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## SUSTAINABILITY POLICY

### 1. GENERAL

- 1.1** Graybar's commitment to sustainability is an expression of our Company's core values, particularly our long-term view. We believe that long-term success is more important than short-term gains; this belief influences all aspects of our business. As we strive to keep our Company strong and healthy for future generations, we shall also do our part to preserve our environment.
- 1.2** Our sustainability commitment encompasses
- Responsible stewardship of resources
  - Reducing our impact on the environment
  - Providing sustainable solutions in the marketplace

### 2. COMMITMENT TO SUSTAINABILITY

- 2.1** Responsible stewardship of resources:
- 2.1.1** Implement facility improvements that reduce overall energy consumption and support business objectives.
- 2.1.2** Carefully evaluate decisions based on the environmental and financial impact; increase both sustainability and profitability whenever possible.
- 2.1.3** Emphasize the role that each individual plays in the overall sustainability of our Company and our communities, through education and communication programs.
- 2.2** Reducing our impact on the environment:
- 2.2.1** Create a working environment that encourages sustainability, which may include:
- Waste reduction or recycling programs
  - Fleet, warehouse, and delivery vehicles that use less fuel and reduce emissions
  - Use of environmentally-friendly cleaning supplies
  - Expanded use of recycled products for business needs, particularly paper products
  - Reducing water consumption
  - Behaviors, processes, or solutions that promote energy-efficient operations and overall sustainability
- 2.3** Providing sustainable solutions in the marketplace:
- 2.3.1** Offer products and services that effectively support our customers' sustainability initiatives. These products and services may reduce energy usage, emissions, and waste; support future adherence to reduced hazardous substances; and provide alternative sources of energy.
- 2.3.1.1** Products
- Lighting and lighting controls
  - Power metering and management, power distribution and control
  - Thermal and airflow management
  - Alternative and renewable energy

- Products that are recyclable, made of recycled materials, or designed for reuse

**2.3.1.2** Services

- Recycling programs for lamps, ballasts, and batteries
- Recycling of packaging materials
- Energy audits
- Wire mesh containers to eliminate packaging waste
- Wire and cable management services to eliminate waste, surplus, and damaged inventory
- Electronic commerce services to reduce costs associated with printing and recycling

**2.3.2** Collaborate with suppliers to identify and provide new products and services that our mutual customers need to satisfy their sustainability initiatives.

**2.3.3** Employ knowledgeable and experienced technical specialists to recommend energy efficient solutions.

**2.3.4** Encourage customers and suppliers to reduce paper consumption with increased use of electronic transactions and business documents.

**2.3.5** Demonstrate thought leadership by participating in targeted media and marketing opportunities that promote Graybar's sustainability efforts and capabilities.

**3. DIRECTIONAL RESPONSIBILITY AND OVERSIGHT**

**3.1.1** The Sustainability Committee consists of members of senior Corporate management. It meets on a quarterly basis.

**3.1.2** The Director Corporate Real Estate Development shall chair a sub-committee called The Green Team. This group shall meet monthly and shall be comprised of individuals from the following departments: Sales and Marketing, Human Resources, Legal, Corporate Accounts, Purchasing, IT, and Operations.

ROBERT A. REYNOLDS, JR.  
President

New Instruction

Assigned to:  
All Employees