



Playing with Purpose

Corporate Social Responsibility
Data Update

2018



About this Report



Our 2018 Corporate Social Responsibility (CSR) Data Update highlights our performance for calendar year 2018 (January 1, 2018 - December 31, 2018). This supplements Hasbro's [2016 Corporate Social Responsibility Report](#), which should be referenced for any specific details on our programs outside of this 2018 CSR Data Update. Reporting and performance data include information on Hasbro owned and operated facilities (offices and distribution centers) unless stated otherwise. We verify our greenhouse gas emissions data on an annual basis using a third-party provider and disclose their assurance statement in our annual CDP report. Also, please note there are GRI indicators set forth in this report and, if applicable, the relevant GRI standard is also noted.

To find out more about CSR at Hasbro visit www.hasbro.com/csr or to provide feedback on our reporting please contact us at csr@hasbro.com.

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Governance & Ethics



2018

CORPORATE GOVERNANCE

Number of members on Hasbro's board of directors	13
Number of independent members on the board	11
Number of female directors on the board	5
Percentage of female directors on the board	38%

ETHICS AND COMPLIANCE

Number of active employees who completed annual Code of Conduct training.	Approximately 5,000 employees
Complaints received through Hasbro's ethics helpline and mailboxes, and other sources.	74
Total number of incidents of discrimination and corrective actions taken. (GRI G4-HR3 / GRI 406)	In 2018, one charge of discrimination was filed against Hasbro with the United States Equal Employment Opportunity Commission (EEOC). We fully investigated and found no evidence of discrimination and therefore denied the claim.
Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices. (GRI G4-SO7 / GRI 206-1)	0
Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations. (GRI G4-SO8 / GRI 419-1)	0

Product Responsibility



2018

PRODUCT SAFETY

Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle. (GRI G4-PR2 / GRI 416-2)

0

Hasbro is proud of our product and material safety efforts and our record; we have had no consumer product recalls or product safety fines in the past decade.

Percentage of significant products and service categories for which health and safety impacts are assessed for improvement. (GRI G4-PR1 / GRI 416-1)

100%

RESPONSIBLE MARKETING

Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes. (GRI G4-PR1 / GRI 417-3)

Hasbro globally had only one incident on non-compliance with regulations concerning marketing communications. This related to a long-running TV commercial broadcasted in the United Kingdom, where some of the products advertised sold out before the end of the advertising run. Hasbro withdrew the advertisement before the regulator's decision was delivered and adjusted its UK processes in line with the Advertising Standard Authority's recommendations.

Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services. (GRI G4-PR9 / GRI 419-1)

0

Environment¹



2014 2015 2016 2017 2018

EMISSIONS AND ENERGY

Greenhouse Gas Emissions² (metric tons CO₂e)

SCOPE 1 (DIRECT)

Asia Pacific	0	0	0	0	17
Europe	2,691	1,773	1,649	2,704	1,677
Latin America	923	144	129	121	75
U.S./Canada	3,668	3,380	3,443	3,761	3,678
Total Direct	7,282	5,297	5,221	6,586	5,447
Normalized (metric tons/\$million of revenue)	1.70	1.19	1.04	1.26	1.19

SCOPE 2 (INDIRECT)

Asia Pacific	2,168	1,840	1,675	1,733	1,500
Europe	4,229	2,944	1,794	1,434	1,387
Latin America	467	448	466	518	612
U.S./Canada	8,220	4,234	4,606	4,272	4,130
Total Indirect	15,084	9,466	8,541	7,957	7,629
Normalized (metric tons/\$million of revenue)	3.53	2.13	1.70	1.53	1.67
Total GHG Emissions (direct and indirect)	22,366	14,763	13,762	14,543	13,076
Total Normalized (metric tons/\$millions of revenue)	5.23	3.32	2.74	2.79	2.86

CO₂ Emissions *(metric tons CO₂)*

SCOPE 1 (DIRECT)

Asia Pacific	0	0	0	0	17
Europe	2,688	1,771	1,647	2,704	1,676
Latin America	888	144	129	121	75
U.S./Canada	3,602	3,314	3,437	3,761	3,675
Total Direct	7,178	5,229	5,213	6,586	5,446
Normalized <i>(metric tons/\$million of revenue)</i>	1.68	1.18	1.04	1.26	1.19

SCOPE 2 (INDIRECT)

Asia Pacific	2,155	1,829	1,665	1,733	1,497
Europe	4,212	2,930	1,785	1,434	1,385
Latin America	466	447	465	518	611
U.S./Canada	8,156	4,206	4,576	4,272	4,125
Total Indirect	14,989	9,412	8,491	7,957	7,618
Normalized <i>(metric tons/\$million of revenue)</i>	3.50	2.12	1.69	1.53	1.66
Total CO₂ Emissions <i>(direct and indirect)</i>	22,167	14,641	13,704	14,543	13,064
Total Normalized	5.18	3.29	2.73	2.79	2.85

OTHER REPORTABLE EMISSIONS

VOC EMISSIONS³	7.10	0	0	0	0
NO_x EMISSIONS⁴	0	0	0	0	0
SO_x EMISSIONS⁵	0	0	0	0	0
TRI EMISSIONS⁵	De minimis	De minimis	De minimis	De minimis	De minimis



2014 2015 2016 2017 2018

ENERGY

Energy Consumption (gigajoules)

Asia Pacific	9,685	8,274	7,384	7,597	6,624
Europe	25,793	26,162	21,467	17,817	17,834
Latin America	3,207	3,047	3,132	3,433	4,000
U.S./Canada	93,638	55,723	60,980	61,122	56,441
Total Electricity	132,322	93,206	92,963	89,968	84,901
Normalized (gigajoules/\$million of revenue)	31	21	19	17	19
Fuel	77,263	65,552	68,159	71,425	70,574
Total	209,585	158,759	161,122	161,393	155,475
Total Normalized (gigajoules/\$millions of revenue)	49.00	35.70	32.10	30.98	33.95

SCOPE 3⁶

Energy consumption outside the organization.
(GRI G4-EN4 / GRI 302-2)

52,876,674 52,156,523 45,758,269

WATER

Water Consumption⁷ (U.S. million gallons)

Asia Pacific	2.2	2.1	1.7	1.9	2.1
Europe	2.3	1.9	2.0	2.1	2.0
Latin America	0.1	0.1	0.3	0.4	0.4
U.S./Canada	9.1	9.1	13.8	12.4	12.0
Total	13.7	13.2	17.8	16.8	16.5
Normalized (U.S. million gallons/thousand employees)	2.63	2.64	3.30	3.11	3.12



2014 2015 2016 2017 2018

WASTE

Non-Hazardous Waste⁷ (U.S. short tons)

Recycling	5,074	1,128	1,589	2,448	2,270
Disposal	1,830	1,796	1,658	2,238	2,480
Total	6,904	2,924	3,247	4,686	4,750
Recycled %	73%	39%	49%	52%	48%

Hazardous Waste⁸ (U.S. short tons)

U.S./Canada	31	15	10	12	11
Total	31	15	10	12	11
Normalized (U.S. short tons/million square feet)	6.22	4.77	2.93	3.76	3.53
Total Significant Spills	0	0	0	0	0

ENVIRONMENTAL COMPLIANCE

Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with environmental laws and regulations. (GRI G4-EN29 / GRI 307-1) 0

Total environmental protection expenditures and investments by type. (GRI G4-EN31 / N/A) As part of an ongoing remediation at a previously acquired site, Hasbro incurred approximately \$800,000 in investigative and remediation expenses as part of an ongoing activity associated with an environmental remediation effort in 2018.

Number of grievances about environmental impacts filed, addressed, and resolved through formal grievance mechanisms. (GRI G4-EN34 / GRI 103-2) 0

¹ 2014 figures include information on formerly owned and operated Hasbro manufacturing facilities which were sold in 2015.

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

³ 2014 VOC emissions are from formerly owned and operated Hasbro manufacturing facilities in Massachusetts, U.S., and Waterford, Ireland. Additionally, Hasbro provided state level reporting per compliance requirements for the formerly owned and operating manufacturing facility located in Massachusetts, U.S.

⁴ 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. Hasbro does not generate reportable quantities of NOx, SOx and TRI because our emissions are de minimis and below reporting thresholds, including when normalized.

⁵ Hasbro does provide Toxic Release Inventory (TRI) data to the U.S. Environmental Protection Agency (EPA) per federal guidelines. However, as a de minimis emitter, this reported data does not meet the threshold defined by the EPA in its public information system for the results to be presented in any query through its system.

⁶ Hasbro's Scope 3 energy consumption includes electricity and fuel usage for a significant portion of third-party manufacturing representing approximately 90% of China-based production, however, it is not verified as part of our annual third-party data verification process.

⁷ Data is not available for a small percentage of operated leased facilities where Hasbro waste and water was not segregated.

⁸ Primary hazardous waste materials generated include solvent and paint-related waste.

Human Rights & Ethical Sourcing



2018

HUMAN RIGHTS

Total number and percentage of significant investment agreements and contracts that include human rights clauses or that underwent human rights screening. (GRI G4-HR1 / GRI 412-3)	100% of third-party agreements with vendors and licensees contain human rights clauses or are subject to human rights audits.
Total hours of employee training on policies and procedures concerning aspects of human rights that are relevant to operations, including the percentage of employees trained. (GRI G4-HR2 / GRI 412-2)	In 2018, we trained approximately 5,000 employees on Hasbro's Code of Conduct, which includes Hasbro's Human Rights policy
Percentage of security personnel trained in the organization's human rights policies or procedures that are relevant to operations. (GRI G4-HR7 / GRI 410-1)	All of Hasbro's FTE security personnel are trained every 12 months.
Total number and percentage of operations that have been subject to human rights reviews or impact assessments. (GRI G4-HR9 / GRI 412-1)	100% of our supply chain operations
Percentage of new suppliers that were screened using human rights criteria. (GRI G4-HR10 / GRI 414-1)	100%
Number of grievances about human rights impacts filed, addressed, and resolved through formal grievance mechanisms. (GRI G4-HR12 / N/A)	Hasbro did not receive any grievances about human rights in 2018. Hasbro did not receive any fines for human rights issues in our supply chain from 2014-2018.

ETHICAL SOURCING

New Supplier Screening

Percentage of new suppliers that were screened using labor practices criteria. (GRI G4-LA14 / GRI 414-1)	100%
Percentage of new suppliers that were screened using criteria for impacts on society. (GRI G4-SO9 / GRI 414-1)	100%
Percentage of new suppliers that were screened using criteria for impacts on environment. (GRI G4-EN32 / GRI 308-1)	100%

Vendor Social Compliance Management

Percentage of third-party vendors required to undergo annual social compliance audit.	100%
Operations and suppliers identified as having significant risk for incidents of child labor. (GRI G4-HR5 / GRI 408-1)	0
Operations and suppliers identified as having significant risk for incidents of forced or compulsory labor. (GRI G4-HR6 / GRI 409-1)	0
Number of third-party factories trained on Hasbro's ethical sourcing and social compliance requirements through both live in-person and online trainings.	97%
Number of grievances about impacts on society filed, addressed, and resolved through formal grievance mechanisms. (GRI G4-SO11 / GRI 103-2)	0

Employees



2014

2015

2016

2017

2018

EMPLOYEES⁹

Employees,¹⁰ New Hires¹⁰ and Voluntary Turnover¹⁰

	2014	2015	2016	2017	2018
TOTAL EMPLOYEES	5,202	4,950	5,382	5,660	5,288
Employees (Age Under 30 Years Old)	—	—	750	829	751
Employees (Ages 30-50 Years Old)	—	—	3,589	3,682	3,526
Employees (Ages 51+ Years Old)	—	—	1,030	1,138	996
Female Employees	51%	54%	55%	55%	55%
TOTAL NEW HIRES	710	720	933	1276	1,187
New Hires (Age Under 30 Years Old)	—	—	422	582	499
New Hires (Ages 30-50 Years Old)	—	—	455	576	573
New Hires (Ages 51+ Years Old)	—	—	53	118	112
% Female New Hires	58%	58%	58%	56%	59%
% VOLUNTARY TURNOVER (BY RATE)	8%	7%	7%	8%	11%
% Voluntary Turnover (Age Under 30 Years Old)	—	—	9%	12%	14%
% Voluntary Turnover (Ages 30-50 Years Old)	—	—	6%	8%	10%
% Voluntary Turnover (Ages 51+ Years Old)	—	—	5%	7%	10%
% Female Voluntary Turnover ¹²	—	—	8%	9%	11%

2014

2015

2016

2017

2018

Employees, New Hires and Voluntary Turnover by Region

U.S.

Employees	2,644	2,425	2,623	2,661	2,455
New Hires	434	376	631	749	703
Voluntary Turnover	9% ¹³	7%	7%	6%	8%

CANADA

Employees	153	152	177	172	182
New Hires	8	12	28	24	30
Voluntary Turnover	6%	3%	7%	8%	7%

ASIA PACIFIC

Employees	920	997	1,123	1,209	1,166
New Hires	128	166	196	208	227
Voluntary Turnover	8%	8%	10%	11%	16% ¹⁴

EUROPE

Employees	1,227	1,097	1,170	1,323	1,208
New Hires	93	121	39	235	178
Voluntary Turnover	5%	6%	3%	9%	11%

LATIN AMERICA

Employees	138	147	152	160	145
New Hires	28	27	24	33	30
Voluntary Turnover	6%	8%	9%	8%	15%

MEXICO

Employees	120	132	137	135	132
New Hires	19	18	15	27	19
Voluntary Turnover	7%	8%	4%	12%	7%

Labor Relations¹⁵

Percentage of Hasbro employees covered by unions or collective bargaining agreements globally.

10.50%

2014

2015

2016

2017

2018

DIVERSITY AND INCLUSION

Women in Our Workforce

Female Employees	51%	54%	55%	55%	55%
Female Leaders/Managers ¹⁶	33%	35%	37%	38%	41%
U.S. Female Employees	49%	53%	54%	54%	55%
U.S. Female Leaders/Managers ¹⁶	34%	36%	37%	38%	41%

Minorities in Our Workforce (U.S.)

Minority Employees	16%	16%	17%	17%	18%
Minority Leaders/Managers ¹⁶	8%	8%	9%	8%	10%
Minority New Hires	28%	23%	24%	25%	26%

Employees by Ethnic Group (U.S.)

American Indian/Alaskan	<0.1%	<0.1%	0.1%	0.2%	0.2%
Asian	6%	6%	6%	6%	7%
Black or African American	3%	2%	2%	2%	2%
Hispanic/Latino	7%	7%	7%	8%	8%
Native Hawaiian or Pacific Islander	0.2%	0.1%	0.2%	0.2%	0.2%
Two or More Races	1%	1%	1%	1%	1%
White	84%	84%	83%	83%	82%

EMPLOYEE HEALTH AND SAFETY

Incidence Rates¹⁷ (per 200,000 hours worked)

Recordable Injuries and Illness	0.58	0.84	1.00	1.11	0.89
Lost Time Injuries and Illness	0.16	0.26	0.54	0.82	0.45
Lost Work Days	2.23	1.95	5.57	8.14	7.53
Work-Related Fatalities	0	0	0	0	0



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

AMERICAS

Recordable Injuries and Illness	0.86	1.15	1.11	1.98	1.21
Lost Time Injuries and Illness	0.14	0.40	0.32	1.50	0.60
Lost Work Days	1.07	3.20	3.53	17.13	10.72

EUROPE

Recordable Injuries and Illness	1.51	0.76	1.44	0.49	0.63
Lost Time Injuries and Illness	0.34	0.09	1.36	0.30	0.11
Lost Work Days	7.74	0.26	14.53	0.57	0.54

ASIA PACIFIC

Recordable Injuries and Illness	0	0	0.19	0.17	0.46
Lost Time Injuries and Illness	0	0	0.19	0.17	0.23
Lost Work Days	0	0	0.96	1.12	1.55

⁹ All reported employee data, excluding employee health and safety data, excludes employees at Boulder Media and BackFlip Studios.

¹⁰ Age data is not self-reported for Japan employees and is therefore not reflected in the breakdown by age.

¹¹ Age data not self-reported by some employees so age group breakdowns do not add up to total.

¹² To be consistent with the other voluntary turnover data we report, we are reporting female voluntary turnover by rate (versus as a percentage). Due to a change in Hasbro's HR reporting systems, female voluntary turnover data by rate is not available prior to 2016.

¹³ Includes a Voluntary Early Retirement Program that began in 2013 and concluded in 2014.

¹⁴ Includes a one-time Voluntary Termination Program.

¹⁵ This category includes certain groups of employees covered by collective bargaining agreements or works councils in Canada, France, Germany, Mexico and Spain.

¹⁶ Leaders/Managers are defined as director level and above.

¹⁷ Hasbro reports injury rates, lost days, absenteeism and fatality information by region; however, Hasbro does not track incidence rates information by gender.

Community



	2014	2015	2016	2017	2018
COMMUNITY					
Employee Volunteer Hours	42,627	52,230	67,245	75,051	68,870
Total Philanthropic Support (\$ Millions)					
Financial Support ¹⁸	4.7	4.4	4.9	6.6	4.2
Product Donations (estimated retail value)	9.2	9.7	9.5	15.9	15.7
Total Philanthropic Support¹⁹	13.9	14.1	14.4	22.5	20.8
Children Impacted (\$ Millions)	3.2	3.4	3.8	4.7	4.3

¹⁸ 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.

¹⁹ Total philanthropic support represents both financial contributions and the estimated retail value of product donations.