

## Human Rights Policy

MarineMax Inc. and its subsidiaries are committed to the protection and advancement of human rights wherever we operate. At MarineMax, we are led and sustained by our values, a set of core standards that lead our moral compass for how we conduct business. Our values are honesty, trust, loyalty, professionalism, consistency, always do what is right, treat others as we want to be treated, and always consider the long term. These principles summarize our responsibilities to our team members, our customers, our communities, and our shareholders. In order to implement our values, MarineMax has created the following guiding human rights philosophies to which we will comply in the conduct of our business:

1. Respect for the individual regardless of nationality, race, sex, or anything that makes each human being unique.
2. Compliance with all laws, including all employment laws and regulations, in every country and jurisdiction in which we operate and we expect our suppliers to do the same.
3. Respect for the environment and, again, compliance with all laws in the jurisdictions in which we or our suppliers operate.
4. Social consciousness and awareness that the countries in which people are born in and/or the parents to whom they are born to sometimes do not provide individuals the opportunities that we are so fortunate to have. To that end, we support efforts on the part of our team members to provide assistance so that others may be able to help themselves.
5. Accept that our team members are our most important assets and we endeavor to provide a safe work place together with the ongoing training and awareness to ensure that every team member goes home every night in the same condition as they came in to work.

We commit to conduct our business in an ethical and responsible manner that supports and respects the protection of human rights. We work to identify and do business with partners who aspire to conduct their business in a similar manner. Compliance with this policy and applicable laws is the responsibility of every team member and contractor acting on our behalf and is a condition of their employment or contract.

While it is the duty of governments to protect the rights of their citizens, we recognize that businesses also have a critical role to play. MarineMax is committed to respecting human rights in our own operations and complying with laws of the countries in which we do business. Moreover, we believe we have an opportunity to positively impact the protection of human rights within our sphere of influence. To this end, we encourage and support our personnel, suppliers and other business partners in their efforts to act in accordance with internationally recognized human rights standards.

### Diversity and Inclusion

We value and foster the diversity and inclusion of the people with whom we work. We base employment decisions on merit, considering qualifications, skills, and achievements. We are committed to equal opportunity and are intolerant to discrimination and harassment on the basis of sex, race, color, ethnicity, age, religion, sexual orientation, disability, or any status protected by applicable law.

## **Child, Forced Labor, and Human Trafficking**

MarineMax will not tolerate the use of child or forced labor, slavery, or human trafficking in any of its global operations and facilities. We will not tolerate the exploitation of children or the trafficking, physical punishment, abuse, or involuntary servitude of any team member. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. We expect our suppliers and contractors with whom we do business to uphold the same standards.

## **Compensation**

We compensate our employees in accordance with market practice in a manner intended to support their ability to meet their basic needs. MarineMax will pay wages that meet or exceed the legally required wages or, where no wage law exists, the local industry standard. We also offer our employees the opportunity to improve their skill and capabilities.

## **Working Hours**

MarineMax will comply with applicable industry practices, local, state, and national laws on working hours in every country and jurisdiction in which we operate.

## **Health & Safety**

MarineMax understands that in addition to minimizing the incidence of work-related injury and illness, a safe and healthy work environment enhances the quality of products and services, consistency of production and team member retention and morale. We also recognize that ongoing team member input and education is essential to identifying and solving health and safety issues in the workplace. We believe that a large number of injuries and occupational illnesses, as well as safety and environmental incidents, are preventable. We promote and advocate for on- and off-the-job safety for our team members.

As the COVID-19 pandemic is complex and evolving rapidly, the Company will continue to monitor ongoing developments and respond accordingly. The Company continues to comply with orders of local and state governments in all jurisdictions in which it operates to help ensure the safety of its team members and customers.

*MarineMax reserves the right to amend this policy at any time. Nothing in this policy states or implies that a contract exists between MarineMax and its employees or any third party or that compliance with this policy is a guarantee of continued employment with MarineMax.*

## **Have a question or concern?**

MarineMax also maintains a Whistleblower Policy to allow for confidential correspondence and to protect team member rights. Team members may report any questionable, fraudulent or illegal activities anonymously by calling the Whistleblower Hotline at 1-877-217-4711. The Hotline is maintained by a third party and is available 24 hours per day, seven days a week.