

PPG Human Rights Policy

PPG Industries, Inc. and its subsidiaries (“PPG” or “we”) are committed to respecting and upholding the human rights of all people, consistent with the principles of individual dignity and respect underlying the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work and the United Nations Guiding Principles on Business and Human Rights. This commitment is embodied in [PPG’s Global Code of Ethics](#).

This policy applies to PPG’s global operations and all PPG employees worldwide, contingent workers, candidates for employment at PPG and others acting on PPG’s behalf.

Safe and Healthy Working Environment

At PPG, keeping our employees safe at work is one of our most important core values. We are committed to ensuring that everyone goes home safely every day while protecting health and the environment through sustainable solutions including responsible sourcing, waste reduction, and minimizing environmental impact. We follow all applicable laws and regulations regarding [health and safety](#).

Forced Labor

We do not use forced labor, including prison labor, indentured labor, bonded labor, slave labor or any other form of human trafficking. No employee may be compelled to work through force or intimidation of any form, or as a means of political coercion or as punishment for holding or expressing political views. PPG will not retain original employee documents, such as passports and other government-issued identification, unless required by law. In addition, we do not permit recruiting practices that require applicants to pay any fees to obtain employment.

Child Labor

We do not hire employees who are less than 16 years old. PPG work locations are expected to have and follow a procedure for verifying the age of employees at the time of hire. If it is determined that any employee is underage, the employee’s employment must be terminated, and local management must take appropriate remedial action consistent with the best interest of the minor and applicable ILO Standards on child labor.

Anti-Discrimination and Anti-Harassment

We strive to create a work environment in which employees are valued and respected for their contributions and are not discriminated against on the basis of sex, gender, race, color, creed, religion, national origin, ancestry, citizenship status, age, physical or mental disability, pregnancy, genetic information, military or veteran status, marital status, sexual orientation, gender identity or expression, or any other status protected by law. This principle of non-discrimination applies to all employment actions such as hiring, compensation, opportunities, discipline and termination. We are committed to providing a safe, professional work environment that is free from verbal, sexual or physical harassment or abuse of any kind.

Work Hours, Wages and Benefits

PPG follows all applicable laws and regulations related to work hours, wages and benefits. This includes our commitment to pay employees for all hours worked and to comply with all applicable laws and regulations relating to compensation, including but not limited to required

meal and rest breaks, overtime pay, and minimum-wage requirements. Further, PPG's compensation programs are designed to pay all employees competitive wages that meet or exceed legal requirements and are reflective of the local market and relevant industry. PPG manages work hours within the limits of applicable local legislation and works to avoid excessive overtime.

Freedom of Association and Collective Bargaining

We respect employees' right to freedom of association and their ability to join or refrain from joining labor unions or other worker organizations and to engage in collective bargaining, consistent with applicable laws.

Indigenous and Minority Rights

PPG respects the legal rights of all people, including minorities and indigenous people, including, land, forest, and water rights, and will not participate in any illegal forced eviction practices. PPG's use of land and natural resources, including acquisition, development, or lease, is subject to Free, Prior, and Informed Consent (FPIC) of the affected local communities.

Supplier and Business Partner Expectations

We extend our commitment to respecting and upholding human rights throughout our supply chain. Our [Global Supplier Code of Conduct](#) states that we expect our suppliers, vendors, contractors, consultants and other providers of goods and services who do business with PPG entities worldwide to follow the same principles we do.

Reporting and Enforcement

It is PPG's expectation that all employees and other associates described above promptly report suspected violations of this Human Rights Policy using one of the following reporting methods:

- Reporting directly to the employee's manager, HR representative or a member of the Law and Compliance Department.
- Submit a report using the PPG Ethics Helpline at www.ppgethics.com, which is staffed by an outside company and is available 24/7. Reports to the PPG Ethics Helpline may be made anonymously.

All reports of suspected violations of this Human Rights Policy will be promptly investigated. Employees who have been found to be in violation of this Policy will be subject to disciplinary actions, up to and including termination.