



ENVIRONMENTAL POLICY

Red Spot Paint & Varnish Co., Inc. and its affiliates are committed to going over and beyond compliance so that we lead our industry in minimizing the impact of our activities on the environment.

Our employee commitments to environmental integrity include:

- ◉ Preservation of Natural Resources and the Prevention of Pollution related to the design (research and development, formulation) and manufacture of coatings;
- ◉ Energy Conservation by reduction of utilities;
- ◉ Continual Improvement through a system of setting and reviewing environmental objectives and targets; and
- ◉ Compliance with all relevant environmental legislation, regulations, and corporate standards.

Environmental integrity is and must be an integral part of every Red Spot business practice, operation, job, and task. It is incumbent on each of us to assess our own roles and responsibilities and to help fulfill, to the utmost of our abilities, the commitments set forth in this statement.

A handwritten signature in black ink, appearing to read "Jeffery M. Scheu", is written over a light gray horizontal line.

*Jeffery M. Scheu
CEO & President
Red Spot Paint & Varnish Co., Inc.*