

# Brunswick Modern Slavery Statement

## **Intro**

This statement relates to the 12-month period from January 1, 2022 through December 31, 2022. The purpose of the statement is to address Brunswick Corporation's ("Brunswick" or "Company") commitment to minimizing the risk of modern slavery throughout its global operations and supply chain based on the UK Modern Slavery Act 2015, the Australia Modern Slavery Act 2018, the Norwegian Transparency Act and the California Transparency in Supply Chains Act, collectively "Modern Slavery Acts".

Brunswick is an ethical enterprise and expects its employees, suppliers, agents, and subcontractors to engage in lawful and ethical business practices, including refraining from slave labor and/or human trafficking. The use of slave labor or human trafficking in the manufacture of Brunswick products or components supplied to the Company is unethical, unacceptable, and entirely prohibited. Brunswick fully supports global efforts to protect human rights through ethical supply chain management.

## **Reporting Entity / Structure / Operations**

Brunswick Corporation (NYSE: BC) is the global leader in marine recreation, delivering innovation that transforms experiences on the water and beyond. Our unique, technology-driven solutions are informed and inspired by deep consumer insights and powered by our belief that "Next Never Rests™". Brunswick is dedicated to industry leadership and to being a trusted partner to our many customers. Brunswick is home to more than 60 industry-leading brands.

In the category of Marine Propulsion, these brands include, Mercury Marine, Mercury Racing and MerCruiser. Brunswick's comprehensive collection of parts, accessories, distribution, and technology brands includes Mercury Parts & Accessories, Land 'N' Sea, BLA, Lowrance, Simrad, B&G, Mastervolt, RELiON, Attwood, and Whale.

Our boat brands are some of the best known in the world, including Boston Whaler, Lund, Sea Ray, Bayliner, Harris Pontoons, Princecraft and Quicksilver. Our service and shared-access businesses include Freedom Boat Club, Boateka and a range of financing, insurance, and extended warranty businesses. While focused primarily on the marine industry, Brunswick also successfully leverages its portfolio of advanced technologies to deliver an exceptional suite of solutions in mobile and industrial applications.

Headquartered in Mettawa, IL, USA, Brunswick has more than 19,000 employees operating in 27 countries, including the USA, UK, Norway and Australia, for manufacturing, assembly and distribution. In 2022, Brunswick was named by Forbes as a World's Best Employer and as one of America's Most Responsible Companies by Newsweek, both for the third consecutive year. For more information, visit <https://www.brunswick.com/>.

## **Supply Chain**

Brunswick sources raw materials, components and finished goods from many countries around the world, including, but not limited to, the USA, China, Mexico, and Europe. Additionally, each facility has local suppliers for services such as facilities management, office supplies, transportation, warehousing, marketing materials, etc.

### **Modern Slavery Risks**

Brunswick believes the risk of our operations causing, contributing to or being linked to modern slavery is low. We have robust policies in place to control our use of third-party contracting services, including restricting employment contractors from charging temporary or migrant employees or having documents taken/withheld.

However, Brunswick also acknowledges that the supply chain is complex and goes back many layers/tiers from our direct relationships. We continue to monitor our suppliers and known tier 2 and lower suppliers for potential risks. As any risks are identified, Brunswick performs additional diligence that is specific to the risk, which could include phone calls, emails, meetings, site visits, etc.

The Company solicits feedback on the supply chain through Conflict Mineral and Responsible Sourcing initiatives, as well as requires that all suppliers accept the Brunswick Supplier Code of Conduct. The Code requires that Brunswick's suppliers take steps to ensure that they meet or exceed legal requirements for compensation, working hours and working conditions and prohibits the use of child labor, forced labor or human trafficking as defined by the International Labour Organization. Further details can be found on the Brunswick website at: <https://www.brunswick.com/corporate-responsibility/brunswick-policies-practices-standards>

### **Mitigation Efforts**

Brunswick continues to expand its anti-modern slavery program, including efforts to:

1. Enhance internal policies around modern slavery and human trafficking;
2. Enhance the supplier code of conduct providing further guidance on our expectations and requirements;
3. Further develop the audit and training program with the specific goal to be able to identify risks of modern slavery, child labor or human trafficking; and
4. Continue to develop our modern slavery solicitation process whereby further risks of modern slavery can be detected and mitigated.

Brunswick solicited feedback from our manufacturing/assembly facilities in China and Mexico to help identify any risks of human trafficking, child labor or modern slavery. At this point, no additional risks have been identified.

The Company continues outreach to targeted third-party suppliers as risks of forced labor are identified. Up to this point, all of those risks have been cleared.

While there is presently no formal modern slavery-based audit program, Brunswick maintains a supplier audit requirement allowing our staff to visit suppliers and identify on-site risks of modern

slavery. Any risks identified during these site visits can be reported to management, to the compliance team or anonymously through the ethics hotline.

**Approval**

This statement is issued by Brunswick Corporation, in consultation with the various business units including those in Australia, UK and Norway, confirming that the statement is in alignment with the understanding of modern slavery risks within the supply chain.

This statement was approved by the Brunswick Board of Directors on May 2, 2023.

A handwritten signature in black ink, appearing to read 'DF', with a stylized flourish extending to the right.

David Foulkes  
Chief Executive Officer  
Brunswick Corporation