

# Environment Health & Safety Standard



Global Facilities, Security, & Safety - Enterprise Management Resources

## DESCRIPTION

At eBay, we recognize that Environmental, Health, and Safety (EH&S) concerns affect all individuals associated with our organization, including employees, vendors, and visitors. It is our fundamental responsibility to uphold the highest standards of care to ensure the safety and well-being of everyone within our premises or participating in our events.

## PURPOSE

This document serves as a comprehensive guide to eBay's EH&S standards and procedures. Its primary objective is to foster a positive EH&S culture within our organization by providing clear guidelines and processes for safeguarding the health and safety of our employees and all individuals engaged directly or indirectly with eBay.

## OBJECTIVES

Our EH&S objectives are as follows:

- Protect the Health and Safety of all employees, contractors, and visitors.
- Ensure the provision of safe workplaces that adhere to relevant regulations and standards.
- Disseminate information about health and safety hazards to employees, contractors, and visitors, and encourage proactive reporting of hazards.
- Identify and rectify health and safety hazards promptly to mitigate risks to individuals and the community.
- Communicate EH&S guidance effectively to facilitate safe engagement in activities without compromising organizational objectives.

## OWNERS

The Global EH&S Team is the custodian of this standard.

Implementation responsibilities are delegated as follows:

- Corporate Offices: Facilities, Security, and Safety team
- Authentication Centers and Warehouses: Global Warehouse Logistics Resources team

## SCALE AND SCOPE

eBay's EH&S Management program operates on a global scale, supporting personnel across various regions to maintain a safe work environment.

## KEY PERFORMANCE INDICATORS

**Ebay uses both lagging and leading indicators to demonstrate a proactive safety culture, and to drive our safety performance. Examples may include, but are not limited to:**

**Total Case Incident Rate:** Describes the number of work-related injuries per 100 full-time employees over one year.

**Accident Frequency Rate:** Describes the total number of accidents that impacted an employee's ability to work over a year.

**Severity Rate:** Describes the average number of days lost per recordable incident.

## STANDARD

The EH&S standard entails:

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- Annual review of policies, programs, and procedures to ensure compliance with global requirements.
- Regular assessment of training matrices to ensure alignment with regulations.
- Ongoing management of EH&S Risk Register to mitigate workplace hazards.
- Continuous monitoring and improvement of EH&S processes and procedures.
- Implementation of an EH&S communication plan to engage employees and comply with regulatory requirements.

## DOCUMENT CONTROL

*This document will undergo review every three years.*