CHAPTER IX: EMPLOYEE HEALTH, SAFETY AND WELLNESS

At AMD, we are committed to provide programs, services and resources necessary to ensure a safe and healthy work environment and promote employee wellness. The following sections provide additional information on these efforts:

- Global Health and Safety Standards
- Health and Safety Management System
- Health and Safety Performance Metrics
- Crisis Management
- Epidemic Disease Control Planning
- Wellness Program
- Industry Collaboration

Global Health and Safety Standards

For more than a decade, our Global EHS Standards have established excellence as the benchmark for AMD sites around the world. In addition to requiring all our facilities to meet applicable local, regional and national requirements, our standards go beyond legal parameters and establish best-in-class practices to protect employee safety and health. Health- and safety-related areas addressed under the Global EHS Standards include the following:

- Legal compliance
- Employee well-being
- Injury and illness prevention
- Emergency preparedness and response
- Electrical safety
- Equipment safety
- Chemical safety
- Ergonomics

Each AMD site develops and maintains programs to implement these standards. Periodic audits are conducted to review these programs and assist with improvements.

Health and Safety Management Systems

By setting standards and utilizing management systems, AMD ensures that our Global EHS Standards are consistently and efficiently implemented in our operations worldwide. The safety management systems at our ATMP manufacturing facilities in Penang, Malaysia and Suzhou, China, are certified to the Occupational Health and Safety Assessment Series 18001 (OHSAS 18001) Standard. View the certificates on our website.

Our health and safety programs include the following elements:

- The Global EHS team provides assistance to our site staff at AMD locations around the world to
comply with local and regional EHS regulations as well as our Global EHS Standards.

> We conduct periodic third-party regulatory compliance audits at our manufacturing and large non-manufacturing sites. The Global EHS team and site personnel document and track any corrective actions to closure. The audit program also includes third-party assessment of conformance to AMD’s Global EHS Standards.

> Prior to buying new manufacturing equipment for our ATMP manufacturing facilities, EHS professionals conduct detailed evaluations of all safety features and any potential occupational safety hazards. We work with both the equipment manufacturers and AMD equipment engineers to address any deficiencies, and to monitor the safe installation and operation of all equipment.

> AMD site personnel review any hazards associated with new chemicals before delivery to or use at AMD sites. They ensure that the necessary controls are in place to transport, use and store the chemicals safely, and minimize risks to employees and the community.

> Emergency response teams at each site have been trained with first responder capabilities for emergencies such as medical, evacuations, fire, chemical and others as appropriate for site operations. The teams are comprised of employee volunteers from different functional areas of the company.

> We closely monitor the effectiveness of control measures through workplace inspections, assessments and health surveillance programs designed to ensure that employees who have potential exposure to chemical or physical hazards are not adversely affected by their work environment.

> We routinely conduct EHS audits of the hazardous and non-hazardous waste transport, storage and disposal facilities that receive and process AMD waste.

> AMD employees are trained to carry out their job responsibilities safely and effectively. Our training program matches workers’ responsibilities with the appropriate instruction to help them understand how to maintain a safe and healthy workplace.

**Health and Safety Performance Metrics**

AMD collects and tracks a variety of health and safety performance indicators to assess our programs and monitor trends. To ensure consistency across sites, we track safety data (occupational injury and illness case rates; lost work day case rates) based on U.S. Department of Labor Occupational Safety and Health Association (OSHA) guidelines regardless of where our facilities are located. In this way, we are able to compare and appropriately respond to safety issues at AMD facilities around the world.

AMD’s goal is to continually reduce occupational injury and illness case rates. We strive to accomplish this through a variety of programs and processes that have been developed based on industry performance standards, regular review of the effectiveness of our programs and processes, and the commitment of our employees.

Additional details regarding our occupational injury and illness data are provided in our Labor Data Tables.
AMD's goal is to continuously reduce occupational injury and illness case rates. In 2013 our worldwide case rate decreased 44 percent from 0.18 cases per 100 workers in 2012 to 0.10 in 2013. The decrease is a result of our improved process of investigating and addressing root causes of injuries and increased communication to employees to raise awareness and educate them on injury prevention measures.

In the U.S., AMD’s occupational injury and illness case rate increased from 0.14 cases per 100 workers in 2012 to 0.2 cases per 100 workers in 2013. This is significantly below U.S. OSHA rates. The majority of these cases had no restricted duty or lost time.

Crisis Management

AMD has crisis management plans in place to appropriately respond to global and site emergencies and business interruptions. The plans include the following components:

> A global emergency management system that provides timely notification, response and recovery.

> A global crisis management team to drive enterprise-wide coordination of disaster response and recovery.

> Local crisis management teams at critical AMD locations to manage local response through the standardized AMD emergency management system.
Epidemic Disease Control Planning

All major AMD sites have pandemic contingency plans in place and review them on a regular basis. These plans outline the response protocol when there is a threat of a disease outbreak in a region. In 2013, there were no pandemic threats but AMD continued to monitor diseases such as H1N1, H7N9 and other potential threats around the world. To assist with monitoring of global health threats AMD utilizes International SOS pandemic services.

Wellness Program

In addition to safety in the workplace, AMD is also focused on encouraging and incentivizing our employees to improve their overall health and wellness. We communicate important health information to employees in many ways including:

> Monthly emails featuring health and wellness topics.
> Health awareness information such as flu prevention on AMD’s internal websites.
> Live presentations on exercise, healthy eating and relaxation techniques.
> Comprehensive web-based health information offered by health insurance providers.

Committees

A Steering Committee oversees AMD’s wellness program. The committee is currently focused on North America where 50 percent of our employees reside, but also coordinates global events such as the World No Tobacco Day. Major sites outside of North America coordinate their own site-specific wellness programs with assistance and support from the Global EHS team. This steering committee is a cross functional team that is charged with optimizing and integrating employee wellbeing into the workplace. The team is supported by onsite wellness committees that focus on five key elements for maintaining a healthy, well-balanced lifestyle: Health, Nutrition, Fitness, Emotional Wellbeing and Career.

Health

The Wellness program organizes events and provides services to assist health organizations and engage employees in health-related issues. These include the following:

> Free annual flu immunizations in North America and flu immunizations in Asia offered at a discount price or covered by insurance.
> Onsite blood drives throughout the year to encourage employee blood donations.
> Wellness expos and EHS awareness days that provide a variety of services such as biometric testing, health-related products and services information, and discussions about various health and safety topics.
> Worldwide support of World No Tobacco Day on May 31, 2013, during which AMD educated employees on tobacco-related risks, offered tobacco cessation programs and encouraged a tobacco-free campus for the day.
> Emergency medical assistance service for health issues potentially encountered by our
employees traveling internationally on business.

- Onsite ergonomic evaluations as well as computer-based training to educate employees on good ergonomic principles, as well as how to properly adjust their computer, laptops, computer workstations and other equipment to minimize the risk of injury.

In February 2012, AMD launched an enhanced wellness program in the United States. AMD has partnered with WebMD Health Services, a division of WebMD, to offer free health management services to U.S. employees utilizing WebMD’s Health ManagerSM. Employees were offered an incentive of $100 to take advantage of WebMD Health ManagerSM.

In 2013, AMD U.S. employees and their spouse/domestic partner who completed WebMD’s health questionnaire were eligible to receive $50. Additionally in 2013, AMD offered a healthcare premium credit to U.S. employees and their spouses who do not use tobacco or who choose to quit.

In 2014, AMD U.S. employees and their spouse/domestic partner who completed WebMD’s health questionnaire and a biometric screening will receive a healthcare premium credit of $240 each in addition to the premium credit of $240 for U.S. employees and their spouses who do not use tobacco or who choose to quit.

Nutrition

Onsite cafeterias offer a wide variety of healthy options such as:

- Vegetarian and heart-healthy menus
- Under 500 calories combos
- Healthy grab-and-go kiosks
- Organic foods
- Fresh foods
- Fruit – some locations also have fruit vending machines

Cafeterias at some of our facilities provide menu selections labeled with nutritional content. AMD also promotes healthy eating with a fresh produce home delivery service discounts at some locations.

Fitness

Physical fitness is encouraged through a variety of programs and benefits:

- Fully equipped fitness centers available at many locations with free membership
- Various programs that promote physical activity and weight management
- Fall and Spring 5K run/walks
- Health and fitness promotion activities, such as Bike to Work Week, National Fitness Day, World Health Day and other activities promoting fitness
- Personal training options offered at our onsite fitness centers to help our employees reach their personal fitness goals
Collaboration with AMD’s Go Green program to promote walking and biking to work

Emotional Wellbeing
Health and emotional wellbeing go hand-in-hand. AMD’s global Employee Assistance Program (EAP) counsels employees on many life challenges, such as relationship issues, change and stress management, substance abuse, depression, parenting and eldercare concerns, as well as simply finding a balance between work and home. AMD’s EAP offers stress reduction and stress management seminars and webinars, as well as individual counseling. Additionally, many of our locations offer private areas/rooms for employees to relax, meditate or pray.

Career
Career progression is as important as health and wellness to an engaging, meaningful and rewarding work experience. AMD offers a wide variety of resources through our Learning and Development department to assist with personal and professional development. For more information about AMD’s career development opportunities, see the Careers section on our website.

Industry Collaboration
AMD actively participates in industry efforts to promote safety and health in our industry. AMD participates in, and supports a number of professional groups, such as the American Association of Occupational Health Nurses (AAOHN), the EICC, and the U.S. Semiconductor Industry Association (SIA). Through collaborative efforts like these, we seek to assist our entire industry – competitors, customers and suppliers – to promote a safe and healthy work environment.