EQUAL EMPLOYMENT OPPORTUNITY FOR IOWA LOCATIONS

Purpose

To articulate the commitment of McWane, Inc. 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, Inc. and its divisions and subsidiaries ("McWane" or "Company") working at Company locations in Iowa and individuals seeking employment with the Company at Company locations in Iowa.

Policy Statement

McWane is an equal employment opportunity employer committed to providing equal employment opportunity in all employment practices for candidates and team members. McWane will not discriminate against any team member or applicant for employment because of their race, color, religion, sex, national origin, age, sexual orientation, gender identity, disability, 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 areas of employment including but not limited to recruitment, selection, hiring, training, assignment, re-assignment, promotion, compensation, benefits, transfer, lay-off, discipline and termination. McWane respects all of its team members and requests their assistance in maintaining a work environment free of all forms of unlawful discrimination.

How to file a complaint

A team member who believes 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 us so we can take appropriate actions 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 the local **Human Resources representative**.

If the team member feels that he/she cannot talk to the local Human Resources representative or if the team member is not satisfied after speaking with the local Human Resources representative, or if the local Human Resources representative is somehow involved with the concern, the team member may

report any concern or violation to McWane's **Access Line at 1-877-231-0904.** 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.

In order to help the Company address concerns, a team member should make sure that his/her complaint is resolved. The team member should talk to his/her supervisor or one of the individuals designated above, but should not stop there if the complaint is not addressed. If one of the above individuals does not resolve the complaint or if the team member is uncomfortable speaking to that person, the team member should continue to the next level until he/she reaches someone who will investigate and take action on the complaint.

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.