WORKPLACE VIOLENCE

Purpose

To establish a zero tolerance policy for all violence, threats of violence, harassment, intimidation and other disruptive behavior in the Company's workplace.

Scope

This Policy applies to all team members of McWane, Inc. and its divisions and subsidiaries ("McWane" or "Company") as well as to all non-team member visitors to Company premises, including, but not limited to, customers, contractors, vendors, maintenance personnel, shipping and transportation personnel and job applicants. This Policy applies to 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 or a Company-sponsored event is taking place.

Policy Statement

The Company strictly prohibits any and all acts of violence and threats of violence, direct and indirect, and any other coercive, intimidating, harassing or unjustified disruptive behavior. The Company will take appropriate disciplinary action, up to and including termination, against any team member who engages in prohibited conduct. Prohibited conduct includes, but is not limited to the following:

a) Physical assault or battery, including, but not limited to: biting, hitting, grabbing, kicking, spraying or striking another with a weapon or thrown object.
b) Fighting.
c) Sexual assault or harassment.
d) Threats, including any obscene, abusive, intimidating or coercive language or gestures toward any person. This includes off-site threats made via telephone, facsimile, electronic or conventional mail, social media or any other communication medium.
e) Nonphysical aggressive conduct, including stalking and any form of harassment.
f) Destruction or threat of destruction of Company or personal property.
g) Horseplay.
h) Displaying even a tendency or intention to engage in violent, abusive or threatening behavior or engaging in behavior that the Company, in its sole discretion, deems offensive or inappropriate.

i) Any violation of the Company's Weapons Policy.

The Company is committed to taking prompt action to prevent and to effectively respond to any act prohibited under this Policy. Many instances of workplace violence are preceded by warning signs. Accordingly, in furtherance of this Policy, each team member has a duty to immediately report to his/her Supervisor, the Plant Manager, or the Company's Human Resources Department, any incident of conduct prohibited by this Policy, any suspicious workplace activity, or any potentially violent situation involving other team members, former team members, customers, or non-team member visitors or business associates. This includes, for example, threats or acts of violence, aggressive behavior, offensive acts, and threatening or offensive comments or remarks. The Company will make every effort to keep team member reports made pursuant to this Policy confidential to the greatest extent possible, but advises that any resulting investigation and/or legal proceedings may make complete confidentiality impossible.

This Policy prohibits retaliation against team members who report incidents of conduct forbidden by this Policy. Further, any team member who brings a complaint of harassment or assists in the investigation of such a complaint will not suffer any adverse employment action because of the complaint or assistance.

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.

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.