WEAPONS POLICY FOR WISCONSIN 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 Wisconsin, as well as to all non-team member visitors to Company premises in Wisconsin, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants in Wisconsin.

Policy Statement

Except as provided in the section entitled "Wisconsin 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.

Wisconsin Exception

Team members at Company facilities in Wisconsin, even those with a license to carry a handgun, are strictly prohibited from possessing or carrying firearms (including but not limited to shotguns) or ammunition while on Company property or while 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 and ammunition. A team member may keep a lawfully-owned firearm and/or ammunition in his/her motor vehicle. **However, a team member is NOT eligible to exercise this right unless he/she has a valid and current license to carry a concealed weapon issued by the State of Wisconsin.**

Any team member who falls into noncompliance with this Policy will be subject to disciplinary action, up to and including termination of employment.

Company Vehicles

Note that the "Motor Vehicle" Exception applies only to a team member's personal vehicle. 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 Company-rented or Company-leased vehicles. See the Policy Statement above for additional information.

The Company's Rights

The Company reserves the right to make a complaint to law enforcement personnel if it believes: that a team member's possession of a firearm is prohibited by state or federal law; that a team member's vehicle contains stolen, prohibited or illegal property (other than a lawfully-possessed 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 or ammunition 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.

Immunity

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

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.