



What is Discrimination?

Discrimination is unfair treatment based on a protected characteristic rather than skill or merit.

Examples of protected characteristics include:

- Race
- Color
- National Origin
- Sex (including pregnancy, sexual orientation, or gender identity)
- Age
- Religion
- Disability
- Genetic Information

RPM's Values and Expectations of 168 prohibit discrimination.

For example our policies prohibit:

- Terminating, demoting, or disciplining an associate because they are female.
- Racial comment by a coworker.
- Using racial slurs or hate symbols in the workplace.

If you are aware of or experience decisions or behaviors based on a protected characteristic that you believe to be discriminatory, contact your Supervisor, HR, Legal and Compliance or call RPM's Hotline.

To help keep you on the right road to compliant and ethical decision making, please reach out to your leadership or us at: compliance@rpminc.com.



We are RPM and our success depends on each of us following the right route and embracing our Value of 168® to make the right decisions.