

---

## **POLICY PROHIBITING DISCRIMINATION AND HARASSMENT**

### **Discrimination and Harassment Are Prohibited**

Methode Electronics, Inc. (“the Company”) prohibits any form of discrimination or harassment because of race, color, religion, national origin, sex (with or without sexual conduct), age, disability, protected activity (i.e., opposition to prohibited discrimination or participation in the statutory complaint process) or other characteristic protected under federal, state or local law. Violation of this policy may result in discipline, up to and including discharge.

Unlawful harassment includes slurs, insults, jokes, and ridicule and other verbal or physical conduct relating to an individual’s race, color, religion, national origin, sex, age, disability or other characteristic protected under federal, state or local law, which has the purpose or effect of unreasonably interfering with an individual’s work performance, creating an intimidating, hostile or offensive working environment or otherwise adversely affecting an individual’s employment opportunities.

The Company strives to provide a work environment free from verbal, physical and visual (signs, posters, pictures or documents) harassment or behavior which may be offensive to employees. All employees must be sensitive to the individual rights of their co-workers.

### **Sexual Harassment**

The following explanation is included to clarify the meaning of the term sexual harassment. Sexual harassment may include unwelcome sexual advances, requests for sexual favors, and other verbal, visual or physical conduct of a sexual nature. No supervisor or other employee shall indicate in any manner, either explicitly or implicitly, that an employee’s or applicant’s refusal to submit to sexual advances will adversely affect that person’s employment or any term or condition of employment. Similarly, no employee shall promise, imply or grant any preferential treatment in return for an employee or applicant engaging in sexual conduct.

Sexual harassment may also include unwelcome sexual flirtations, advances or propositions, verbal abuse of a sexual nature, unnecessary touching of an individual, graphic or verbal comments about an individual’s body, sexually degrading words used to describe an individual, a display in the workplace of sexually suggestive objects or pictures, sexually explicit or offensive jokes, or physical assault. This policy applies to unwelcome conduct directed to persons of the opposite sex and to persons of the same sex.

### **Complaint Procedure**

Any employee who believes that he or she is a victim of discrimination or harassment by any supervisor, management official, fellow employee, customer or other person connected with the Company should bring the matter to the immediate attention of the Director of Human Resources or the Corporate Human Resources Manager. Managers or supervisors who are

aware of information suggesting that a violation of this policy may have occurred must advise the Director of Human Resources or the Corporate Human Resources Manager of this information, so an investigation can be conducted. The Company will investigate allegations of discrimination and harassment and undertake immediate and appropriate corrective action, including discipline, whenever it determines that discrimination or harassment has occurred in violation of its policy.

Complaints will be treated in a confidential manner to the extent feasible. A person who initiates a complaint or participates in an investigation of a complaint under this policy will not be subject to any retaliatory action. The Company will discipline employees, up to and including discharge, for any violation of the prohibitions against discrimination, harassment and retaliation.

### **About This Policy**

This policy is not a contract. It is intended to explain employees' legal rights. It is not meant to provide for greater or lesser rights than employees have under applicable law.