

SPEAK UP

WITHOUT FEAR



Speaking up isn't always easy, but it can help address potentially harmful behavior.

At RPM, employees are protected from retaliation for raising concerns in good faith.

Raising concerns can include:

- Raising or reporting an issue;
- Participating in an investigation;
- Refusing to participate in an activity you know or suspect to be improper or wrong.

If you feel you are subject to retaliation, or you suspect or know about improper conduct, speak up!

How can you speak up.



Speak to your supervisor or another manager



Speak to Human Resources



Contact the Legal & Compliance Team



RPM 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.