ESG Summary Report

Company	**Rust-Oleum (a part of RPM International)**	Completed Date	**29/8/2023**

Environment, Social & Governance (ESG) is used as a framework to assess sustainability. An ESG framework provides a holistic assessment about an organisation's ability to create and sustain long-term value in a rapidly changing world, and manage the risks and opportunities associated with these changes.

This supplier ESG review is divided into six sections: Environment, Safety, Social, Governance, Overall ESG, and Systems. Questions are primarily YES/NO, with occasional short text responses.

A summary report with a final grade is calculated from these responses. Final grades are based on an overall score as well as meeting a defined standard in each particular section

Grades are available as follows: A, B, C, Emerging, and Commencing.

Scoring Matrix

Grade	Description
A	Overall score > 90% and >85% each section
B	Overall score > 75% and >80% for at least 4 sections
C	Overall score > 60% and >70% for at least 3 sections
Emerging	Overall score > 50% and > 60% in at least 2 sections
Commencing	Overall score <50%, or overall >50% but at least 2 sections not >60%

Overall Score **84.4** Final Grade **B**	Sections	Score (%)
	Environment	87.5
	Safety	100
	Social	66.7
	Governance	64.3
	ESG System & Monitoring	100
	Systems	100

Responses

I hereby certify that, to the best of my knowledge, the provided information is true and accurate

Areas recommended for improvement have been highlighted in red.

🌱 Environment

	Question	Response
Q1	Does your organisation have an Environmental Management system?	YES
Q2	Does the Environmental Management System (EMS) comply with ISO14001?	YES
Q3	Is the EMS certified to ISO14001? If yes, please list Certification body, Certificate number and expiry date. Answer: **CW1, 5555-1111, 31/08/2027**	YES
Q4	Does your organisation have an Environmental Sustainability responsible management person?	YES
Q5	Does your organisation have a formal environmental policy, which includes a commitment to legal compliance, continuous measurement and continuous improvements in environmental performance?	YES
Q6	Which of the following additional areas are covered by this policy?	
a	Greenhouse Gas (GHG) emissions, energy efficiency and renewable energy	YES
b	Sustainable resources management and waste reduction	NO
c	Responsible chemical management	NO
d	Other (please specify)	NO
Q7	Do you provide training for your employees on your environmental system?	YES
Q8	Does your site have an energy management system?	YES
Q9	Has an environmental risk and opportunity assessment of your organisation's activities been conducted?	YES
Q10	Has the organisation performed a baseline assessment of its carbon/GHG footprint and has it implemented any actions to make reductions?	YES
Q11	Has your organisation driven any significant projects/initiatives and implemented to improve environmental performance /standards/compliance within the organisation?	YES
Q12	Please confirm that your organisation is fully compliant with all relevant permits/licenses/consents and that there have been no regulatory issues/cases of noncompliance or enforcement actions in the last 3 years.	YES
Q13	Does your organisation monitor and report its carbon and/or other greenhouse gas (GHG) emissions (such as methane, nitrous oxide, etc.)? (answer question as is if you do not legally have to report, but if you are legally required to report then provide a response in relation to compliance, i.e Yes = compliant.)	YES
Q14	Are generated prescribed waste streams treated to neutralise its environmental effect or controlled/disposed of, by licensed waste management contractors?	YES
Q15	In the past 2 years, on your site(s), have there been any spills /leaks, which have affected the environment, that needed to be reported to environmental agencies/authorities?	YES

	Q16	Is your organisation aware of any former or current soil/groundwater contamination issues at your site(s) where there is/was a need to conduct remediation and/or inform your local regulator(s)?	YES

⛑ Safety

	Question	Response
Q1	Does your organisation have a formal written Health and Safety policy in place, which complies with local laws, industry requirements and international standards?	YES
Q2	Do you organise training for your employees on your Health and Safety policy?	YES
Q3	Do your organisation's site(s) have an active Safety Manager and committee in place?	YES
Q4	Does your organisation have a Safety Management system in place?	YES
Q5	Are all the following areas covered by your Safety system? ✓ Emergency preparedness ✓ Incident and accident management ✓ Workplace ergonomics ✓ Fire protection	YES
Q6	Does your organisation's system include workplace security and emergency response?	YES
Q7	Does the organisation have a Health & Safety risk register and is this reviewed on a regular basis?	YES
Q8	Does the organisation monitor incidents/accidents?	YES
Q9	Has the organisation been free of any enforcement action by the regulators (e.g. Worksafe) for breaches of relevant H&S legislation in the last three years?	YES

👍 Social

	Question	Response
Q1	Does your organisation have a Social Responsibility System?	YES
Q2	Is your organisation's Social Responsibility System certified to SA8000? If yes, please list certification body, certificate number, and expiry date. Answer: **CW2, 5555-2222, 31/08/2027**	YES
Q3	Does your organisation have an individual responsible for Social Sustainability management?	YES
Q4	Does your organisation publish a Corporate Social Responsibility (CSR)/Sustainability Report?	YES
Q5	Does your organisation have formal policies covering working conditions and human rights?	YES
Q5/1	Which of the following areas are covered by these policies?	
a	Anti child labour and young workers	YES
b	Ability to earn a minimum wage sufficient to support themselves and their families	NO
c	A plan for reviewing, removing and preventing barriers?	NO
d	Against modern slavery (i.e. slavery, servitude, and forced or compulsory labour)	NO
e	Anti harassment and discrimination policies and plans	NO
f	Internal complaints resolution procedure	NO
Q6	Do you organise training for your employees on your working conditions and human rights policy?	YES
Q7	Does your organisation have set Corporate Social Responsibility (CSR)/Sustainability requirements for your suppliers?	YES
Q8	Which areas are covered by your organisation's supplier CSR/Sustainability requirements?	
a	Child labour and young workers	YES
b	Wages and benefits	NO
c	Working hours	NO
d	Modern slavery (i.e. slavery, servitude and forced or compulsory labour)	NO
e	Freedom of association, incl.collective bargaining	NO
f	Harassment and non-discrimination	NO
g	Health and safety	NO
h	Corruption, extortion and bribery	NO
i	Privacy and data protection	NO
j	Fair competition and anti-trust	NO
k	Conflicts of interest	NO
l	GHG emissions, energy efficiency and renewable energy	NO
m	Water quality and consumption	NO

n	Air quality	NO
o	Sustainable resources management and waste reduction	NO
p	Responsible chemical management	NO
q	Sustainability requirements for own suppliers	NO
Q9	Does your organisation use any of the following channels to communicate its Supplier CSR/Sustainability requirements to your suppliers?	
a	Included in Terms and Conditions	YES
b	Supplier training	NO
c	Supplier Code of Conduct/Supplier Sustainability Policy	NO
d	Organisation website/supplier portal	NO
e	Other	NO
Q10	Which processes does your organisation have in place to review if suppliers fulfil your requirements?	
a	Self-assessment questionnaire	YES
b	2nd party audits conducted by your organisation	NO
c	3rd party audits conducted by a certified audit body	NO
Q11	Has your organisation had any serious social related claims /complaints/ enforcement actions over the last three years, associated with employees or key stakeholders such as customers or suppliers?	YES
Q12	Do all employees have a formal contract of employment?	YES
Q13	Are you involved in any stakeholder engagement or community investment activities (including engagement with the NGO sector, if any)?	YES

🏛 Governance

	Question	Response
Q1	Has your organisation adopted a Code of Ethics?	YES
Q2	Does your organisation have a formal policy in place regarding business ethics?	YES
Q3	Does your organisation have a code of conduct in place regarding business ethics?	YES
Q4	Which of the following areas are covered by this ethics code of conduct or similar?	
a	Corruption, extortion and bribery	YES
b	Privacy	NO
c	Financial responsibility (accurate records)	NO
d	Disclosure of information and fair competition and anti-trust competition	NO
e	Conflicts of interest	NO
f	Counterfeit parts	NO
g	Intellectual property	NO
h	Export controls and economic sanctions	NO
Q5	Do you have a formal whistleblowing policy and procedure to ensure protection against retaliation?	YES
Q6	Do you organise training for your employees on your business ethics policy?	YES
Q7	Does your organisation have an individual responsible for compliance management?	YES
Q8	Do you organise training for your employees on the Code/s of Conduct?	YES
Q9	In the last year has the organisation been free from any corporate governance and/or ethical related employee claims/breaches/enforcement/litigation action relating to issues such as anti-bribery and corruption, cases of unfair labour practices, human rights abuses, or other malpractices.	YES
Q10	In the past two years has the organisation had any issues in relation to illegal practices (e.g. fraud, corruption)?	YES

⊙ ESG System & Monitoring

	Question	Response
Q1	Does your company currently use any Environmental, Social and Governance (ESG) reporting or guidance frameworks?	YES
Q1/1	If above is Yes, provide rating and tick a checkbox from below. Answer: **80**	
a	Global Reporting Initiative (GRI)	NO
b	Sustainability Accounting Standards Board (SASB) report	NO
c	Task Force on Climate-related Financial Disclosures (TCFD)	NO
d	Climate Disclosure Project (CDP) report	NO
e	EcoVadis Rating	NO
f	Sustainable Finance Disclosure Regulation (SFDR) in the GRESB portal	NO
g	S& P Global Corporate Sustainability Assessment(CSA)	NO
h	Other: Please specify Answer: **B Corporation**	YES
Q2	Does the organisation have a separate standalone ESG policy (i.e. in addition to an environmental or safety policy) which provides details of your approach and commitments to the mitigation/control of key ESG opportunities?	YES
Q3	Has the organisation established an ESG improvement program?	YES
Q4	Does the organisation have an ESG risk register?	YES
Q5	Are specific Performance Indicators used to monitor ESG performance?	YES
Q6	Are ESG processes and systems reviewed/audited either internally or externally on a regular basis and are the results reported back to top management/ board level?	YES
Q7	Is the organisation's choice of suppliers influenced by their ESG performance?	YES
Q8	Is ESG examined at the top management/board level?	YES

⚙ Systems

	Question	Response
Q1	Does your organisation have a Quality Management System (QMS)?	YES
Q2	Is your QMS certified to ISO9001? If yes please type in your ISO9001 certification body, certificate number and expiry date. Answer: **CW3, 5555-3333, 31/08/2027**	YES
Q3	Do you have any documented procedures for the description of business processes?	YES
Q4	Does your organisation have an Information Security System?	YES
Q5	Is your organisation's information security system ISO27001 certified ? If yes please type in your ISO27001 certification body, certificate number and expiry date Answer: **CW4, 5555-4444, 31/08/2027**	YES
Q6	Aside from Quality, Information Security, Safety & Environment, does your organisation have other third party certifications? If yes, please list certification type, certification body, certificate number and expiry date. Answer: **Cyber, CW5, 5555-2222, 31/08/2025**	YES