WEAPONS POLICY FOR FLORIDA 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 Florida, as well as to all non-team member visitors to Company premises in Florida, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants in Florida.

Policy Statement

Except as provided in the section entitled "Florida Exception" below, the unauthorized possession of any weapon in the workplace, 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.

Florida Exception

Team members at Company facilities in Florida, 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).

There is one very limited exception to this complete ban on all firearms on all Company property, in accordance with Florida's Preservation and protection of the Right to Keep and Bear Arms in Motor Vehicles Act of 2008 (§790.251 of Florida Statutes). A team member may keep a lawfully owned and lawfully possessed firearm or ammunition in a privately owned motor vehicle while it is parked or operated in the parking area of the Company facility where s/he works.

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.

The Company's Rights and Obligations

If a team member brings a weapon, concealed or otherwise, onto Company's premises other than a lawfully owned and lawfully possessed firearm in a privately-owned motor vehicle as described above, the Company reserves the right to require the team member to immediately leave the premises.

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, subject to applicable law.

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.