



If you have a Values & Expectations concern

# SPEAK UP

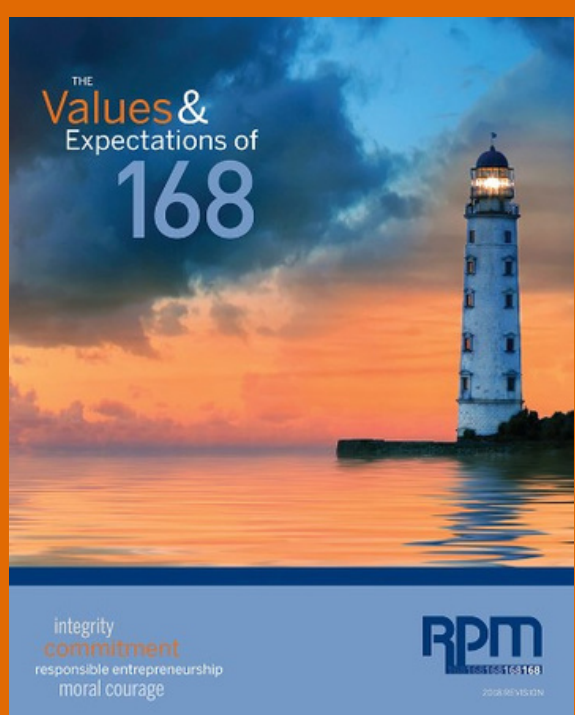
We are RPM and our success depends on each of us following the right route and embracing our Value of 168® to make the right decisions.

If you have a concern regarding unethical or inappropriate conduct, discuss it with your manager, a supervisor, human resources or contact the hotline below:

# 087-195-1037

Or visit the website:

<https://iwf.tnwgrc.com/rpminternational>



The hotline is confidential, easy-to-use, always available and staffed by an independent third party. As permitted by applicable law you may choose to remain anonymous.

The Company reviews and investigates all reports and prohibits retaliation for good faith reporting.

