Weapons Policy for Missouri 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 Missouri, as well as to all non-team member visitors to Company premises located in Missouri, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants in Missouri.

Policy Statement

Except as provided in the section entitled "Missouri 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.

Missouri Exception

1. Team members at Company facilities in Missouri, even those with a valid concealed-carry 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).

2. There is one very limited exception to this complete ban on all firearms on all Company property. A team member may keep a lawfully-owned firearm or ammunition in his/her privately owned motor vehicle while it is parked or operated in the parking area of the Company facility where s/he works. **You are NOT eligible to exercise this right unless you meet the following requirements**:

   (A) You must have: (1) a valid concealed carry permit issued by the State of Missouri; (2) a valid concealed carry endorsement issued prior to August 28, 2013; or (3) a valid concealed carry endorsement or permit issued by another state or political subdivision authorizing you to carry concealed firearms on or about your person or in a vehicle throughout the state.

   (B) You may not remove the firearm from your vehicle or brandish the firearm while the vehicle is on Company property.

3. ***Notice Requirements:*** You must notify the General or Plant Manager or the facility's Human Resources Manager that you intend to keep a lawfully-owned firearm locked in your personal vehicle in the parking area **and** you must provide that manager a copy of your valid and current concealed carry permit or endorsement.

4. ***Company Vehicles:*** Note that the "Parking Lot" Exception applies only to "privately-owned" vehicles. 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. See the Weapons Policy for additional information.

5. ***The Company's Rights and Obligations:***

   (A) The Company reserves the right to inquire into an team member's possession of a firearm in his/her personal vehicle (and his/her compliance with the above-listed requirements) if the Company has reason to believe the team member presents a risk of harm to himself or others. If such team member possesses a firearm in his/her vehicle and is not in compliance with the requirements above, the Company may take disciplinary action, up to and including termination, against the team member.

   (B) The Company also reserves the right to make a complaint to law enforcement personnel if it believes: that an team member's firearm is prohibited by state or federal law; that an team member's vehicle contains stolen, prohibited or illegal property (other than a firearm); or, that an team member has made a threat to cause or has caused bodily harm to himself or others.

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.