

Safety Policy Statement



eBay is committed to leading health and safety practices and establishing a work environment that enables our employees to work injury-free. This policy outlines our common goal of safe and healthful working conditions to be the first consideration in all of our operations, including for all of our employees as well as contractors or individuals under the company's supervision.

We comply with all relevant Occupational Health and Safety international standards and regulations.

The personal health and safety of each employee is our primary aim. Whenever necessary, we prioritize prevention of workplace and workforce related injuries and illnesses over operating productivity. Management will provide all mechanical and physical activities required for personal health and safety, to the greatest degree possible in keeping with the highest standards.

eBay has programs and processes in place to:

- Protect the health and safety of all employees, contractors, and visitors;
- Provide safe workplaces;
- Provide information to employees, contractors, and visitors about health and safety hazards;
- Identify and correct health and safety hazards and encourage employees and contractors to report hazards;
- Provide information and safeguards for those at our facility and in the surrounding community regarding environmental hazards arising from our operations.

Our Injury and Illness Prevention Program conforms to the best practices of organizations of our type. We continuously improve our Injury and Illness Prevention Program with the goal of reducing the number of injuries and illnesses to an absolute minimum.

Our Injury and Illness Prevention Program includes the following:

- Providing mechanical and physical safeguards to the maximum extent possible.
- Conducting internal and third party health and safety inspections and hazard assessments to find, eliminate or control hazards as well as unsafe working conditions and practices, and to comply fully with health and safety standards for every job.
 - Facilities Managers complete annual site risk assessments using ISO 45001 principles & standards to help ensure regulatory compliance and program management best practice.
 - Several outside agencies also conduct regular, periodic inspections at eBay, which assist the company in achieving some of its inspectional responsibilities.

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- Training all employees in good health and safety practices.
- Providing necessary personal protective equipment, and instructions for use and care.
- Developing and enforcing health and safety rules and requiring that employees cooperate with these rules as a condition of employment.
- Investigating, promptly and thoroughly, every accident, incident or work-related injury to find out what caused it and correct the problem so it will not happen again.
- Setting up a system of recognition and awards for outstanding safety service or performance.
- Integrating actions to prepare for and respond to emergency situations.
- Evaluating eBay's progress against the company's targets to reduce and/or prevent health issues and risks.

Our internal Injury and Illness Prevention Program is available to our employees, outside contractors, and inspectors of regulatory agencies. We update the Program as necessary and review the Program at least annually.

The implementation of this policy statement is endorsed by eBay's Chief Financial Officer.