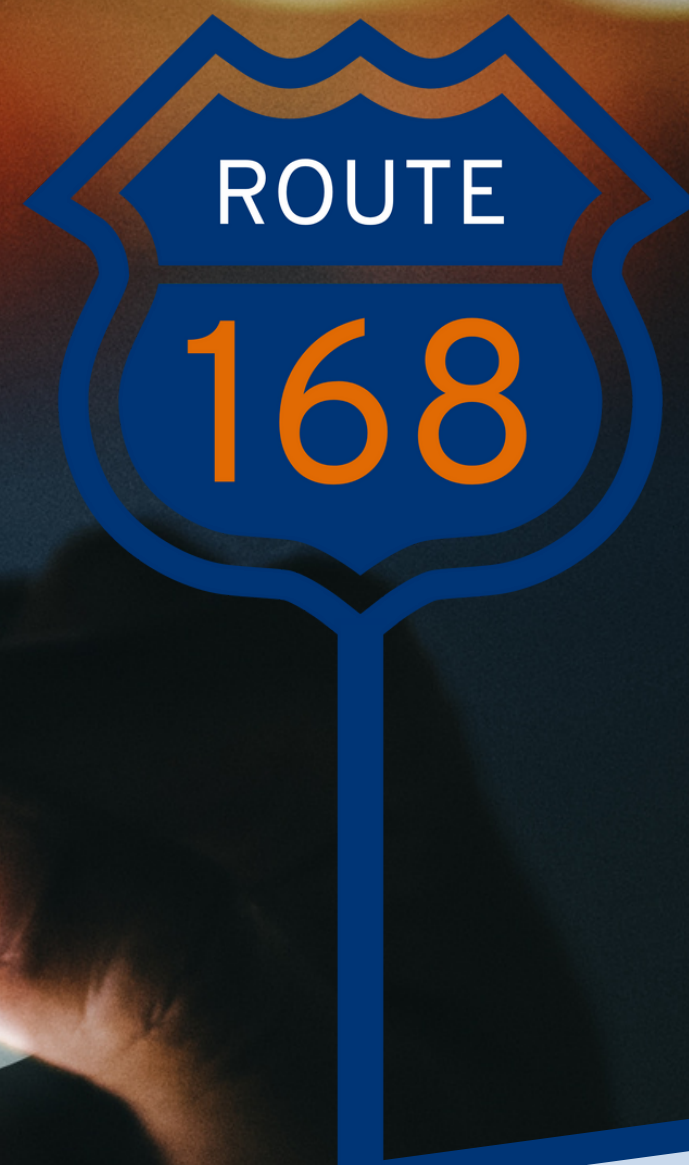


HARASSMENT VIA SOCIAL MEDIA



What is Online Harassment?

Online Harassment may include posts, messages or comments about:

- Race
- National origin
- Religion
- Sex
- Age
- Disability

Just like harassment that occurs in the physical workplace, online harassment is against company policy.

Online harassment does not have to occur on company property or company time.

If you experience, see, or hear about harassing behavior – including online – report it to a supervisor, Human Resources, Legal and Compliance, or use the Company's 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.