

GRAINGER EARNS TOP MARKS IN 2015 CORPORATE EQUALITY INDEX

Grainger Receives 100 Percent Score on Human Rights Campaign Foundation's 13th Annual Scorecard on LGBT Workplace Equality

CHICAGO, DECEMBER 9, 2014 – [Grainger](#) (NYSE: GWW), the leading broad line supplier of maintenance, repair and operating (MRO) products serving businesses and institutions, today announced that it earned a perfect score of 100 percent on the 2015 Corporate Equality Index (CEI). The CEI is a national benchmarking report on corporate policies and practices related to lesbian, gay, bisexual and transgender (LGBT) workplace equality, administered by the Human Rights Campaign Foundation. Grainger joins the ranks of 364 major U.S. businesses that also earned top marks this year.

“Grainger is honored to be among the companies to achieve a perfect score on the Human Rights Campaign Corporate Equality Index,” said Grainger’s Senior Vice President and Chief People Officer, Joseph High. “We are a global company in a competitive and evolving industry, and our people represent the difference between success and failure. We strive to attract and retain the best talent. A big part of that is our commitment to creating an inclusive culture where people feel they can bring their full self to work.”

The 2015 CEI rated 972 businesses in the report, which evaluates LGBT-related policies and practices including non-discrimination workplace protections, domestic partner benefits, transgender-inclusive health care benefits, competency programs and public engagement with the LGBT community. Grainger offers full benefits for same-sex domestic spouses and partners, and has policies that prohibit discrimination based on sexual orientation and gender identity. Grainger’s efforts in satisfying all of the CEI’s criteria resulted in a 100 percent ranking and the designation as a Best Place to Work for LGBT Equality.

“In order to achieve a perfect score, a company has to show a deep and serious commitment to treating their LGBT employees fairly and equally on the job,” said the Human Rights Campaign President, Chad Griffin. “Grainger not only meets these standards, it goes above and beyond the call of duty, making commitment to equality a fundamental aspect of its corporate values.”

For more information about Grainger's Corporate Social Responsibility initiatives, visit www.graingercsr.com, and to learn more about a career at Grainger, visit www.experiencedone.com. For more information about the 2015 Corporate Equality Index, or to download a free copy of the report, visit www.hrc.org/cei.

About Grainger

W.W. Grainger, Inc., with 2013 sales of \$9.4 billion, is North America's leading broad line supplier of [maintenance, repair and operating products](#), with operations in Asia, Europe and Latin America.

About Human Rights Campaign Foundation

The Human Rights Campaign is America's largest civil rights organization working to achieve lesbian, gay, bisexual and transgender equality. By inspiring and engaging all Americans, HRC strives to end discrimination against LGBT citizens and realize a nation that achieves fundamental fairness and equality for all.

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