

Bullying is more than just unfriendly or rude behavior, none of which is appropriate at work. Bullies threaten, intimidate or humiliate others by repeatedly:

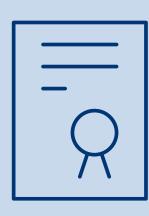
- Spreading rumors or gossip;
- Singling someone out for constant unfounded criticism;
- Yelling, swearing, or using insults;
- Undermining others' work performance;
- Pestering or harassing; or
- Giving wrong information on purpose.

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.

A bully can be anyone you work with including a supervisor, coworker, customer, or even a vendor.



Report bullying incidents to a supervisor, Human Resources, Legal, Compliance, or the Hotline.



You can access our Non-Harassment Policy at <u>navigator.rpminc.com</u>



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.