rights.

Condemnation of All Forms of Forced or Compulsory Labor: TMG condemns all forms of forced or compulsory labor and shall not engage in any form of forced or compulsory labor, in accordance with ILO Conventions No. 29 and No. 105.

Condemnation of Child Labor: TMG condemns child labor and undertakes not to hire any individual who is younger than the age at which schooling is compulsory in that country and, in any case, younger than 15 years old, in accordance with ILO Conventions No. 138 and No. 182.

No Discrimination in The Workplace: TMG condemns discrimination in labor relations and is committed to recruiting men and women based on their individual merits without regard in particular to race, color, religion, gender, marital status, political opinion, sexual orientation or national or social origin and providing equal pay for work of equal value, equal opportunity and equal treatment to all current and potential employees, in accordance with ILO Conventions No. 100 and No. 111.

Health and Safety of Workers: TMG is committed to respecting the national and local laws and norms regarding occupational health and safety in the workplace and implementing the best workplace practices in the industry, in accordance with ILO Convention No. 155.

Length of Workdays and Workweeks: TMG is committed to respecting the national and local regulations regarding limitations on the length of workdays and the management of overtime regulations, in accordance with ILO Convention No. 30. TMG is committed to grant each employee a minimum of one day off per week, in accordance with ILO Conventions No. 14 and No. 106, except in exceptional circumstances for a limited period of time as may be permitted under national laws and regulations.

Right to a Fair Wage: TMG is committed to:

- engaging in wage policies which meet or exceed the minimum legal wage requirements established by national or local regulation;
- providing a paystub to all employees every time such employee is paid,
- providing a wage to every employee which is at least sufficient enough to meet its employees’ basic needs defined in relation to the country in which they work.

Right to Holidays With Pay: TMG is committed to providing all its employees, in accordance with ILO Convention No. 132, with a minimum of three working weeks of paid holidays per year of service, after a determined minimum period of service as may be applicable, subject to collective bargaining and other locally applicable rules, regulations and practices.

Right to Training: TMG is committed to providing the necessary training and development tools to its employees. All TMG employees go through an extensive onboarding training which involves meeting with the heads of all departments in order to get in-depth knowledge of the company and operations. In addition, each manager works with his/her employees to ensure that the employee is receiving proper and relevant training on an ongoing basis. Employees are encouraged to seek out training opportunities and discuss them with their manager.

Condemnation of all Forms of Harassment and Violence: TMG recognizes the right of each employee to be respected and treated with dignity and its responsibility in creating a harassment-free workplace for all its employees. TMG condemns and will not tolerate any form of harassment, aggressive or hostile behavior of any kind.

Redeployment of Employees in the Event of a Restructuring: In the event that job eliminations due to restructuring are required and subject to locally applicable rules, regulations and practices, TMG will favor:

- The consultation of the employee representatives when they exist and as may be required under local law, as soon as practicable;
- Where possible, the offering of redeployment opportunities within the company in a geographic area the closest possible to the location of the affected employee's pre-restructuring job.

Respect for Privacy and Personal Data Protection: TMG is committed to respecting the confidentiality and privacy of the personal information of its employees, customers and other stakeholders and shall secure and maintain only the data that is required for conducting its business, in accordance with applicable national and local regulations.

Right to Participate in Public Life: TMG respects the right of every employee to participate in public activities (including, but not limited to, political activities), as long as the employee does not represent or allow anyone to believe she/he is speaking or acting on behalf of TMG and this does not infringe on the rights of any other individuals. TMG is committed to providing all employees time to vote in elections, if the voting time occurs during working hours or if the employee's work schedule does not permit time to vote before or after work hours.

Right to Social Security: TMG is committed to contributing to the mandatory social security systems in force in each of the countries where the TMG operates. In the provision of employee benefits, TMG endeavors to consider to the extent possible and practical any gaps in state-provided welfare systems that would generally provide for such benefits as medical care, disability coverage or retirement, in accordance with ILO Convention No. 102.

Work-Personal Life Balance: TMG recognizes the right for each employee to maintain a balance between her/his work and personal life.

Family Leave: TMG recognizes the right of employees to take leave for family and medical events in accordance with collective bargaining and other local regulations as the case may be. During such time, the Company will use its best efforts so that the position of the employee on leave, or an equivalent position, is available to the employee upon her/his return to work at the end of her/his leave, in accordance notably with ILO Convention No. 103 and other locally applicable family medical leave acts.

Right to Protection Related to the Arrival of a New Child: TMG recognizes the importance of the arrival of a new child in a family and that each employee is entitled to time off from work at such a time. TMG shall comply with all applicable leave policies under law and, provided that the employee does not extend her/his leave time beyond the time permitted under law, regulation or practice in the applicable location, shall guarantee that the position of the employee on leave or an equivalent position, shall be available to the employee upon her/his return to work at the end of the parent leave due to the arrival of a new child.