



S&P Dow Jones Indices
ESG Analysis

Stanley Black and Decker Assurance Employee Safety

SBD 2018 EMPLOYEE SAFETY DATA ASSURANCE

This document refers to the qualitative understanding of SBD's employee safety data for internal purposes only. Trucost have reviewed the 2017 safety related data from SBD's portal EHS and gathered further information from a qualitative interview process carried out with SBD's EHS management team.

1. How does SBD define a recordable injury or illness?

SBD provides details on the nature and cause of injury. Details on incident description is also available and the number of work days lost is properly recorded. Trucost considers the SBD safety data management system to follow OSHA guidelines to consider an incident as recordable. Incidents are recorded when an injury results in death, days away from work, restricted work or treatment beyond first aid. Only those cases within the organization's responsibility were considered recordable, with those offsite or outside of the SBD's control excluded from record. This is determined through a post-incident investigation process involving other employees and the EHS supervisor.

2. Does SBD maintain the records at work site for at least 5 years?

SBD maintains facility-level incident data in the EHS portal system. Information on incidents is entered in to the system and sections such as investigation results are updated for incidents. Trucost identifies that SBD has been maintaining proper and detailed record for more than 5 years.

3. Each year do you post a summary of the injuries and illnesses recorded the previous year?

The EHS portal provides the option to download the summary data based on year. Incident summaries data is available for all prior years on record, not only the previous year.

4. How quickly does SBD report to OSHA?

SBD records every incident within 24 hours on the SBD internal website and this information is automatically uploaded to OSHA through SBD's electronic system. The process on non-US sites is identical to maintain consistent data quality across all facilities.

5. Does SBD use OSHA 300 logs or an equivalent injury log?

In Trucost’s opinion, SBD’s injury log meets all the requirements of OSHA relating to data gathering. SBD collects and records information on the following categories:

- Employee's name
- Job title
- Date of Injury
- Place of event
- Describe injury
- Case classification / Incident Severity
- Days away from work
- Incident type / (Injury or illness)

SCOPE	SOURCE	UNIT	QUANTITY
Employee Safety	Total Recordable Rates	TRR	0.62
	Lost Time Injury Rate	LTIR	0.20

Total Recordable Rate is a measure of the rate of recordable cases, normalized by 100 workers per year. It is calculated by multiplying the number of recordable cases by 200,000 and then dividing it by the number of total labor hours. Lost Time Injury Rate is a similar calculation, though based upon number of cases that contained lost workdays.

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