

## Statement of Policy on Equal Employment Opportunity and Affirmative Action

Eaton considers each applicant for employment on the basis of his/her qualifications for the job in accordance with all applicable laws and without regard to race, color, religion, sex, sexual orientation, gender identity, age, national origin, disability, genetic information, veteran status, or any other status protected by law (hereafter referred to collectively as "status"), and to give all employees equal consideration with respect to compensation, benefits, and the opportunity to progress within the Company in accordance with all applicable laws and without regard to status.

In order to reaffirm this policy, Eaton subscribes to the following principles:

All employment recruiting, hiring, training and promoting for all positions will be without regard to status.

All employment decisions will be based on valid job requirements.

All personnel actions will be undertaken without regard to status.

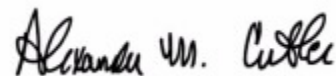
All employment advertising and recruiting activities will be directed to all qualified applicants without regard to status.

All employees are encouraged to use Eaton's facilities and to participate in programs sponsored by the company.

Any job applicant or employee may appeal directly to the local or corporate Human Resources Department for review and correction of any action which he/she believes does not confirm to these principles.

All Eaton locations will continue to verify by means of periodic reports that our employment practices are providing equal opportunities for all.

Eaton is committed to taking affirmative steps to promote the employment and advancement of minorities, women, persons with disabilities, and protected veterans. Every year, Eaton develops affirmative action programs to support its commitment to equal employment opportunity, consistent with Eaton policy and the Company's obligations as a contractor to the United States government.



Alexander M. Cutler  
Chairman and  
Chief Executive Officer