

Canadian Forced and Child Labour Report

May 31, 2024

This Report is made pursuant to the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act (the “Canada Act”) to identify actions taken by Masco Canada Limited (“MCL”) during the financial year ended December 31, 2023 to prevent and reduce the risk that forced labour or child labour is used at any step of the production of goods in Canada or elsewhere by MCL or of goods imported into Canada by MCL.

About MCL

MCL is a corporation based in Ontario, Canada. MCL’s parent company is Masco Corporation, which is headquartered in the United States. As a subsidiary of Masco Corporation, MCL comes under Masco Corporation’s compliance policies and programs, including its supplier business practices policy and program. **All references to Masco Corporation throughout this report include MCL.**

Masco Corporation is a global leader in the design, manufacture and distribution of branded home improvement and building products. MCL is part of Masco Corporation’s plumbing products segment.

MCL sells a wide variety of products (e.g., faucets, showerheads, valves, bath hardware and accessories, kitchen accessories and toilets) that are manufactured or sourced.

MCL operates out of manufacturing and distribution facility located at St Thomas, Ontario, which manufactures and distributes bathing and plumbing products for Canadian and USA markets.

MCL’s supply chain is a combination of sourced products and manufactured products. The sourced raw material and finished goods come predominantly from Asia and North America.

MCL’s supply chain operations are managed within the supply chain department of the entity with oversight from Masco Corporation’s Global Supply Chain Services Department.

Actions Taken to Assess and Manage the Risk of Forced and Child Labour

Masco Corporation and its subsidiaries, including MCL, have a longstanding commitment to the ethical and responsible sourcing of goods and supplies. Masco Corporation’s Supplier Business Practices Program (selected features of which are described below) applies to MCL and is relevant to ensuring that MCL is mitigating the risk that forced labour or child labour is used in its operations and supply chains.

In 2023, under the Masco Corporation's supplier business practices policy and program, MCL took the following steps:

- Conducted an internal assessment of risks of forced labour and/or child labour in the organization's activities and supply chains
- Gathered information on worker recruitment and maintained internal controls to ensure that all workers are recruited voluntarily
- Developed and implemented due diligence policies and processes for identifying, addressing and prohibiting the use of forced labour and/or child labour in the organization's activities and supply chains
- Developed and implemented anti-forced labour and/or child labour contractual clauses
- Developed and implemented anti-forced labour and/or child labour standards, codes of conduct and/or compliance checklists
- Performed periodic audits of suppliers for compliance with Masco Corporation's supplier business practices policy
- Monitored suppliers for compliance with Masco Corporation's supplier business practices policy

Our Policies

Masco Corporation maintains a Code of Ethics, which is available at <https://masco.com/sustainability/corporate-governance/>. The Code of Ethics applies to every company within the organization and all employees in the organization and explains Masco Corporation's expectations in areas that can raise ethical or legal concerns. The Code of Ethics requires employees to comply with all Masco Corporation policies and procedures and follow all applicable laws, which includes laws related to forced and child labor. Masco Corporation addresses violations of the Code of Ethics via corrective and/or remedial actions. Violations of the Code of Ethics by an employee may result in disciplinary action, including possible termination.

As stated in Masco Corporation's Human Rights Policy Statement, which is available at <https://masco.com/sustainability/social/>, Masco Corporation is committed to being a good corporate citizen, operating ethically and responsibly and respecting and promoting human rights. Consistent with this philosophy, Masco Corporation endeavors to uphold responsible business standards and respect and promote human rights through its own policies and practices. Masco Corporation has a company-wide prohibition against the use of child labor and any form of forced labor. Masco Corporation's commitment to promoting human rights is Informed by the UN Guiding Principles on Business and Human Rights and applies to all persons and entities involved in Masco Corporation's operations, including, without limitation, employees, companies, suppliers, vendors and partners.

Masco Corporation's Supplier Business Practices Policy ("SBP Policy"), which is published at masco.com/our-suppliers, formalizes Masco Corporation's commitment to ethical and responsible sourcing of goods and supplies by requiring, among other

things, that our suppliers respect our standards and those of our customers, including with regard to compliance with laws, human rights, child labor, human trafficking, slavery, wages and benefits, excessive working hours, corporal punishment, discrimination, safe and clean workplaces and other labor and employment standards.

Masco Corporation's selection and continued use of suppliers is based on the following standards described in the SBP Policy, among others described therein, with respect to all goods that Masco Corporation purchases:

1. Compliance with all applicable laws and regulations.
2. Protecting against the use of workers younger than the minimum age required by law.
3. Protecting against the use of forced labor (i.e., human trafficking and slavery).
4. Providing appropriate wages and benefits as required by law.
5. Protecting against excessive working hours that exceed local laws or business customs.
6. Protecting against physical and mental punishment of workers.

Masco Corporation will not knowingly work with suppliers that do not respect these standards and those of its customers. Masco Corporation periodically assesses its supplier's compliance with these standards and those of its customers. Any reported non-compliance will be investigated and appropriate action will be taken. These standards apply whether the supplier is a Masco Corporation company, an affiliate or a third party.

If a supplier is acting in violation of the SBP Policy, Masco Corporation will (in certain egregious situations) terminate the business relationship with the supplier or work with them to remedy the violation. If the effort to remedy the violation is unsuccessful, Masco Corporation will evaluate its business relationship with that supplier and take appropriate corrective action. Corrective action may include cancellation of an affected order, prohibiting further use of a facility or supplier and reporting the violation to the proper authorities.

Verification of Supply Chains and Auditing of Suppliers

Masco Corporation has formal systems for reviewing and accepting new vendors. For vendors located outside the United States, Canada and Western Europe, this program requires a physical review of each new factory to ensure it meets at least baseline requirements with respect to applicable laws and working conditions, including laws against forced labour and child labour.

In addition to the process for selecting new vendors described above, Masco Corporation engages in verification of the practices of its existing supplier base (other than suppliers located in the United States, Canada and Western Europe) through periodic announced audits to assess risks and ensure compliance with applicable laws and conditions, including laws against forced labour and child labour. These audits are

conducted by Masco Corporation employees for suppliers in China and by third parties for suppliers located in other countries. If significant issues are raised by an audit, we may also conduct a follow-up unannounced audit to address the initial findings. If a supplier refuses access to Masco Corporation's auditors, the relationship with that supplier will be terminated. Masco Corporation's global SBP Policy compliance program is managed from its Shenzhen, China office, supported by in-house and third-party auditors.

Masco Corporation maintains an internal scoring system with respect to its periodic audits of suppliers and records the results in an internal database. Reported instances of non-compliance are further investigated and appropriate action is taken to help ensure that the SBP Policy standards and applicable laws are observed.

Contractual Compliance

Masco Corporation's Purchase Order Terms and Conditions, which are utilized by MCL, (published at [masco.com/our-suppliers](https://www.masco.com/our-suppliers)) requires compliance with applicable laws as well as the standards and requirements set forth in the SBP Policy.

The Risk of Forced and Child Labour

The SBP Policy covers all of MCL's suppliers. Based on our internal risk assessment, we conduct our supplier audits on suppliers that are located in certain designated high-risk countries. We generally consider high-risk countries to be countries other than the United States, Canada and countries located in the European Union. We do reserve the right to conduct audits on any supplier where there is a risk of forced labor.

MCL has not identified forced labour or child labour in its operations or supply chain.

Reporting Mechanisms

Masco Corporation has an Ethics Hotline (www.stand4ethics.com), where employees and suppliers can confidentially report concerns. The Hotline is administered by a third party and can be accessed 24 hours a day, seven days a week. Reports may be made anonymously where permitted by law.

Masco Corporation investigates all reported instances of non-compliance and takes appropriate action to help ensure that its policies and standards and applicable laws are observed.

Training

Education and training are critical components to ensuring that our standards are met and that human rights within our supply chain are respected. Masco Corporation's salaried employees, including those with responsibility for supply chain, are required to certify annually their compliance with the Code of Ethics and complete on-line training. Additionally, employees and managers with responsibility for supply chain management

are periodically trained with respect to the applicable requirements of, and compliance with, the SBP Policy, including with respect to forced labour and child labour.

Assessing the Effectiveness of Our Actions

To assess the effectiveness of our policies and procedures in place to ensure that forced labour and child labour are not being used in our supply chain, MCL reviews the results of audits performed, the implementation of any required corrective action plans and the number and type of complaints received through the Ethics Hotline and other internal reporting mechanisms.

In addition, in 2024 Masco Corporation is partnering with an external organization to conduct an independent review of the SBP Policy.

Approval and Attestation

Solely for purposes of compliance with the Canada Act, this statement was approved pursuant to subparagraph 11(4)(b)(i) of the Canada Act by the Board of Directors of MCL.

In accordance with the requirements of the Canada Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this statement for MCL. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this statement is true, accurate and complete in all material respects for the purposes of the Canada Act, for the reporting year listed above.

Richard J. Westenberg
Director, Masco Canada Ltd.
May 31, 2024

I have the authority to bind MCL.

/s/ Richard J. Westenberg