STANDARDS OF MANAGEMENT BEHAVIOR

Purpose

To define McWane's expectations for professional conduct by managers and supervisors to reinforce the Company's commitment to a respectful, inclusive and compliant workplace.

Scope

This Policy applies to all managers and supervisors of McWane, LLC and its divisions and subsidiaries ("McWane" or "Company").

Policy Statement

Managers and supervisors play a critical role in shaping workplace culture and are expected to model the highest standards of professionalism, integrity and accountability. All members of management are expected to act in a manner consistent with the Company's commitment to respect, fairness and lawful conduct. Managers and supervisors are expected to:

- Treat all team members with dignity, respect, and professionalism while fostering a work environment free from intimidation, hostility, or disrespect. They must avoid abusive or inappropriate language or conduct and address performance concerns in a constructive, professional, and private manner.

- Maintain a workplace free from discrimination, harassment, and retaliation by complying with all Company policies and legal requirements. They must take all concerns seriously, promptly escalate them to Human Resources, and never engage in, condone, or ignore inappropriate conduct. Discrimination and/or harassment refers to any discrimination and/or harassment based on 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. Harassment includes any inappropriate verbal, physical, or visual behavior based on a protected characteristic.

- Comply with Company policies related to conflicts of interest, fraternization, and nepotism, and avoid situations that could create actual or perceived favoritism. Employment decisions should be based solely on legitimate business factors such as performance, qualifications, and organizational needs.

- Model ethical behavior and sound judgment in all work-related interactions. They should reinforce Company values through their actions and decisions while holding themselves and others accountable for maintaining Company standards.

- Promptly report known or suspected violations of Company policy or applicable laws and fully cooperate with any investigations. They are expected to maintain appropriate confidentiality and must not retaliate against any individual who raises concerns in good faith.

As leaders of the organization, managers and supervisors are expected to model behavior that reflects McWane's values and standards. Any conduct that undermines the workplace environment or the Company's reputation, whether during or outside of work, may result in corrective action up to and including termination.

Questions

Questions regarding this Policy should be directed to your local Human Resources representative.

The Company reserves the right to modify, amend, supplement or replace this Policy at any time with or without prior notice.

ACKNOWLEDGEMENT OF RECEIPT OF

STANDARDS OF MANAGEMENT POLICY

I acknowledge receipt of the Company's Standards of Management Behavior policy dated July 20, 2026. I understand the expectations outlined in this policy, including my responsibility as a manager to demonstrate professionalism, uphold Company standards, and treat all team members with dignity and respect. I understand that failure to meet these expectations may result in disciplinary action, up to and including termination.

_____
Signature

_____
Print Name

_____
Date