



**CHANGES
AHEAD**



ROUTE

168

REQUESTS FOR CHANGE, RIF & FACILITY CLOSURES

Requests for Change, Facility closures and terminations of two or more people, also known as reduction in force or RIF, should be submitted through the online portal <http://rpmrequestforchange.ethicspoint.com/> in line with the Policy

Changes to an RPM Subsidiary such as:

- forming a new entity;
- dissolving, merging or legal ownership changes of an existing entity;
- dividends, changes in capitalization;
- transfers of assets;
- transfers of customers;
- Closure of facilities;
- Reductions in Force;

must be approved by RPM prior to any action being taken.

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.

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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.