AFFIRMATIVE ACTION PLANS FOR IOWA LOCATIONS

Purpose

To demonstrate McWane Inc.'s commitment to compliance with Executive Order 11246, section 503 of the Rehabilitation Act of 1973, and the Vietnam Era Veteran's Readjustment Act requiring all federal contractors to comply with affirmative action in the employment and advancement of members of protected groups. This is in addition to the Equal Employment Opportunity provisions that apply to all employers.

Scope

This Policy applies to all McWane, Inc. divisions and subsidiaries ("McWane" or "Company") located in Iowa with 50 or more team members.

Policy Statement

McWane does not discriminate against qualified applicants or team members based on race, color, religion, sex, sexual orientation, gender identity, national origin, age, disability, veteran or service member status, marital status, citizenship status or any other category protected by federal, state or local law. The affirmative action requirements applying to federal contractors go beyond this and require each McWane division and subsidiary employing 50 or more team members to prepare an Affirmative Action Plan (AAP) addressing females, minorities, disabled veterans, veterans of Vietnam Era and disabled individuals. The AAP must be prepared on an annual basis each calendar year. Due to the complexity of affirmative action, this Policy provides only a portion of information regarding affirmative action and Human Resource Managers should consult Corporate Human Resources or Group Human Resource Directors for more inclusive information and guidelines.

In order to assure compliance by all divisions and subsidiaries, the Company requires each division and subsidiary to confirm in writing each year to the Corporate Human Resources Group that the division/subsidiary has updated it AAP in accordance with this Policy.

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.