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## NON-HARASSMENT POLICY

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**Responsible Office:** Employee Relations  
**Policy Type:** Corporate

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

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The Sherwin-Williams Company is committed to maintaining a work environment that is free of unlawful discrimination. In keeping with this commitment, we will not tolerate harassment of our employees or by our employees in connection with their work or other paid or unpaid employment-related activities. This applies to anyone, including any manager, supervisor, co-worker, vendor, customer, or other business invitee.

This policy prohibits harassment involving conduct whether verbal, physical, visual or otherwise. This includes, but is not limited to, harassment that is based on: 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. ("Protected Characteristics").

"Harassment" is defined as unwelcome verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of the individual's Protected Characteristic(s), and that:

1. Has the purpose or effect of creating an intimidating, hostile, or offensive working environment.
2. Has the purpose or effect of unreasonably interfering with an individual's work performance.
3. Otherwise adversely affects an individual's employment opportunities.

Examples of harassing conduct can include, but are not limited to:

1. Use of epithets, slurs, negative stereotyping, or threatening, intimidating, or hostile acts that relate to Protected Characteristic(s);
2. Written or graphic material that denigrates or shows hostility or aversion toward an individual or group because of Protected Characteristic(s), and which is placed on walls, bulletin boards, or elsewhere on Company premises, including in online locations, or circulated in the workplace.
3. Verbal or nonverbal innuendoes that relate to or reflect negatively upon someone because of their Protected Characteristic(s).

One type of harassment is sexual harassment, which involves:

1. Making as a condition of employment unwelcome sexual advances, requests for sexual favors, or other offensive verbal or physical conduct directed toward an individual because of their sex.
2. Making submission to or rejection of such conduct the basis for employment decisions.
3. Creating an intimidating, offensive, or hostile work environment by such conduct.

Conduct which could rise to the level of sexual harassment can include but is not limited to:

1. Verbal: sexual innuendo, suggestive comments, insults, threats, jokes about gender-specific traits, or sexual propositions.
2. Nonverbal: making suggestive or insulting noises, leering, whistling, or making obscene gestures.
3. Physical: touching, pinching, brushing the body, coercing sexual intercourse, or assault.
4. Visual: displays of sexually explicit, suggestive, foul or obscene photographs or other visual material.

Such forms of unlawful harassment or retaliation may constitute discrimination under various federal, state, and/or local laws, which the Company will not tolerate. Any employee who is found to have engaged in such conduct will be subject to disciplinary action up to and including employment termination.

You are responsible for helping to assure that our workplace is free of harassment. If you feel that you have experienced or witnessed harassment, or if someone advises you that they have experienced or witnessed harassment, report the conduct to the local Human Resources representative, the Group/Chain/Division Human Resources representative or the Vice-President – Human Resources. Contact information for Human Resources contacts can be accessed through the HR Cloud Directory under *My Public Info*. You may also contact your Group's Employee Relations contacts, which are listed below. We realize that these matters may involve sensitive or embarrassing issues, but the Company treats all complaints seriously. However, we cannot deal effectively with harassment until we are informed of it. Do not wait until the conduct becomes severe or pervasive to report it.

Upon receipt of a complaint, the Company will conduct a prompt and thorough investigation. The investigation will be conducted in such a way as to keep the report confidential to the extent practicable under the circumstances without impeding the investigation, and such determination shall be made on a case-by-case basis. All employees are expected to cooperate with investigations of complaints. The Company will notify the complaining party, and, as appropriate, the subject of the complaint, of the outcome of the investigation. Any person employed by the Company who is found to have violated this policy, or whose conduct would violate this policy if allowed to continue, will be subject to disciplinary action up to and including employment termination.

Sherwin-Williams prohibits retaliation or unlawful discrimination against an employee for reporting or complaining about discrimination harassment or for participating in an investigation of such a complaint or report. Any such retaliation will result in disciplinary action up to and including employment termination. Any employee who knowingly makes a false report of harassment or discrimination or knowingly provides false information in the course of an investigation will be subject to disciplinary action up to and including employment termination.

Sherwin-Williams expects that all employees will act in a responsible manner to establish a working environment free of discrimination, harassment, and retaliation.

### **Group Employee Relations Contact Information**

#### **Consumer Brands Group**

<b>Name</b>	<b>Title</b>	<b>Email Address</b>	<b>Phone Number</b>
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**

<b>Name</b>	<b>Title</b>	<b>Email Address</b>	<b>Phone Number</b>
Sinh Nguyen	HR Director, Employee Relations	Sinh.Nguyen@sherwin.com	216-704-1726
Talon Barlow	HR Manager, Employee Relations	Talon.J.Barlow@sherwin.com	919-943-7103

**Global Supply Chain**

<b>Name</b>	<b>Title</b>	<b>Email Address</b>	<b>Phone Number</b>
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Jay Fenton	HR Manager, Employee Relations	Jay.L.Fenton@sherwin.com	216-924-1951

**Paint Stores Group**

<b>Name</b>	<b>Title</b>	<b>Email Address</b>	<b>Phone Number</b>
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**

<b>Name</b>	<b>Title</b>	<b>Email Address</b>	<b>Phone Number</b>
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)**