

## **Statement on Forced and Child Labour in Supply Chains**

Fortune Brands Innovations, Inc., along with each of its subsidiaries listed below (“Fortune Brands”), is committed to the abolition of forced labour and child labour. Through this report we lay out the various ways in which we work to ensure that such practices are not present within our supply chains. Fortune Brands makes this statement in accordance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada) for the 2023 reporting year. This statement is on behalf of the following entities that have qualifying assets, revenue, or business in Canada:

Master Lock Canada  
Master Lock Company LLC  
Therma-Tru Corp.  
Fiber Composites LLC  
Moen Canada  
Riobel Inc

### **Fortune Brands’ Structure, Activities, and Supply Chains**

Fortune Brands Innovations, Inc. (Fortune Brands) is a leading home, security and commercial building products company. Fortune Brands’ three business segments are Water Innovations (“Water”), Outdoors, and Security. We are focused on creating smarter, safer and more beautiful homes and lives. We manufacture our products both domestically and internationally with the support of a global supply chain. Fortune Brands sells our products through a wide array of sales channels, including kitchen and bath dealers, wholesalers oriented toward builders or professional remodelers, industrial and locksmith distributors, “do-it-yourself” remodeling-oriented home centers, showrooms, e-commerce and other retail outlets.

### **Policies and Due Diligence Processes Related to Forced and Child Labour**

Fortune Brands operates through a variety of business units and wholly-owned subsidiaries. Fortune Brands Innovations, Inc. is their parent organization. The businesses are all fully integrated into the Fortune Brands enterprise. As such, the policies and due diligences processes discussed here apply to all Fortune Brands subsidiaries covered in this report.

At Fortune Brands we are committed to the highest ethical standards. We stand firm against any form of forced or child labour. We have many standards, policies and procedures designed to provide guidelines on how to conduct business in an ethical and responsible manner and how to report grievances. Our Supplier Code of Conduct establishes clear expectations of our suppliers to respect internationally recognized human rights, comply with all applicable laws and conduct their business in an ethical and responsible manner. In addition to the Supplier Code of Conduct, Fortune Brands’ Human Rights Policy prohibits its suppliers from engaging in illegal child labor; forced, compulsory, or slave labor; and discrimination, harassment or corruption in the workplace. Fortune Brands’ Code of Business Conduct and Ethics, Supplier Code of Conduct,

and Human Rights Policy can all be found on our website at [.https://www.fbin.com/corporate-responsibility/esg-policies-and-resources/](https://www.fbin.com/corporate-responsibility/esg-policies-and-resources/).

Fortune Brands has a structured due diligence process for our Tier 1 suppliers. This due diligence includes an audit process for select high-risk Tier 1 suppliers in developing countries. Our supplier contract templates include language requiring compliance with our Supplier Code of Conduct. Each year, Supplier Code of Conduct audits are conducted on a select group of suppliers by either Fortune Brands associates or a third party, SEDEX.

### **Identification of Business Areas and Supply Chains That Carry a Risk of Forced or Child Labour; Steps Taken to Prevent and Reduce that Risk**

Though specific instances of forced or child labour have never been identified in Fortune Brands' supply chain, Fortune Brands remains vigilant in identifying those areas that carry a risk of forced or child labour and taking action to ensure such labour does not occur. In particular, Fortune Brands recognizes the risk of forced or child labour in suppliers in developing countries.

There are multiple layers of processes at Fortune Brands that ensure that we are monitoring international labour and social standards including forced and child labour and working to prevent any forced or child labour at any level of our supply chain. For example, our compliance committee, led by Fortune Brands' Chief Financial Officer, Chief Legal Officer and other senior members of management, oversees compliance with our Code of Business Conduct and Ethics. The compliance committee meets regularly and reports to the Board of Directors annually about Fortune Brands' programs, compliance and employee training.

Second, Fortune Brands qualifies its potential suppliers based on several factors, including global citizenship. Our risk-ranking methods and audit process allow us to focus our time and resources to assure our key supplier partners adhere to the same strict standards we set for ourselves. We regularly audit our suppliers based on several factors, including human rights practices. Suppliers who fall below our standards and do not have the capacity or desire to make necessary adjustments are removed.

Third, as discussed above, there are numerous codes and policies within Fortune Brands that reiterate and demonstrate our commitment to prohibiting forced or child labour. Our suppliers are expected to have reviewed all such codes and policies and our contract templates require compliance with the same.

Fourth, Fortune Brands has developed and implemented a Supply Chain Risk Management (SCRM) program. The overall process includes mapping of Fortune Brands supply chain activities and locations, as well as identification, assessment, and mitigation of identified risks. Fortune Brands utilizes third-party and internal tools to enable on-going monitoring and assessment of risks that fall into 6 different categories: financial viability, image & compliance, operational performance, supply chain, geopolitical, and natural disasters. Labour practices and human rights are included in the image & compliance category and assessed through internal Supplier Code of Conduct (SCoC) procedures. A specific review and audit process has been

implemented for Tier 1 suppliers that have been assessed as “high risk” suppliers, as defined by the SCRM process. Findings related to child or forced labour are considered “knock-out indicators” and would escalate the composite risk score to “very high” and require immediate attention and mitigation.

Finally, Fortune Brands actively encourages and trains its employees to report any suspected violations of Fortune Brands’ codes or policies. Employees are trained that there are three primary ways in which they can report any concerns – by telling someone, including their manager, supervisor, human resources representative, the Compliance Committee or a member of the legal department; by calling the compliance helpline which allows for calls to be made anonymously; and by visiting the compliance helpline website, which again allows anonymous reports.

### **Measures Taken to Remediate Forced or Child Labour, Including Remediation of Loss of Income to Impacted Families**

Fortune Brands has never identified an instance of forced or child labour within either its operations or its supply chain. As such, there have never been remediation steps taken. In the event any such instance was identified, we would act promptly to investigate and address any area of concern.

### **Training Provided to Employees on Forced and Child Labour**

Currently all Fortune Brands associates are trained on the Code of Conduct when hired. Following the on-boarding training, expectations are reinforced through business practices as well as periodic refresher trainings, which can occur either online, through our third-party provider, or in group trainings at Fortune Brands facilities. Supplier Code of Conduct training is conducted periodically for auditors, sourcing personnel, and other stakeholders.

### **Assessing Our Effectiveness in Ensuring That Forced and Child Labour Are Not Used**

Fortune Brands has worked hard to clearly articulate to its own employees, its suppliers, and all those within its supply chain, its expectations regarding ethical and lawful practices that in no way allow for forced or child labour. Additionally, Fortune Brands provides multiple avenues for concerns to be reported, anonymously if desired. To date, Fortune Brands has not identified any forced labour or child labour in our activities or supply chain. We will remain vigilant and stand prepared to quickly address any concern should it arise.

This statement has been approved by the Fortune Brands Compliance Committee which has been delegated the authority to approve such statements by the Fortune Brands Board of Directors.

The Compliance Committee approved this statement on the date provided below, on behalf of Fortune Brands Innovations, Inc. and each of its listed subsidiaries.

**Attestation**

In accordance with the requirements of the Act, and in particular sections 4(b)(ii) and 11 thereof, I attest that I have reviewed the information contained in this report for the entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the above report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. I have the authority to bind Fortune Brands Innovations, Inc. and its listed subsidiaries.

DocuSigned by:  
*Hiranda Donoghue*  
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Signature

5/24/2024 | 4:09 PM CDT

Date

By: Hiranda S. Donoghue

Executive Vice President,  
Chief Legal Officer and Corporate Secretary