



# INCLUSION, DIVERSITY AND EQUITY AT A GLANCE

## Our Unwavering Commitment

The Sherwin-Williams Company is committed to advancing a culture of inclusion where our differences are welcomed, celebrated and appreciated to positively impact our people and business.

We believe diversity is about being different – together – and when we embrace those differences through inclusion, we win – together.

## GOALS AND ASPIRATIONS

- ATTRACT MORE UNDERREPRESENTED GROUPS INTO THE TALENT PIPELINE**  
Expand qualified pipeline to ensure representation of women, underrepresented racial/ethnic groups, LGBTQ+, people with disabilities, as well as a mosaic of diversity of thought and experience into early talent programs.
- INCREASE THE NUMBER OF UNDERREPRESENTED GROUPS IN LEADERSHIP ROLES**  
Encourage more intentional pathways to leadership roles for women, underrepresented racial/ethnic groups and other underrepresented talent.

- DRIVE EMPLOYEE ENGAGEMENT**  
Build on our culture of inclusion and belonging to ensure that a diversity of thought and experience thrives and influences performance
- GIVEN OUR CURRENT ENVIRONMENT, WE HAVE ASPIRATIONAL GOALS TO:**
  - Increase women in management roles to 30% by 2025
  - Increase underrepresented racial/ethnic groups in management roles to 30% by 2025 (U.S.)
  - Achieve and improve upon a favorable Inclusion Index

## KEY PROGRAMS AND INITIATIVES

In support of achieving our Company goals, Sherwin-Williams has implemented a number of programs and initiatives to drive awareness, engagement and accountability across our global Company. These include:

- CEO Forums on Inclusion
- Conscious Inclusion Training
- CEO Action for Diversity & Inclusion™ pledge
- Division-specific action plans
- Talent pipeline partnerships
- Employee Resource Groups
- Community partnerships
- Development and tracking of key performance metrics



## 2020 ID&E HIGHLIGHTS

### ENGAGING OUR PEOPLE

**100%**

of senior and executive leaders have attended an ID&E learning session

**8% turnover**

(average annual rate, as compared with an industry benchmark of 14%)

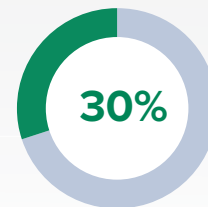
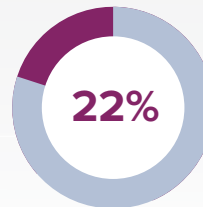
**100+**

women's networks

### DIVERSITY AT ALL LEVELS

**22%** of board members identified as underrepresented racial/ethnic groups

**30%** of board members identified as women



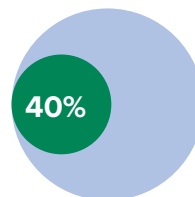
**21%**

of Vice Presidents appointed in 2020 identified as underrepresented racial/ethnic groups

**58%**

of Vice Presidents appointed in 2020 identified as women

**40%** of U.S. management trainees identified as an underrepresented racial/ethnic group



**1 out of 3** management trainees identified as women

All data as of December 2020