Weapons Policy for Alabama Locations

Purpose

To state the Company's policy regarding possession of weapons in the workplace.

Scope

This Policy applies to all team members of McWane, Inc., and its divisions and subsidiaries ("McWane" or "Company") working at Company locations in Alabama, as well as to all non-team member visitors to Company premises located in Alabama, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants in Alabama.

Policy Statement

Except as provided in the section entitled "Alabama Exception" below, the unauthorized possession of any weapon, whether intentional or unintentional, is strictly prohibited and may be grounds for immediate disciplinary action, including immediate termination of employment.

For the purposes of this Policy, "workplace" includes any location on Company property and any location where a team member performs work-related duties or is involved in a Company-sponsored event, including, but not limited to, the plant buildings and the surrounding perimeters, parking areas, locker rooms, offices and any off-site locations where work-related duties are being performed.

For the purposes of this Policy, a "weapon" is any item or device with no specific work purpose and the potential to inflict harm on another, including, but not limited to, a firearm, handgun, knife, explosive, chemical dispensing device, club, artificial knuckles or any other item or device the Company, in its discretion, deems dangerous or capable of causing harm.

The Company reserves the right to search any areas on Company property for weapons, including, but not limited to, offices, desks and other furniture, lockers, bathrooms, drawers, containers, lunch boxes, briefcases, personal bags, toolboxes, equipment, Company vehicles and, where appropriate, personal vehicles on Company property.

The Plant Manager and/or Human Resources Manager at each Company facility is responsible for implementing the Weapons Policy in accordance with any state-specific law or regulation applicable to their facility.

This prohibition does not apply to duly licensed law enforcement officers or security personnel.

The Company reserves the right to take appropriate action against any non-team member visitor who violates this Policy. Such action can include reporting violative conduct to law enforcement personnel and/or immediate expulsion from Company premises.

Alabama Exception

1. Team members at Company facilities in Alabama, even those with a valid concealed-weapons permit, are strictly prohibited from possessing or carrying firearms while on Company property or while engaged in work duties or participating in Company-sponsored events (on or off Company property).

2. There is one very limited exception to this complete ban on all firearms on all Company property. A team member may keep a lawfully-owned firearm or ammunition in his/her privately owned motor vehicle while it is parked or operated in the parking area of the Company facility where s/he works. **A team member is NOT eligible to exercise this right unless he/she meets the following requirements**:

   (A) He/she must have a valid, current concealed-weapon permit issued by the State of Alabama.

   (B) If he/she does not possess a valid, current concealed-weapon permit issued by the State of Alabama, he/she may only keep an unloaded firearm that is legal for hunting in Alabama (such as a shotgun or rifle, but not a handgun) in his/her locked vehicle under the following conditions:

      (1) He/she must possess a valid Alabama hunting license;
      (2) The weapon must be unloaded at all times;
      (3) A hunting season recognized by the State of Alabama must be underway;
      (4) He/she must not have been convicted of a crime of violence (as defined in Ala. Code § 13A-11-70) or domestic violence, and must not be subject to a domestic violence restraining order;
      (5) He/she must have no documented prior workplace incidents involving the threat of physical injury or which resulted in physical injury;
      (6) He/she must not have:
         a. been found mentally ill or declared incompetent in a criminal case;
         b. asserted the defense of not guilty by reason of insanity, mental disease or defect in a criminal case;
         c. been found not guilty by reason of insanity in a criminal case;
         d. been found not guilty by reason of lack of mental responsibility in a military court; or
         e. required involuntary commitment to or treatment in a psychiatric institution;

   (C) The firearm must be kept from ordinary observation within the team member's locked vehicle or within a locked compartment or container securely affixed to the vehicle.

   (D) The vehicle must be parked or operated in the parking area only where it is otherwise permitted to be.

(E) The team member must notify the General or Plant Manager or the facility's Human Resources Manager that he/she intends to keep a lawfully-owned firearm locked in his/her personal vehicle in the parking area **and** must provide that manager a copy of his/her valid and current concealed-weapon permit or hunting license.

(F) The Company will revoke this limited right to anyone who falls into noncompliance with one or more of the above necessary requirements.

3. ***Company Vehicles:*** Note that the "Parking Lot" Exception applies only to "privately-owned" vehicles. As outlined in the Policy Statement above, the absolute prohibition on weapons in the workplace applies with equal force to all Company vehicles at all times, whether on or off Company property. The prohibition also applies to rented and privately-owned vehicles to the extent such vehicles are being used in connection with work-related duties or Company business, whether on or off Company property. See the Policy Statement above for additional information.

4. ***The Company's Rights and Obligations:***

(A) The Company reserves the right to inquire into a team member's possession of a firearm in his/her personal vehicle (and his/her compliance with the above-listed requirements) if the Company has reason to believe the team member presents a risk of harm to himself or others. If such team member possesses a firearm in his/her vehicle and is not in compliance with the requirements above, the Company may take disciplinary action, up to and including termination, against the team member.

(B) The Company also reserves the right to make a complaint to law enforcement personnel if it believes: that a team member's firearm is prohibited by state or federal law; that a team member's vehicle contains stolen, prohibited or illegal property (other than a firearm); or, that a team member has made a threat to cause bodily harm to himself or others. If law enforcement personnel discover a prohibited firearm during a lawful search of the team member's vehicle, the Company may take disciplinary action against the team member, up to and including termination of employment.

5. ***Immunity:*** The Company is immune from any claim, cause of action or lawsuit that may be brought as a result of any firearm brought onto the Company's property. Moreover, the presence of a firearm on the Company's property under this exception does not constitute a failure by the Company to provide a safe workplace. The Company has no duty to patrol, inspect or secure parking lots, garages or other parking areas, or any private motor vehicle parked in such areas, and it has no duty to investigate, confirm or determine a team member's or non-team member visitor's compliance with the laws related to possession or transportation of a firearm.

Questions

Questions regarding this Policy should be directed to your local Human Resources representative.

McWane reserves the right to modify, amend, supplement or replace this Policy at any time with or without prior notice.