



SUSTAIN MOORE

2019 CORPORATE RESPONSIBILITY OVERVIEW



Benjamin Moore®



In the following pages, you will find an overview of Benjamin Moore & Co. corporate responsibility activities in the United States and Canada in 2018 and the first half of 2019. Data presented with different dates is clearly indicated. This overview was published in November 2019.

For comments or questions, please contact sustainmoore@benjaminmoore.com.

OUR COMMITMENT TO CORPORATE RESPONSIBILITY

Benjamin Moore is committed to our customers, our communities, and our employees—providing the highest quality products and giving back where we live and work. We recognize that we have social, environmental and economic responsibilities to our stakeholders, including our employees, suppliers, contractors, retailers, customers and communities. We are invested in reducing our impact on the planet, ensuring the

safety and well-being of our employees, and improving lives both inside and outside of our company. Each year, we give hundreds of volunteer hours and donate thousands of gallons of paint to preserve historic sites and sustain vibrant places, as well as donating much-needed funding to our innovative nonprofit partners.



PRODUCT

Skilled craftsmen and chemists apply years of experience to develop our products through a convergence of art and science. The result is paint of impeccable quality with unrivaled richness of color.

Innovation is a key component of our competitive advantage. Benjamin Moore is committed to developing products that are effective and safe, and minimize impacts on the environment. Our efforts to reduce volatile organic compound (VOC) emissions and certify select products to third-party standards are cornerstones of our commitment to product stewardship.

REDUCING VOC EMISSIONS

Benjamin Moore was the first company in the United States to introduce a zero-VOC waterborne tinting system to the marketplace: our patented Gennex® Color Technology. We have been reducing VOC emissions from our paints by reformulating various product lines and discontinuing high-VOC product lines. Benjamin Moore's lowest-VOC paints include Natura®, Aura®, Eco Spec® WB, Ultra Spec® 500, ben®, Waterborne Ceiling Paint and Regal® Select. A majority of our architectural coating formulations range from 0-100 grams per liter (g/L) VOC, compared to previous formulations ranging from 100-250 g/L VOC.



ASTHMA AND ALLERGY FRIENDLY®

The asthma & allergy friendly® Certification Program, administered by the Asthma and Allergy Foundation of America (AAFA) in partnership with the international research organization, Allergy Standards Ltd. (ASL), is an independent program created to scientifically test and identify consumer products that are more suitable for people with asthma and allergies. Natura® is CERTIFIED asthma & allergy friendly®.



CRADLE TO CRADLE CERTIFIED™

The Cradle to Cradle Certified™ Product Standard guides designers and manufacturers through a continual improvement process that

looks at a product through five categories: material health, material reutilization, renewable energy and carbon management, water stewardship, and social fairness. Product assessments are performed by a qualified independent organization trained by the Cradle to Cradle Product Innovation Institute, a nonprofit organization that manages the certification program. Benjamin Moore's Ultra Spec® 500 Waterborne Interior Paint and Natura® are Cradle to Cradle certified Silver.



GREEN SEAL™

Green Seal™, a nonprofit organization founded in 1989 to safeguard the health of people and the planet, provides science-based

environmental certification standards to help manufacturers, purchasers and consumers make responsible choices that positively impact business behavior and improve quality of life. Natura is certified to GS-11, Green Seal's standard for paints, coatings, stains and sealers. GS-11 establishes performance criteria for products and helps protect air quality, health and the environment by prohibiting harmful chemicals, limiting VOC content for base paint and colorants, and requiring consumer education measures regarding proper use, recycling and disposal. GS-11 sets limits on the level of VOCs in both base paint and colorants, thereby ensuring that even a heavily tinted paint will still contain a low level of VOCs.

LEED®

LEED (Leadership in Energy and Environmental Design) is the leading third-party verification system for sustainable structures around the world. Its certification program guides the construction, operations, and maintenance design for buildings and communities toward sustainability. Using Benjamin Moore paints and coatings can contribute to up to five credits under LEED's newest standard, v4. For example, to earn maximum credits as a low-emitting interior material, flat paint must meet a VOC level of 50 g/L or less and be emissions-certified. A number of our products are formulated to meet these criteria.





PEOPLE

Our employees are the heart of our business, striving for excellence at every level and in every area of the company. We succeed because our employees are proud to work for Benjamin Moore and are invested in the brand—its legacy and its future.

Benjamin Moore's continued success is attributable to the 1,700+ North American employees that lend their time and talents to our brand and exemplify our core values of Openness, Integrity, Community, Excellence and Safety inside and outside of the workplace. Servicing various aspects of our business, from product development and manufacturing and supply chain, to sales and customer service, this diverse group forms one team collectively working towards shared goals and building upon more than 135 years of excellence.

TOTAL REWARDS—A HOLISTIC EMPLOYEE EXPERIENCE

Our Total Rewards program encompasses the benefits received by employees, our commitment to a healthy workforce, as well as additional offerings provided to our employees throughout the year. Recently, employees received a full Total Rewards report providing visibility into the monetary value of their benefits, in addition to salary and bonus. We continually look to expand offerings in areas that our employees value and are competitive in the marketplace.

Our approach to wellness focuses on the physical, mental, financial and purposeful well-being of our employees. We offer employees opportunities to join sponsored sports teams, access to telemental health counselors, financial planning resources and biometric screenings—between 80-90% of our employees and their spouses know their biometrics scores. Additionally, we work to ensure that our employees feel a sense of purpose, whether it's giving back through paid volunteer time, supporting a cause via our matching gifts program—which has provided more than \$320,000 to qualified nonprofit organizations over the last two years—or through the work they do each day for our company.

DRIVING SUCCESS THROUGH A DIVERSE, MULTI-GENERATIONAL WORKFORCE

We owe our continued success to our diverse workforce. With an above-industry average tenure of 11 years, Benjamin Moore employees find an environment of openness, collaboration, and learning. Women hold



28% of leadership positions at the Director level and above. Our employees also represent multiple generations, bringing to Benjamin Moore diverse thought, experience and passion for the brand. We offer a year-round comprehensive internship program at our headquarters, research and development facility, and manufacturing and distribution center locations. Our program provides students the opportunity to learn and gain experience in many areas of the business including business intelligence, finance, human resources, IT, and supply chain. Interns participate in various programs during their time at Benjamin Moore and make meaningful contributions to the business.

THE BENJAMIN MOORE LIFESTYLE— DEVELOPMENT, BALANCE, CHOICE

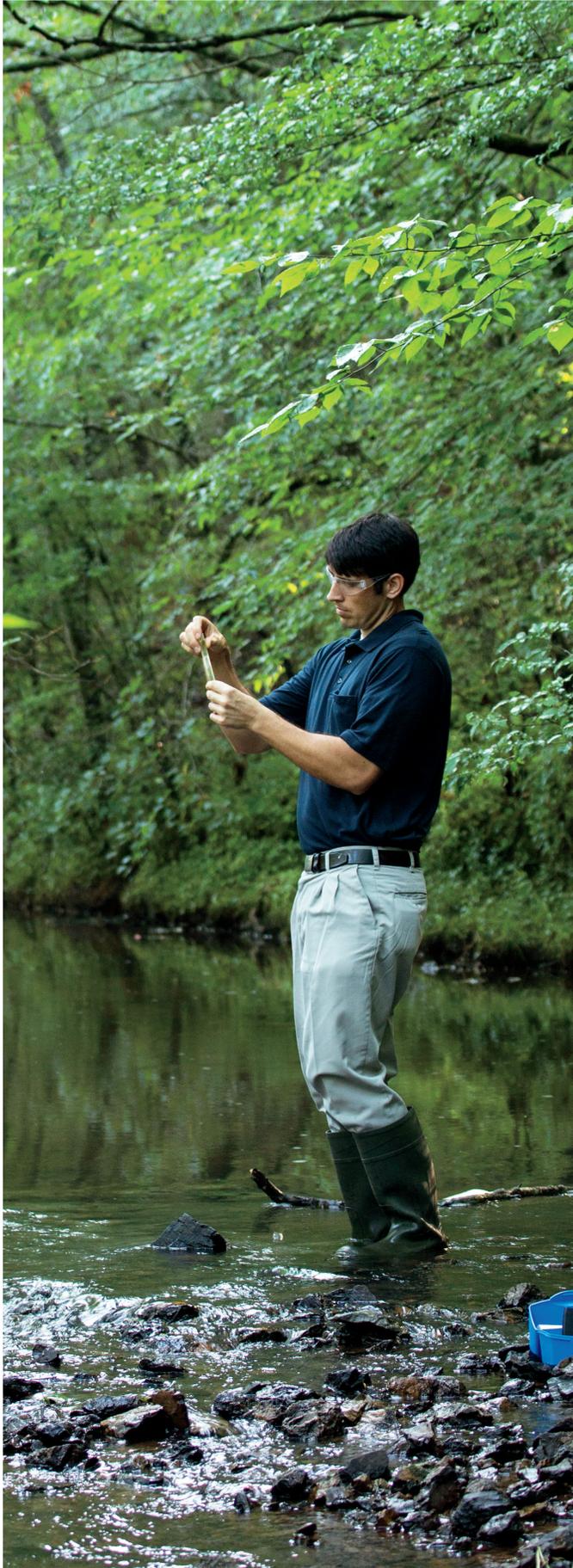
At Benjamin Moore, development is a shared responsibility between the employee and the company. Employees are empowered to take charge of their development through a variety of exciting, hands-on training courses and programs. Many groups are encouraged to take advantage of up to 40 hours each year of professional development including through Benjamin Moore’s Supply Chain Academy, a program that offers employees the opportunity to become certified in their area of specialty. Affinity groups and extracurricular activities such as the Women’s Leadership Forum, the Wild Ones environmental group, sponsored sports teams, or Mentoring Circles—led by leaders of various departments within the organization—are available for employees to participate. Benjamin Moore also offers tuition reimbursement to individuals seeking a more structured learning environment. Employees have the ability to touch every facet of the company from where they sit no matter their level within the organization. Through participation on cross-functional teams, our employees are challenged to “Be Moore.”

SAFETY

Benjamin Moore is committed to ensuring our employees go home safely each and every day and is dedicated to providing safe working conditions through a strong safety culture. To ensure the well-being of all employees, we established Life Critical Rules—failure to follow these rules may create a greater risk of injury to our employees, contractors and/or visitors. Employees are empowered and expected to stop work due to an unsafe condition or act that could result in an undesirable event or violation of one of the Life Critical Rules. The SafeStart® Critical Error Reduction Techniques program continues to be embedded in our manufacturing facilities, distribution centers and research and development sites. Steering committees



work together reinforcing knowledge with practical techniques that help our employees stay more mindful to safety risk both at work and at home. To promote value-sharing and accountability, we launched an injury prevention pledge in 2019. All employees were asked to sign the pledge to acknowledge their commitment to safety and to playing an active role in returning home safely every day.



PLANET

Our employees are engaged in environmental stewardship at work and in the community. They are committed to minimizing our impacts on the planet and nurturing the plants and animals living around us.

Benjamin Moore's comprehensive system of environmental management extends through the entire life cycle of product innovation, development, production and disposal. We manage energy and water use, air emissions and waste generation—all in an effort to run our facilities in the most efficient manner possible. We also protect the species and habitats that call our sites home.

COMPLIANCE

Benjamin Moore is committed to operating our businesses safely and responsibly and in compliance with all regulations. We are dedicated to protecting the health, safety and security of our employees, as well as sustaining the quality of the environment for future generations. Our compliance with applicable environmental, health safety, security (EHSS) and product safety laws and regulations is vested in the operating management of the Company. An EHSS Leadership Committee has been established to oversee such compliance and performance, as well as EHSS issues affecting the Company. The mission of the EHSS Leadership Committee is to drive a consistent and systematic approach to environmental, health, personal and process safety and security management resulting in a strong, positive safety culture and improved performance.

Our activities in manufacturing and distributing paints and coatings are subject to various environmental, health, safety and transportation regulations. Benjamin Moore reports significant violations of these regulations—those resulting in fines of \$5,000 or more and/or in an impact to the environment. We've had no significant regulatory violations at our manufacturing or distribution facilities in more than 5 years.

WASTE MANAGEMENT

Benjamin Moore is continually exploring new ways to maximize our resources while reducing waste. Our Distribution Centers ship hundreds of thousands of gallons of paint per day. With this comes the potential to generate a lot of waste. We have recognized these recycling opportunities and have established sound programs around recycling pallets, paint, corrugated cardboard, shrink wrap and in some locations, colorant cans from our tinting process. Our employees are

constantly looking for ways to reduce waste at the source and increase reuse and recycling. Washwater is reused to minimize the amount of makeup water needed in the manufacturing process. Benjamin Moore is a contributing board member of PaintCare in the United States and Product Care in Canada, nonprofit organizations that manage industry-wide programs to collect leftover paint for reuse, recycling or safe disposal. Our shared goal is to expand these programs so that all post-consumer paint is handled effectively and responsibly.

ENERGY MANAGEMENT

Benjamin Moore uses electricity for lighting, operations and processing; natural gas for heating; and diesel for our fleet of trucks. Moving towards greater energy efficiency and seeking alternative energy options makes good business sense and helps us reduce greenhouse gas emissions. We utilize CNG vehicles in California and host a solar array at our research and development facility—purchasing electricity generated by the system. We are currently evaluating the feasibility of installing a solar array at our corporate headquarters. Many distribution centers have installed high efficiency lighting with motion sensors and a comprehensive energy audit has identified near and long-term savings opportunities—many of which are underway.

SUSTAINABLE TRANSPORTATION

Benjamin Moore has 130 branded trucks in our delivery fleet. We are optimizing loads, streamlining routes and equipping all new trailers with aerodynamic features and idle restrictors. These efforts translate into better fuel efficiency, reduced costs and fewer greenhouse gas emissions. Since 2009, we have saved more than \$2.9 million and more than 929,250 gallons of fuel. That's more than 9,605 metric tons of carbon dioxide avoided, equivalent to the emissions from 2,029 passenger vehicles driven for one year. In our Clifton, N.J., distribution center, we are testing solar energy to power trailer lift gates and electric pallet jacks.

BIODIVERSITY

Our employees care about the wildlife that call our sites home. Our research and development center in Flanders, N.J., and our manufacturing facility and distribution center in Pell City, AL, have earned Conservation Certification from the Wildlife Habitat Council (WHC), a nonprofit group dedicated to restoring and enhancing wildlife habitat. Both our Pell City, Ala., site and our Flanders, N.J., sites are certified to the Silver level. The wildlife teams at these locations



manage a total of 67 acres providing habitat for native birds and pollinators and removing invasive species. The outdoor classroom at our Alabama site uses the Fishing Creek Wetlands Habitat as the integrating grounds of a formal conservation education experience for local middle school and high school students, focused on topics linked to classrooms subjects and state STEM education requirements. Themes include water quality monitoring, wetlands species identification and inventory, and planting and native food sources.



PARTNERSHIPS

Benjamin Moore is committed to inspiring and transforming North American communities by supporting programs and nonprofit organizations that open doors, provide stability and preserve our history for generations to come.

Focused on workforce development, housing and community development, and preservation/sustainability, the Benjamin Moore GIVING MOORE program offers assistance to our communities and charitable partners through in-kind donations, financial contributions and employee volunteer hours. Additionally, Benjamin Moore teams across the country give to local organizations that align with our giving mission and enhance the communities where our employees live and work, including those supporting first responders, youth initiatives, environmental conservation programs, and disaster relief efforts.

DEVELOPING THE NEXT GENERATION OF WORKERS

Through educational programs that teach architecture, interior design, trade skills, science, technology and engineering, Benjamin Moore is helping open doors to enable people to achieve careers they never thought possible. The company recently partnered with the Painting Contractors Association (PCA) and TEACH Construction on a Painting Contractor Workforce Development Initiative—an educational program composed of a 15-segment Trade Best Practice video series for beginners, as well as an in-depth classroom program designed to offer content on various topics within the painting trade. Since 2015, Benjamin Moore has provided nearly \$500,000 in scholarship and program funding to help students gain access to enhanced education in these fields.



GARY SINISE
* FOUNDATION *

TRANSFORMING LOCAL COMMUNITIES

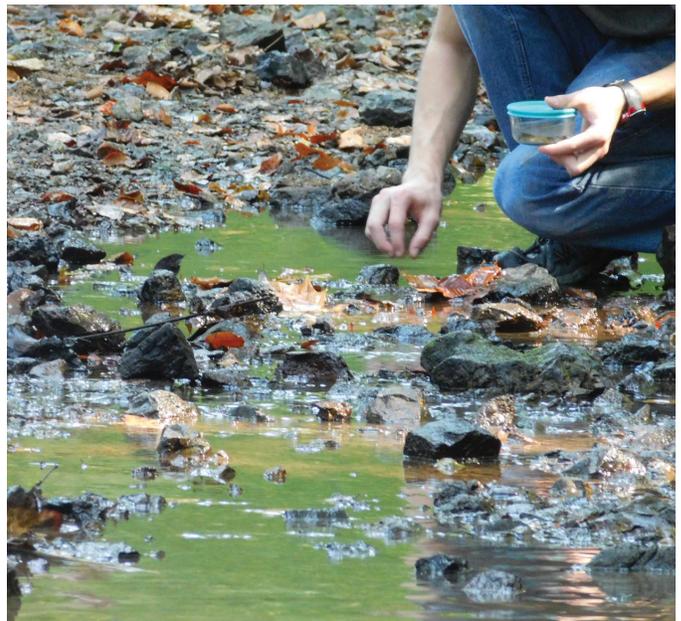
From innovative and environmentally friendly homes to projects that enhance shared spaces and bring people together, Benjamin Moore is committed to enriching the communities where we live and work through partnerships with organizations such as the American Cancer Society and the Gary Sinise Foundation. Since inception, Benjamin Moore has provided the Gary Sinise Foundation with more than 6,200 gallons of paint and helped welcome home more than 30 severely wounded veterans and their families to specially adapted smart homes.

GIVING BACK THROUGH VOLUNTEERISM

Employees are encouraged to volunteer with nonprofit organizations in their local communities, whether as teams or individuals, and are extremely generous with their time both inside and outside the workplace. Benjamin Moore employees consistently donate over 1,000 volunteer hours each year to charities in the communities we serve, including participation in a company-wide initiative in honor of National Day of Service.

CARING FOR OUR ENVIRONMENT-PRESERVING OUR HISTORY

Benjamin Moore is proud of our role in protecting and preserving our history and our future. Through the use of sustainable coatings, we work with and support numerous nonprofit organizations and local projects that maintain and beautify our environment, as well as enhance historic places for generations to come. To date, Benjamin Moore has provided the National Trust for Historic Preservation with more than 1,500 gallons of paint to revitalize several properties across the United States, including Cooper Molera Adobe in Monterey, Calif., Nina Simone's Childhood Home in Tryon, N.C., Lyndhurst in Tarrytown, N.Y., Drayton Hall in Charleston, S.C., and President Lincoln's Cottage in Washington, D.C.



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