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

Policy Statement

Except as provided in the section entitled "Tennessee 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.

Tennessee Exception

1. Team members at Company facilities in Tennessee, even those with a valid handgun 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. **A team member is NOT eligible to exercise this right unless he/she meets the following requirements**:

   (A) He/she must have a valid, current handgun carry permit recognized by the State of Tennessee;

   (B) The team member's vehicle must be parked in a location where it is permitted to be;

   (C) The firearm or ammunition must be kept from ordinary observation while the team member is in the vehicle;

   (D) If the team member is not in the vehicle, the firearm or ammunition must be kept from ordinary observation **and** locked within the trunk, glove box, the interior of the vehicle, or a container securely affixed to such vehicle (e.g., a tool box on a pickup truck); **and**

   (E) The team member must notify the General or Plant Manager or the facility's Human Resources Manager that he/she intends to keep a lawfully-owned firearm locked in his/her personal vehicle in the parking area **and** must provide that manager a copy of his/her valid and current handgun carry permit.

The Company will revoke this limited right to anyone who falls into noncompliance with one or more of the above necessary requirements.

3. ***Company Vehicles:*** Note that the "Parking Lot" Exception applies only to "privately-owned" vehicles. As outlined in the Policy Statement above, 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 rented and privately-owned vehicles to the extent such vehicles are being used in connection with work-related duties or Company business, whether on or off Company property. See the Policy Statement above for additional information.

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

   (A) The Company reserves the right to inquire into a 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 a team member's firearm is prohibited by state or federal law; that a team member's vehicle contains stolen, prohibited or illegal property (other than a firearm); or, that a team member has made a threat to cause bodily harm to himself or others. If law enforcement personnel discover a prohibited firearm during a lawful search of the team member's vehicle, the Company may take disciplinary action against the team member, up to and including termination of employment.

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

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.