



Mattel Human Rights Principles

At Mattel, our purpose is to empower the next generation to explore the wonder of childhood and reach their full potential. We achieve this through our mission to create innovative products and experiences that inspire, entertain, and develop children through play. We are committed to the highest ethical standards and believe that how we achieve success is just as important as the success itself. We also believe that human rights, which are the fundamental rights, freedoms, and standards of treatment belonging to all human beings, must be respected and that business, in addition to government, has an important role to play in ensuring those rights.

Our Commitment

Mattel is a global company, and we operate in some areas where social, economic, and political factors could introduce risks to human rights and working conditions. As such, these Human Rights Principles set forth our commitment to respect the rights provided in the International Bill of Human Rights, the principles supported by the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Human Rights Principles are embodied in our [Responsible Supply Chain Commitment \(RSCC\)](#), which outlines our commitment to and expectations of our supply chain partners and consumer products licensees. The RSCC includes our commitment to workers and adherence to the human and labor rights standards, concerning:

- Nondiscrimination
- Harassment and Abuse
- Forced Labor
- Child Labor
- Freedom of Association
- Health and Safety
- Wages and Benefits
- Working Hours
- The Environment

In addition to our RSCC, Mattel's [Employee Code of Conduct](#) further outlines our commitment to respecting the rights of our employees as well as our expectation that every employee act with integrity and honesty, and treat others fairly and with dignity and respect.

Human Rights in our Operations

Our key focus is on protecting human rights and working conditions for both our employees and those of our suppliers. In addition, given the nature of our business, we are also focused on the rights and well-being of children, staying true to our purpose.

- **Respecting our Employee's Rights and Differences** - Mattel is committed to maintaining a diverse, respectful, and inclusive culture that encourages creativity, inspires innovation, and supports our employees' professional development so that they can achieve their full potential. We are at our best when every member of our team feels respected, included, and heard. In support of this, the company has set forth global goals to achieve pay equity



for all genders and persons of color, and to increase the representation of women and persons of color at all levels of the organization.

- **Protecting the Rights and Well-Being of Children** - The well-being of children is of paramount importance to Mattel. We support the [Children's Rights and Business Principles](#), a comprehensive set of principles and actions developed by UNICEF, the UNGlobal Impact, and Save the Children, that companies can take in the workplace, marketplace, and community to respect and support children's rights.

We do not tolerate the exploitation of children and expect our supply chain partners to adhere to Mattel's RSCC, which states that no supplier shall employ or otherwise engage anyone below the age required by law.

Children's safety is also of great importance to us. We have product safety standards that meet or exceed the regulatory standards for safety around the world where our products are sold. We also have adopted a [Children's Privacy Statement](#) and take precautions to protect children's privacy on our websites, apps and in our connected products.

Due Diligence, Governance, and Compliance

Mattel expects its employees and its business partners to respect and not in any way infringe upon human rights. Below is a summary of key actions we take to ensure alignment with our Human Rights Principles.

- We expect our supply chain partners to adhere to the RSCC, monitor factory working conditions, and implement corrective action plans within our supply chain.
- We monitor and regularly audit facilities in our supply chain. The ICTI Ethical Toy Program (IETP) provides impartial and objective oversight of our factories' performance.
- We hold our employees accountable for adhering to Mattel's Code of Conduct (COC), and we conduct training on the COC for all employees.
- We encourage employees to immediately report any violations of Mattel's Code of Conduct, any Company Policy or the law to their manager, Human Resources, Company legal counsel, or our Ethics Line, which is run by an independent third party where issues may be raised anonymously.
- We seek out like-minded partners to collaborate and uphold our compliance oversight and standards across our supply chain to ensure human rights are protected and respected.
- Our Board of Directors, through its Governance and Social Responsibility Committee, provides oversight through the review of annual reports concerning RSCC implementation and audits, as well as work with industry organizations and non-governmental organizations.

Mattel is committed to being a responsible corporate citizen and respecting and supporting the protection and advancement of human rights.