

EMPLOYEE CHARTER

Rather than develop a detailed code of conduct for Grainger and its employees, we would rather trust in our ability to abide by a few guiding principles. We believe that this is much more appropriate to Grainger's culture and will support our 'people first' values.

As a Grainger employee you have a right to:

- Consistent and supportive leadership
- Fair treatment, dignity and respect
- A healthy and safe workplace
- Support and encouragement to learn and to develop your career
- Competitive remuneration and benefits
- A workplace free of discrimination and harassment
- Express your views and take initiative without fear of reprisal
- Receive recognition for your efforts and achievements
- The resources you need to do your job
- Be kept informed

As your employer Grainger requires you to:

- Contribute your best efforts to the group's business at all times
- Abide by the group's policies, procedures and methods of operation
- Operate in a professional manner, within the law and in the best interests of the group
- Be mindful of the fact that Grainger is a plc and refrain from anything that might have a detrimental effect on our corporate reputation
- Take responsibility for your own learning and development
- Show respect to your colleagues, our customers and business partners
- Declare any conflicts of interest
- Operate in an open and honest manner whilst maintaining appropriate business confidentiality
- Act in a socially and ethically responsible way