



Benjamin Moore®

# SUSTAIN MOORE

CORPORATE RESPONSIBILITY REPORT 2020

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# ABOUT THIS REPORT:

The following includes information on Benjamin Moore corporate responsibility activities in the United States and Canada from January 1 to December 31, 2020.

Data presented with different dates is clearly indicated.

This report was published in February 2021.

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# OUR VISION

To inspire and transform –  
our homes, our communities,  
and our lives –  
one brushstroke at a time.



## COMMITMENT TO CORPORATE RESPONSIBILITY

Benjamin Moore recognizes that we have social, environmental and economic responsibilities to our stakeholders. We are invested in reducing our impact on the planet, offering a safe and inclusive workplace for all employees, and giving back where we live and work.

Everyone connected to Benjamin Moore can *See the Love* we put into every aspect of our business—from quality coatings and employee volunteer hours donated each year, to our relationships with painting contractors, homeowners, and our network of independent retailers, as well as the financial and in-kind support we provide to organizations and communities across North America.





# CORPORATE GOVERNANCE AT BENJAMIN MOORE

Since the company was founded in 1883, Benjamin Moore has remained steadfast in our business commitment to quality, integrity and distribution of our products. Our leaders and employees continue to be held to the high standards of our core values.





As an entity of Berkshire Hathaway, Inc. we not only have a responsibility to our stakeholders—employees, retailers, customers and communities—but also an obligation to the leaders and shareholders of our parent company, and we adhere to the [Berkshire Hathaway Code of Business Conduct and Ethics and Prohibited Business Practices](#).

Led by our CEO, who has more than 30 years of service with the company, along with our executive leadership team, and senior management, Benjamin Moore is guided by a group of experienced professionals focused on the longevity of our business and providing a portfolio of products that meet the needs of our customers.

In 2020, the company formed a cross-functional Corporate Responsibility / Sustainability group focused on gathering metrics, reviewing programming and incorporating our Environmental, Social and Governance (ESG) efforts into many facets of the business.

Additionally, a Business Continuity task force was established consisting of a multidisciplinary group of senior leaders to ensure the company is well positioned to minimize the impact of risk and potential crises.

### Our Commitment to Information Security and Privacy

Benjamin Moore is committed to achieving and maintaining the trust of our customers and partners. We strive to provide a robust security and privacy program to ensure the confidentiality, integrity, and availability of information we collect and process:

- **Confidentiality** - Prevent the disclosure of information to unauthorized individuals or systems
- **Integrity** - Maintain and assure the accuracy and consistency of data over its entire lifecycle
- **Availability** - Ensure the information is available when needed

Our Information Security Program is designed to protect information assets against a range of rapidly evolving threats and includes identifying, mitigating and reporting on information and cyber security risks. We established best practices, such as multi-factor authentication, encryption, virtual private networks (VPNs), third party risk assessments, etc. to ensure our systems are as secure as possible. To maintain the trust of our customers and partners, we use a regular testing program to ensure that our network, systems, and applications are appropriately aligned with current cyber security standards.



# RESPONSE TO COVID-19

The COVID-19 pandemic created many challenges in 2020, impacting us all. Home became our safe space, our workspace, our school, and our place to decompress. While many of us were able to shelter in place, frontline and essential workers helped to keep us safe and move us forward—for that we are forever grateful.

## Focus on Employees

At the onset of the COVID-19 pandemic, manufacturing was deemed essential and Benjamin Moore continued production. First and foremost, we focused on the safety and well-being of our employees, providing additional personal protective equipment (PPE) to our manufacturing and distribution center workforce. Social distancing guidelines were implemented—all while ensuring the continuation of our business operations. Hourly associates received incentive pay during the height of the pandemic, increasing their hourly wage during the most challenging months.

Employees whose roles allowed them to work remotely were provided the tools and technology to continue collaborating without interruption. Our field and office-based teams also received care packages complete with face masks, wipes, gloves and hand sanitizer so everyone was prepared to return to their daily routines safely when local guidelines allowed.

## Commitment to the Community

Due to demand for hand sanitizer and other PPE, we leveraged our production resources to manufacture more than 7,400 gallons of hand sanitizer.

Benjamin Moore's largest employee population is based in New Jersey, home to our corporate headquarters (Montvale), research and development site (Flanders), oldest manufacturing facility (Newark) and largest distribution center (Clifton). During these difficult times, we dedicated our efforts to supporting our neighbors throughout the Garden State.



*Over 4,000 gallons of hand sanitizer produced was distributed to nonprofits and community organizations – including the New Jersey State Police and New York City's Mayor's Office for distribution among essential medical professionals as well as the Community FoodBank of Central Alabama, the American Red Cross and local first responders across the United States.*



*Donated \$100,000 to the Community FoodBank of New Jersey and Frontline Foods—two organizations serving members of the community and healthcare workers with much-needed food and supplies – helping provide more than 225,000 meals to those in need.*

## Assistance to Our Business Partners

We remained steadfast in our commitment to the independent retail network, painting contractors, and architectural and design community. New TV commercials were introduced to encourage homeowners to “Keep Hard Workers Working”—reminding them retailers were open and local painting contractors were available to work on exterior projects.

### Independent Retailer Support

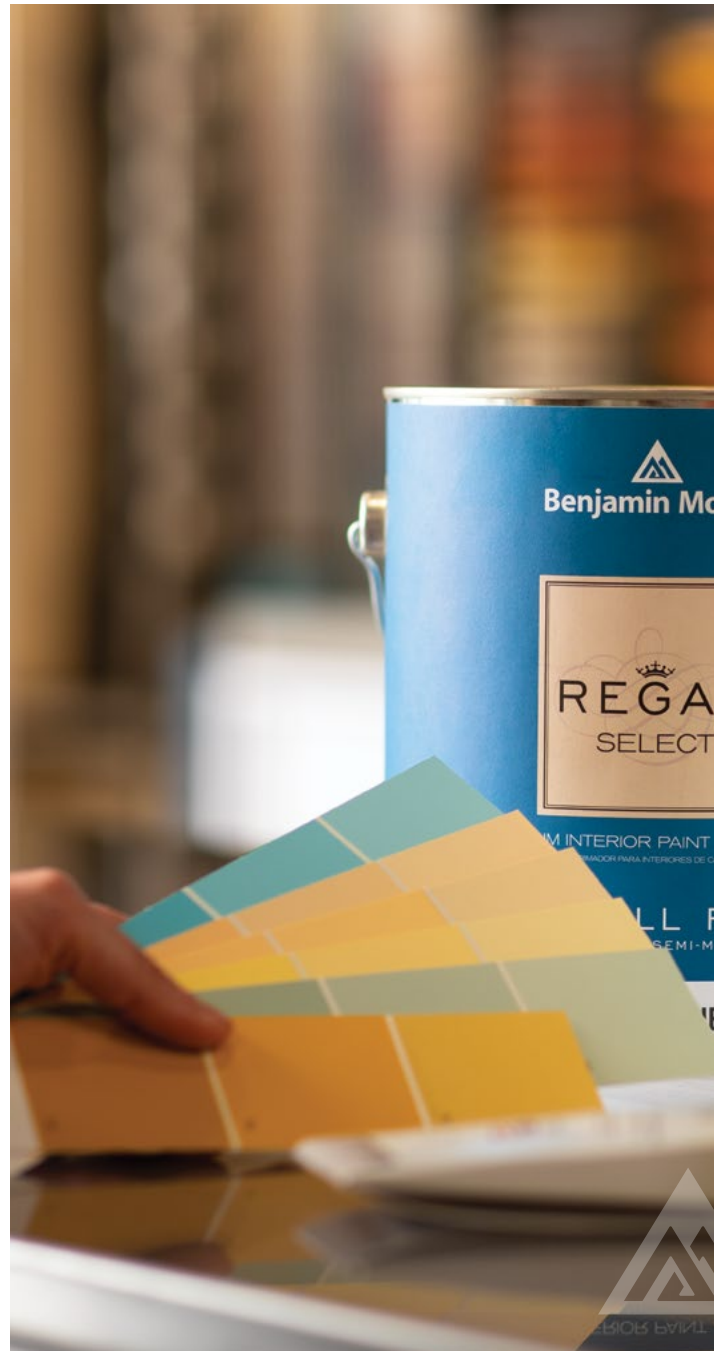
- Quickly implemented a payment modification program, extending due dates for outstanding balances to a three month period.
- Supported hundreds of retailers who took advantage of our enhanced emergency co-op offerings between May and August, which included: an additional 25% reimbursement for marketing / advertising materials, tags in local television and radio advertising, and heightened print and email communications.
- Provided best practices for day-to-day operations including resources to procure in-store social distancing supplies, hand sanitizer and signage.

### Tools for the Painting Contractor

- Underwrote participation costs for the Painting Contractors Association (PCA) Operation COVID-19 Response conference—an educational series covering opportunities, strategies and resources for business owners to make informed decisions, stabilize their profits and protect their team. Benjamin Moore employees also participated as session facilitators throughout the event. More than 8,000 painting professionals attended the virtual event.
- Offered painting contractors a reduced rate for Cornerstone Training’s *Infection Prevention and Control Management* and *Disinfection Technician* certification programs, giving participating contractors an advantage in the marketplace.

### Continued Instruction Delivered to Architectural and Design Community

- Sponsored the Resiliency Report, a study by the American Society of Interior Designers (ASID), which examined the impact of the pandemic, how the interior design community responded and changes needed to move the industry forward.
- Shipped color tools to design professionals at remote locations.
- Pivoted to virtual Continuing Education programming so that those needing credits were able to earn them during these unprecedented times.





# STANCE ON DIVERSITY, EQUITY & INCLUSION

This year brought a renewed focus on equality and justice in the United States. This energy inspired our Leadership team to look within our company to see how we can improve our efforts to create a more diverse and inclusive environment, both inside and outside our organization.

We communicated our support to help tackle discrimination and bias and will focus our efforts on how we attract external candidates in the Workforce, how we develop a more diverse and inclusive Workplace culture, and how we engage with our customers and community in the Marketplace.

We recognize there are always areas of opportunity, such as increasing minority representation in management roles. In 2020, the first step in our DE&I journey



was to listen and learn. To assist us in identifying our strengths and gaps in various DE&I areas, we canvassed our employee population by conducting a survey and various focus groups. The results of this discovery phase will be used to shape our go-forward strategy.

Additionally, we will form a Diversity Council to help us evaluate how we raise awareness on the issues impacting minority groups and support initiatives to improve inclusion within Benjamin Moore and our community.

At Benjamin Moore, we strive to ensure that all employees are treated fairly and equitably—from our Open Door philosophy to providing a Harassment-Free environment. We also believe diversity of culture, talent, and varying perspectives is key to a collaborative, innovative, and successful business. We will continue to drive change to help make a more inclusive tomorrow for all of our stakeholders.

“Change is possible, change is inevitable—and right now, it’s necessary.”

— Dan Calkins, Chairman and CEO



*Benjamin Moore provided an initial donation of \$25,000 to the National Urban League to support historically underserved groups and is working with the organization to build an impactful partnership, on both the local and national levels.*





# PRODUCT

## RESEARCH, INNOVATION & QUALITY

Benjamin Moore has eight research and development laboratories at our 80,000 square-foot facility in Flanders, NJ. At this research and development hub, more than 100 chemists, chemical engineers, technicians and support staff develop new products and ensure our formulations remain best-in-class. Each lab focuses on a different area of expertise, from evaluating color standards to enhancing high-performance coatings designed specifically for industrial facilities.

We continually test and improve our [products](#), while researching and developing new coatings to meet the evolving needs of our customers. Many Benjamin Moore paints within various product lines have zero or low levels

of volatile organic compounds (VOCs), including [Aura®](#), [Regal® Select](#), [ben®](#), [Eco Spec® WB](#), and [Ultra Spec® 500](#), among others. 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.

Our commitment to research and innovation has resulted in many industry firsts, including the first eggshell interior finish, the first Computer Color Matching System (now an industry standard), and the first in the U.S. to introduce a zero (VOC) waterborne tinting system to the marketplace: *our patented [Gennex® Color Technology](#).*

Benjamin Moore Gennex® Color Technology provides one-of-its-kind color to our products. Our team recognized if we made our own colorants, designed specifically for our paints, we could remove unnecessary chemicals that weaken paint—creating a formula that’s better, stronger and simpler.

## BENJAMIN MOORE PATENTS

United States	<b>46</b>
International	<b>100+</b>

# PRODUCT STEWARDSHIP

### Third Party Certifications

In addition to Benjamin Moore’s efforts to reduce VOC emissions, certifying select products to third-party standards is a cornerstone of our commitment to product stewardship.

#### Certifications include:

- [Asthma and Allergy Friendly®](#)
  - Eco Spec® WB Interior Latex (primer and all finishes)
- [Green Seal®](#)
  - Eco Spec® WB Interior Latex (primer and all finishes)
- [Environmental Product Declaration \(EPD\)](#)
  - Ultra Spec® 500 Interior Latex (all finishes)
  - Ultra Spec® EXT (Flat (N447/K447); Satin (N448/K448); Gloss (N449/K449))
  - Ultra Spec® HP D.T.M. Acrylic (all finishes)
- [U.S. Green Building Council \(USGBC\) LEED®](#)
  - Applicable to most Benjamin Moore interior paints (please refer to the technical data sheet of each product for how our products qualify under various LEED® v4.1 categories; the following are examples for the low emitting category)
    - Aura® Waterborne Interior Paint (all finishes)
    - Aura® Bath & Spa Waterborne Interior Paint
    - Regal® Select Interior Paint & Primer (all finishes)
    - ben® Interior Latex Paint & Primer (all finishes)
    - Eco Spec® WB Interior Latex (primer and all finishes)
    - Ultra Spec® 500 Interior Latex (primer and all finishes)
- [Declare Label/The Living Building Challenge Imperative 11](#)
  - Sure Seal® Latex Primer Sealer
  - Ultra Spec® HP Acrylic Metal Primer HPO4
  - Ultra Spec® 500 Interior Latex (primer and all finishes)



- Ultra Spec® Exterior Flat Finish N447
- Ultra Spec® Exterior Satin Finish N448
- Ultra Spec® Exterior Satin Finish N448
- Ultra Spec® Exterior Gloss Finish N449

• [Master Painters Institute \(MPI\) Green Performance® Standard](#)

- Applicable to various Benjamin Moore products  
(please refer to technical data sheets or the Master Painters Institute website for details)

### Commitment to Responsible Sourcing

Throughout our supply chain, Benjamin Moore is committed to responsible sourcing. We continuously seek opportunities to improve our procurement procedures and track spending with minority, women, small disadvantaged, veteran, service-disabled and LGBTQ-owned businesses. We are committed to providing opportunities for these vendors to actively engage with Benjamin Moore.

### Vendor Qualification and Auditing

Benjamin Moore maintains a robust vendor auditing program focused on financial stability, supply risk, reputation, safety, quality and corporate social responsibility. All vendors receive an initial audit before first use, and then are selected for periodic audit based on a risk analysis that encompasses these criteria, among others.

Audit findings are reviewed with the vendor at a close out meeting. Areas for improvement are noted, and if necessary, a corrective action plan is put into place with the supplier. Plans are reviewed at least quarterly until corrective actions are complete. If an audit finding is high risk and cannot be corrected to Benjamin Moore’s satisfaction, we will begin the process to move that business to a new supplier, or put preventive actions in place to mitigate risk.

### Conflict Minerals

We also comply with Berkshire’s [Conflict Mineral Policy Statement](#). The policy statement commits Berkshire and its subsidiaries to comply with the Conflict Minerals Rule issued by the U.S. Securities and Exchange Commission and work with our suppliers to ensure the responsible sourcing of materials containing “conflict minerals”—the ores of tin, tantalum, tungsten and gold.

### Sustainable Packaging

As a best practice, our teams are always researching alternative packaging to deliver our products in more sustainable cans, cartons and wrapping. Our primary packaging consists of **up to 100% recycled content** and our secondary packaging contains an **average of 75% recycled content**. As part of these ongoing efforts, in 2020, we introduced 100% recyclable plastic quart sized containers for our Gennex® and Color Preview® colorant. Additionally, all products packaged in gallon containers at our Newark, NJ, manufacturing location are made with 100% post-consumer material.



We are committed to finding ways to improve management of unused paint by our customers. As such, we partner with the American Coatings Association (ACA) and the Canadian Paint and Coatings Association (CPCA).

The ACA’s nonprofit organization [PaintCare](#) manages an industry-wide program to collect leftover paint for reuse, recycling or safe disposal. PaintCare operates in states with paint stewardship laws. [Product Care](#) manages product stewardship programs for household hazardous and special waste products on behalf of its members across Canada. As a contributing board member for both PaintCare and Product Care, we share the goal of expanding the breadth of these models so that all post-consumer paint is handled effectively and in an environmentally responsible manner.

Click [here](#) to learn how to properly dispose of unused paint.



# PLANET



## ENVIRONMENTAL MANAGEMENT

Operating our businesses safely, responsibly and in compliance with all federal and local regulations—and sustaining the quality of the environment for future generations—is critical to Benjamin Moore. Assuring compliance with applicable environmental, health, safety, security (EHSS), and product safety laws and regulations is vested in the operating management of the Company.

We have a robust EHSS management system in place, including continually improving environmental risk management, preventing and detecting non-compliances, and reducing adverse impacts of our activities, products, and

services on the environment. EHSS standards are established at the corporate level to proactively standardize environmental programs and address impacts that may not be regulated, such as energy use, or use of resources. These standards set forth regulatory and Benjamin Moore-specific requirements for all of our sites.

The EHSS Leadership team, consisting of representatives from the corporate and local levels, oversees compliance, performance, and EHSS issues affecting Benjamin Moore. Responsibilities include overall governance, setting standards and priorities in line with business plans, goals, driving consistency between functional areas, providing resource recommendations, and communicating to Company leadership. The mission of the team 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 EHSS performance.

## Climate Change

The reality of climate change requires companies to pivot with new regulations, changing weather patterns, and the desire to be responsible corporate citizens. As such, Benjamin Moore teams across the organization continuously seek opportunities to reduce our impact on the environment. In 2020, we began the process of establishing our baseline greenhouse gas emissions to identify future opportunities for reducing our emissions over the next 20 years.

## 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, we **replaced more than 1,600 light fixtures with LED bulbs** throughout our headquarters. Additionally, our research and development facility has hosted a 1.7 megawatt solar array for Constellation Energy Resources since 2010. The solar array generates more than 2.4 million kilowatt hours of electricity annually and provides about 70% of the facility's annual electricity needs. Benjamin Moore purchases the electricity generated by the system under a 20-year power purchase agreement.

## Sustainable Transportation

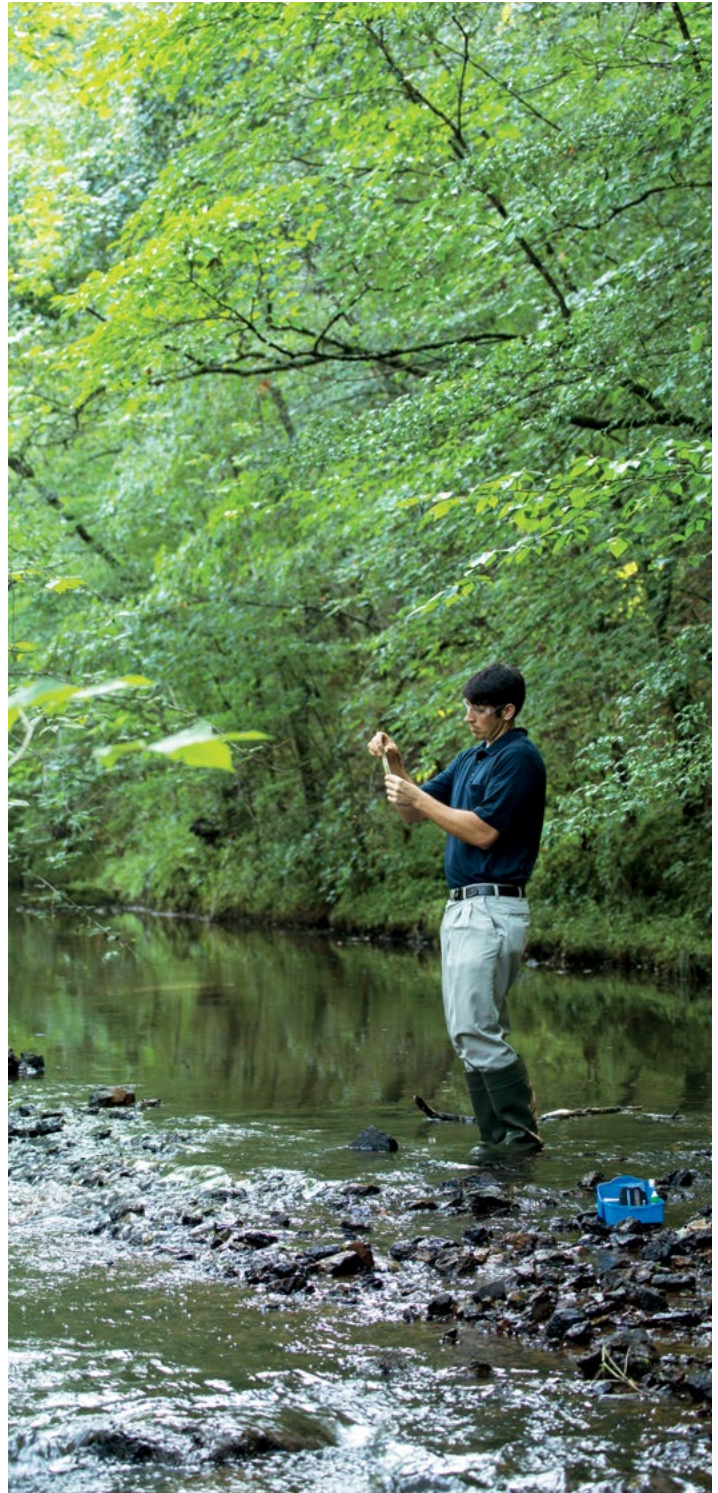
In the fourth quarter of 2020, Benjamin Moore instituted several transportation initiatives with the goal of reducing the number of truckloads from various start to end points. This includes using [ORTEC's](#) routing software, which determines capacity planning solutions, as well as a direct ship program that sends trucks directly from manufacturing facilities to local retailers. Benefits from these initiatives will be fully realized in 2021.

We continue to streamline shipping routes, equip new trailers with aerodynamic features and idle restrictors, and perform regular maintenance on our 318 branded trucks and trailers. These efforts translate into better fuel efficiency, reduced costs and fewer greenhouse gas emissions.

## Waste Management

Benjamin Moore is continually exploring new ways to reduce waste. Wash water is reused to minimize the amount of make-up water needed in the manufacturing process. We **redirected over 900,000 lb. of wash water and wash solvent** into low grade products, and **recycled more than 600,000 gallons of paint** in 2020.

Our distribution centers ship hundreds of thousands of gallons of paint per day. We have implemented many recycling programs to help decrease waste including recycling systems for wooden pallets, corrugated cardboard, shrink wrap, and in some locations, colorant cans from our tinting process.



Efforts to reduce waste expand to our offices, where we made a conscious effort to limit single-use plastics in our cafeterias, including containers, straws and serving ware. We've also **saved nearly 15,000 water bottles from entering the waste stream** since installing new filtered water hubs at our headquarters—an equivalent of 1,594 CO<sub>2</sub> emissions avoided.



## Conservation

Our research and development center in Flanders, NJ, and our manufacturing facility and distribution center in Pell City, AL, have earned a Conservation Certification® from *Wildlife Habitat Council* (WHC), a nonprofit group dedicated to restoring and enhancing wildlife habitat.

Wildlife teams, made up of employee volunteers, 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 Pell City, AL, site uses the *Fishing Creek Wetlands Habitat* as the grounds of a formal conservation education experience for local middle 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.

In 2020, our Pell City team earned the WHC award for [Formal Learning Project](#) during the organization’s virtual conference.



*Local Pell City, AL, students learn about various species that live in the wetlands habitat surrounding the Benjamin Moore facility.*

# PEOPLE



## COLLABORATION, INNOVATION, SUCCESS

Our continued success is attributable to the more than 1,700 Benjamin Moore employees that dedicate their time and talents to the brand and exemplify our core values of Openness, Integrity, Community, Excellence and Safety. The diverse disciplines within our workforce form one team that shares achievements and together, builds upon our 138-year legacy within the marketplace.

### **Driving Success by Cultivating our Culture**

With an impressive average tenure of 10 years, Benjamin Moore employees enjoy an environment of openness,

collaboration, and learning. We owe our sustained success to our diverse workforce.

To learn more about our diversity, equity and inclusion efforts please visit [Our Stance on Diversity, Equity and Inclusion](#).

### **Multi-Generational Talent**

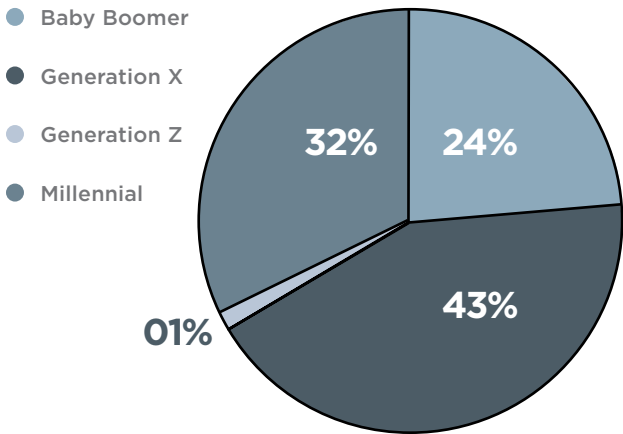
Our employees represent a cross section of generations, bringing diverse thought, experience and passion for the brand, and reaffirming our belief that culture, talent, and varying perspectives is key to a collaborative, innovative,



and successful business. The workforce at large is changing, and those changes are reflected in our population.

Since 2014, the proportion of our workforce that includes members of the millennial generation has **increased from 14% to 32%**. With a continued focus on technology throughout our manufacturing and logistics operations as well as our commitment to a well-rounded Total Rewards package, it is clear that many groups who previously may not have considered careers in manufacturing are now looking at Benjamin Moore.

**Representation by Generation**



**Employee Resource Groups (ERG)**

Our *Women’s Leadership Forum (WLF)*—a grassroots ERG founded three years ago by women at various levels of the organization—drives open dialogues between men and women to address workplace topics openly. This year, the WLF expanded its reach to include employees outside of the company’s headquarters via virtual networking and speaker events.

The *Wild Ones Environmental Group* offers environmental and outdoor enthusiasts at our research and development facility—a *Wildlife Habitat Council*-certified site—the opportunity to engage with nature, monitor various local species, and maintain our sprawling campus for all of its inhabitants. The Purple Martin bird population is a core focus, with the team tracking the migration of the species annually and maintaining special feeders.

**Talent Development in an Evolving Environment**

Employees participated in **over 5,700 hours of online and in-person learning opportunities** in 2020. In addition to personal development and skills training such as developing business acumen, polishing management and leadership capabilities, and enhancing knowledge of frequently used tools and computer software, we continue to administer annual cybersecurity, business practices, Foreign Corrupt Practices Act (FCPA), and harassment training.

This year, the pandemic brought unique challenges for everyone. Our Transformation and Development team adjusted offerings to support employees in the current work



environment, and, in doing so, were able to reach a larger number of learners. These virtual trainings helped employees adapt to working remotely—from time management to hosting virtual meetings.

Our Mentoring Circles program is another way we adapted to our new virtual setting. Led by departmental leadership, Mentoring Circles help employees to build business acumen and professional skills through the combination of one-on-one mentoring and experiential learning. Conducting Mentoring Circles online helped employees stay connected with co-workers across the company, navigate the workplace, and garner insights into various business areas.

**Total Rewards—The Employee Experience**

Our Total Rewards initiatives demonstrate Benjamin Moore’s holistic commitment to fostering a healthy workforce. We continuously explore offerings that are competitive in the marketplace and our employees value.

**Well-being**

We believe the physical, mental, and financial well-being of our employees is the foundation of a productive lifestyle in and outside of the workplace. Biometric screenings are offered annually, with 80-90% of our employees and their spouses learning their biometrics scores. These screenings help identify certain health conditions such as heart disease and diabetes as well as provide a baseline assessment on the health of employees and the Company’s overall workforce. Participants that meet pre-set criteria earn preferred medical rates and other rewards.

Virtual doctor visits and access to mental health professionals are available to employees, as is a generous 401k program with financial planning resources to help our people prepare for their future. We have also introduced alternative work schedule options for eligible roles within our organization, furthering options to address work-life balance needs.

## Purpose

One of our goals is to empower employees to feel a sense of purpose through the work they do each day, and from the opportunities we provide for them to give back. Our associates are encouraged to volunteer during company-sponsored events, or on their own time. Since 2017, Benjamin Moore employees have **donated nearly 6,000 volunteer hours** to causes and community projects where they live and work. Additionally, the company offers a matching gifts program, contributing \$2 for every \$1 donated by employees to the charities of their choice. This program has provided **more than \$637,000** to qualified nonprofit organizations during the last three years.

## Health, Safety and Security

Benjamin Moore is dedicated to maintaining a safety culture in the workplace. As one of our core values, safety is at the forefront of all we do—it is a top priority.

Five of our 18 Distribution Centers and our R&D facility have had **no loss time accidents for more than two years**. In 2020, both our NY and NJ Manufacturing facilities reduced their lost time accidents by more than 50%.

For information about our response to COVID-19, please visit the [Our Response to COVID-19](#).

## Life Critical Rules

To ensure the well-being of employees, we established Life Critical Rules. All employees are expected to adhere to these 11 carefully selected safety priorities. 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.

## SAFESTART

Since 2015, the [SafeStart](#) Critical Error Reduction Techniques program has been embedded in our facilities across North America. To sustain the program, 18 Benjamin Moore employees are certified as SafeStart trainers—reinforcing knowledge with practical techniques that help our employees stay more mindful to safety risks both at work and at home. Approximately 1,000 employees in our manufacturing, distribution, research & development, and quality departments have been trained on the SafeStart principles since the program was introduced.

## Security and Workplace Threat Response Enhancements

To better protect our employees from internal and external threats, a comprehensive corporate security plan was developed to update and standardize the company's security-focused technology platforms. Consisting of increased visual monitoring capabilities and the addition of a mass communications platform to efficiently alert employees of emergencies, building closures, or other immediate notifications, the security upgrades will be completed over the next two years.





# PARTNERSHIPS

## OUR COMMITMENT OF SERVICE TO OTHERS

We have an appreciation for the interdependence of all of our stakeholders and pride in our Benjamin Moore family. We believe together, with charitable organizations, the neighborhoods where we live and work, our network of independent retailers, painting contractors and the architectural and design community, we are true partners in creating change and strengthening our communities and businesses to thrive for years to come.

### **Strengthening Communities**

Benjamin Moore is committed to inspiring and transforming North American communities by supporting charitable programs and nonprofit organizations that provide stability, support underserved populations, and preserve history for generations to come.

Workforce development, housing and community development, and preservation / sustainability are at the core of our social impact efforts, providing support through career and educational programs, in-kind



2020 GIVING BY THE NUMBERS	
Monetary Donations	<b>\$685,000</b>
Paint	<b>5,200 Gallons</b>
Volunteer Hours	<b>1,450+</b>
Matching Gifts	<b>\$317,160</b>

donations, financial contributions, and employee volunteerism. Additionally, Benjamin Moore regional teams support organizations that align with our giving mission and enhance our local communities. Activities include 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 enabling individuals to achieve careers they never thought possible. Since 2015, Benjamin Moore has provided nearly **\$600,000 in scholarship and program funding** to help students gain access to enhanced education in these fields. We are proud of our continued support of nonprofits such as the *American Society of Interior Designers*, *Students 2 Science*, and *YouthBuild USA*.

In collaboration with *YouthBuild USA*, in 2020, we launched a [pilot internship program](#) at our Carol Stream, IL distribution center. Two interns had an opportunity to learn all facets of supply chain within the facility. Not only did the experience benefit the students, it also had an impact on many tenured Benjamin Moore employees at the site.

**Transforming Lives and Local Communities**  
 From innovative homes built using sustainable materials to projects that enhance shared spaces and bring people together, Benjamin Moore is dedicated to enriching the communities where we live and work.

We believe paint is transformational and color can encourage tranquility and boost energy. From a patient utilizing an *American Cancer Society Hope Lodge* facility to a veteran exploring their new *Gary Sinise Foundation* specially adapted smart home for the first time, we are honored to be a small part of their journey. Since 2015, Benjamin Moore has helped welcome home 44 severely wounded heroes and their families through our work with the Gary Sinise Foundation.

**Preserving our History**  
 Benjamin Moore is proud of our role in protecting and preserving our nation’s history for the future. Our sustainable coatings contribute to the support of numerous nonprofit organizations and local projects that maintain and beautify our environment as well as enhance historic places for generations to come.

In collaboration with the *National Trust for Historic Preservation*, in 2020 we embarked on [a year-long campaign](#) honoring the 100<sup>th</sup> anniversary of the women’s suffrage movement and the ratification of the 19<sup>th</sup> amendment by preserving iconic places where women made history. Working with various stakeholders through 2021—from painting contractors to historians—we are repainting sections of select properties across the country, including *The Women’s Building* in San Francisco, CA and the *Odd Fellows Building* in Astoria, OR.

[Learn](#) more about our work in the communities we serve.



*YouthBuild Newark students visit Benjamin Moore manufacturing facility in Newark, NJ, and distribution center in Clifton, NJ, to learn more about career opportunities within manufacturing and logistics.*

## Supporting Our Business Partners

We are successful when one of our partners' businesses are successful. That is why we have teams throughout our organization dedicated to understanding and assisting the needs of our independent retailers, painting contractors and members of the architectural and design community.



### Strengthening the Independent Retailer

Since 1883, Benjamin Moore has been committed to distributing our products exclusively through the independent retail channel. With a network of more than 7,500 locally owned and operated paint, decorating and hardware retailers throughout the United States and Canada, as well as 75 countries globally, we understand the important link our businesses have to each other's success. **In 2020, we added 2,166 new independent retailers to our network.**

Our work with independent, locally owned retailers spans many aspects of business support, from training and marketing solutions to in-store fixture programs and product promotions. Our overall goal is to ensure the success and longevity of each retailer business and the Benjamin Moore brand.

All Benjamin Moore independent retailers can benefit from the following resources:

- Store Design and Setup Services
- Branded Fixtures + Installation
- Exterior Sign Program
- E-Commerce + Website Program
- Co-op Program
- Asset Library



Additionally, Benjamin Moore offers *Retailer Business Consulting* to aid retailers through business or financial issues. Retail services include:

- Business refinements
- Problem identification and resolution
- Restructuring consulting
- Acquisition and growth forecasting
- Business and succession planning
- Training and success modeling
- Human resources insight and services

[Learn](#) more about becoming an independent Benjamin Moore retailer.

### Uniting with Professional Painting Contractors

Together, skilled professional painting contractors and Benjamin Moore products enhance home and community spaces. We ensure our loyal contractors have access to the tools they need for successful employees and operations.

Benjamin Moore informational [resources](#) for painting contractors include:

- Delivery of “how to” and project advice from our experts
- Troubleshooting tips and tools
- A slate of color tools to help clients make project-delaying color decisions
- Solutions for minimizing environmental impact

Benjamin Moore supports many trade associations including the [Painting Contractors Association](#) and the [Finishing Contractors Association](#). Recognizing the need for a job-ready workforce within the paint trade, for the second consecutive year Benjamin Moore collaborated with [TEACH Construction](#) to bring quality training to educators as well as independent painters and contractor businesses through instructional resources and online training.

### Collaborating with the Architectural and Design Community

Architects, designers, color consultants and professional specifiers count on our experienced team for the resources they need to deliver quality services to their customers, including:

- Providing technical information and project guidance
- Collaborating, educating and training color consultants
- Hosting local industry events
- Delivering Continuing Education Programming (CEU) and other training activities

Benjamin Moore works closely with industry associations, including [American Institute of Architects \(AIA\)](#), [American Society of Interior Designers \(ASID\)](#), and [Interior Designers of Canada](#). We also engage with local industry organizations throughout the U.S. and Canada.

Additionally, we partner with [Material Bank](#), a sustainability focused business, to ship samples. This relationship encourages repurposing of returned samples, thus blocking gently used materials from entering the waste stream.





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