



Benjamin Moore®

# SUSTAIN MOORE

CORPORATE RESPONSIBILITY REPORT 2021

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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, 2021. Data presented with different dates is clearly indicated. This report was published in February 2022.

For comments or questions,  
please contact:

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Letter from the

# CHAIRMAN & CEO

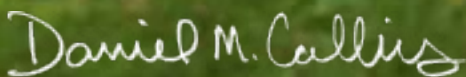
Though the past year has been marked by the ongoing need to pivot and adapt in the face of challenges, including the enduring pandemic and supply chain disruptions, Benjamin Moore has remained steadfast in our commitment to stakeholders and our long-standing pledge toward a more sustainable future. With an emphasis on the continued evaluation of employee needs and benefits, prioritization of high-demand products and support for charitable partners/programming, these efforts remain at the forefront of our company culture.

Premium quality coatings have been at the foundation of the brand for 138 years. Through third-party certifications, Benjamin Moore's Green Promise® and the product portfolio optimization initiative currently underway, our offering reflects the changing needs of customers and our obligation to the environment. To that end, we are focused on expanding manufacturing capacity and increasing production to better meet demand, as well as add jobs to local communities.

Benjamin Moore has also ramped up efforts in the Diversity, Equity and Inclusion (DE&I) space with the establishment of a Diversity Advocacy Group, consisting of employees from across the organization belonging to underrepresented groups and their allies. Though there is work to be done, we are committed to creating positive change within the organization and have already made progress toward education and awareness.

Our Environmental, Social and Governance (ESG) reporting focuses on four pillars – product, people, planet and partnerships. The company's accomplishments in these areas as well as our values and continued dedication to quality are reviewed within the 2021 Corporate Responsibility report.

With sustainability as a key element of our business strategy, I am confident that this work will continue to create opportunities for long-term growth as we look ahead to a better tomorrow.



Dan Calkins  
Chairman & CEO



# 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 in 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 35 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.

The last year was filled with unprecedented challenges from the ongoing pandemic to the disruption in supply chain and labor shortages felt across all sectors. Our Business Continuity task force continued to meet regularly throughout 2021, evaluating risks and working to maintain a sustainable business model ensuring we had the right products available to meet the needs of our customers while continuing to keep proper safety measures in place for our employees.

### 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 ensure the accuracy and consistency of data over its entire lifecycle*
- **Availability** - *Confirm information is accessible 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 cybersecurity risks. We established best practices, such as multi-factor authentication, encryption, virtual private networks (VPN), and third-party risk assessments 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 cybersecurity standards.





# VISION:

To cultivate an environment where all are provided the tools and opportunity to thrive - knowing they are included, valued, and understood.

# MISSION:

**United, we are Moore.** Diversity of culture, talent and thought is key to a collaborative, innovative, and successful business. We are committed to fostering a workplace reflective of the communities we serve - one where employees feel empowered and encouraged to bring their authentic selves every day. Together, we will build an inclusive environment for all members of the Benjamin Moore community through equitable practices, transparency, and partnership.

## DIVERSITY, EQUITY & INCLUSION

Benjamin Moore is on a journey to create a more diverse and inclusive culture. Over the last year, we spent time gathering baseline data, developing a three-year plan and starting up a Diversity Advocacy Group made up of **more than 120 representatives** from underrepresented groups and allies.

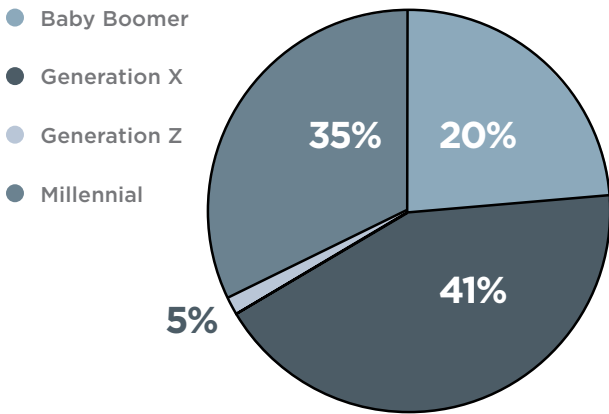
Members of the Diversity Advocacy Group participated in workshops and strategy sessions to develop our overall vision and mission and identified priorities for the coming year. To help govern the Diversity Advocacy Group, we brought together thirteen individuals representing all verticals within the organization, each bringing experience and perspective to the role. Members will serve two years and help ensure progress is made towards our established goals.

EMPLOYEE POPULATION	
Male	<b>75%</b>
Female	<b>25%</b>
BIPOC	<b>32%</b>
2021 Baseline Data	

In 2022, the company will focus on education + awareness, increasing representation and transparency. We will also reevaluate our physical spaces and adjust where needed so all employees feel safe and comfortable in the workplace.

### 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 41%**.

### Employee Resource Groups (ERG)

Our **Women’s Leadership Forum (WLF)**—a grassroots ERG founded five years ago by women at various levels of the organization—drives open dialogue among all employees to address workplace topics. In 2021, **more than 400 employees** participated in seven events focused on topics such as Developing Your Personal Presence, Self Confidence in the Workplace and Imposter Syndrome. Men represented **25% of participants**.

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 nurture 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 providing special feeders. The team monitored **33 bluebird nest boxes** as well as maintained and monitored **five Purple Martin housing units with 42 nest cavities**.







# 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's 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.

<b>BENJAMIN MOORE PATENTS</b>	
United States	<b>48</b>
International	<b>125+</b>

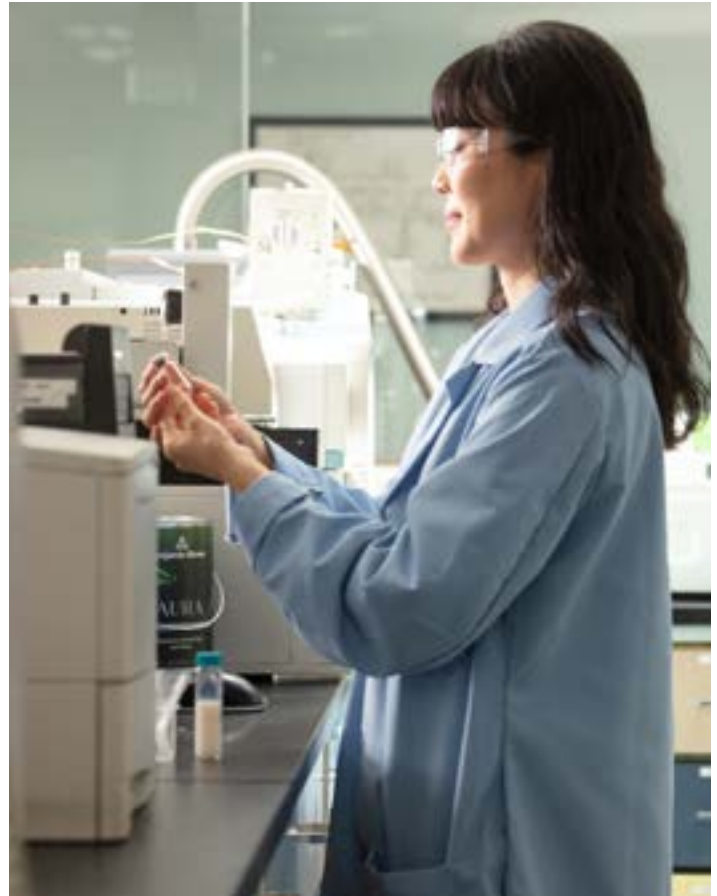
# PRODUCT STEWARDSHIP

## 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 \(EPD\)](#)
  - Eco Spec® WB Interior Latex (all finishes)
  - Ultra Spec® 500 Interior Latex (all finishes)
  - Ultra Spec® EXT (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)
    - Sure Seal® Latex Primer Sealer
    - Ultra Spec® HP Acrylic Metal Primer HPO4
    - 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
- (Refer to technical data sheets or the Master Painters Institute [website](#) for details)

Additionally, **Benjamin Moore's Green Promise®** designation is our company's assurance that a product meets – and often exceeds – rigorous environmental and performance criteria regarding VOCs, emissions, application, washability, scrubbability and packaging.

### 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 to work with minority, women, small disadvantaged, veteran, service-disabled and LGBTQ-owned businesses. In 2021, we doubled our engagement with vendors owned by members of underrepresented groups – **increasing spend with these companies by 40%**.

### 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 are then 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 in 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 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.

### Reducing Carbon Emissions Through Sourcing

Benjamin Moore continues to look for alternative transportation to receive materials and offset our emissions. Last year, more than 38,000,000 lbs of material was received via vessel shipments, **a 35% increase from 2020**. These shipments equate to 193 railcars removed from the rails and 858 trucks removed from the roadways.

### 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 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.

[Learn more](#) about how to properly dispose of unused paint.



An aerial photograph showing a large-scale industrial or agricultural site. On the left, there is a solar farm with rows of blue photovoltaic panels. A dirt road or path runs diagonally through the center, separating the solar panels from a large, open green field. The field is filled with hundreds of shipping containers arranged in neat, parallel rows. The word "PLANET" is overlaid in large, white, sans-serif capital letters in the upper right corner of the image.

# PLANET

The Benjamin Moore logo, which consists of a stylized triangle with three smaller triangles inside it, is located in the bottom left corner of the image.

## ENVIRONMENTAL MANAGEMENT

Operating our business 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 inherent 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 criteria set forth regulatory and Benjamin Moore-specific requirements for all 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 continuously seek opportunities to reduce our impact on the environment. In 2021, after establishing our baseline emissions, we began a program to track emission-based activities and implemented changes to reduce carbon output, some of which are outlined below.

### 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, in 2021 we **replaced more than 600 light fixtures with LED bulbs** throughout our Clifton, NJ and Vancouver, WA Distribution Centers. This change will help reduce our overall GHG carbon emissions through a reduction in kilowatt hours used. Additionally, we implemented opportunity chargers for 49 of our forklift conventional charging stations across our distribution centers. This will also help reduce our carbon footprint through a reduction in kilowatt hour (kWh) used. As future equipment leases expire, additional chargers will be converted to opportunity chargers.

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 2021, through the implementation of the [Ortec](#) system, Benjamin Moore realized an average **2% increase** in overall load efficiency. **Two of the company's five manufacturing facilities saw individual increases of 4-7%. This overall increase in load utilization resulted in approximately 200 less trucks** needed to transport the same amount of product.

Benjamin Moore continued our ongoing replacement program of older equipment, switching out 25% of our fleet this year for an increase in **fuel efficiency of 6-9% per tractor**.

### Waste Management

Benjamin Moore is continually exploring new ways to reduce waste. Wash water is used to minimize the amount of water needed in the manufacturing process. In 2021, **we redirected 32% more wash water and wash solvent** into low grade products thereby keeping it out of the



waste stream. Additionally, we **recycled over 225,000 gallons of paint**.

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, tin cans and, in some locations, colorant cans from the tinting process.

Since installing filtered water hubs at our headquarters, we have **saved 25,000 bottles** from entering the waste stream.



## 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, planting and native food sources.





# PEOPLE

## COLLABORATION, INNOVATION, SUCCESS

Our continued success is attributable to the more than 1,900 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.

With an impressive average of nearly 10 years of service, Benjamin Moore employees enjoy an environment of collaboration and learning. Employee offerings are

regularly evaluated to ensure our people receive competitive benefits, career development options and opportunities to come together in-person and virtually.

We recognize our sustained success is because of our dedicated and diverse team and we are committed to focusing on diversity, equity and inclusion (DE&I) in our workplace. [Learn more about our DE&I efforts.](#)

## Total Rewards—The Employee Experience

Our Total Rewards initiatives demonstrate Benjamin Moore's holistic commitment to fostering a healthy workforce. We are focused on our employees' overall well-being, ensuring they feel a sense of purpose in their job and community, have opportunities to grow as people and in their careers, and return home safely each day.

### 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 the company's overall workforce. Participants that meet present 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.

As the COVID-19 pandemic continued to hinder a normal return to the workplace, the company pivoted to a four day in office and one day work from home hybrid model to continue to mitigate spread of the virus and to provide employees a flexible work schedule during a continuously difficult time. Additionally, Benjamin Moore offered vaccination clinics for all employees at most of its locations.

Recognizing the hardship of the past two years and the unwavering dedication of our employees, Benjamin Moore offered a wellness week during the last week of 2021. Employees unable to take advantage of this additional week of vacation, based on their job function, were paid for their time or are eligible to take the days during the 2022 calendar year.

### 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 in the communities we serve. Our associates are encouraged to volunteer during company-sponsored events, or on their own time. Since 2017, Benjamin Moore employees have **donated 6,600 volunteer hours** to causes and community projects. 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 **nearly \$1 million to qualified nonprofit organizations** during the last four years.



## Talent Development in an Evolving Environment

Employees participated in over **16,171 hours of online and in-person learning opportunities in 2021**. 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 continued to bring unique challenges for everyone. Our Transformation and Development team continuously reviews and expands offerings to support employees in the current work environment, and, in doing so, reaches a larger number of learners.

Our Mentoring Circles program is another way we adapted to our new virtual setting. These groups help employees build business acumen and professional skills through the combination of mentoring and experiential learning. Conducting these sessions online helped employees stay connected with co-workers across the company, navigate the workplace and garner insights into various business areas. In 2021, **56 employees** participated in the program led by seven mentors and facilitators.

## 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. Fourteen of our 24 distribution centers, manufacturing facilities and our R&D site have had no loss time accidents for more than two years. This year, the company saw a **31% decrease** companywide in lost time accidents.



Benjamin Moore was also recognized by the American Coatings Association for its commitment to safety. Two facilities received the organization's Award of Excellence and nine locations received the Award of Honor. Visit the ACA [website](#) for the official reveal.

**Life Critical Rules**

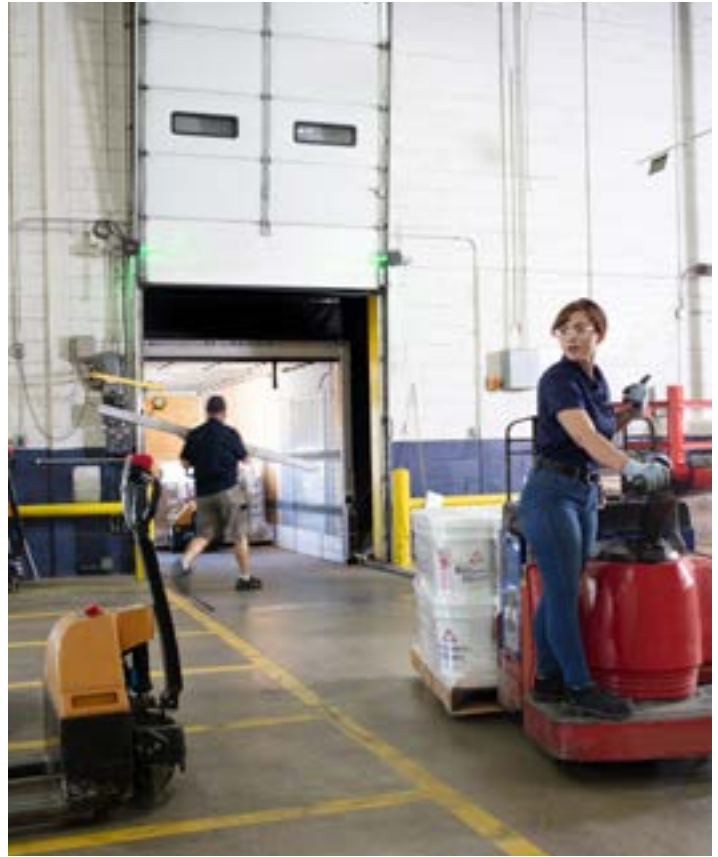
To ensure the well-being of employees, we established Life Critical Rules. All employees are expected to adhere to these 11 carefully selected safety priorities. Failure to follow these rules may create a greater risk of injury to our employees, contractors and/or visitors. Employees are empowered and expected to stop work due to an unsafe condition or act that could result in an undesirable event or violation of one of these 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**

A comprehensive corporate security plan was developed to update and standardize the company's security-focused technology platforms and better protect our employees from internal and external threats. 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 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 transform-

ing communities across the globe 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 donations, financial contributions and employee volunteerism. Additionally, Benjamin Moore regional teams support organizations that align with our giving mission and enhance our local communities.



2021 GIVING BY THE NUMBERS	
Monetary Donations	<b>\$613,690</b>
Paint	<b>4,980 gallons</b>
Volunteer Hours	<b>540</b>
Matching Gifts	<b>\$339,461</b>

**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, we have provided **more than \$700,000 in scholarship and program funding** to help students gain access to enhanced education in these fields.

Over the last four years, Benjamin Moore has partnered with the American Society of Interior Designers (ASID) on the organization's [Student Portfolio Competition](#) - offering students the opportunity to submit their portfolio to be reviewed by industry professionals and experience the interview process, with winners receiving scholarship funds and no cost access to SCALE: The ASID National Student Summit. To date, we have reached more than 600 students across the globe and recognized 20 winners for their outstanding work.

**Transforming Lives and Local Communities**  
 At Benjamin Moore, we believe paint is transformational and color can encourage tranquility and boost energy. From a patient using 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 50 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 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 2021, we continued our collaboration with the National Trust for Historic Preservation, with **more than 1,500 gallons of paint** helping to preserve National Trust owned sites, as well as our ongoing campaign to tell the stories where women made history.

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



## 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 more than **7,500 locally owned** and operated paint & decorating and hardware retailers throughout North America and a presence in 75 countries globally, we understand the important link our businesses have to each other's success. **In 2021, we added 387 new outlets** to our U.S. and Canada-based network as well as 181 stores through Benjamin Moore UK's recent partnership with Brewers Decorator Centres.

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 in business or financial issues.

These services include:

- Branching-out program
- 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 to attract employees and maintain 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

Understanding these small businesses are more than jobs, but livelihoods for generations, Benjamin Moore is exploring business solutions to help owners ensure long-term stability and success. Additionally, we support many trade associations including the [Painting Contractors Association](#), [Commercial Painting Industry Association](#), [Finishing Contractors Association](#) and the [British Coatings Federation](#) provide educational opportunities, business support, networking, and much more for painting professionals.

### Collaborating with the Architectural and Design Community

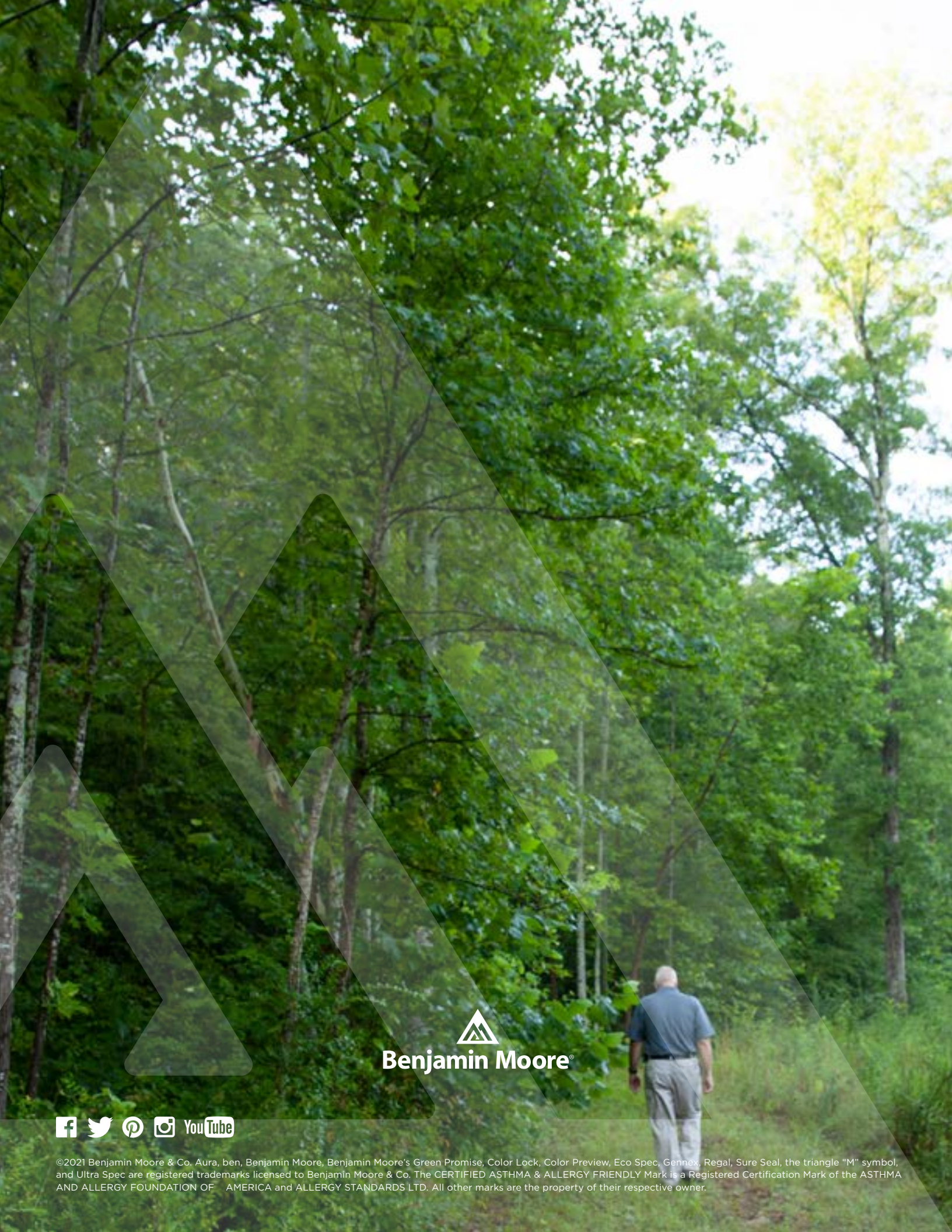
Architects, designers, color consultants and professional specifiers count on our experienced team for the resources they need to deliver quality services to their customers, including:

- Providing technical information and project guidance
- Training and collaborating with color consultants
- Hosting local industry events
- Delivering Continuing Education Programming (CEU) and other learning opportunities

Benjamin Moore works closely with industry associations, including American Institute of Architects (AIA), American Society of Interior Designers (ASID), Finishing Contractors Association 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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