



The Sherwin-Williams Company
101 Prospect Avenue
Cleveland, Ohio 44115
Phone: (216) 515-4550

Heidi Petz
Chief Executive Officer

January 2024

To All Sherwin-Williams Employees and Others:

Equal Employment Opportunity, Affirmative Action and Non-Harassment

As indicated in the enclosed Equal Employment Opportunity Policy, we are committed to maintaining a work environment that is free of discrimination. Accordingly, we will recruit, train and promote in all job titles based only on valid job requirements. All personnel actions will be administered without regard to the following “factors”: 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.

Pursuant to our responsibilities as a government and private contractor, we will take affirmative action to ensure that applicants are employed and that employees are treated without regard to the “factors” listed above. Auditing and reporting systems will be designed and implemented to ensure that appropriate affirmative action is taken. Greg Sofish, our Senior Vice President of Human Resources, has been assigned overall responsibility for the implementation of our affirmative action efforts, including the development of affirmative action programs. The non-confidential portions of the affirmative action program for Individuals with Disabilities and Protected Veterans shall be available for inspection by employees and applicants upon request by contacting the appropriate Human Resources office during normal business hours. I fully support and am fully committed to the implementation of our affirmative action programs and equal employment opportunity.

As part of our commitment to equal employment opportunity, we will not tolerate harassment of our employees or by our employees in connection with their work or paid or unpaid employment-related activities. This applies to anyone, including any manager, supervisor, co-worker, vendor, customer or other business invitee. We are all 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 he or she has experienced or witnessed harassment, report the conduct to Human Resources pursuant to the enclosed Non-Harassment Policy.

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 affirmative action and equal employment opportunity based on the “factors” listed above, including, but not limited to, Executive Order 11246, 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; (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. If you feel that such conduct or any other violation of the Equal Employment Opportunity Policy has occurred, or if someone advises you that such conduct or violation has occurred, report the conduct to Human Resources pursuant to the enclosed Equal Employment Opportunity Policy. Your cooperation is appreciated in our efforts to ensure equal employment opportunity, affirmative action, and Non-Harassment throughout our organization.

Heidi Petz