

W.W. Grainger, Inc. Global Environmental, Health and Safety Policy

PURPOSE

As a global leader in industrial distribution, Grainger drives Environmental, Health and Safety (EHS) excellence by promoting:

- **Safe People** and processes for its operations around the world;
- **Safe Environment** through proper product procurement, handling, storage and waste minimization for all business areas; and
- **Safe Distribution** through proper transportation of hazardous material(s) within applicable geographies.

SCOPE

EHS performance is absolutely essential to the conduct of our business. Full cooperation and engagement of all managers, supervisors and team members throughout the world is essential to achieve a safe and healthful work environment.

POLICY

In support of this policy, Grainger is committed to high standards of Environmental, Health and Safety (EHS) performance. Our success will be measured by achieving the following objectives:

- Driving toward an injury-free work environment, identifying and implementing best demonstrated practices, and ensuring compliance with all applicable EHS laws in the countries in which Grainger and its subsidiaries operate.
- Managing EHS performance, fostering continuous improvement by seeking out and improving performance through risk reduction strategies.
- Identifying suppliers and business partners who support Grainger's Global EHS commitment with consideration of their ability to run safe and environmentally responsible operations.
- Integrating EHS into the strategic planning, decision making, and daily functions of the business.
- Reviewing performance routinely against established objectives and targets.
- Providing the necessary resources to implement an effective EHS program.
- Motivating and educating Grainger team members to work in a safe and environmentally responsible manner.
- Communicating the EHS performance, risk and progress with internal and external stakeholders as applicable.

RESPONSIBILITIES

Grainger's Global Business Leaders facilitate EHS risks identification for the respective businesses and ensures responsible management through operations that minimize risks to people and adverse impacts to the environment.

Management at every level is responsible for providing a safe work environment and ensuring that team members are properly trained in all aspects of their duties.

All team members have the responsibility to perform their work in a safe manner, and to follow Company policies, business unit procedures and laws relevant for the environmental, health and safety performance of the business.

Globally, any condition or work practice which may result in personal injury and illness, and/or damage to property or the environment must to be reported immediately to appropriate management.