

Toolbox talk: What is Compliance? / Spot an issue, report it!

RPM's Code of Conduct, The Values and Expectations of 168 and our company policies are designed to protect our company and ensure compliance with laws, ensuring that we are a business our employees and business partners want to work with.

However, Compliance at RPM is more than just policies, it is an attitude embracing our Value of 168® in doing "the right things, the right way, for the right reasons."

Working in a manufacturing environment requires compliance with many specific and often complicated legal regulations including health and safety, storage and handling of hazardous materials, employee rights, product labelling, production standards, environmental regulations, the list goes on and on!

As such it is important that all employees follow the right path, we call it "Route 168" to help the company achieve its goals, legally and ethically, all employees have a role in doing the right thing and **this role is crucial!**

You are all the eyes and ears of the company. If there are warning signs in the business that there is a problem, you may be the first to know.

The Company relies on you to have the moral courage to be able to identify and know how to respond correctly to any potential or known breach of our code of conduct and ethics.

If you are ever in doubt as to whether something is wrong, ask for help.

If you see any type of behaviour that violates or you think may violate the Values and Expectations of 168 or our company policies, report it to a supervisor, HR, legal and compliance, or use the company's hotline, which is available on RPM's website or listed on the Speak Up posters in the plant.

The company will thoroughly investigate all reports.

Should you have concerns about reporting violations of the Values and Expectations of 168, the Company prohibits retaliation against employees who make reports in good faith and takes efforts against retaliatory actions.