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.