

<b>W. R. GRACE &amp; CO.</b>	
<b>HUMAN RESOURCES POLICIES AND PROCEDURES</b>	
<b>US EMPLOYEES</b>	
<b>POLICY NO. 2.10</b>	<b>EQUAL EMPLOYMENT OPPORTUNITY</b>

**PURPOSE:**

To state Grace’s position on equal employment opportunity.

**SCOPE:**

All applicants, contractors and employees.

**POLICY:**

Grace is committed to the principle of equal employment opportunity for all employees and to providing employees with a work environment free of discrimination and harassment.

All employment decisions at Grace are based on business needs, job requirements and individual qualifications, without regard to race, color, religion or belief, national, social or ethnic origin, sex (including pregnancy), age, physical disability, HIV status, sexual orientation, gender identity and/or expression, marital, civil union or domestic partnership status, past or present military service, family medical history or genetic information, family or parental status, or any other status protected by the laws or regulations in the locations where we operate.

Grace will not tolerate discrimination or harassment based on any of these characteristics.

This policy will be subject to any applicable local law in the event that following any of its provisions could violate such law.