

The Home Depot, Inc.
Political Activity and Government Relations Policy
Last Revised February 2012

Introduction

The Home Depot, Inc. (“Home Depot,” or the “Company”) recognizes that the actions of public policymakers impact our daily business operations. In an effort to ensure that the federal, state and local governments of those countries in which we conduct business act responsibly and in the best interest of our customers and associates, Home Depot actively participates, and encourages its associates to participate, in the political process. In doing so, Home Depot demands the highest standards of professional conduct and ethics from those representing the Company. Corporate political activity is regulated by federal, state, and local laws, and violations of these laws carry civil and criminal penalties. It is important that associates pay careful attention to Home Depot's and their own legal and ethical obligations when engaging in political activity. This policy sets forth the standards for participation in the political process by Home Depot and its associates.

Standards of Conduct

- Home Depot complies with all legal and regulatory requirements in its political activities and interactions with public officials.
- Home Depot does not permit the use of corporate resources or Home Depot time for personal political matters.
- Home Depot sponsors a political action committee called The Home Depot Political Action Committee (the “PAC”) which supports public officials and candidates who understand the issues affecting Home Depot and promote a favorable business climate for the Company.
- Participation in the PAC is strictly voluntary and has no effect on one's employment with Home Depot.
- All Corporate political contributions must be approved in advance by the Company's Government Relations department.
- Giving of money, products or services to government officials in exchange for official action is strictly prohibited. Associates and agents working on behalf of Home Depot generally may not give gifts to or entertain any official or employee of a government agency that regulates the Company's business operations. Before providing anything of value (other than a personal campaign contribution) to a local, state or federal official, including Members of Congress and their staff, associates must obtain prior approval from the Company's Government Relations department.

- Political communications, lobbying activities, and other communications with government officials made on behalf of the Company may only be made or conducted by the Company's Government Relations department. Home Depot may ask associates to voluntarily make personal contact with, or write letters to, government officials to express Home Depot's position on specific issues. Associates who communicate with government officials on the Company's behalf must utilize Home Depot resources and comply with this Policy.
- The Nominating & Corporate Governance Committee of the Company's Board of Directors must approve in advance any public advertisement directly or indirectly paid for by the Company that expressly advocates the election or defeat of a candidate in which Home Depot is identified specifically as an advocate of such election or defeat.
- Home Depot prohibits the solicitation or distribution of political literature on Company property unless required by law.

Oversight

- Home Depot will post this Policy and an annual report of its corporate contributions to political candidates, parties, committees and other entities operating under Section 527 of the Internal Revenue Code on its website. To see the most recent annual report of corporate political contributions, please [click here](#).
- The Company's Nominating and Corporate Governance Committee will annually review Home Depot's political contributions.

For More Information

If you need more information, please refer to the attached Frequently Asked Questions or call the Company's Government Relations Department at 202-393-4460. If you believe you have observed any potential violation of Home Depot policy, please contact your manager or call the Home Depot Awareness Line at 800-286-4909.

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FREQUENTLY ASKED QUESTIONS

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What should I do if I want Home Depot to support a local school bond referendum because I believe it will benefit Home Depot associates?

You should contact the Company's Government Relations Department, which is responsible for considering a number of factors in deciding what public communications will be made by Home Depot concerning the referendum. Also, you may use your personal time and resources to support the referendum.

May I ask other associates to write letters supporting the school board referendum?

On your individual time away from work, you may solicit letters from others. You may not ask other associates to write letters supporting the referendum on Home Depot time or on Home Depot property.

Who is eligible to join or contribute to Home Depot Political Action Committee?

You are eligible to join or contribute to Home Depot's PAC if you are a salaried associate or own Home Depot stock. Participation in the PAC (including monetary contributions) is limited to U.S. nationals (citizens and green-card holders).

How are contributions to candidates determined?

The Company's Government Relations staff and a representative of the PAC's Board of Directors review each candidate's record and determine who will receive PAC support. Factors considered during the selection process may include:

- Does the candidate sit on a committee(s) with jurisdiction over issues of importance to Home Depot?
- Is there a Home Depot store, office or facility in the candidate's district?
- What is the candidate's position or voting record on issues important to Home Depot?
- Which federal and/or state retail associations or other business groups endorse the candidate?

May I distribute a campaign brochure about Senator John Doe while I am at work? Can I distribute the brochure on my own time?

You may not distribute campaign brochures at work. You may distribute literature on your personal time away from Home Depot.

May I send a memo to a friend at work suggesting that he write a check to Congressman John Smith?

No, an associate may not ask for or collect checks for any candidate or support the election or defeat of a candidate while at work and using Home Depot resources.

May I serve as the treasurer of Lisa Doe's campaign for Mayor? May I keep track of political donations and expenses on my Home Depot computer after business hours? May donations be sent to my work address?

You may serve the campaign in your personal capacity on your own time, but you may not work on the Mayor's campaign while at work or use Home Depot resources (including computers) to work on the campaign at any time. You may not use Home Depot's business address for personal political matters.

Can associates hold public office?

It is permissible for Home Depot associates to engage in civic activities including holding public office. However, associates may not campaign or solicit support from other associates on Home Depot property and may not use Home Depot time or resources on personal political matters. In the course of performing civic duties, an associate should abstain from all discussions and decisions that specifically involve Home Depot.

Can my store permit a candidate to park his campaign van in Home Depot parking lot?

No. This violates Home Depot's solicitation policy and could be an unlawful corporate political contribution.

A local civic group requests space in a Home Depot store for voter registration. Does this violate our solicitation policy?

Yes, it is a violation of our solicitation policy. No organization may distribute political literature on Home Depot property unless access is required by law.

May I pay for the lunch of a zoning official? Does it matter if Home Depot has a matter pending before this official?

If there is any Home Depot matter pending before the official, you should not offer to pay any personal expenses of the official, including lunch, to avoid even an appearance of impropriety. If

no Home Depot matter is pending before the official, you must still determine if local laws and agency regulations permit such modest entertainment before offering to pay.

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