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

Policy Statement

Except as provided in the section entitled "Utah 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.

Utah Exception

Team members at Company facilities in Utah, even those with a valid concealed-firearm license, are strictly prohibited from possessing or carrying firearms while (a) on Company property, (b) using Company vehicles or (c) engaged in work duties or participating in Company-sponsored events (on or off Company property).

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 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**:

(1) He/she is legally permitted to transport, possess, purchase, receive, transfer or store the firearm pursuant to Utah law;

(2) His/her firearm is locked securely in the motor vehicle or in a locked container attached to the motor vehicle while the motor vehicle is not occupied; and

(3) The firearm is not in plain view from the outside of the motor vehicle.

Noncompliance with these requirements may result in the revocation of a team member's right to keep a firearm in his/her vehicle as well as discipline, up to and including termination.

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.

The Company's Rights and Obligations

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 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.

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 or has caused bodily harm to himself/herself 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.