

2015 REPORT UPDATE

# Corporate Social Responsibility



# About This Report

Welcome to our 2015 Corporate Social Responsibility (CSR) Report Update, highlighting our progress and goals for the calendar year 2015 (January 1, 2015 – December 31, 2015). This CSR Report Update also provides supplemental information about our business, as set forth in our 2015 Annual Report. Reporting and performance data include information on Hasbro owned and operated facilities (offices and distribution centers) unless stated otherwise. We remain committed to publicly reporting on our CSR performance and look forward to updating you further in our next, full, Global Reporting Initiative-based CSR report, which will be published in 2017.

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# CSR at Hasbro

Corporate social responsibility at Hasbro is powered by a simple belief that every day is a chance to be better. The things we love most about play — joy, creativity and problem solving — inspire us to make a positive and enduring difference in the world. Thinking and acting responsibly guides us toward smarter ways of doing business. It unlocks new opportunities to improve how we design, create, make and market our iconic brands.

Our deep commitment to CSR reflects our desire to help build a safer, more sustainable world for future generations. As we grow our business and our social and environmental challenges evolve, so do our CSR programs and practices. We view CSR as a journey of continuous improvement and our approach is guided by three key CSR priorities that influence the decisions we make every day:

## PRODUCT SAFETY

Product and content safety are our top priority and reflect the trust parents and caregivers place in us to provide safe toys and play experiences for their children. We embrace our responsibility to provide a safe environment for entertaining millions of consumers across the world.

## ENVIRONMENTAL SUSTAINABILITY

We are committed to helping build a more sustainable world by reducing the environmental footprint of every aspect of our business. As we continue to improve our environmental practices, we grow stronger overall — through more efficient processes, lower operating costs, and greater focus on innovation across our brands.

## HUMAN RIGHTS & ETHICAL SOURCING

Treating people fairly — with dignity and respect — is a core value at Hasbro. We work with our third-party factories, licensees, and stakeholders to address social compliance challenges, ultimately with a goal of ensuring our products are manufactured in a fair, safe and healthy environment for workers. Advancing worker rights remains a journey of continuous improvement and one that we take seriously.

Our CSR commitments also extend to other important areas including: maintaining strong governance and ethical conduct, supporting the well-being of our employees, and marketing our products responsibly. Additionally, Hasbro is committed to helping children in need around the world through our philanthropic efforts to empower childhood by bringing hope, play and service into the lives of children worldwide.

For a more detailed look on how Hasbro manages its CSR priority areas, please visit us [online](#).



# Progress and Highlights



# Performance Highlights

Hasbro continued to see steady improvement in its CSR program in 2015. We view our social and environmental advancements as points of departure, rather than points of arrival, as we challenge ourselves to be better.

## 1 PRODUCT SAFETY

At Hasbro, quality and safety are closely aligned. We incorporate safety into product design, reinforced by a strict testing protocol. Our rigorous quality assurance process guides our path from product design and material selection to engineering and manufacturing. We focus on producing strong safety outcomes. In 2015, we had zero consumer product recalls and no product safety fines.

More information about Hasbro's [product safety](#) program is available on our CSR website.

### Engaging for Chemical Safety Reform

Hasbro Government Affairs worked collaboratively with U.S. Congress and non-governmental organization (NGO) partners to encourage development of one uniform national standard for chemical safety. This led in 2016 to the passage of the Chemical Safety Improvement Act (CSIA), which was the first substantial revision to chemical laws in the U.S. since 1976. The CSIA is designed to provide a unified, national approach to chemicals management, ensuring that products are uniformly safe for children across all 50 states.



## 2 ENVIRONMENTAL SUSTAINABILITY

Environmental sustainability is core to how we manage our business. We are committed to reducing our environmental footprint in our operations and supply chain and reducing the impacts of our products and packaging. In 2015, we continued to advance our industry leadership in sustainable packaging, formalized our commitment to climate change and renewable energy use, and made strides in reducing our operational footprint.

More information about Hasbro’s [sustainability](#) efforts is available on our CSR website.



### Advancing Sustainable Packaging

We are passionate about packaging design and take great pride in the strides we have made in improving the sustainability of our packaging—from eliminating wire ties and polyvinyl chloride (PVC) in packaging to reducing packaging waste and size. In 2015, we achieved our goal to derive 90 percent of product packaging and inbox content from recycled paper or sources that practice sustainable forest management.

### Supporting a Low-Carbon Economy Through Renewable Energy

Hasbro has a longstanding tradition of reducing our global greenhouse gas emissions and energy use and publicly report on these. In 2015, we affirmed our commitment to [climate change](#) and advanced our [renewable energy efforts](#) across our global operations in support of a low-carbon economy. Through the purchase of renewable energy certificates (RECs), Hasbro addressed 100 percent of the company’s U.S. electricity use in 2015 while supporting the development of renewable U.S. wind power. Additionally, Hasbro purchased carbon offsets to address 100 percent of our global onsite fuel use, non-U.S. electricity use, and employee business travel in 2015.

### Meeting and Resetting our 2020 Sustainability Goals

Hasbro believes in continuously improving its environmental performance and works with Hasbro facility leaders to conserve natural resources and reduce the environmental impacts of our business operations.

Our current 2020 sustainability goals include:

-  **Reducing Scope 1 and 2 greenhouse gas (GHG) emissions from owned/operated facilities by 20% from 2012 levels**
-  **Reducing waste to landfill at owned/operated facilities by 50% from 2012 levels**
-  **Reducing water consumption at owned/operated facilities by 15% from 2012 levels**
-  **Reducing energy consumption by 25% from 2012 levels**

In 2015, Hasbro sold its two owned and operated manufacturing facilities<sup>1</sup> which significantly reduced our operational footprint and affected our progress in meeting some of our 2020 environmental goals. To address this, we are creating new goals in 2016 and restating our baseline to continue building upon our longstanding commitment to reducing the environmental footprint of our global operations.

<sup>1</sup> For more information about the sale, see Hasbro’s [2015 Annual Report](#).

## 3 HUMAN RIGHTS AND ETHICAL SOURCING

Hasbro believes that when consumers choose our toys and games, it's an act of trust that our products are manufactured safely, under fair labor conditions and without ethical compromises. We work in partnership with third-party vendors to identify industry best practices, engage in strategic partnerships, and regularly monitor our third-party factories to enhance the safety, well-being and dignity of workers.

Achieving compliance by third-party factories is an ongoing process and requires deep engagement and oversight. As we move toward a more global sourcing strategy, this is becoming increasingly important for our business.

In 2015, Hasbro continued to pursue high ethical standards in factories that manufacture Hasbro products.

More information about Hasbro's commitment to [human rights](#) and [ethical sourcing](#) program is available on our CSR website.

### Strengthening Our Ethical Sourcing Standards

In 2015, Hasbro strengthened its [Global Business Ethics Principles](#) — our ethical sourcing standards and requirements for our vendors, suppliers and licensees — to address modern forms of slavery as well as to reinforce that freedom of association also includes the right to collective bargaining.

### Partnering With Vendors to Pilot Worker Collaboration Tool

In 2015, working with key vendors in China, we partnered to pilot a mobile phone survey tool in four vendor factories to collect information and further understand the opinions of workers. While most factories saw some improvements in worker opinions on increased job satisfaction, improved worker/management relationships, and reduced worker stress, we will continue to partner with our vendors and explore tools that increase outreach capabilities and foster workplace improvements in vendor factories.



## 4 OUR EMPLOYEES

At Hasbro, we recognize that the people who make our brands come to life are our most important asset. They are vital to our pursuit to create the world's best play experiences. We seek to attract and retain diverse and talented employees who embrace our corporate values of Passion, Creativity, Integrity and Community. We strive to create an environment where our employees can grow, thrive, and be highly engaged and motivated by their work.

More information about Hasbro's [employee](#) programs is available on our CSR website.

### Advancing Women in the Workplace

Hasbro continues to make strides in advancing women in the workplace. In 2015 our women in leadership roles<sup>2</sup> was 35 percent globally, a 13 percent increase compared to 2011. We also have had strong engagement efforts led by our Women's Leadership employee network in the U.S. that is sponsored by Hasbro's chairman, president and CEO, focusing on career development, work/life integration and mentorship. They have hosted professional summits, leadership panels and a speaker series for employees in Rhode Island.

### Transforming Talent With Year Up<sup>®</sup>

In 2014, in partnership with Year Up<sup>®</sup>, Hasbro created a one year training and experience program called "Transforming Talent," dedicated to building a talent pipeline of young adults ready to take on the challenges of a career at Hasbro. In 2015, Hasbro hired nine graduates of the 12 students who graduated from the program into positions in the company's U.S. Sales and Marketing group. Year Up<sup>®</sup> empowers low-income young adults to go from poverty to professional careers in a single year by connecting young adults in need of opportunity with companies in need of talent.

<sup>2</sup> Leadership roles are defined as director level and above.

### Supporting with HEART in the Community

Hasbro's Equality Awareness Resource Team (HEART) employee network advocates for a respectful, inclusive, and supportive environment for LGBTQ employees and allies. Annually, events are held across the United States to commemorate LGBTQ Pride. As part of the 2015 celebration, Hasbro sponsored the Kids' Zone at the Rhode Island PrideFest and brought joy to children and their families.

Additionally, in 2015 Hasbro participated in the Hong Kong LGBT Workplace Inclusion benchmark which was the first benchmark on LGBT workplace inclusion practices and initiatives in Asia, conducted by Community Business, a not-for-profit organization whose mission is to lead, inspire and support businesses to have a positive impact on people and communities.





## 5 COMMUNITY

Hasbro has a long and proud tradition of supporting children worldwide through a variety of philanthropic programs, including our [charitable grants](#), [in-kind product donations](#), and [employee volunteerism](#). Our philanthropic mission is to empower childhood by bringing “the sparkle of Hope, the joy of Play and the power of Service” into the lives of the children who need us most. Hasbro has strategic philanthropic partnerships to support children on both a national and global scale. We support communities in the U.S. as well as in over 40 countries where we have offices.

In 2015, Hasbro’s philanthropic support totaled \$14.1 million and impacted more than three million children across the globe. For more information about Hasbro’s global philanthropy programs, please visit our [Global Philanthropy website](#).

### HOPE

#### Supporting Play at SOS Children’s Villages®

Our partnership with SOS Children’s Villages® is helping children in 13 countries grow up in a loving home where their essential needs are met. Hasbro supports and is focused on enhancing programs that provide access and integration of play. Together, we also responded to two global crises in 2015. We sponsored “Child-friendly Spaces” for children affected by the Nepal earthquake and a “Mobile Play Bus” that followed refugee families across Serbia and Croatia. These programs are designed to provide some sense of normalcy for children.

### PLAY

#### Helping Children With Illness have Some “SeriousFun”

As part of our strategic philanthropic partnership with the SeriousFun Children’s Network, Hasbro opens its doors to children and families with serious illness in support of the Hole in the Wall Gang Camp’s CampOut program. CampOut helps re-create the experience of camp for former campers living in the area, while also helping to build and strengthen support networks for parents and children. Together with camp staff and more than 40 Team Hasbro volunteers, Hasbro “staffs camp” at its Global Headquarters in Rhode Island, inviting former campers and their families living in the region to take part in both classic camp activities and Hasbro games.

### SERVICE

#### Engaging Youth Through generationOn

Our founding partnership with generationOn, the youth service division of Points of Light, is a cornerstone of our focus on raising a generation of youth who have the compassion, empathy and confidence to stand up for others and take action through service. Together in 2015, we launched the Martin Richard Bridge Builder campaign and hosted the 6th annual Joy Maker Challenge, engaging over 200,000 youth globally to make a difference in the world through service projects and acts of kindness.

#### Empowering Employees Through Community Service

The “power of service” is a core part of our culture and—through Team Hasbro, our company volunteer program—employees receive the benefit of four hours per month to volunteer with programs and organizations that benefit children. In 2015, 89 percent of Hasbro’s global employees participated in Team Hasbro events. Additionally, every December, our Global Day of Joy empowers all of Hasbro’s employees worldwide to engage in 200 community service projects, which impacted 90,000 children in 2015.

# 2015 Challenges and Looking to the Future

People and the planet are core to our purpose of making the world a better place for children and their families. This is why we continue to make CSR a business priority and have long been committed to doing the right thing for our employees, our consumers and the communities in which we serve.

We believe CSR is a journey of continuous improvement — one that is guided towards points of departure, rather than points of arrival — full of challenges and key learnings. This ultimately deepens our understanding of the complex issues of the world in which we operate and inspires us to raise the bar and strive to be better. As we work to elevate our CSR efforts in the future, we feel it's important to reflect on the challenges we faced in 2015 and share how we are looking to improve in 2016 and beyond.

## Engaging Stakeholders Through a Materiality Assessment

Hasbro began its formal CSR practice in 2011 and, at our five year anniversary, we find it appropriate to both reflect on our journey and to gather insight on the relative importance of CSR issues, including key environmental, social and governance topics. In 2016 we will conduct a materiality assessment and evolve our CSR strategy accordingly.

## Resetting Our Operational Environment Goals

In 2015, Hasbro sold its two owned and operated manufacturing facilities<sup>3</sup> which significantly reduced our operational footprint and affected our progress in meeting some of our 2020 environmental goals. To address this, we are creating new goals in 2016 and restating our baseline. One of the challenges we will face in defining future goals is identifying significant reduction opportunities given that, since 2002, we have made considerable improvements in conserving energy and reducing greenhouse gas emissions at our owned and operated facilities.

<sup>3</sup> For more information about the sale, see Hasbro's [2015 Annual Report](#).



## Addressing Stakeholders Concerns in Our Supply Chain

As a global company, we face supply chain challenges that are both unique to our industry and shared across sectors. For example, the toy industry faces high seasonality of its sales, with much of the product production occurring in a short window before the holiday sales season.

In 2015, two NGO reports, from China Labor Watch and the Institute for Global Labour and Human Rights respectively, were released alleging poor labor practices of toy companies, including references to third-party factories claimed to produce Hasbro toys.

When stakeholders bring allegations of labor violations to our attention, those allegations are thoroughly investigated to determine whether claims can be validated, including through unannounced factory inspections. In the case of the Institute for Global Labour and Human Rights report, the factory referenced in the report had been a third-party supplier to Hasbro in the past; however, it had not supplied Hasbro products since 2014. In the case of the China Labor Watch report, ICTI CARE, a third-party social compliance program that audited Hasbro's vendors, conducted an investigation into the allegations, including the one factory that makes Hasbro product. Where they found issues, they worked with the factory to implement an action plan to address issues identified. They further carried out unannounced visits to the factory throughout the year, including during peak production season to verify that progress had been made.

As we expand our global sourcing and our supply chain evolves, we continue to look critically at our program, including ways to strengthen our processes, including the frequency of oversight audits, capacity building, and remediation follow-up with our social compliance teams.

We appreciate these NGOs and other organizations for sharing information about toy factory conditions and welcome the opportunity to work together toward the shared goal of ensuring human rights are being upheld throughout our supply chain.

## Promoting Ethical Sourcing in an Expanding Supply Chain

Hasbro is deeply committed to human rights and ethical sourcing. As we move toward a more global sourcing strategy, expanding our ethical sourcing program is becoming increasingly important for our business. We continuously evaluate new approaches for adopting best practices, promoting social and environmental performance, enabling capacity building through enhanced tools and training, and increasing transparency with suppliers.

## Innovating Sustainable Packaging and Products

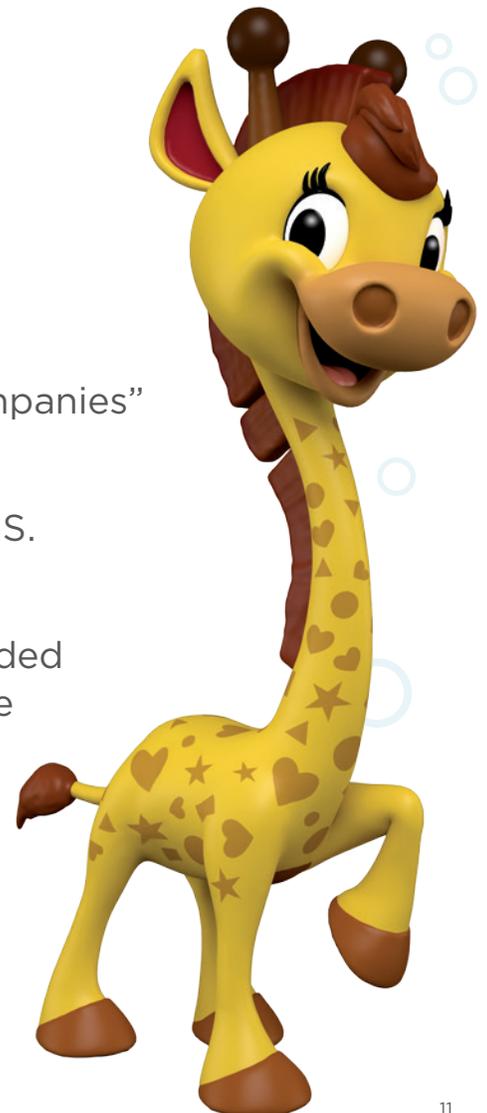
To further our innovative packaging and products, we continue to strive to design for the environment and minimize waste in our products and packaging. We also aim to source materials responsibly and explore sustainable materials. In 2016, we are investigating the use of post-consumer recycled polyethylene terephthalate (PET) in our packaging. We are also exploring ways to help educate consumers on packaging recyclability by providing on-package material recycling instructions.



# Awards and Recognition

We are proud of the prestigious recognition Hasbro has received for our CSR efforts. We know we must continue to improve our efforts, and utilize each day as a chance to be better and to find opportunities to make a positive and enduring difference in the world. Below are some of the awards earned in 2015:

- ★ Recognized as one of the “World’s Most Ethical Companies®” for the fourth consecutive year by the *Ethisphere Institute*.
- ★ Ranked on *Corporate Responsibility Magazine’s* “100 Best Corporate Citizens,” for the fourth consecutive year (#2 in 2015).
- ★ Ranked #1 “Most Responsible Company” for the Consumer Items Industry Sector by *Corporate Responsibility Magazine* for the second consecutive year.
- ★ Ranked one of “America’s Most Reputable Companies” by the *Reputation Institute*.
- ★ Recognized for Green Power Leadership the U.S. Environmental Protection Agency (EPA).
- ★ Named one of “America’s Most Community Minded Companies” by the *Civic 50* for each year since the initiative began in 2012.



# Data Dashboard



# Ethical Sourcing

In 2015, as part of our ethical sourcing program, all our third-party factories located in China were required to maintain a Seal of Compliance from the ICTI CARE program. The following chart provides a breakdown of the seal levels<sup>4</sup> for the 53 factories in China that account for approximately 85 percent of Hasbro’s toy and game production in 2015<sup>5</sup>. In 2016, Hasbro joined the Electronic Industry Citizenship Coalition (EICC) and began transitioning third-party factories globally to become audited to EICC standards.

2015 THIRD-PARTY AUDIT OVERVIEW	NUMBER OF FACTORIES	PERCENTAGE OF SOURCING
<b>CLASS A SEAL</b>		
The highest level of Seal of Compliance (SOC). It is awarded to a factory that has been audited, with no critical defects found, has committed to transparency, and was found to have worked no more than 66 hours per week and up to 72 hours in peak season.	44	80.1%
<b>CLASS B SEAL</b>		
The second level of SOC. In general, it is awarded to a factory that has been audited, with no critical defects found, has committed to transparency, and was found to have worked no more than 72 hours, but up to 78 hours in peak season with no more than 25% of work force.	4	2.8%
<b>CLASS C SEAL</b>		
The third level of SOC, indicates a factory has been audited, with no critical defects found, has committed to transparency, and was found to have worked more than 72 hours per week but limited to 78 hours.	1	<0.1%
<b>PROBATION</b>		
The status of a factory undergoing a more frequent monitoring system (currently 3 surveillance audits in 12 months) to confirm that the Seal of Compliance holder will have been improved to comply within the specified probationary timeframe. Factories are generally put on probation for critical non-conformity(ies) and/or transparency issue(s) found during audits.	4	2.0%
<b>Total Factories</b>	<b>53</b>	<b>84.9%</b>

<sup>4</sup> The seal levels are defined by the [ICTI CARE Program](#).

<sup>5</sup> This list is reflective of the factory seal levels as of December 31, 2015.





# Environment<sup>6</sup>

	2011	2012	2013	2014	2015
<b>EMISSIONS AND ENERGY</b>					

## Greenhouse Gas Emissions<sup>7</sup> *(metric tons CO<sub>2</sub>e)*

### SCOPE 1 (DIRECT)

Asia Pacific	64	72	0	0	0
Europe	3,576	2,800	3,341	2,691	1,773
Latin America	139	139	601	923	144
U.S./Canada	3,877	2,974	3,405	3,608	3,320
<b>Total Direct</b>	<b>7,656</b>	<b>5,985</b>	<b>7,347</b>	<b>7,222</b>	<b>5,237</b>
<b>Normalized</b> <i>(metric tons/\$million of revenue)</i>	1.79	1.46	1.80	1.69	1.18

### SCOPE 2 (INDIRECT)

Asia Pacific	2,508	2,498	2,513	2,168	1,840
Europe	4,075	5,070	5,077	4,229	2,944
Latin America	345	467	467	467	448
U.S./Canada	12,756	9,387	8,847	8,220	4,234
<b>Total Indirect</b>	<b>19,684</b>	<b>17,422</b>	<b>16,904</b>	<b>15,084</b>	<b>9,466</b>
<b>Normalized</b> <i>(metric tons/\$million of revenue)</i>	4.59	4.26	4.14	3.53	2.13
<b>Total GHG Emissions</b> <i>(direct and indirect)</i>	<b>27,340</b>	<b>23,407</b>	<b>24,251</b>	<b>22,306</b>	<b>14,703</b>
<b>Total Normalized</b> <i>(metric tons/\$million of revenue)</i>	<b>6.38</b>	<b>5.72</b>	<b>5.94</b>	<b>5.22</b>	<b>3.31</b>

## CO<sub>2</sub> Emissions *(metric tons CO<sub>2</sub>)*

### SCOPE 1 (DIRECT)

Asia Pacific	61	68	0	0	0
Europe	3,496	2,737	3,266	2,688	1,771
Latin America	137	137	592	888	144
U.S./Canada	3,839	2,944	3,371	3,602	3,314
<b>Total Direct</b>	<b>7,533</b>	<b>5,886</b>	<b>7,229</b>	<b>7,178</b>	<b>5,229</b>
<b>Normalized</b> <i>(metric tons/\$million of revenue)</i>	1.76	1.44	1.77	1.68	1.18



ENVIRONMENT CONT'D

	2011	2012	2013	2014	2015
<b>SCOPE 2 (INDIRECT)</b>					
Asia Pacific	2,443	2,433	2,448	2,155	1,829
Europe	4,025	5,007	5,014	4,212	2,930
Latin America	344	465	465	466	447
U.S./Canada	12,662	9,318	8,781	8,156	4,206
<b>Total Indirect</b>	<b>19,474</b>	<b>17,223</b>	<b>16,708</b>	<b>14,989</b>	<b>9,412</b>
Normalized ( <i>metric tons/\$million of revenue</i> )	4.54	4.21	4.09	3.50	2.12
<b>Total CO<sub>2</sub> Emissions (direct and indirect)</b>	<b>27,007</b>	<b>23,109</b>	<b>23,937</b>	<b>22,167</b>	<b>14,641</b>
<b>Total Normalized</b>	<b>6.30</b>	<b>5.65</b>	<b>5.86</b>	<b>5.18</b>	<b>3.29</b>

**OTHER EMISSIONS**

<b>VOC Emissions<sup>8</sup></b> ( <i>U.S. short tons</i> )	9.69	8.61	9.23	7.10	0.00
<b>NOx Emissions<sup>9</sup></b>	De minimis				
<b>SOx Emissions<sup>9</sup></b>	De minimis				
<b>TRI Emissions<sup>9</sup></b>	De minimis				

**ENERGY**

<b>Energy Consumption</b> ( <i>gigajoules</i> )					
Asia Pacific	20,940	7,296	11,066	9,685	8,274
Europe	36,147	38,414	40,831	25,793	26,162
Latin America	2,880	24,995	3,186	3,207	3,047
U.S./Canada	106,439	103,247	95,087	93,638	55,723
<b>Total Electricity</b>	<b>166,406</b>	<b>173,953</b>	<b>150,170</b>	<b>132,322</b>	<b>93,206</b>
Normalized ( <i>gigajoules/\$million of revenue</i> )	39	43	37	31	21
Fuel	77,059	74,910	76,518	77,263	65,552
<b>Total</b>	<b>243,465</b>	<b>248,863</b>	<b>226,688</b>	<b>209,585</b>	<b>158,759</b>
<b>Total Normalized</b> ( <i>gigajoules/\$million of revenue</i> )	<b>56.81</b>	<b>60.86</b>	<b>55.53</b>	<b>49.00</b>	<b>35.70</b>



ENVIRONMENT CONT'D

	2011	2012	2013	2014	2015
<b>WATER</b>					

**Water Consumption** *(U.S. million gallons)*

Asia Pacific	3.5	1.9	2.2	2.2	2.1
Europe	2.5	2.6	2.5	2.3	1.2
Latin America	0.2	0.2	0.1	0.1	0.1
U.S./Canada	10.1	9.0	8.8	9.1	6.2
<b>Total</b>	<b>16.3</b>	<b>13.7</b>	<b>13.6</b>	<b>13.7</b>	<b>9.6</b>
Normalized <i>(U.S. million gallons/thousand employees)</i>	2.76	2.49	2.72	2.63	1.92

<b>WASTE</b>					
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**Non-Hazardous Waste<sup>10</sup>** *(U.S. short tons)*

Recycling	7,143	6,606	7,043	5,074	1,128
Disposal	1,498	1,420	1,706	1,830	1,796
<b>Total</b>	<b>8,641</b>	<b>8,026</b>	<b>8,749</b>	<b>6,904</b>	<b>2,924</b>
Recycled %	83%	82%	81%	73%	39%

**Hazardous Waste<sup>11</sup>** *(U.S. short tons)*

	35	26	32	31	15
Normalized <i>(U.S. short tons/million square feet)</i>	7.46	5.42	6.73	6.22	4.77
Total Significant Spills	0	0	0	0	0

Hasbro did not receive any fines or sanctions for environmental noncompliance in 2015.

<sup>6</sup> 2011-2014 figures include information on Hasbro owned and operated facilities (offices, distribution centers and manufacturing facilities). 2015 figures include information on Hasbro owned and operated facilities (offices and distribution centers) unless state otherwise.

<sup>7</sup> Direct emissions (Scope 1) include sources of stationary combustion, mobile combustion and refrigerants. Indirect emissions (Scope 2) include consumption of purchased electricity.

<sup>8</sup> 2011-2014 VOC emissions are from formerly Hasbro owned and operated factories in Massachusetts, U.S., and Waterford, Ireland.

<sup>9</sup> Hasbro operates its facilities in accordance with all regulatory environmental requirements. Where applicable, Hasbro reports any wastes and emissions to the required local, state and federal regulatory bodies. In the case of NOx, SOx and TRI, Hasbro's facilities and operations generate a de minimis amount of these wastes and emissions.

<sup>10</sup> Data includes office, distribution, and formerly Hasbro owned manufacturing facilities. Data is not available for a small percentage of operated leased facilities where Hasbro waste and water was not segregated.

<sup>11</sup> Primary hazardous waste materials generated include solvent and paint-related waste.





# Employees

	2011	2012	2013	2014	2015
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**OUR EMPLOYEES**

## Employees, New Hires<sup>12</sup> and Voluntary Turnover<sup>12</sup>

Total Employees	5,875	5,474	5,035	5,202	4,950
Women	51%	50%	50%	51%	54%
Total New Hires	568	496	632	710	720
% Female New Hires	51%	49%	54%	58%	58%
% Voluntary Turnover	—	7%	10%	8%	7%
% Female Voluntary Turnover	—	60%	53%	54%	58%

## Employees, New Hires<sup>12</sup> and Voluntary Turnover<sup>12</sup> by Region

**U.S.**

Employees	3,155	2,791	2,533	2,644	2425
New Hires	307	257	357	434	376
Voluntary Turnover	—	6%	12% <sup>13</sup>	9% <sup>14</sup>	7%

**CANADA**

Employees	154	154	155	153	152
New Hires	9	14	14	8	12
Voluntary Turnover	—	8%	6%	6%	3%

**ASIA PACIFIC**

Employees	1,031	1,004	892	920	997
New Hires	111	75	103	128	166
Voluntary Turnover	—	7%	7%	8%	8%



EMPLOYEES CONT'D

	2011	2012	2013	2014	2015
<b>EUROPE</b>					
Employees	1,276	1,276	1,222	1,227	1,097
New Hires	114	99	114	93	121
Voluntary Turnover	—	7%	7%	5%	6%
<b>LATIN AMERICA</b>					
Employees	105	144	121	138	147
New Hires	5	19	27	28	27
Voluntary Turnover	—	—	15%	6%	8%
<b>MEXICO</b>					
Employees	154	135	112	120	132
New Hires	22	32	17	19	18
Voluntary Turnover	—	18%	15%	7%	8%

**DIVERSITY AND INCLUSION**

**Women in Our Workforce**

Female Employees <sup>12</sup>	51%	50%	50%	51%	54%
Female Leaders/Managers <sup>12,15</sup>	31%	30%	30%	33%	35%
U.S. Female Employees	48%	48%	48%	49%	53%
U.S. Female Leaders/Managers <sup>12,15</sup>	31%	33%	33%	34%	36%

**Minorities in Our Workforce (U.S.)**

Minority Employees	15%	15%	15%	16%	16%
Minority Leaders/Managers <sup>15</sup>	6%	6%	8%	8%	8%
Minority New Hires	19%	20%	17%	28%	23%



EMPLOYEES CONT'D

	2011	2012	2013	2014	2015
<b>EMPLOYEE HEALTH AND SAFETY</b>					

### Employees by Ethnic Group *(U.S.)*

American Indian/Alaskan	0.1%	<0.1%	<0.1%	<0.1%	<0.1%
Asian or Pacific Islander	4%	4%	5%	6%	6%
Black/Not Hispanic Origin	3%	3%	3%	3%	2%
Hispanic	6%	6%	6%	7%	7%
Native Hawaiian	<0.1%	<0.1%	<0.1%	0.2%	0.1%
White/Not Hispanic Origin	86%	86%	85%	84%	84%
Two or More Races	0%	0%	1%	1%	1%

### Incidence Rates<sup>16</sup> *(per 200,000 hours worked)*

Recordable Injuries and Illness	1.46	1.16	1.08	0.58	0.84
Lost Time Injuries and Illness	0.58	0.52	0.38	0.16	0.26
Lost Work Days	11.61	11.31	8.65	2.23	1.95
Work-Related Fatalities	0	0	0	0	0

### Incidence Rates by Region *(per 200,000 hours worked)*

#### AMERICAS

Recordable Injuries and Illness	1.44	1.22	1.3	0.86	1.15
Lost Time Injuries and Illness	0.36	0.45	0.48	0.14	0.40
Lost Work Days	17.29	16.6	13.91	1.07	3.20

#### EUROPE

Recordable Injuries and Illness	2.76	1.57	1.39	1.51	0.76
Lost Time Injuries and Illness	1.87	0.74	0.56	0.34	0.09
Lost Work Days	11.84	5.63	6.39	7.74	0.26

#### ASIA PACIFIC

Recordable Injuries and Illness	0.1	0.44	0.11	0	0.00
Lost Time Injuries and Illness	0.1	0.36	0.11	0	0.00
Lost Work Days	0.15	2.04	0.63	0.00	0.00

Hasbro did not receive any fines or sanctions for health or safety noncompliance in 2015.

<sup>12</sup> 2011 excludes Brazil, Colombia, Dubai, Greece, Japan, Korea, Peru, Russia and Romania. 2012 excludes Dubai, Greece, Japan, Korea, Russia and Romania. 2013 excludes Dubai, Japan and Korea.

<sup>13</sup> Includes a one-time Voluntary Early Retirement Program.

<sup>14</sup> 2013 Voluntary Early Retirement Program concluded in 2014.

<sup>15</sup> Leaders/Managers are defined as director level and above.

<sup>16</sup> We report injury rates, lost days, absenteeism and fatality information by region; however, we do not track this information by gender.

# Community

	2011	2012	2013	2014	2015
<b>Employee Volunteer Hours</b>	18,531	20,451	26,348	42,627	52,230
<b>Total Philanthropic Support</b> <i>(million)</i>					
Financial Support <sup>17</sup>	7.3	5.4	4.7	4.7	4.4
Product Donations <i>(estimated retail value)</i>	8.5	9.1	9.8	9.2	9.7
Total Philanthropic Support <sup>18</sup>	15.8	14.5	14.5	13.9	14.1
<b>Children Impacted</b> <i>(million)</i>	4.1	3.4	3.5	3.2	3.4

<sup>17</sup> Total financial support represents the combined total of charitable company sponsorships and cash grants made during the fiscal year. The company's grant making is done through the Hasbro Children's Fund, including all matching gift grants.

<sup>18</sup> Total philanthropic support represents both financial contributions and product donations.





For more information about CSR at Hasbro please visit [www.hasbro.com/csr](http://www.hasbro.com/csr).  
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