

The Sherwin-Williams Company – 2022 GRI Index

This index is intended to help our valued stakeholders compare the information from our 2022 Sustainability Report and related disclosures with the latest Global Reporting Initiative (GRI) Standards.

GRI STANDARD	GRI DISCLOSURE	REPORTED VALUE AND/OR REPORT LOCATION
GRI 2: General Disclosures 2021		
Organization and Reporting Practices		
2-1	Organizational details	2022 Sustainability Report: "About the Company," pages 2, 6
2-2	Entities included in the organization's sustainability reporting	2022 Sustainability Report: "About the Company," page 2
2-3	Reporting period, frequency and contact point	Calendar year 2022; annually; sustainability.sherwin.com
2-4	Restatements of information	Sherwin-Williams 2030 Environmental Footprint goals are focused on reducing our carbon emissions, energy use and waste, while expanding our renewable energy use and recycling methods. Beginning with this report, the Company more closely aligned its reporting, including baseline and historical data, with the World Resources Institute (WRI), Greenhouse Gas Protocol. This realignment is intended to promote consistency across our carbon and energy focus areas in the methodology and inputs used to measure, manage and report our progress and reflect changes to our business, such as due to acquisitions or divestitures.
2-5	External assurance	To date, Sherwin-Williams has not sought external assurance for this report. We have been recognized for our sustainability efforts by a variety of third-party recognitions, which are detailed throughout our 2022 Sustainability Report. See the following sections: 2022 Sustainability Report: "Awards and Accolades in 2022," page 6 ; "Sustainability by Design," page 28 ; "Product Leadership: Our 'Sustainability Advantaged Products' Portfolio," page 29 ; and "Continued Recognition of Our Welcoming Culture," page 42 .
Activities and Workers		
2-6	Activities, value chain and other business relationships	2022 Sustainability Report: "Corporate Purpose," page 3 ; "Our Business Segments," page 4
2-7	Employees	64,366 employees worldwide as of 12/31/22. For more information on our employees, please see our Investor ESG Summary and 2022 Annual Report .
2-8	Workers who are not employees	Please see our Investor ESG Summary and 2022 Annual Report for additional information on our workforce.
Governance		
2-9	Governance structure and composition	2022 Sustainability Report: "ESG Governance" and "Board Oversight," page 11 . Additional information regarding the Sherwin-Williams Board of Directors and Board Committees may be found in the Governance section of our Investor Relations website, investors.sherwin.com , and in the 2023 Proxy Statement .
2-10	Nomination and selection of the highest governance body	2022 Sustainability Report: "Board Oversight," page 11 . For more information, see the Governance section of our Investor Relations website, investors.sherwin.com , and the 2023 Proxy Statement .
2-11	Chair of the highest governance body	Our Corporate Governance Guidelines provide that the same person should hold the positions of Chairman of the Board (Chairman) and CEO, except in unusual circumstances such as during a period of transition in the office of the CEO. The board believes this structure provides the most efficient and effective leadership model for the Company and clear insight and direction of business strategies and plans to both the board and management. The board also believes we can most effectively execute our business strategies and plans if our Chairman is a member of our management team, providing unified leadership and focus. Our Corporate Governance Guidelines also provide that, if the Chairman is not an independent director, the independent directors of the board, after considering the recommendation of the Nominating and Corporate Governance Committee, annually will elect an independent director who has served as a member of the board for at least one year to serve as Lead Director. Although annually elected, the Lead Director is generally expected to serve for more than one year. The board believes a Lead Director improves the board's overall performance by enhancing the efficiency of the board's oversight and governance responsibilities and by supporting the relationship between the Chairman and CEO and the independent directors.

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2-12	Role of the highest governance body in overseeing the management of impacts	2022 Sustainability Report: “Board Oversight,” page 11 , and “Board and Committee Risk Oversight,” page 12
2-13	Delegation of responsibility for managing impacts	2022 Sustainability Report: “Board Oversight,” page 11 , and “Board and Committee Risk Oversight,” page 12
2-14	Role of the highest governance body in sustainability reporting	2022 Sustainability Report: “Board Oversight,” page 11 , and “Board and Committee Risk Oversight,” page 12
2-15	Conflicts of interest	2022 Sustainability Report: “Ethics, Integrity and Compliance,” page 14 As part of the Sherwin-Williams Code of Conduct, directors and employees are expected to make business decisions and take actions based upon the best interests of Sherwin-Williams and not based upon personal relationships or benefits. The Sherwin-Williams Code of Conduct may be found at investors.sherwin.com . For information regarding the Board of Directors’ process for identifying and evaluating conflicts of interest in connection with the Sherwin-Williams Related Person Transactions Policy, please refer to the 2023 Proxy Statement .
2-16	Communication of critical concerns	2022 Sustainability Report: “Board Oversight,” page 11
2-17	Collective knowledge of the highest governance body	2022 Sustainability Report: “Board Composition and Skills Summary,” page 13
2-18	Evaluation of the performance of the highest governance body	2022 Sustainability Report: “Corporate Governance Practices and Policies,” page 14 2023 Proxy Statement
2-19	Remuneration policies	2023 Proxy Statement
2-20	Process to determine remuneration	2023 Proxy Statement
2-21	Annual total compensation ratio	2023 Proxy Statement
Strategy, Policies and Practices		
2-22	Statement on sustainable development strategy	2022 Sustainability Report: “Our Sustainability Strategy,” page 7
2-23	Policy commitments	Please refer to Sherwin-Williams governance documents, available at investors.sherwin.com ; available documents include the Sherwin-Williams Code of Conduct and Code of Ethics for Senior Management.
2-24	Embedding policy commitments	Please refer to Sherwin-Williams governance documents, available at investors.sherwin.com ; available documents include the Sherwin-Williams Code of Conduct and Code of Ethics for Senior Management.
2-25	Processes to remediate negative impacts	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15 ; “Our Safety Culture: S-W Cares,” page 35
2-26	Mechanisms for seeking advice and raising concerns	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15 ; “Our Safety Culture: S-W Cares,” page 35
2-27	Compliance with laws and regulations	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15
2-28	Membership associations	Sherwin-Williams participates in various regional and industry trade associations such as the American Coatings Association (ACA); the European Council of the Paint, Printing Ink and Artists’ Colours Industry (CEPE); the Retail Industry Leaders Association (RILA); the National Association of Manufacturers (NAM); and groups such as the U.S. Green Building Council (USGBC).
Stakeholder Engagement		
2-29	Approach to stakeholder engagement	Stakeholder engagement is part of our ongoing work to drive alignment between our sustainability efforts and the expectations of both our internal and external stakeholders. Our 2022 Sustainability Report highlights some of the ways in which we engaged with our key stakeholders and others on sustainability topics during 2022, as well as stakeholder engagement in connection with our 2019 materiality assessment. We describe our shareholder engagement efforts on page 9 of our 2023 Proxy Statement .
2-30	Collective bargaining agreements	Sherwin-Williams prioritizes the fair, consistent and equitable treatment of our employees in relation to working conditions, wages, benefits, policies and procedures. The Company’s policies and programs are designed to respond to the needs of our employees in a manner that provides a safe, professional, efficient and rewarding workplace.

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GRI 3: Material Topics 2021		
3-1	Process to determine material topics	2022 Sustainability Report: "Our Sustainability Strategy," page 7
3-2	List of material topics	<p>Based on the results of our materiality assessment, our top tier areas of focus are:</p> <ul style="list-style-type: none"> - Product Stewardship - Talent Acquisition and Employee Engagement - Climate and Carbon - Occupational Health and Safety - Life Cycle Assessment <p>We refresh our materiality assessment on a periodic basis to support alignment between our sustainability efforts and stakeholder needs and emerging trends.</p> <p>2022 Sustainability Report: "Our Sustainability Strategy," page 7</p>
3-3	Management of material topics	2022 Sustainability Report: "Our Sustainability Strategy," page 7 ; "ESG Governance," page 11
Material Topics		
3-3	Product Stewardship	<p>As a part of our Product Blueprint pillar, product stewardship principles guide the phases of our product development and is rooted in continuous improvement. It prioritizes recognizing and addressing the potential impacts of our products throughout their life cycle, from design and development through use and disposal and steps in between. We assess ingredients in a product formulation in terms of human health, product safety, environmental impact, and physical and chemical properties.</p> <p>Our legacy of product stewardship is the foundation that enables us to pursue our Sustainability by Design program across the enterprise, serving as our proactive, foundational process to aid the growth of our "sustainably advantaged products" portfolio. For more information on that signature program and our "sustainably advantaged products" portfolio, please see 2022 Sustainability Report: "Product Blueprint," pages 26-32.</p>
3-3	Talent Acquisition and Employee Engagement	<p>We strive to leverage our integrated talent management strategy to attract, retain, develop and engage a workforce that embraces our inclusive culture, reflects our diversity efforts and is driven to make a difference. Our goals and aspirations for our people include:</p> <ul style="list-style-type: none"> - Increase women in management roles to 30% by 2025, compared with 26% in 2020 - Increase underrepresented racial/ethnic groups in U.S. management roles to 30% by 2025, compared with 26% in 2020 - Achieve and improve upon a favorable score on the Sherwin-Williams Inclusion Index, based on results of our global employee engagement survey <p>For more information on our signature talent acquisition and employee engagement programs and efforts, please see 2022 Sustainability Report: "Social Imprint," page 33; "Inclusion, Diversity and Equity," pages 42-46; and "Talent Acquisition and Employee Engagement," pages 47-48.</p>
3-3	Climate and Carbon	<p>As part of our Environmental Footprint pillar, Climate and Carbon includes areas such as energy consumption, renewable energy, carbon and other air emissions, recycling and waste. We are committed to the following goals for 2030, compared to a 2019 baseline:</p> <ul style="list-style-type: none"> - Reduce absolute Scope 1 and 2 greenhouse gas emissions by 30% - Increase electricity from renewable energy sources to 50% of total electricity usage - Increase operational energy efficiency by 20% - Reduce waste disposal intensity by 25% <p>For more information on our Climate and Carbon efforts, please see 2022 Sustainability Report: "Climate and Carbon," pages 18-21.</p>
3-3	Occupational Health and Safety	<p>The safety of our employees and customers is a foundational value recognized at the highest levels of our organization and at every facility we operate. <i>S-W Cares</i> is our safety culture initiative that serves as a roadmap for achieving health and safety excellence across the Company.</p> <p>As we continually strive to achieve zero recordable injuries, we have set meaningful occupational health and safety goals for 2025:</p> <ul style="list-style-type: none"> - Achieve a recordable cases rate (RCR) of 0.8, compared to 1.06 in 2020 - Reduce the number of ergonomic injuries by implementing at least two interventions per year at each manufacturing site <p>For more information on our health and safety efforts, please see 2022 Sustainability Report: "Occupational Health and Safety," pages 35-41.</p>

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3-3	Life Cycle Assessment	<p>We have a rigorous life cycle assessment (LCA) program, which plays an important role in measuring the potential environmental impacts of our existing products and developing additional “sustainably advantaged products.” We regularly engage with our suppliers to maintain a supply chain in which continuous improvement and sustainability principles are at the forefront. During 2022, we enhanced our collaboration with our network of suppliers. As a result, we have been able to capitalize on opportunities to improve product sustainability attributes, such as using renewable feedstocks and more sustainable transportation.</p> <p>For more information on our efforts, please see 2022 Sustainability Report: “Assessing Sustainability Impacts Through Life Cycle Assessments,” page 32.</p>
Topic Standards		
Economic Topics		
201	Economic Performance 2016	
201-1	Direct economic value generated and distributed	2022 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2022 Annual Report and TCFD Report
201-3	Defined benefit plan obligations and other retirement plans	2022 Annual Report
205	Anti-Corruption 2016	
205-1	Operations assessed for risks related to corruption	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15
205-2	Communication and training about anti-corruption policies and procedures	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15
205-3	Confirmed incidents of corruption and actions taken	2022 Sustainability Report: “Ethics, Integrity and Compliance,” pages 14-15
Environmental Topics		
301	Materials 2016	
301-1	Materials used by weight or volume	Given the proprietary nature of our formulations and many raw materials acquired from our suppliers, this is not a metric that Sherwin-Williams is able to disclose publicly. However, general information pertaining to our production metrics can be found in our 2022 Annual Report .
301-2	Recycled input materials used	Sherwin-Williams has a long history of reusing and recycling byproducts of our production processes and incorporating excess raw materials, off-specification paint and wash water back into production in the manufacture of new batches. In addition, Sherwin-Williams offers Powdura® ECO, which is a powder coating containing a significant amount of post-consumer recycled PET. Additional information about Powdura ECO is available here .
301-3	Reclaimed products and their packaging materials	As part of our product stewardship initiatives, Sherwin-Williams supports the recycling of post-consumer paint through our participation in the PaintCare® paint recycling program. The nonprofit program, which is currently available in 10 states and the District of Columbia, is managed by the American Coatings Association and helps keep unused and discarded paint out of residential waste streams. PaintCare attempts to reuse and recycle the leftover paint and containers before properly disposing of any remainder.
302	Energy 2016	
302-1	Energy consumption within the organization	8.78 million gigajoules
302-2	Energy consumption outside of the organization	Please see our 2022 CDP Climate response via www.cdp.net . Our 2023 CDP Climate response will be published in late summer of 2023.
302-3	Energy intensity	2.23 gigajoules per metric ton of production
302-4	Reduction of energy consumption	<p>Our continuous improvement approach is reflected in how we manage our energy usage across our manufacturing facilities, distribution locations and fleet operations. We actively seek ways to improve our energy efficiency by reducing the amount we use while identifying more sustainable sources of energy, such as renewables. Our goal is to increase our operational energy efficiency by 20% by 2030 compared with the 2019 baseline.</p> <p>For more information on our efforts and progress against our goals, please see 2022 Sustainability Report: “Energy Efficiency,” pages 19-21.</p>

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302-5	Reductions in energy requirements of products and services	<p>We are pursuing growth opportunities by developing new products and services to further preserve existing assets and create products designed to facilitate energy savings. Innovations in coatings technology have led to coatings that require less energy to apply and cure, including:</p> <ul style="list-style-type: none"> - Coatings that once required high-temperature bake cycles in the past can now cure at room temperatures because of innovative technology. These coatings reduce energy requirements by eliminating the need for high-temperature bake cycles. - The development of high-transfer-efficiency powder coatings not only reduces spray time and the energy associated with the spray application process, but also reduces product loss, which further reduces energy use and preserves natural resources. - Heat- and sun-reflective roof coatings and infrared-reflecting concrete coatings reduce the urban heat island effect and can reduce cooling needs in warmer climates. - Powder coatings and other types of coating systems that deliver high performance in just one layer rather than competing coatings that may require multiple layers, which requires more energy and material to achieve similar performance. <p>Transparency for our customers is a critical component of our Sustainability by Design program. In 2022, we developed and launched an external platform to help Paint Stores Group customers understand the sustainability attributes of our products.</p> <p>For more information on our efforts and our products and services that address energy issues, please see 2022 Sustainability Report: "Sustainability by Design," pages 28-32; and the following pages on our website: "Solar: Coatings for Green Energy Generation," "Sustainability Product Listing," "Coil-Coated Metal Roofing," and "Powdura® ECO Powder Coatings."</p>
303	Water and Effluents 2018	
303-1	Interactions with water as a shared resource	<p>As Sherwin-Williams has moved toward water-based coatings (versus solvent-based), water is a key resource used in many of our products. This water is temporarily held in the wet coating until it is cured. During curing, water is released back to the atmosphere.</p> <p>Generally, the coatings industry is evolving from solvent-based formulations to water-based formulations. This evolution is being driven by customer preference and regulatory changes. However, it is also increasing the demand on local freshwater sources. Although not always possible, we attempt to locate manufacturing in areas with ample water supply.</p> <p>In addition, our facilities, operations and offices all require water for staff, sanitation and consumption.</p>
303-2	Management of water discharge-related impacts	<p>Sherwin-Williams has a Global Standard for Water and Soil Protection (the Standard) in place. The Standard describes the minimum water and soil protection and management criteria for Sherwin-Williams facilities. It is intended to promote water conservation and to minimize the discharge of contaminants to water or soil that could cause harm to human health or the environment. The Standard supplements national, regional and/or local laws, regulations, policies and standards, all of which, to the extent applicable to a facility, must be followed.</p> <p>The Standard requires that process water discharge stream(s) be analyzed for contaminants based upon knowledge of the process that generated the water. This information is used to determine if volume and contaminant levels are acceptable to discharge based upon laws, permits or best professional judgment. The assessment should establish the need for treatment, treatment options and/or disposal options. The Standard also requires periodic analysis of process discharges to be conducted as required by permits or to ensure the discharge has not changed. As part of the Standard, employees are instructed to promote water conservation and to minimize the discharge of contaminated water that could cause harm to human health or the environment. Facilities have been trained on the Standard regarding water, and audits are conducted to ensure proper procedures are being followed.</p> <p>Water that is used to clean process equipment and other process wastewater is managed through permitted discharges to wastewater treatment facilities, transported to licensed water treatment facilities, treated on-site or reused as a raw material.</p>
303-3	Water withdrawal	<p>Total: 3,950,158 m3</p> <p>Intensity: 1.00 m3/metric ton of production</p> <p>Sherwin-Williams reports water withdrawal through the CDP. Data is available through the CDP website.</p>

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303-4	Water discharge	2,062,739 m3 Sherwin-Williams reports water discharge through the CDP. Data is available through the CDP website .
303-5	Water consumption	1,456,780 m3 (in production facilities) Sherwin-Williams reports water consumption through the CDP. Data is available through the CDP website .
305	Emissions 2016	
305-1	Direct (Scope 1) GHG emissions	430,114 metric tons CO ₂ e
305-2	Energy indirect (Scope 2) GHG emissions	280,152 metric tons CO ₂ e
305-3	Other indirect (Scope 3) GHG emissions	Scope 3 emissions data has been reported since 2019 through CDP via www.cdp.net . Our 2023 CDP Climate response will be published in late summer of 2023.
305-4	GHG emissions intensity	17.99 metric tons CO ₂ e/metric tons produced
305-5	Reduction of GHG emissions	2022 Sustainability Report: "Climate and Carbon," page 18 ; "Energy Efficiency," page 19
305-6	Emissions of ozone-depleting substances (ODS)	These substances are insignificant given our supply chain and products.
305-7	Nitrogen oxides (NOx), sulfur oxides (SOx) and other significant air emissions	Sherwin-Williams operations do not produce a significant quantity of NOx and SOx emissions. However, values for these air emissions (as well as others) are reported in our Investor ESG Summary .
306	Waste 2020	
306-1	Waste generation and significant waste-related impacts	360.3 thousand metric tons of generated waste 2022 Sustainability Report: "Waste Reduction," page 22
306-2	Management of significant waste-related impacts	2022 Sustainability Report: "Waste Reduction," page 22
Social Topics		
401	Employment	
401-1	New employee hires and employee turnover	2022 Voluntary-Regrettable Turnover (for full-time only) was 13.10%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Sherwin-Williams provides a wide range of competitive benefits to support the diverse needs and well-being of our 64,000+ employees worldwide. Through our robust Total Rewards package, we offer competitive compensation, comprehensive benefits and other programs to support employees' growth, both personally and professionally. Some programs and benefits may differ internationally due to market practice, and applicable local laws and regulations. In the U.S., both full-time and part-time employees are eligible to participate in a Company-sponsored 401(k) plan and all employees who work at least 1,000 hours in a year receive a pension plan contribution. For more information, please see 2022 Sustainability Report: "Rewarding Our Employees," page 48 .
403	Occupational Health & Safety 2018	
403-1	Occupational health and safety management system	2022 Sustainability Report: "EHS Management," page 15 ; and "Occupational Health and Safety," page 35
403-2	Hazard identification, risk assessment and incident investigation	2022 Sustainability Report: "Occupational Health and Safety," page 35 ; and "Prioritizing Ergonomic Interventions at Our Manufacturing Sites," page 38
403-3	Occupational health services	2022 Sustainability Report: "Occupational Health and Safety," pages 35, 37-39
403-4	Worker participation, consultation and communication on occupational health and safety	2022 Sustainability Report: "Occupational Health and Safety," pages 35, 37-39 ; "Portland Purdy Plant Excels within OSHA VPP," page 36 ; "Engaging Hearts and Minds with EHS in Latin America," page 40
403-5	Worker training on occupational health and safety	2022 Sustainability Report: "Occupational Health and Safety," pages 35, 37-39
403-6	Promotion of worker health	2022 Sustainability Report: "Occupational Health and Safety," pages 35-41 . For more information, please see our EHSMS policy documentation .
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	2022 Sustainability Report: "Occupational Health and Safety," pages 35-41 . For more information, please see our EHSMS policy documentation .

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403-8	Workers covered by an occupational health and safety management system	2022 Sustainability Report: “Occupational Health and Safety,” pages 35-41 . For more information, please see our EHSMS policy documentation .
403-9	Work-related injuries	2022 Sustainability Report: “2022 Safety Performance Data,” page 37
403-10	Work-related ill health	2022 Sustainability Report: “2022 Safety Performance Data,” page 37
404	Training & Education 2016	
404-1	Average hours of training per year per employee	We invest in our people by providing learning and employee networking opportunities, including through our employee resource groups, to drive retention, development and engagement and help employees excel in their current and future roles. During 2022, our employees completed thousands of hours of online and instructor-led courses across a broad range of categories, including leadership, inclusion, diversity and equity, professional skills, technical and compliance.
404-2	Programs for upgrading employee skills and transition assistance programs	2022 Sustainability Report: “Cultivating Our Talent,” page 47
404-3	Percentage of employees receiving regular performance and career development reviews	Subject to limited exception for employees with short tenure during the year, 100% of employees are eligible to receive performance reviews.
405	Diversity & Equal Opportunity 2016	
405-1	Diversity of governance bodies and employees	2022 Sustainability Report: “Board Composition and Skills Summary,” page 13 ; “2022 Workforce Diversity Data,” page 44
405-2	Ratio of basic salary and remuneration of women to men	Our compensation programs are designed to attract, retain and motivate talented and high-performing people at all levels of our Company around the world. We structure our compensation programs to be competitive with programs of companies of similar size and business, while maintaining a performance- and achievement-oriented culture and alignment with the interests of our shareholders.
408	Child Labor 2016	
408-1	Operations and suppliers at significant risk for incidents of child labor	As part of our Code of Conduct, Sherwin-Williams precludes the following activities, among others: engaging in trafficking in persons; using forced labor; using child labor; and using any individual held in slavery or servitude. We require all employees, in all countries in which we operate, to support the human rights of others and to abide by the Sherwin-Williams Human Trafficking Policy. We are also committed to working with our suppliers to ensure that human rights are respected at all levels of our supply chain and that no trafficking in persons, forced labor and child labor exists in it. For additional information, please refer to the Sherwin-Williams Code of Conduct , Human Trafficking Policy and Supplier Code of Conduct .
409	Forced or Compulsory Labor 2016	
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	As part of our Code of Conduct, Sherwin-Williams precludes the following activities, among others: engaging in trafficking in persons; using forced labor; using child labor; and using any individual held in slavery or servitude. We require all employees, in all countries in which we operate, to support the human rights of others and to abide by the Sherwin-Williams Human Trafficking Policy. We are also committed to working with our suppliers to ensure that human rights are respected at all levels of our supply chain and that no trafficking in persons, forced labor and child labor exists in it. For additional information, please refer to the Sherwin-Williams Code of Conduct , Human Trafficking Policy and Supplier Code of Conduct .
413	Local Communities 2016	
413-1	Operations with local community engagement, impact assessments and development programs	2022 Sustainability Report: “Community Engagement,” pages 49-53
413-2	Operations with significant actual and potential negative impacts on local communities	Please refer to the 2022 Annual Report for more information about our operations.

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415	Public Policy 2016	
415-1	Political contributions	<p>Sherwin-Williams does not have a political action committee and does not use corporate funds to contribute to any federal, state, or local candidates, political parties or other political committees. The Sherwin-Williams Code of Conduct, available at investors.sherwin.com, prohibits employees from making political contributions to any political organization or candidate for political office on behalf of or for the benefit of Sherwin-Williams. The Sherwin-Williams Code of Conduct, including our Anti-Bribery and Anti-Corruption Policy, also prohibits employees, and any other individuals acting on behalf of Sherwin-Williams, from directly or indirectly using gifts, bribes, payments of any kind or other corrupt practices in conducting business to influence any person in any country (including federal, state or local government employees). This prohibition includes giving or offering to give anything of value, any payment, gift, entertainment or service to government officials, their employees, political parties, public international organizations and any other person, for the purpose of obtaining or retaining business or securing an improper advantage.</p> <p>Our Government Affairs team facilitates Sherwin-Williams global participation in the public policy-making process, including with respect to issues that affect our employees, customers and business operations and objectives, as well as the paint and coatings industry in general. This team is led by our Senior Vice President, General Counsel and Secretary, who provides regular reports to our Board of Directors regarding the Company's key public policy activities and advocacy efforts.</p>
416	Customer Health & Safety 2016	
416-1	Assessment of the health and safety impacts of product and service categories	2022 Sustainability Report: "Product Blueprint," pages 26-32
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>Please refer to the 2022 Annual Report for information regarding Sherwin-Williams compliance with applicable laws and regulations.</p> <p>Please refer to Sherwin-Williams 2022 Sustainability Report and Global Environmental, Health and Safety Policy for information regarding the Company's commitment to global leadership and environmental, health and safety excellence through Sherwin-Williams operations, business and products.</p>