



Code of Conduct

Doing The Right Thing Starts With You



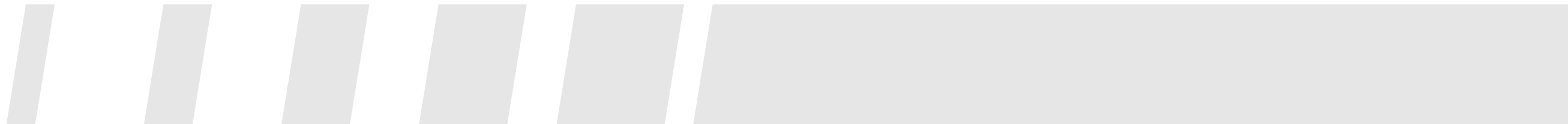
Treating Each Other With Respect

Conducting Business Fairly And Ethically



Safeguarding Our Assets

Strengthening Our Communities



Our message



D.G. Macpherson

To all team members:

Every day our purpose – **We Keep The World Working®** – guides how we show up for our customers, our communities and each other.

Just as important as what we do is **how** we do it. Doing the right thing has long been a defining part of Grainger. It's reflected in the way we treat people, the decisions we make and the standards we hold ourselves accountable to.

Our customers, suppliers, and shareholders trust us to be fair, to keep our word and to operate with integrity. And our team members deserve a workplace where they feel respected, included and have the opportunity to build a meaningful career.

Each of us has a responsibility to protect Grainger's reputation and live our principles. That means following the law, acting ethically and raising concerns when something doesn't seem right. We all play a role in Grainger remaining an ethical and safe workplace where everyone can be themselves and feel comfortable speaking up.

Our Code of Conduct is here to help, but it can't cover every situation. When you're unsure, use good judgment and ask for guidance – your leader, Human Resources, Legal and our reporting resources are all here to support you.

Each year, we each commit to read, understand and stay true to Grainger's Code of Conduct. It's one of the most important things we can do to strengthen our culture and our company.

Thank you for your commitment to Grainger and for living the high standards that define who we are.

D.G. Macpherson
Chairman of the Board and Chief Executive Officer

“Doing the right thing has long been a defining part of Grainger. It's reflected in the way we treat people, the decisions we make and the standards we hold ourselves accountable to.”

Grainger's Code of Conduct



At Grainger, We Keep The World Working® by serving millions of customers worldwide with products delivered through innovative technology and deep customer relationships. Our mission is reflected in the Grainger Edge®, which defines our culture and values, and in Grainger's Code of Conduct (“our Code” or “the Code”).

Grainger operates with the highest standard of ethics and integrity, and the Code defines our shared expectations for how we work together to serve our customers, business partners, shareholders, communities and each other. It applies to all team members, contractors, executive officers, and our Board of Directors wherever they are located.



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Doing the right thing starts with you

Team member expectations

You are responsible for understanding and following the Code of Conduct every day. You help support our ethical culture by taking clear, consistent actions:

- Read, understand and follow the Code of Conduct and supporting policies and laws.
- Complete the annual certification confirming you understand and will comply with our Code.
- Seek guidance if you have questions.
- Speak up if you see or suspect actions inconsistent with our Code.
- Cooperate fully with any company investigation.
- Do the right thing for the company and each other.



Leader expectations

In addition to their role as team members, leaders are responsible for setting the example of what ethical behavior looks like. Their actions build trust and help team members understand how to follow the Code. To do this, leaders must:

- Model Grainger's principles in all they do.
- Create a safe environment for team members to raise concerns.
- Educate team members on the Code and serve as a resource for their questions or concerns.
- Act quickly and escalate appropriately in response to potential violations of our Code, policies or the law.
- Prevent retaliation against those who raise concerns.



How can I seek guidance or report concerns?

You can reach out to:

- Your supervisor or manager.
- Your Human Resources Business Partner or Advisor.
- The [Ethics and Compliance](#) team.
- The toll-free or web-based hotlines found at www.GraingeriCareLine.com, which are anonymous and operated by an outside professional resource.

Not sure what to do?

The Code cannot cover every topic or situation. If you are unsure of the appropriate course of action, please contact [Ethics and Compliance](#).

What happens when I report a concern?

Speaking up takes courage and Grainger takes all reports of misconduct seriously. The company will respond promptly, appropriately and objectively in reviewing concerns.

Grainger does not retaliate or permit retaliation against anyone for making an inquiry, raising a concern, initiating a complaint or participating in an investigation. If you believe you face retaliation, please notify your manager, your Human Resources Business Partner or [Ethics and Compliance](#).

Investigating misconduct

- After a report is made, an investigator will promptly and thoroughly review the concern. This may include speaking to involved parties to gather more information.
- The investigator will recommend next steps based on the findings. Actions may include coaching or training, corrective action up to and including termination of employment, or further action if appropriate.
- The investigator will notify the reporter once the investigation is complete. To protect confidentiality, the specific outcome of an investigation will generally not be shared.

What can I expect when I report a concern through the Grainger iCareLine?

When you contact the Grainger iCareLine through the company's toll-free and web-based hotlines (www.GraingeriCareLine.com) here is what you can expect:



1) The representative will ask for information about the incident or concern, including parties involved, location and other key details. Please provide enough information so your concern can be fully investigated. You can provide your name or remain anonymous.



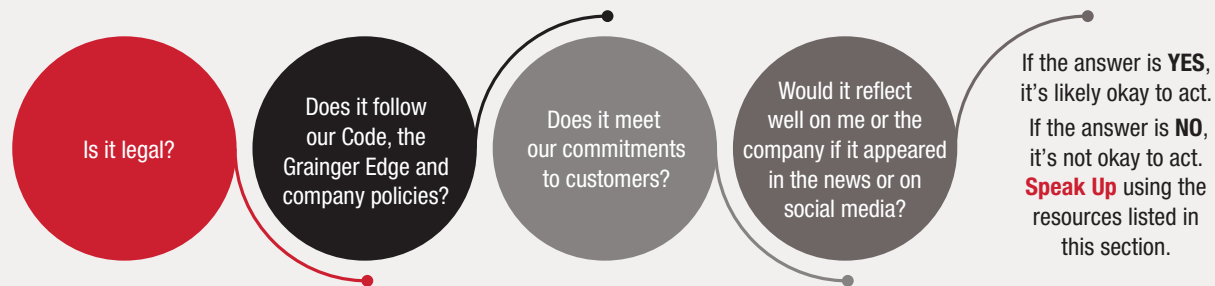
2) The representative will submit a report to the Grainger investigations team and you will receive a report identification (ID) number to check the status. If you remain anonymous, the report ID number will be the only way to receive information.

If you provide your name or other identifying information, we will preserve confidentiality to the best of our ability, however anonymity cannot be guaranteed. In certain situations, Grainger may have a legal obligation to provide this information to investigators, including government officials.



3) The Grainger investigations team will review the report and assign it for further action. If you report anonymously, you should check back using your report ID for updates.

Ethical decision-making guidance: Before you act, questions to ask



Will my report be confidential?

Grainger seeks to keep reports confidential to the greatest extent possible. We also expect team members to help protect confidentiality by not discussing the matter with coworkers.

U.S. toll-free
HOTLINE
1(888) 873-3731

Treating each other with respect

Create a welcoming, professional workplace

At Grainger, we believe our differences make us stronger. To serve customers of all sizes across many industries and locations, we need team members with different experiences, perspectives and skills. A welcoming workplace helps us win as one team. We support an environment where everyone feels safe, respected and encouraged to share their opinions.

We value all people — inclusive of sex, gender, race, color, religion, national origin, age, disability, veteran status, sexual orientation, gender expression, or experiences — and are committed to fair treatment, opportunity and advancement. We want all team members to feel comfortable sharing who they are so they can be their best.

We strive to maintain professional behavior at work by being respectful, courteous, accountable, responsible, and honest at all times.



Oppose harassment and discrimination

We are all responsible for creating and maintaining a respectful workplace free from harassment, discrimination, and bullying.

Grainger does not tolerate harassment, discrimination, or bullying in any form, including verbal, physical, sexual or visual (displaying or sending offensive drawings, photos, or other printed or electronic materials) harassment. These actions may lead to corrective action, up to and including termination, subject to applicable law.




CODE OF CONDUCT

IN ACTION

Q: When interviewing candidates, Nina tells Anita, her HR Business Partner, that although Gregory has the needed skills and experience, she is not hiring him because of his accent. Should Anita speak up?

A: Yes. Hiring decisions must be based on qualifications, not personal characteristics, such as an accent. Anita should reinforce this with Nina and reference applicable policies and our Code.



CODE OF CONDUCT

IN ACTION

Q: Yuri wants to promote a team member to replace someone who retired. He prefers Elena because she is younger and may stay with the company longer while David is older and might be closer to retirement. Is this a good decision?

A: No. Basing a personnel decision on age is discrimination, which is illegal and not aligned to our values.

Promotion decisions must be based on skills and qualifications, not age. Yuri should work with his leader or Human Resources to ensure the process is fair and compliant.



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Q: Jake, a distribution center associate, reports a safety concern to his supervisor. Afterwards, he notices his manager is overly critical and reassigns Jake to a shift that he knows Jake cannot work. What can Jake do?

A: Jake did the right thing by reporting the safety issue. He is helping keep the workplace safe. If Jake believes he is experiencing retaliation, he should immediately contact Human Resources, Ethics and Compliance, his distribution center leader or the [Grainger iCareLine](#). The company will investigate the concern and does not tolerate retaliation against any team member who seeks advice, raises a concern, or reports suspected misconduct in good faith.

Follow safety and security rules

We are committed to a safe and secure workplace. We expect you to follow all health and safety laws, regulations and company policies designed to maintain a safe workplace.

- Perform your job alcohol and drug free. Being under the influence of alcohol or drugs, or possessing illegal drugs, creates safety risks and affects judgment and performance.
- Do not engage in or threaten violence, inside or outside the workplace. In addition, weapons of any kind are prohibited on any company property, in company facilities, at company-sponsored events, or at customer or vendor locations.
- Be alert to your surroundings and observe proper security practices. If you see any condition or action that could be a safety risk or cause injury, illness and/or property damage, report it right away to your manager, the Safety and Security team or local law enforcement if needed.



Q: What if alcohol is served at a company-sponsored event or outing?

A: On occasion, alcohol may be provided at a company-sponsored event or with a business meal. Ensure that your consumption of alcohol does not impair your performance and judgment.



[Workplace Behavior and Anti-Harassment Policy](#)

Conducting business fairly and ethically

Wherever we operate, we will be honest and fair in our dealings with customers, suppliers, competitors, communities and each other. Our behavior should reflect the principles embedded in the Grainger Edge®, and align to our company standards for ethics and integrity.

Avoid conflicts of interest

At Grainger, we make sure that our personal interests do not affect the business decisions we make as Grainger team members. A conflict of interest occurs when your personal or external interests influence, or appear to influence, decisions you make for the company. Conflicts of interest include:

- Hiring, supervising or having a direct or indirect line of reporting to a family member, romantic partner or close friend, or having the ability to influence that person's employment opportunities or compensation.
- Using Grainger business opportunities, properties, information or resources for personal benefit.
- Holding significant financial interests in a Grainger customer, supplier, business partner or competitor.
- Having a second job or business that would be a competitor to Grainger or impact your ability to do your Grainger job.
- Serving as a director, trustee, officer or advisory member on a public or private board without prior approval.
- Having a personal friendship or relationship with a government customer.
- Exchanging gifts or entertainment that are excessive in value or otherwise violate our Business Gift and Entertainment Policy.

You are expected to avoid situations that create an actual or perceived conflict of interest, and must promptly disclose any conflicts of interest to [Ethics and Compliance](#).



Q: One of the vendors we work with sent me a holiday gift basket. Can I accept it?

A: It depends on the contents and value.

- The gift must be business and culturally appropriate.
- If it is, and the estimated value is under \$50, you may accept it.
- If the value is \$50 to \$100, you may accept it but you must log it.
- If the value is \$100 or more, you must return it and log it.

If you're unsure of the value, research it online and ask before accepting.



CODE OF CONDUCT

IN ACTION

Q: Lauren is impressed with how her leader, Dave, consistently achieves his sales goal. One day she sees him promise a price on a product that she knows costs more than double what Dave said. When she asks Dave about it, he says, "Everyone does it. Some customers order so many products from us, the company doesn't notice if we lower the cost of one item." What should Lauren do?

A: Lauren should share her concerns with her Human Resources representative, [Ethics and Compliance](#), or the [Grainger iCareLine](#).

Wrongdoing often stems from rationalizing behavior. Common warning phrases may include:

- I deserve this.
- This is the only way I can achieve my goal.
- Everyone else is doing it.
- It's not illegal.
- I'm not hurting anyone.
- It's a 'trick of the trade.'
- This is how we do things here.
- This is how it's done at other companies.
- It's just for this one time.



Disclosing conflicts of interest

If you become aware of a conflict of interest, you *must* promptly report it to [Ethics and Compliance](#). Failure to report a conflict of interest (when hired, and/or when the conflict arises during your employment) may lead to adverse employment results, up to and including termination.

When determining whether a conflict of interest may exist, here are some questions to ask yourself:

- Does it interfere with the work I do for Grainger?
- Am I using Grainger resources, relationships or assets for my own personal benefit?
- Could it appear to be a conflict of interest to someone else?
- Does it compete with Grainger's interests in any way?

If the answer to any of these questions is yes, it's probably a conflict of interest and should be reported.



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Q: Jessie is working with Indirect Procurement to select a new service provider and has narrowed her decision to three potential vendors. One vendor invites Jessie to dinner at a high-end restaurant and another brings coffee and donuts to a meeting. Jessie chooses the vendor that took her to the high-end restaurant. Was this the right thing for Jessie to do?

A: No. Even if Jessie chose the vendor that is more qualified, the appearance of bias is a concern. Vendor selection needs to be fair and impartial. In addition, since she was involved in a bid, Jessie should have notified her manager about the dinner, attended only with approval, and recorded it in the [gift and entertainment log](#).



Find out more!

[Business Gifts and Entertainment Policy](#)

Conducting business fairly and ethically (CONTINUED)

Follow applicable laws

Grainger follows all applicable anti-corruption and trade laws and expects you to do the same. Bribery—offering, giving, receiving or accepting anything of value to influence a decision or avoid rules—is prohibited. Grainger has zero tolerance for bribery of any kind.

We comply with all applicable laws and regulations related to corruption, bribery, money laundering or support for terrorism, including, but not limited to, the U.S. Foreign Corrupt Practices Act (FCPA), Canada's Corruption of Foreign Public Officials Act and similar anti-corruption laws in the jurisdictions where we operate.

If your role involves international transactions, you must follow trade compliance policies for proper guidance on all import and export laws. This includes complying with country prohibitions, boycotts and embargoes, denied party screening requirements and applicable product controls before doing business.



Q: What if a bribe or making a payment seems like the only option?

A: A bribe is never an option at Grainger, regardless of the country or business situation. If you feel pressured to make a bribe or believe it may be necessary, speak up immediately so the company can respond appropriately. Grainger will not pursue or continue business opportunities that involve bribery.

The rule is simple: Do not offer, pay, receive or accept a bribe from anyone, anytime, anywhere.

Compete fairly

At Grainger, we compete fairly and follow laws that protect open and honest competition, such as antitrust laws. These laws are in place to prohibit actions such as agreements with competitors to set prices, arrangements to fix team member wages or compensation, or making false or misleading statements about our—or our competitors'—products or services.

If you plan to be in meetings with competitors or participate in trade association meetings, please contact the [Legal Team](#).



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Q: During a contract negotiation, a customer shares competitor pricing with Priya. Can she use it in her proposal?

A: It depends on what type of competitor pricing information was shared.

Yes. Priya can use it if:

- The information is high-level and typical of market comparisons.
Example: "A competitor quoted me \$XX."
- It does not include detailed, internal or proprietary information.

No. Priya cannot use the information and must stop reviewing it, escalate to her manager and Legal, and inform the customer it's been deleted if:

- The information appears confidential, proprietary or not publicly available.
Example: detailed pricing breakdowns, contracts or other non-public competitor documents.
- A reasonable person would view the information as not intended for sharing or use.



Follow government contracting and procurement guidelines

Grainger's worldwide government, healthcare and education-based customers are an important part of our business, and these relationships come with strict legal, contractual and ethical obligations.

Team members serving these customers are expected to know and follow all procurement and ethics laws and regulations for the country and customers they serve. Grainger contractors, consultants and suppliers are also required to understand and comply with these laws.

Know ALL the rules

[Grainger's Code of Ethics and Conduct for Doing Business with Government Customers](#) outlines stricter requirements for team members engaged in business with government, healthcare and education-based customers.

These include but are not limited to rules related to gifts, donations, contracting, procurement, employment and audits.

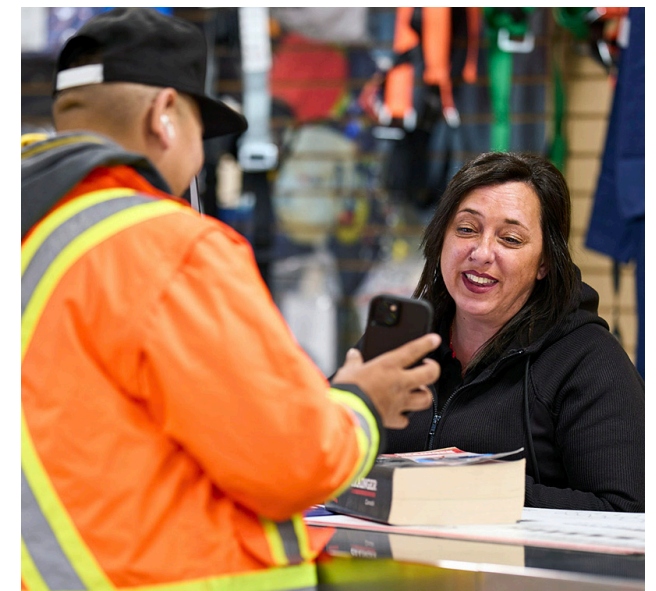


CODE OF CONDUCT

IN ACTION

Q: Sheila is a government account manager and learns her customer is moving soon and open to new job opportunities. Sheila offers to connect him with Grainger's recruitment team. Was Sheila wrong?

A: Yes. There are restrictions that prohibit the recruitment and hiring of current government personnel. The correct course of action was for Sheila to suggest her customer review Grainger's job openings online and apply for any suitable role using the online application process, as any other candidate would.



Safeguarding our assets

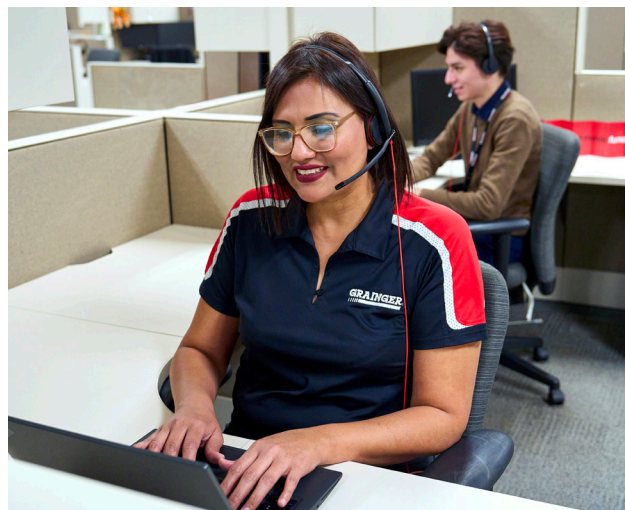
Protect intellectual property and confidential information

Grainger's intellectual property is a key business asset. It includes the ideas, solutions and proprietary processes that differentiate us and help solve customer problems. This covers patents, trade secrets, trademarks, copyrights, domain names, business strategies and other confidential business or technical information.

We protect this information by securing appropriate legal protections and taking steps to prevent unauthorized access, disclosure, or misuse. Team members are expected to safeguard these assets and respect the intellectual property rights of others.

Confidential information may only be disclosed to other Grainger team members or third parties if they have a legitimate, business-related need to know the information. If you leave the company, you are still required to safeguard Grainger's confidential information after you depart.

To protect all company information and assets, it is your responsibility to follow all company policies and standards which provide guidance for creating, using or disclosing confidential information.



To help protect confidential information

- Access only the systems you are authorized to access and follow company processes.
- Do not provide confidential information or intellectual property to other team members who do not require it.
- Avoid discussing company business in public places or where you could be overheard.
- Keep company-issued electronic devices in your possession, and do not allow anyone to access these devices.
- Use strong passwords, change them frequently, and do not share them.
- Do not transfer Grainger information from protected company systems to USBs, portable hard drives or personal online file sharing or cloud services.
- Do not forward work-related emails to your personal accounts.
- Avoid emails or attachments from unknown senders.
- Immediately report any loss or compromise of company systems or information.

Contact Information Security if you have questions or concerns regarding disclosure of information.

Safeguard data

At Grainger, we properly handle personally identifiable information (PII) for team members, customers and suppliers. PII includes names, addresses, emails, dates of birth, social security numbers and account information. Grainger uses PII to help us fulfill orders, serve customers and provide benefits, including pay, to our team members. We expect you to protect PII consistent with our company policies.



Keep accurate records

As a public company, Grainger is required to maintain accurate financial records to comply with internal and external reporting obligations. Examples of financial records include, but are not limited to, financial statements, sales and purchasing records, inventory management, business metrics, performance data, travel and expenses and worktime reporting.

You have an obligation to follow all internal control procedures to maintain our financial records. We must also maintain accurate financial records in order to provide relevant, reliable, timely information to support company business decisions.

Do not trade on insider information

It is illegal to trade Grainger stock or other securities if you have "material non-public information" about Grainger or other securities. You are also prohibited from sharing material, non-public information with others who may trade, including family, friends, colleagues and neighbors. Insider or material, non-public information can include:

- Non-public financial results or projections.
- Expectations of substantially higher or lower earnings.
- Gain or loss of a major customer or supplier.
- Significant cybersecurity breach or incident.
- Actual or threatened significant litigation or inquiry by a governmental or regulatory authority.
- New business model, markets or strategies.
- Proposed business acquisitions, dispositions, joint ventures or mergers.
- Changes in key leader roles and responsibilities.

You must follow Grainger's Insider Trading Policy when buying, selling or exercising Grainger stocks or derivatives, and when sharing confidential information. If you plan to trade Grainger stock or derivatives and have questions, please contact the [Legal Team](#).

How are we protecting our data as generative Artificial Intelligence (AI) tools become more prevalent?

New technology like AI brings benefits and risks. To protect the company, do not enter confidential information into AI tools that have not been company approved. It's important that you use Grainger standard security systems and follow our information security policies.



Q: Do my obligations to protect Grainger's IP and trade secrets continue after leaving the company?

A: Yes. All work and documents you create or have access to belong to Grainger and cannot be taken with you or used at other employers. Taking these assets is prohibited and can result in legal action, including voiding employment or incentive agreements.



- [Acceptable Information and Asset Use Policy](#)
- [Infrastructure Information Security Policy](#)
- [Operational Information Security Policy](#)
- [Insider Trading Policy](#)

Safeguarding our assets (CONTINUED)

Communicate responsibly

Our reputation is one of our greatest assets, and it is up to all of us to protect it. To ensure we communicate with one voice in support of our purpose, you must get approval from [Communications and Public Affairs](#) before speaking on behalf of the company. This includes media interviews, speaking engagements or presentations, as well as authoring articles, videos or podcasts.



Helpful tips for responsible communication

- Never share legal or personnel matters, unpublished financials, strategic business plans or other confidential company information on social media, messaging platforms or other online forums.
- If you're unsure about a post, check with [Communications and Public Affairs](#). When in doubt, do not share or post.



Be respectful

- Never harass, intimidate or threaten another team member, their family, customers, contractors or suppliers.
- Do not post anything that would violate company policies, the Code, or our Grainger Edge® principles.



Protect our brand

- While you are welcome to engage in productive discussion regarding team member-related topics such as upcoming volunteer or community engagement events, or participate in activity protected by the National Labor Relations Act or other employment and labor laws, posts must express your personal opinion and not be interpreted as representing Grainger's views.
- Do not use or alter Grainger logos, images or trademarks without permission from [Communications and Public Affairs](#), including using "Grainger" in screen names or user IDs.

Contact [Communications and Public Affairs](#) with questions. Report any actual or potential conflicts with our principles or misuse of our brand through one of our many reporting channels.



Q: Can I use social media to support our company?

A: Yes. You are encouraged to share Grainger-approved messages (via reposting or sharing) from Grainger's social media accounts (Facebook, Instagram, LinkedIn) with your own personal networks. If you are interested in posting, be sure it doesn't violate Grainger's social media guidelines. Remember, if you're online, you're on the record. What you write is ultimately your responsibility.

Strengthening our communities

Support sustainability efforts

We work to improve our environmental performance across our entire value chain from our suppliers, through our operations, and to our customers. Everyone is expected to be good stewards of the environment to help us eliminate waste, reduce our carbon footprint, and gain efficiencies. More information about the company's sustainability efforts can be found at www.invest.com/impact.



Source responsibly

Grainger is committed to responsible sourcing. We expect all suppliers to follow applicable laws and standards related to sourcing, manufacturing and labor, including the International Labour Organization (ILO) convention and its forced labor indicators. We expect our suppliers to source responsibly and to ban the use of forced and child labor in any of their operations.

Grainger's Code of Conduct extends to our suppliers, vendors and third parties through our Supplier Code of Ethics.

Follow our guidelines for political donations and activities

We encourage all team members to engage in the political process and other civic activities. However, all political activities must be kept separate from work responsibilities.

You are expected to:

- Participate in political activities only on personal time and with personal resources.
- Avoid appearing to represent Grainger in any way, including wearing company-branded attire (i.e., a Grainger shirt) at political events.
- Refrain from using company resources, including employee work time, location, equipment or funds to support candidates or campaigns.
- Avoid asking colleagues to support political parties or candidates.
- Ensure social media posts about politics do not imply company support, reference your role at Grainger, or suggest you are speaking on the company's behalf.

We do not contribute to political parties or candidates, even when allowed by law. This includes supplying funds, property or services to a political campaign. We do not match personal contributions to political parties or candidates.

You must consult with [Ethics and Compliance](#) prior to donating to a non-federal political party candidate, running for any elected office, or accepting any appointed, volunteer or board position.



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Q: George's sister-in-law is running for mayor and wants to meet constituents. George, a branch manager, invites her to speak at his team meeting. Was this appropriate?

A: No. Using company facilities and time for political purposes is not permitted under Grainger's Code of Conduct.



Q: What responsibilities do I have when wearing company-branded gear outside of work or when posting on social media?

A: Wearing company-branded gear while engaging in personal activity, including on social media, can create the impression that the company endorses your statements or views. If you do not intend to act as you'd be expected to at work, do not wear the gear.



[Supplier Code of Ethics](#)
[Political Activity and Contributions Policy](#)

Strengthening our communities (CONTINUED)



Investment and engagement

We are committed to help strengthen and support the areas where we live and work. We invest in local communities, connecting our team members to the people and organizations they serve through shared purpose and volunteering. We support these efforts by preparing for and responding to challenges, expanding access to opportunity and advancing long-term well-being.



This includes supporting disaster preparedness and relief by leveraging our logistics network, supplier partnerships and team member expertise in times of need. We invest in programs that expand access to economic opportunity and address local priorities and initiatives.



Our approach includes charitable contributions, in-kind donations and team member engagement through volunteerism and giving programs. These efforts support eligible nonprofit organizations and align with the Grainger Edge[®] and our Code.

Making a difference

In 2025, Grainger contributed more than \$67 million globally in cash and product donations to nonprofit organizations, and Grainger's U.S. team members logged approximately 18,000 volunteer hours to support the communities in which we live and work.

Resources

For questions

- For Code of Conduct, globally required compliance training, company policies or conflicts of interest, contact [Ethics and Compliance](#).
- To submit a business gift, entertainment or travel request, [log it here](#).
- To ask a question to a member of Grainger's legal team, email legal@grainger.com.

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Lake Forest, IL 60045

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Speak up

You can reach out to:

- Your supervisor or manager.
- Your Human Resources Business Partner or Advisor.
- The [Ethics and Compliance](#) team.
- The toll-free or web-based hotlines found at www.GraingeriCareLine.com, which are anonymous and operated by an outside professional resource.
- By phone using a special toll-free telephone number based on the country from which you are calling. In the United States, call 1(888) 873-3731.
- By web globally at www.GraingeriCareLine.com
- By scanning the QR code below.



Grainger's global Code of Conduct contains trademarks owned and or used by Grainger and its subsidiaries. All trademarks are the property of their respective owners. Images and photographs are used for illustrative purposes and include examples of Grainger team members participating in company programs or initiatives. However, images are not intended to represent specific individuals' actions, decisions, or compliance with the policies described in this Code.

Thank you for your commitment to Grainger and our Code of Conduct. Our reputation was built by dedicated team members like you who do the right thing every day. The decisions you make, no matter how small, should reflect the Grainger Edge[®] and our commitment to ethics and integrity.

Reading this Code is the first step. Now let's put it into practice with actions that make our company better today, tomorrow and beyond.