

# Brunswick Modern Slavery Statement

## **Intro**

This statement relates to the 12-month period from January 1, 2024 through December 31, 2024. 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, the Canada Modern Slavery 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 MerCruiser and Flite. 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, Quicksilver and Uttern. 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 14,500 employees operating in 26 countries, including the USA, UK, Norway, Canada and Australia, for manufacturing, assembly and distribution. In 2024, Brunswick was named by Forbes as one of America's Best Large Employers for the sixth consecutive year in addition to winning more than 100 awards across the enterprise for the third straight 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 beyond suppliers for potential risks. As 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**

In 2024, Brunswick continued to review existing suppliers and product lines against risks of forced labor. This included reviewing reports from third parties on certain risk factors and reviews of specific current and potential suppliers. We discussed risk factors with suppliers and received information to alleviate identified risk factors.

We conducted multiple trainings with our Supply Chain team to help them understand the risks of forced labor and steps we can take to remove forced labor from our supply chain. In conjunction with the training, we provided additional terms and conditions to be inserted in to supply agreements both better identifying forced labor regulations as well as obligating our suppliers to assist and provide supporting documentation.

We continue to enhance our policies and expectations for our supply base and provide updates and training to our internal employees. We monitor risks of forced labor through third party publications, such as Sheffield Hallam University, government and NGO reporting, and continue to screen our supply chain against risk factors. We also utilize our conflict minerals program to identify and mitigate risks through the collection of smelter information.

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.

### **Measurement of Success**

Brunswick believes the success of our anti-forced labor program depends on continuous improvement. There is no end-point where we can stop our efforts to identify and mitigate risks. To that end, we continue to make material improvements to our expectations with suppliers through our supply agreements and terms and conditions; communication with suppliers; improved the awareness of our own employees through training and discussions; and continued review of our own internal policies and expectations.

### **Approval**

This statement is issued by Brunswick Corporation, in consultation with the various business units including those in Australia, UK, Canada 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 7, 2025.

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

David Foulkes

Chief Executive Officer and Chairman of the Board of Directors  
Brunswick Corporation