

S&P Global Sustainable1 Assurance

Stanley Black & Decker Employee Safety Report

SBD 2021 EMPLOYEE SAFETY DATA ASSURANCE

S&P Global Sustainable1, a business of S&P Global Inc. (hereafter, “Sustainable1”) was engaged by **Stanley Black & Decker** to provide assurance of the 2022 DJSI Questionnaire Response and its CDP Climate Change and Water Responses, encompassing the period of 1 January 2021 - 31 December 2021. This document refers to the qualitative understanding of SBD’s employee safety data and is a supplement to the assurance statement. Sustainable1 have reviewed the 2021 safety related data from SBD’s EHS data portal and gathered further information from a qualitative interview process carried out with SBD’s EHS management team. Sustainable1 has conducted this assurance independently and impartially and in compliance with S&P Global’s policies and procedures, including its Code of Business Ethics that provide a framework relating to ethical conduct, conflict of interest and compliance with law.

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. Sustainable1 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 data portal system. Information on incidents is entered in to the system and sections such as investigation results are updated for incidents. Sustainable1 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 data 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. Regulatory authorities are notified as required by local legislation, and annual injury & illness reports are prepared & submitted through the online system as required by applicable regulations. The process for 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 Sustainable1'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
- Injury description
- Case classification / incident severity
- Days away from work
- Incident type (injury or illness)

SCOPE	SOURCE	UNIT	QUANTITY
2021 SBD Employee Safety ¹	Total Recordable Rate	Recordable incidents per 100 heads	0.654
	Lost Time Injury Rate	Lost time incidents per 100 heads	0.215 ²
	Recordable Fatalities	Incidents across total Employees/ Contractors	0

¹ As per USA OSHA guidelines/requirements

² Equivalent to Lost Time Injury Frequency Rate (LTIFR) value of 1.075. LTIFR represents lost time incidents per million hours worked as requested by S&P Global CSA

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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