# WEAPONS POLICY FOR INDIANA 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") at Company locations in Indiana, as well as to all non-team member visitors to Company premises in Indiana, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants in Indiana.

**Policy Statement**

Except as provided in the section entitled "Indiana 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.

**Indiana Exception**

Team members at Company facilities in Indiana, even those with a license to carry a handgun, are strictly prohibited from possessing or carrying firearms (including but not limited to shotguns) or ammunition 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 and ammunition. A team member may keep a lawfully-owned firearm or ammunition in his/her motor vehicle. **However, he/she is NOT eligible to exercise this right unless he/she meets the following requirements**:

(1) In regard to possession of a handgun, he/she must have a valid and current license to carry a handgun issued by the State of Indiana; and

(2) The firearm and ammunition must be locked in the trunk, kept in the glove compartment of a locked vehicle or stored out of plain sight in his/her locked vehicle.

A team member who falls into noncompliance with any of the above necessary requirements will be subject to disciplinary action, up to and including termination.

**Company Vehicles**

Note that the "Locked Motor Vehicle" Exception applies only to a team member's vehicle. As outlined in the Weapons Policy, 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 Company-rented or Company-leased vehicles. See the Weapons Policy for additional information.

**The Company's Rights**

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

**Immunity**

The Company is immune from any claim, cause of action or lawsuit that may be brought as a result of any firearm or ammunition brought onto the Company's property. Moreover, the presence of a firearm or ammunition on or off 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 or ammunition.

**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.