



EQUAL EMPLOYMENT OPPORTUNITY POLICY

Responsible Office: Human Resources
Policy Type: Corporate

Date Established: 9/1/79
Date Last Reviewed: 04/25

The Sherwin-Williams Company is an equal opportunity employer. As such, we will recruit, hire, train and promote in all job titles based only on valid job requirements. All personnel actions will be administered without regard to: race, color, religion, sex, sexual orientation, gender identity, national origin, protected veteran status, disability, age, pregnancy, genetic information, creed, citizenship status, marital status, or any other consideration prohibited by law or by contract.

After employment, employees' progress and compensation will be related to their qualifications and job performance. In particular, we will ensure that promotion decisions are based on valid requirements such as qualifications and job performance. Additionally, we will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, Company sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to discrimination based on the protected characteristics listed above. This commitment of equal employment opportunity applies to all persons involved in the operations of the Company and prohibits discrimination, harassment, intimidation, threats, or coercion by any employee of the Company including managers, supervisors and coworkers.

We also will not tolerate harassment, intimidation, threats, coercion, or discrimination of employees and applicants because they have engaged or may have engaged in (1) filing a complaint; (2) assisting or participating in an investigation, compliance review, hearing, or other activity related to the administration of the laws requiring equal employment opportunity based on the protected characteristics listed above, including, but not limited to, the Americans with Disabilities Act, Title VII of the Civil Rights Act of 1964, as amended, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended and Section 503 of the Rehabilitation Act of 1973, as amended; the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation (3) opposing any act or practice made unlawful by such laws or their implementing regulations; or (4) exercising any other right protected by such laws or their implementing regulations.

Sherwin-Williams will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or action, including an investigation conducted by the employer, or (c) consistent with the contractor's legal duty to furnish information.

Individuals with questions regarding this policy or who believe in good faith that they have been subjected to, witnessed, or otherwise learned of conduct prohibited by this policy by anyone, including supervisors, coworkers, suppliers, vendors, contingent workers, or customers are directed to contact the local Human Resources representative, the Group/Chain/Division Human Resources representative or the Vice President – Human Resources. Contact information for Human Resources contacts is posted at each work location or can be also accessed through the HR Cloud Directory under *My Public Info*. Individuals may also contact their Group's Employee Relations contacts, which are listed below, regarding any such issues. Sherwin-Williams will continue to direct management personnel to take such action as may be required to prevent behavior prohibited by this policy. All matters will be investigated, and appropriate action will be taken. If the Company determines that a violation of this or any other policy or work rule has occurred, we will take prompt corrective action, up to and including termination of employment. Retaliation against anyone who complains of or witnesses behavior contrary to this policy is also prohibited.

Consumer Brands Group

Name	Title	Email Address	Phone Number
Duane Young	HR Manager, Employee Relations	Duane.R.Young@sherwin.com	216-316-4766
Krisy Priestley	Sr. HR Director, Employee Relations	Krisy.Priestley@sherwin.com	216-566-1295

Corporate

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Talon Barlow	HR Manager, Employee Relations	Talon.J.Barlow@sherwin.com	919-943-7103

Global Supply Chain

Name	Title	Email Address	Phone Number
Kat Holzmeister	HR Director, Employee Relations	Kat.Holzmeister@sherwin.com	336-339-3394
Jay Fenton	HR Manager, Employee Relations	Jay.L.Fenton@sherwin.com	216-924-1951

Paint Stores Group

Name	Title	Email Address	Phone Number
Mackenzie Bassak	HR Manager, Employee Relations	Mackenzie.Bassak@sherwin.com	216-566-1295
Krisy Priestley	Sr. HR Director, Employee Relations	Krisy.Priestley@sherwin.com	216-566-1295

Performance Coatings Group

Name	Title	Email Address	Phone Number
Kimberly Watson	HR Director, Employee Relations	Kimberly.Watson@sherwin.com	216-566-3861
Beth Comer	HR Manager, Employee Relations	Beth.Comer@sherwin.com	216-515-5016

(Employees can find their HR Contacts through the HR Cloud Directory under *My Public Info* or contact Corporate Employee Relations at (216) 566-2363 for referrals to HR Contacts)