

Environment, Health & Safety Commitment



Overview

At Mattel we are committed to caring for the environment and providing a safe and healthy workplace for all of our people. Our goal is to be a global leader in the management of Environment, Health & Safety.

Objective

We fundamentally believe that environmental incidents, occupational injuries and ill health are preventable and we strive towards achieving our goal of an incident-free workplace.

Principles

In support of our commitment to Mattel's values – **Play Fair**, **Play Together**, **Play with Passion** and **Play to Grow** – we develop leaders with an uncompromising focus on managing risk, promoting care for the environment and providing a safe and healthy workplace. We proactively identify and control hazards and impacts, and we continually seek ways to improve our Environment, Health & Safety Management System.

Expectations

- **Integration with Culture** – We put Environment, Health & Safety at the core of everything we do by developing a culture of involvement, empowerment and accountability.
- **Integration with Business** – We include Environment, Health & Safety considerations in our short-term and long-term business plans.
- **Regular Consultation** – We consult with our people, partners, suppliers, contractors, customers and communities on a regular basis.
- **Open Communication** – We openly communicate our Environment, Health & Safety initiatives to ensure understanding and awareness.
- **Performance Review** – We set and review Environment, Health & Safety objectives and targets to deliver continual improvement of our performance.
- **Continual Improvement** – We utilize information, education, training and internal and external expertise to continually improve our Environment, Health & Safety programs and performance to prevent injuries, ill health and pollution. We identify and share best practices globally across Mattel and with our partners.
- **Compliance** – We comply with legal requirements, company standards and industry requirements in the countries where we operate.

Our senior leaders are responsible for ensuring that this Commitment is available, understood, communicated and implemented across Mattel globally. All of our people are responsible for understanding our Commitment and applying it every day.

A handwritten signature in blue ink that reads "Peter R. Gibbons".

Peter Gibbons
EVP & Chief Supply Chain Officer
Mattel, Inc