



## Health and Safety

### Protecting Health and Safety in the Workplace

Mattel is committed to promoting the health and safety of our employees, and we continually strive to be an incident-free workplace. We proactively work to identify and control work related hazards and their impacts, and we continually seek ways to improve our Environment, Health & Safety (EHS) Management System.

This formal, documented health and safety management system covers Mattel owned and operated manufacturing and distribution sites as well as GSC managed and supported offices. We optimize working conditions through the standards and procedures included in this system, which also supports regulatory-required programs.

### Highlights of the Mattel Global EHS Management System

- Establishment of annual injury reduction targets
- Monthly and annual performance reporting
- Individual Site Improvement Plans
- Annual operating plan with leading and lagging EHS targets and objectives which are cascaded down to the sites and individuals
- Formal Hazard and Risk Assessment Process
- Formal Investigation Reporting and Corrective Action Tracking
- A set of Global EHS Standards and related training material and self-assessments
- Formal Peer Assessment Process
- Formal Management of Change Process

Key vendors and suppliers are encouraged to adopt elements of the system's standards and procedures as appropriate. The effectiveness of EH&S management is evaluated through internal cross-site peer assessments and third-party regulatory assessment (three sites per year) and a self-assessment process.

Where required by regulations, sites are certified to OSHAS 18001.

### Protection against hazardous substances

The MOC (Management of Change) formal process in the Global EHS Management system manages the risk from chemicals and equipment and coordinates how we protect workers from hazardous substances. The MOC process includes the requirement to conduct Risk Assessments and HRNS for equipment.

We protect employees by following the safety hierarchy of controls:

- Using administrative controls (operating procedures, training, etc.) to train employees on the hazards and risks of the operation

- Eliminating or substituting hazardous chemical/solvents or conditions
- When elimination and/or substitution is not feasible, using engineering controls (guarding, ventilation, etc.)
- When there are no other feasible options, using personal protective equipment (PPE) as a physical barrier between the employee and the hazard

We also have formal HAPI and HYPI (Medical and Industrial Hygiene Surveillance) requirements and programs that are tracked on the Global EHS Management system. These are updated annually and progress is reviewed monthly.

Mattel owned and operated sites manage hazardous waste storage and disposal in accordance with local regulatory requirements and Mattel's internal requirements. The Chemical Management Standard within our EHS system defines the requirements for the purchase, handling, storage, disposal, communication and training in the use of chemicals by Mattel employees. Through this standard, we strive to...

- Prevent the occurrence of undesirable occupational exposure/diseases
- Minimize any potential environmental pollution
- Reduce casualty and property damage

### **Continuous improvement**

Even with a robust management system in place, we believe continuously improving health and safety should be a priority. Our regular actions and updates to protect health and safety include:

- Annually updating our formal Safety Site Improvement Plans
- Tracking Near Miss Reporting and Leadership Safety Walks across all sites
- Convening all Site Line Leaders and EHS Leaders at the Annual Safety Summit, and hosting monthly EHS Leadership Roundtable Meeting for Site Leaders
- Equipping two employees at each manufacturing site with CMSE (Certified Machine Safety Expert) Certification
- Through third-party safety experts, providing intermediate and advanced machine and equipment training for an extended technical and EHS employee
- Providing a 3-year training curriculum for associate managers and above based on UL courses
- Providing annual refresher training on 10 core Life Saving Topics (one training per month)

### **How we measure worker health and safety**

Mattel owned and operated manufacturing and distribution sites track and report total injuries and illness, which includes lost time incidents. We use Total

Recordable Incident Rate (TRIR), rather than lost time only, to provide a more transparent and complete view of injuries and illnesses. It also has proven to be the better metric to drive continuous improvement.

TRIR covers all Mattel employees, contingent workers and independent contractors performing tasks onsite at Mattel owned and operated manufacturing facilities and distribution centers including MOA, MSC and AG Distribution. TRIR is validated each year at the site level and by Mattel's Global EHS function.

**Total Recordable Incident Rate**

**2017** TRIR: 0.20

**2018** TRIR: 0.18

**2019** TRIR: 0.19