

## W.W. Grainger, Inc. Human Rights Principles

At Grainger, the way we conduct business is as important as the products and services we provide. The principles set forth in this statement reflect Grainger's philosophy about the way we will conduct our business on a global basis. They are applicable to all Grainger employees, worldwide, and are approved and monitored regularly by Grainger's senior management.

**Diversity and Nondiscrimination:** Grainger respects and values diversity in its workforce, its customers, its suppliers, and the global marketplace. Grainger will strive to create an inclusive environment for all team members and will comply with all applicable laws of the countries in which we do business. It is Grainger policy to provide equal employment opportunities for all persons, regardless of race, creed, color, religion, sex, national origin, age, mental or physical disability, domestic partnership status, sexual orientation, gender identity, gender expression, veteran status, marital status or citizenship status, and to ensure that all employment practices such as recruiting, hiring, transfers, promotions, training, compensation, benefits, layoffs, and terminations are equally applied.

**Harassment Prohibition:** All Grainger employees are expected to treat their coworkers, and employees of Grainger's customers and suppliers with dignity and respect. Grainger will not tolerate harassment of employees by managers or co-workers, on or off-site. Grainger strives to maintain a working environment free from ethnic, religious, racial, or sexual harassment. All complaints of harassment will be promptly investigated, and treated with appropriate confidentiality.

**Child or Forced Labor:** Grainger will not employ anyone younger than the minimum employment age established by the respective country or local jurisdiction. In the event no minimum employment age is established, employees will not be younger than the age of compulsory education; or if no minimum age for compulsory education is established, employees will not be younger than age 14, and workers under the age of 18 should not perform hazardous work. Grainger also expects its suppliers to comply with these standards when placing contingent workers on assignment with Grainger. Grainger will not allow prison, indentured, bonded, military, slave or any other forms of forced labor in our operations, and forbids harsh or inhumane treatment, including corporal punishment or the threat of corporal punishment.

**Working Hours and Minimum Wages:** Working hours will be in compliance with all applicable laws and regulations. Grainger requires employee compensation to comply with all applicable wage and compensation requirements as defined under applicable labor laws for regular work, overtime, maximum hours, piece rates, and other elements of compensation and employee benefits.

**Safety and Security:** Grainger will seek to provide a safe and secure business environment for the protection of our employees, products, materials, equipment, systems and information. Grainger will minimize employee exposure to potential safety hazards by identifying, assessing and minimizing risks by developing and implementing plans and procedures.

**Freedom of Association/Collective Bargaining:** Grainger will adhere to the applicable laws regarding the right to affiliate with lawful organizations without interference.

The policies noted above are not meant to describe the full scope of Grainger's human resource policies or practices. More detailed statements of policies, procedures and practices are contained in documents such as Grainger's [Business Conduct Guidelines](#).

Employees are required to comply with all Grainger's policies, procedures and practices at all times and are responsible for consulting their management if they have any questions. A companion to this document, the [Grainger Supplier Conduct of Ethics](#), governs our relationships with and standards for Grainger suppliers.