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Fortune Brands Innovations

FORTUNE BRANDS INNOVATIONS, INC.
GLOBAL HUMAN RIGHTS AND MODERN SLAVERY STATEMENT

Fortune Brands Innovations, Inc. and its subsidiaries ("Fortune Brands") is committed to the abolition of forced labour, child labour, slavery and human trafficking. This joint Human Rights and Modern Slavery Statement (this "Statement") is issued under the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, and the UK Modern Slavery Act (collectively the "Act"). Through this report we lay out the various ways in which we worked to ensure that such practices are not present within our supply chains for the 2025 reporting year.

For purposes of Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement is issued on behalf of the following entities, which 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.

For purposes of the UK Modern Slavery Act, this statement is issued on behalf of the following operating entities in the UK:

TCL Manufacturing Limited (Perrin and Rowe)
Victoria & Albert Baths Limited
Shaws Since 1897 Limited
Aqualisa Products Limited

Fortune Brands' Structure, Activities, and Supply Chains

Fortune Brands is a leading innovation company whose purpose is to elevate every life by transforming spaces into havens. We sell our products through a wide variety 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, direct to consumer, 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 that share Fortune Brands Innovations, Inc. as the ultimate parent company. The policies and due diligence processes discussed here apply to all Fortune Brands subsidiaries.

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At Fortune Brands we are committed to the highest ethical standards. We stand firm against any form of forced or child labour. We have adopted and maintain standards, policies and procedures which provide guidelines on how to conduct business in an ethical and responsible manner and how to report any improper activities via Fortune Brands' dedicated Compliance Helpline and website. 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/.

Fortune Brands has a structured due diligence process for our Tier 1 suppliers, which 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 by suppliers in developing countries.

There are multiple layers of processes at Fortune Brands to monitor international labour and social standards and to detect and prevent any forced or child labour at any level of our supply chain. For example, our Compliance Committee, led by Fortune Brands' Chief Internal Auditor, with membership including the 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.

Fortune Brands screens 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 ensure 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 do not meet our standards and do not have the capacity or desire to make necessary adjustments are removed.

As discussed above, there are numerous processes and policies within Fortune Brands that reinforce and demonstrate our commitment to prohibiting forced or child labour. Our suppliers are expected to have reviewed the FBIN Supplier Code of Conduct and our contract templates require compliance with the same.

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 ongoing monitoring and assessment of risks that fall into 6 different categories: financial viability, image and compliance, operational performance, supply chain, geopolitical, and natural disasters. Labour practices and

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human rights are included in the image and 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 and requires employees to complete training on how to recognize and report suspected violations. Suspected violations can be reported to an employee’s manager, supervisor, Human Resources representative, the FBIN Compliance Committee or the Legal Department. Reports can also be submitted anonymously via Fortune Brands’ dedicated compliance helpline or the compliance helpline website.

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 clearly articulates its expectations regarding compliance with ethical and lawful practices to its own employees, its suppliers, and all those within its supply chain, which includes the prohibition of forced or child labour and any human trafficking. 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 or human trafficking 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

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In accordance with the requirements of the Canada Fighting Against Forced Labour and Child Labour in Supply Chains Act, as well as the U.K. Modern Slavery Act, 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.

Signed by:
Jack Melamed
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Signature

10/21/2026 | 9:31 AM CDT

Date

By: Jack Melamed

Interim Chief Legal Officer and Corporate Secretary