



P.O. Box 7231
St. Louis, MO 63177-1231

POLICY STATEMENT FOR EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION PROGRAM

Graybar Electric Company, Inc. has been and will continue to be committed to a policy of affording equal opportunity to all employees and applicants in accordance with all applicable laws and regulations of federal, state and local governments. Specifically, this policy provides for the treatment of all employees and applicants for employment without unlawful discrimination based on race, color, religion, creed, sex, national origin, age, disability, ancestry, family care status, pregnancy, veteran status, work-related injury, marital status, sexual orientation, gender identity or expression, genetic information, membership or activity in a local human rights commission, or status with regard to public assistance or any other lawfully protected status.

All other personnel actions, such as compensation, benefits, transfers, layoffs and recall from lay offs, access to training, education, tuition assistance and social recreation programs are administered without regard to race, religion, color, veteran's status, national origin, citizenship, sex, gender identity, sexual orientation, age or disability.

The Company will make reasonable accommodations for qualified individuals with known disabilities unless doing so would result in an undue hardship. The Company prohibits harassment of any individual on the basis of any characteristic listed above. For information regarding the Company's internal policies for addressing complaints of harassment, please refer to the Company's Non-Discrimination and Harassment-Free Workplace Policy.

Employees with questions or concerns about any type of discrimination in the workplace are encouraged to bring these issues to the attention of their immediate supervisor, Director Human Resources, Manager Human Resources, or the Director Employment Practices and Policy (at 314-573-9200). Employees can raise concerns and make reports without fear of reprisal, harassment, intimidation, threats, coercion or discrimination because they: (1) file a complaint with the Company or with federal, state, or local agencies; (2) assist or participate in any investigation, compliance review, hearing, or any other activity related to the administration of any federal, state or local equal employment opportunity or affirmative action statute; (3) oppose any act or practice made unlawful by federal, state or local law requiring equal employment opportunity or affirmative action; or (4) exercise any other employment right protected by federal, state or local law or its implementing regulations.

The management of Graybar has a continuing program of affirmative action to accelerate the achievement of the Company's equal opportunity goals. Our program includes preparation of an Affirmative Action Plan annually, including a plan for disabled persons and veterans that is available for your review between 8:00 a.m. and 5:00 p.m. Monday-Friday through the Director Human Resources, the Manager Human Resources, or the Director Employment Practices and Policy.

Graybar's Affirmative Action Program has my full support, as well as the support of the Senior Vice President-Human Resources who has assigned the responsibility of recording and monitoring to the Director Employment Practices and Policy. Responsibility for implementation at district, branch, zone, and service center locations is delegated to the Director Human Resources.

K. M. MAZZARELLA
President and CEO