

In late October Jonathan Newhouse (Chairman and CEO of Condé Nast International) and I communicated our commitment to collaborating with our colleagues to help find solutions to the problem of sexual harassment in our industry. We called upon trade organizations, talent and model representatives, agents and agencies, and our own editors to join us in this effort to establish a vendor code of conduct and best working practices for Condé Nast and Condé Nast International.

Today, we'd like to update you on our progress.

Our goal was straightforward: engage our various partners and editors in candid and transparent conversations about what each party can do differently to provide safe work environments in which everyone is treated with dignity and respect. We established a task force with editorial and non-editorial staff around the world to lead those conversations internally and externally. To date, we have had more than 150 conversations with representatives from every point of the publishing process, including bookers and publicists, and agents for photographers, models and stylists, in addition to our own editors.

The code of conduct will present guidelines for vendors and partners who work with Condé Nast and Condé Nast International and outlines protocols for creating a safe and respectful environment, and we hope it will serve as a benchmark for the industry. We expect it to be finalized by the end of January, and we look forward to sharing the results then. In the meantime, a few protocols will be implemented immediately at Condé Nast. They are:

1. All models appearing in fashion shoots must be at least 18 years old. The only exceptions that will be made are for subjects appearing as themselves as part of a profile or news story, who will be required to have a chaperone with them on set at all times.
2. Alcohol is no longer allowed on Condé Nast sets. Recreational drugs are also not allowed.
3. Photographers are no longer permitted to use a Condé Nast set for any work that is not commissioned or approved by Condé Nast.
4. Any shoot involving nudity, sheer clothing, lingerie, swimwear, simulated drug or alcohol use, or sexually suggestive poses must be approved in advance by the subject.

This has been an unprecedented collaboration with Condé Nast International, and we are very proud to be working with those in our industry who are committed to bringing about positive change. Our hope is that our colleagues and partners will adopt these or similar recommendations so that each of us involved in the creative process does our part to help ensure a safe and respectful work environment.

**Bob Sauerberg, CEO of Condé Nast**