

Mattel Earns Top Marks in 2020 Corporate Equality Index

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- **Mattel earns 100 percent on the Human Rights Campaign Foundation's annual scorecard assessing LGBTQ workplace equality**

Mattel, Inc. (NASDAQ: MAT), proudly announced that it received a score of 100 percent on the Human Rights Campaign Foundation's [2020 Corporate Equality Index \(CEI\)](#), the nation's premier benchmarking survey and report measuring corporate policies and practices related to LGBTQ workplace equality. Mattel joins the ranks of more than 680 major U.S. businesses that also earned top marks this year.

Amy Thompson, EVP and Chief People Officer said, "On behalf of our entire team, we are honored to be recognized by the Human Rights Campaign Foundation as one of the country's top workplaces for LGBTQ equality. Going back to our founding 75 years ago, creativity has been the lifeblood of Mattel as we innovate new products and experiences that inspire, entertain and develop kids through play. Fostering an environment of creativity, ingenuity and imagination starts with ensuring that every employee – at all levels of our organization – feels they have the freedom to be fully who they are and are valued for the unique life experiences and perspectives they contribute to our combined culture. We strive to create a culture of empowerment by celebrating every voice, everywhere."

"The impact of the Human Rights Campaign's Corporate Equality Index over its 18-year history is profound. In this time, the corporate community has worked with us to adopt LGBTQ-inclusive policies, practices and benefits, establishing the Corporate Equality Index as a primary driving force for LGBTQ workplace inclusion in America and across the globe," said HRC President Alphonso David. "These companies know that protecting their LGBTQ employees and customers from discrimination is not just the right thing to do -- it is also the best business decision. In addition, many of these leaders are also advocating for the LGBTQ community and equality under the law in the public square. From supporting LGBTQ civil rights protections in the U.S. through HRC's Business Coalition for the Equality Act, to featuring transgender and non-binary people in an ad in Argentina, to advocating for marriage equality in Taiwan -- businesses understand their LGBTQ employees and customers deserve to be seen, valued and respected not only at work, but in every aspect of daily life."

The results of this year's CEI showcase how 1059 U.S.-based companies are not only promoting LGBTQ-friendly workplace policies in the U.S., but helping advance the cause of LGBTQ inclusion in workplaces abroad. Mattel's efforts in satisfying all of the CEI's criteria earned a 100 percent ranking and the designation as a Best Place to Work for LGBTQ Equality.

The CEI rates companies and top law firms on detailed criteria falling under five broad categories:

- Non-discrimination policies
- Employment benefits
- Demonstrated organizational competency and accountability around LGBTQ diversity and inclusion
- Public commitment to LGBTQ equality
- Responsible citizenship

The full report, is available online at www.hrc.org/cei.

The Human Rights Campaign Foundation is the educational arm of America's largest civil rights organization working to achieve equality for lesbian, gay, bisexual transgender and queer people. HRC envisions a world where LGBTQ people are embraced as full members of society at home, at work and in every community.

About Mattel

Mattel is a leading global children's entertainment company that specializes in design and production of quality toys and consumer products. We create innovative products and experiences that inspire, entertain

and develop children through play. We engage consumers through our portfolio of iconic franchises, including Barbie®, Hot Wheels®, American Girl®, Fisher-Price®, Thomas & Friends® and MEGA®, as well as other popular brands that we own or license in partnership with global entertainment companies. Our offerings include film and television content, gaming, music and live events. We operate in 40 locations and sell products in more than 150 countries in collaboration with the world's leading retail and technology companies. Since its founding in 1945, Mattel is proud to be a trusted partner in exploring the wonder of childhood and empowering kids to reach their full potential. Visit us online at www.mattel.com.

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