

NONDISCRIMINATION/AFFIRMATIVE ACTION IN EMPLOYMENT

Since our founding in 1920, Snap-on Incorporated has encouraged and expected our operations around the world to practice equal opportunity in employment. Equal opportunity at Snap-on means that no associate, or applicant for employment, shall be discriminated against because of race, ethnicity, religion, color, national origin, sex, age, physical or mental disability, veteran status, gender identity, sexual orientation, or any other characteristic protected under applicable federal, state, or local law. Such equality shall include, but not be limited to: hire/rehire, promotion, demotion or transfer, recruitment, employment advertising, layoff, training, compensation, associate benefits, social and recreational programs, and employment separation. As such, we will ensure that at every level and in every job title, personnel actions are administered, without regard to the aforementioned protected groups and that all employment decisions are based only on valid job requirements. Because Snap-on is a federal contractor, we also engage in outreach and recruitment efforts designed to recruit and hire qualified females, minorities, veterans, and individuals with disabilities in compliance with our obligations under Executive Order 11246, as amended and its implementing regulations at 41 CFR 60-1, 2, 3, 20 and 50; Sec. 503 of the Rehabilitation Act and its implementing regulations at 41 CFR 60-741 et seq.; and the Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) and its implementing regulations at 41 CFR 60-300 et seq.

Snap-on management takes positive steps to ensure that all applicants for employment and our associates are treated according to the above principles. Additionally, we require a similar commitment from each and every associate to uphold Snap-on's principles of nondiscrimination and affirmative action. Therefore, employees and applicants shall not be subjected to harassment, intimidation, or any type of retaliation because they have (1) filed a complaint; (2) assisted or participated in an investigation, compliance review, hearing, or any other activity related to the administration of any federal, state or local law requiring equal employment opportunity; (3) opposed any act or practice made unlawful by any federal, state or local law requiring equal opportunity; or (4) exercised any other legal right protected by federal, state or local law requiring equal opportunity.

As a federal contractor, Snap-on has designed its Affirmative Action Program to meet the requirements of the above-cited laws, executive orders, and regulations. We invite employees to assist Snap-on in meeting its affirmative action obligations by self-identifying as a qualified minority, female, disabled, or veteran; and referring any qualified minorities, females, disabled, and veterans to us as applicants for employment. The Corporate Human Resources Director serves as Snap-on's Equal Employment Opportunity Coordinator and has responsibility for providing for an audit and reporting system of Affirmative Action programs and overall ensuring assuring compliance with the Plan. I recommend that you contact your Human Resources Representative if you have questions or concerns. A copy of the Plan is available for inspection during normal business hours upon a reasonable request to Human Resources.



Nicholas T. Pinchuk
Chairman & Chief Executive Officer