



Corporate Policy – LG-006

Name: Human Rights Policy

Version #: 1.0

Owner: Legal

Distribution: All MBC Associates

Purpose

MasterBrand, Inc.'s purpose is to bring our customers' experience of their kitchen being the center of home, where family and friends gather to share a meal, do work, or enjoy each other's company to life. Fulfilling that mission rests on our commitment to our associates and communities and on our commitment to conduct business ethically and responsibly. Respect for human rights is a cornerstone of those commitments.

Consistent with the UN Guiding Principles on Business and Human Rights, MasterBrand' Human Rights policy is guided by the International Bill of Human Rights (including the UN Universal Declaration of Human Rights), the International Labour Organization's Declaration on Fundamental Principles and Rights at Work and the principles concerning fundamental rights set out in the OECD Guidelines for Multinational Enterprises.

This Human Rights Policy applies to MasterBrand, Inc. and all our businesses on a global basis ("MasterBrand" or the "Company"). This Human Rights Policy aligns with our [Code of Business Conduct & Ethics](#) and our [Supplier Code of Conduct](#).

Human Rights in the Workplace

MasterBrand is committed to fostering a workplace that is professional and respectful. Diversity is a necessary and strategic goal for our business. Consistent with the MasterBrand Code of Business Conduct & Ethics, we endeavor to promote an atmosphere of trust and respect and encourage a work environment where employees are treated fairly and given opportunities to contribute to our success. This means:

- We provide equal employment opportunities to all employees and applicants. MasterBrand recruits, employs, trains, evaluates and promotes qualified people for all positions without regard to race, color, religion, sexual orientation, marital status, national origin, citizenship, sex, age, disability, genetics, military or veteran status or any other basis prohibited by law.
- We do not tolerate any form of harassment. Any unwelcome conduct that creates an offensive or intimidating environment is prohibited.
- We provide robust training to our employees, both during onboarding and on an ongoing basis, that emphasizes our commitment to diversity and inclusion, non-discrimination and prohibited harassment.
- We are committed to maintaining a safe, secure and healthy work environment. Our [Safety & Environmental Policy Statement](#) guides our businesses every day in our global effort to ensure the safety and health of our people. Safety is routinely emphasized by leaders through town halls, video messages, trainings and other communication channels.
- We value our people and compensate employees competitively relative to the industry and local labor market. We work to ensure full compliance with applicable wage, work hours, overtime and benefits laws.
- We respect employees' right of freedom of association and their right to join or not join in labor unions.
- We do not employ forced, compulsory, slave or illegal child labor.

Empowering Women

We embrace the United Nations Women's Empowerment Principles. We recognize that, on a global basis, many women face discrimination and lack access to training or are subject to other disadvantages that hinder their active participation in the economy. Women are integral to our business model and growth. We are committed to operating our business in a manner that encourages and fosters women's participation on an equal basis. Our approach starts with respect for the rights of women and extends to their promotion, including helping women to develop skills and access opportunities on an equal basis.

Human Rights in the Supply Chain

MasterBrand takes issues relating to human rights and labor practices in our supply chain seriously. 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.

Consistent with our Supplier Code of Conduct, MasterBrand prohibits its suppliers from engaging in:

- Illegal child labor;
- forced, compulsory, or slave labor; and
- discrimination, harassment or corruption in the workplace.

MasterBrand qualifies potential suppliers based on several factors, including global citizenship. Our risk-ranking methods and audit process allow us to focus our time and resources on supplier partnerships that adhere to the same strict standards we set for ourselves. We regularly audit our suppliers based on several factors, including human rights practices. We partner with our suppliers to drive continuous improvement and track corrective actions to closure. Suppliers who fall below our standards and do not have the capacity or desire to make necessary adjustments are removed.

Conflict Minerals

MasterBrand discloses any use of Conflict Minerals and the Company's efforts to conduct reasonable country of origin inquiries for any Conflict Materials in an annual report filed with the U.S. Securities and Exchange Commission, as required by applicable rules.

Anti-Corruption

MasterBrand is committed to acting with the highest ethical standards. Consistent with our Code of Business Conduct & Ethics, we strictly comply with the U.S. Foreign Corrupt Practices Act and strictly prohibit bribing or making improper payments to any governmental official anywhere in the world. We regularly train our employees on our commitment to compliance with the U.S. Foreign Corrupt Practices Act.

Due Diligence

MasterBrand identifies, mitigates and manages potential human rights risks through implementation and management of our Code of Business Conduct & Ethics and Supplier Code of Conduct.

Governance

MasterBrand's Compliance Committee oversees compliance with MasterBrand' Code of Business Conduct & Ethics, which includes our human rights commitments. The Compliance Committee reports to the MasterBrand Board of Directors annually regarding compliance and employee training. Senior management also provides a semi-annual update on Environment,

Health and Safety matters and global citizenship efforts, such as our diversity and inclusion efforts, to the Nominating, Environmental, Social and Governance Committee of the Board of Directors, which has responsibility for monitoring our EH&S and global citizenship programs.

Reporting

MasterBrand encourages its employees to [speak up](#) if they believe they have witnessed wrongdoing or misconduct. Similarly, MasterBrand encourages everyone to speak up and contact us if there are any questions, concerns or issues related to this Human Rights Policy. You can speak up in the following ways:

- Call the Compliance Helpline:

United States: 833-416-5415

Canada: 833-416-5416

Mexico: 800-681-6922

- Calls to the compliance helpline can be made anonymously. International toll-free dialing instructions can be found at <http://masterbrand.ethicspoint.com/>
- Visit the Compliance Hotline Website <http://masterbrand.ethicspoint.com/>

Reports to the compliance hotline website can be made anonymously. You can also use the website to follow up on an existing report.

MasterBrand prohibits retaliation against anyone for raising legitimate concerns. We are committed to investigating and responding to concerns in a prompt and responsible manner.

December 14, 2022