

## Human Rights

At RPM, our ethical philosophy is embodied in our Code of Conduct, the [Values and Expectations of 168](#). These values come to life through motivated associates who enjoy their work and create conditions that enable each of them to grow and our stakeholders to prosper. Without those who participate in the making or providing of our products and services, we would not be able to accomplish our goal of Building a Better World.

We remain committed to conducting business ethically and responsibly, respecting and promoting human rights, and opposing human trafficking and exploitation. Though we believe governments around the world bear the primary responsibility for upholding international standards for responsible business, RPM strives to operate in compliance with applicable laws where we do business by:

- Implementing policies and guidelines requiring equal opportunities, non-discrimination and non-harassment, the prohibition of child and forced labor;
- Complying with applicable health and safety and wage and hour laws and ensuring healthy and safe working environments, internally and with respect to our suppliers;
- Expecting our companies and suppliers to operate in accordance with the [Values and Expectations of 168](#);
- Evaluating and selecting our service providers and suppliers based on the core values set forth in the [Values and Expectations of 168](#);
- Conducting reviews as part of our evaluation of potential suppliers, including with regard to labor and health and safety practices;
- Expecting our suppliers and service providers to adhere to our [Supplier Code of Conduct](#);
- Providing online and in-person education to our supply chain managers on the topics of child and forced labor and human trafficking as well as the identification and mitigation of such risks;
- Respecting our employees' right to freedom of association and collective bargaining in accordance with local laws; and
- Offering a reporting [Hotline](#) where individuals can report any ethical or employment concerns without fear of retaliation.



We also support the U.N. Guiding Principles for Business and Human Rights which respects and honors the principles of internationally recognized human rights consisting of:

- Those rights expressed in the International Bill of Human Rights (i.e. Universal Declaration of Human Rights and the International Covenants on Economic, Social and Cultural Rights and Civil & Political Rights) and
- The principles concerning fundamental rights as set out in the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

A suspected violation of human rights 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](#). Questions related to our human rights efforts can be addressed to [sustainability@rpminc.com](mailto:sustainability@rpminc.com).