

**Contact Information**

**McWane, Inc.**

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**McWane Corporate Environmental,  
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**McWane Access Line**

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**ENVIRONMENTAL  
HEALTH & SAFETY**

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Management  
Responsibilities

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Meaningful employee involvement and participation are recognized as major contributing factors in the success of all our environmental, health and safety (EHS) efforts. Creating and promoting an environment where employees feel free to discuss concerns, ask questions and come forward to express their ideas and suggestions begins with a management commitment to invite employee involvement and participation. At McWane, we take that commitment seriously and recognize the need for an "open door."

**As a part of the McWane Management Team, Your Responsibilities Include:**

– **Engaging Your Employees:** You must identify the specific EHS responsibilities that apply to your employees and open a dialogue with them about their participation in the implementation of the McWane EHS policies, directives, standards and procedures. It is up to you to make sure that employees understand, commit to and follow the guidelines outlined in our EHS system.

– **Being Knowledgeable and Accessible:** You should understand the EHS system policies, procedures and work practices that may impact your job responsibilities and be able to help your employees understand them as well. If you have questions or concerns, use the resources available at your facility to help you. Your environmental, health and safety staff, human resources and general managers are there to provide support when you need it.

Additionally, the McWane corporate office may provide additional support and assistance in answering your questions and concerns through the office of the Vice-President for Environment, Health and Safety. The office may be contacted at (205) 323-2400.

– **Leading by Example:** Supervisors and managers should always work in a safe manner and require all employees in their charge to do the same. You must also follow the responsibilities outlined in the employee and contractor EHS pamphlet. You are responsible for familiarizing yourself with this document and the information contained in it.

**Other Key Management Responsibilities:**

– **Determine** that personnel at your facility have received environmental, health and safety training adequate to perform their job responsibilities and understand the requirements of the McWane EHS system.

– **Ensure** that sufficient training is provided at orientation and in ongoing training programs to support employee safety and health and comprehension of job requirements.

– **Identify** EHS issues and be open to the concerns of employees. Develop and implement corrective-action plans necessary to resolve concerns, and communicate with employees about the plans and expected outcomes.

– **Encourage** open communication and dialogue with your employees. If you learn that an employee has discussed an issue with plant management or has raised a question with your environment, health and safety staff, become a part of the solution by offering to assist in resolving the matter. McWane has an explicit policy against any form of retaliation against employees for bringing issues to the attention of plant management. The commitment to our policy is exemplified by your response and actions when an employee expresses a concern or reports a problem.

**Enforcement of McWane's EHS Program**

It is your responsibility to include EHS factors, including compliance with regulatory and Company requirements, as an integral part of the performance evaluations of employees and contractors for whom you have responsibility. Failure to enforce and follow applicable EHS requirements may result in disciplinary measures, including formal warning, suspension and termination of employment, or the termination of a contractor relationship with the facility.