

## Diversity and Inclusion

At RPM, we embrace the ways in which our employees are different including their backgrounds, ages, genders, abilities, sexualities or any other characteristics that make our employees unique. Accordingly, we are committed to fostering, cultivating and preserving a culture of diversity and inclusion. We support this and provide employee resources through Respect at RPM, a program that reinforces our core values of operating with transparency, trust and respect and that highlights the importance of diversity and inclusion at RPM and across all our operations.

We continue to recruit, select and hire individuals based on their qualifications and skills. All employees and other parties involved in the employment relationship are required to comply with RPM's [Values and Expectations of 168](#) and are prohibited from discriminating against individuals during all stages of employment or hiring including, but not limited to, decisions involving recruitment, promotion, transfer, assignment, training, termination and lay-offs, working conditions, wage and salary administration, employee benefits and application of policies.

We have zero tolerance with respect to any inappropriate conduct or behavior against others including but not limited to employment discrimination perpetrated by employees, supervisors, customers or vendors, and strictly prohibit retaliation and harassment, as set forth in our code of conduct, the Values and Expectations of 168, and [Hotline and Non-Retaliation Policy](#). Additionally, all employees are expected to exhibit conduct that reflects inclusion during work, at work functions on or off the work site, and at all other company-sponsored and participative events.

A suspected violation of our diversity and inclusion policies or initiatives may be reported to a supervisor or to the applicable Human Resources, Legal or Compliance departments. A suspected violation may also be reported via the internet through the Company's [Hotline](#).