EQUAL EMPLOYMENT OPPORTUNITY

Purpose

To articulate the commitment of McWane, LLC to providing equal employment opportunities to individuals regardless of their race, color, religion, sex, national origin, age, sexual orientation, disability, veteran or service member status, marital status, citizenship status or any other category protected by federal, state or local law and to advise team members and candidates for employment of their rights under the law.

Scope

This Policy applies to all team members of McWane, LLC and its divisions and subsidiaries ("McWane" or "Company"), individuals seeking employment with the Company, as well as contractors, interns, volunteers, and any others conducting business with or on behalf of McWane.

Policy Statement

McWane is an equal employment opportunity employer committed to providing equal employment opportunities in all employment practices for team members and applicants for employment. McWane prohibits discrimination and harassment of any type, against any team member or applicant for employment, without regard to their race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, disability status, genetics, veteran or service member status, marital status, citizenship status or any other category protected by federal, state or local law. This Policy applies to all terms and conditions of employment, including recruiting, hiring, placement, promotion, termination, layoff, recall, transfer, leaves of absence, compensation, and training. McWane respects all team members and candidates for employment and requests their assistance in maintaining a work environment free of all forms of unlawful discrimination and harassment of any type. Harassment includes, but is not limited to, offensive remarks, jokes, slurs, visual displays, physical conduct, or any other behavior that creates an intimidating, hostile, or offensive work environment.

In compliance with Illinois, California, and Iowa laws, we also prohibit discrimination based on order of protection status, arrest record, credit history, political affiliation, status as a victim of domestic violence, reproductive health decision-making, and any other status protected under state law.

How to file a complaint

Any team member who believes or even suspects that this Policy has been violated must immediately bring the matter to the attention of his/her **immediate supervisor**. We cannot resolve a potential Policy violation unless we know about it. All team members are responsible for reporting possible Policy

violations to the Company so that appropriate actions can be conducted to address any concerns.

If a team member feels that he/she cannot talk to his/her supervisor or if the team member is not satisfied after speaking with his/her supervisor or if the supervisor is somehow involved with the concern, the team member should discuss his/her concerns with their local **Human Resources representative**.

If the team member feels that he/she cannot talk to their local Human Resources representative or if the team member is not satisfied after speaking with their local Human Resources representative, or if their local Human Resources representative is somehow involved with the concern, the team member may report any concern or violation by calling the **McWane Access Line** at **1-877-231-0904** or reporting online at ***https://accessline.mcwane.com***. A complaint to any McWane team member other than designated above or to the Access Line is not sufficient to put McWane on notice of a complaint and may jeopardize McWane's ability to promptly investigate, address and/or correct any potential violation of this Policy.

McWane will investigate the concern and take prompt, appropriate action. All team members are expected to cooperate fully and honestly with any investigation of possible violations of this Policy. Deliberately furnishing inaccurate or misleading information to those investigating will not be tolerated and will be a violation of this Policy.

McWane prohibits retaliation against an individual for filing a report in good faith regarding possible violation of this Policy or for assisting or participating in any investigation conducted under this Policy, including threatening to or taking any adverse action. In the event any possible retaliation or threat of retaliation, the team member should report the same as set forth in this Policy above.

Any team member who violates this Policy will be subject to disciplinary action up to and including termination.

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.