

## BRUNSWICK'S WORKPLACE SAFETY AND HEALTH POLICY

### **Purpose:**

The purpose of this policy is to identify Brunswick's philosophy with respect to the safety and health of its employees, and its commitment for an effective safety and health management system.

### **Applicability:**

Brunswick's global operations

### **Policy:**

It is Brunswick's philosophy that:

All injuries, illnesses, and property damage associated with work-related incidents can be prevented through the development and implementation of effective safety and health management processes and practices;

The prevention of work-related injuries, illnesses and property damage is the responsibility of Brunswick employees at all levels of the organization;

Continual improvement in workplace safety and health performance can be achieved through the implementation of effective management systems and continuing education.

To achieve Brunswick's ultimate objective of preventing all work-related injuries, illnesses, and incidents resulting in property damage, Brunswick will adhere to the following principles:

- We operate our facilities in a manner that supports the safety and health of our employees, visitors, and customers
- We strive to adhere to all applicable safety and health laws and regulations across the enterprise at all of our global facilities
- We develop, implement, and maintain a safety management system that enables Brunswick facilities to monitor their safety performance with the goal of continual improvement toward eliminating work-related injuries and illnesses
- We provide appropriate training and education to personnel regarding our safety and health management processes and protocols
- Every employee owns and is expected to contribute to develop, implement and maintain a safe and healthy work environment

In addition to the principles identified above, Brunswick has implemented the following standards to further promote the ultimate objective of preventing injuries, illnesses and property damage associated with work-related incidents:

1. All Brunswick employees are responsible and accountable for working in a safe manner consistent with their training and education.

2. All Brunswick employees are responsible for reporting work-related injuries, incidents (including near misses), and property damage in a timely manner consistent with Brunswick policies, standards, and procedures.
3. Brunswick employees who violate safety and health policies, standards, and procedures, cause hazardous or dangerous conditions, fail to report injuries in a timely manner, illnesses or incidents resulting in property damage, or fail to remedy such situations, may be subject to disciplinary action up to and including termination of their employment.
4. Employees who violate safety and health policies and procedures, cause hazardous or dangerous conditions, or are involved in a work-related incident may be subject to post-incident drug and/or alcohol testing as allowed by applicable law.

**Exceptions:**

Non-applicable

**Related Documents:**

Brunswick Safety Management Standards  
Brunswick SMS Evaluation  
Drug and Substance-Free Workplace Policy

**Policy Owner and Who to Contact:**

Director – Environmental Health and Safety

**Date of Issue:**

June 2023