



EQUAL EMPLOYMENT OPPORTUNITY AND AFFIRMATIVE ACTION POLICY

Arrow Electronics, Inc.'s policy is to provide equal employment opportunities to all qualified employees and applicants without regard to race, color, religion, age, sex, marital status, gender identity or expression, sexual orientation, national origin, disability, citizenship, veteran status, genetic information, or any other characteristics protected by applicable state, federal or local laws. Our policy of equal employment opportunity and affirmative action applies to all employment decisions, personnel policies and practices, and programs.

In support of this policy, Arrow Electronics, Inc. will take affirmative action to:

- A. Recruit, hire, transfer, train and promote qualified persons in all job titles in accordance with Arrow's Equal Employment Opportunity Policy;
- B. Insure that employment decisions are based on individual merit, job-related qualifications and competence as they relate to a particular position;
- C. Administer all personnel programs such as hiring, promotion, compensation, benefits, discharge, layoff, company-sponsored training, tuition assistance and other social and recreational programs in accordance with Arrow's Equal Opportunity Policy; and
- D. Implement and maintain an Affirmative Action Plan to support and advance its commitment to the principle of equal employment opportunity.

In addition, Arrow Electronics, Inc., will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing or action, including an investigation conducted by the employer, or (c) consistent with the Company's legal duty to furnish information.

Arrow Electronics, Inc., will provide reasonable accommodations to any employee with a known disability who is otherwise qualified to perform the essential functions of their job. An employee who believes that he or she requires a reasonable accommodation because of a disability must notify Human Resources of the issue so that an interactive dialogue can begin on the subject of a proposed accommodation.

Any employee whose religious beliefs or practices conflict with their job schedule, with the Company's policy or practice on dress and appearance, or with other aspects of employment, and who seeks a religious accommodation must notify Human Resources of the conflict and the employee's proposed accommodation. The Company respects the religious beliefs and practices of all its employees and the Company will attempt to provide reasonable accommodations to such beliefs and practices.

Employees will not be subjected to discrimination, unlawful retaliation or harassment because they have requested an accommodation due to a disability or religious belief or practice.

Employees and applicants will not be subjected to any form of harassment, discrimination, or retaliation for exercising rights protected by, or because of their participation in an investigation or compliance review related to, Executive Order 11246, the Americans With Disabilities Act, Section 503 of the Rehabilitation Act of 1973, the Vietnam Era Veterans' Readjustment Assistance Act of 1974, the Veterans Employment Opportunities Act of 1998, or any other federal or state non-discrimination law, rule, or regulation.


Arrow's Global Compliance and Human Resources departments are responsible for compliance with local, state and federal equal employment opportunity laws and for implementing the Affirmative Action Program including equal employment practices, monitoring and internal reporting. Employees or applicants who wish to review full narrative portion of the Company's affirmative action program for disabled individuals and protected veterans may schedule an appointment to do so by contacting the HR Solutions Center at 1-800-238-7286.

Employees or applicants who believe they have not been treated in accordance with this policy are encouraged to:

- Contact the Chief Compliance Officer at (303) 824-3780 or by email at compliance@arrow.com, or
- Contact the Senior Vice President Chief Human Resources Officer at (303) 824-3620

Employees may also use the Arrow AlertLine (1-877-CODE-ARW), a confidential, toll-free telephone hotline staffed by an independent third-party that is available 24 hours a day, seven days a week.

Equal employment opportunity is not only the law, but it is a commitment of Arrow Electronics, Inc. The continued success of our efforts depends on everyone's support and participation and will help to make Arrow a great place to work and a place that does great work.



Michael J. Long
Chief Executive Officer



Date