



McWane Inc.

ENVIRONMENTAL HEALTH AND SAFETY

Responsibilities
of Employees
and Contractors

To All Our Valued Employees:

We are proud of McWane's heritage of hard-working people. For over 80 years, we have provided products vital to the delivery of water and other services to our neighbors across the nation and the world. Being the best in the industry means making the best products at a competitive price and at the same time being a leader in environmental, health and safety (EHS) programs.

The McWane family of companies is committed to operating and growing a sustainable business that demonstrates leadership in both production and profit while protecting the environment and providing for worker safety and health. It's a commitment from which we must never waiver.

You are an important part of the McWane team. Being a part of the team means taking your EHS responsibilities seriously. This pamphlet provides some important information about what we all must do to help our Company improve its environmental programs and workplace safety.

Together, we must commit to do what it takes to make McWane a model for our industry. It takes all of us...and it starts with you and me.



G Ruffner Page Jr.

P R E S I D E N T



The McWane family of companies has been a part of American industry since 1921. We have a strong history, and today we're building our future.

We Honor our heritage by manufacturing products that are lasting and sustainable.

We Invest in the future of our business, our employees and our communities.

We Commit to excellence in integrity, service and quality.

We Strive to adhere to the highest standards of workplace safety and environmental stewardship.



McWane, Inc. will uphold the following principles in all of our business activities through management commitment, employee involvement and allocation of adequate personnel and other resources.

- **Compliance:** We will manage our business activities to meet all governmental laws and regulations as well as internally established environmental, health, and safety requirements. Our goal is 100% compliance, 100% of the time.
- **Protection:** We conduct our activities in a responsible manner to protect our employees, the public, and the environment by focusing on injury and illness prevention, pollution prevention and minimizing impacts and risks to the environment from our operations.
- **Improvement:** We will continually improve our environmental, health, and safety performance with a primary focus on setting and achieving goals and objectives.



EHS is a shared responsibility at McWane. It requires cooperation with co-workers, plant management and corporate personnel in order for us to be successful. In conducting day-to-day activities as a member of our team, it is your responsibility to:

- **Work** in a safe manner and encourage your co-workers to do the same. If a task cannot be done safely, it should not be done at all.
- **Understand** your role in carrying out the McWane commitment to EHS programs and performance.
- **Follow** all laws, government regulations and McWane policies and procedures relating to your job requirements and performance.
- **Promote** the protection of the environment and employee health and safety at your facility.
- **Communicate** information on EHS issues or incidents with your coworkers, supervisors, plant management or others at McWane when appropriate. If you have a question or concern about EHS issues, speak with your supervisor, plant environmental, health and safety staff or plant management about it. Your thoughts and suggestions are important to us.
- **Be Truthful**, accurate and complete in maintaining records, submitting documents and making statements and reports to Company personnel, government agencies and others.
- **Cooperate** with the Company's environmental, health and safety audit teams, other EHS personnel, government agencies and others.

These responsibilities also apply to all independent contractors of McWane. As with all job responsibilities, failure to uphold your EHS responsibilities may result in disciplinary actions or contract termination. If you are unsure about how these EHS responsibilities apply to you, or if you have any questions about any of the EHS requirements that may apply to your job or employment with the Company, contact your supervisor, plant environmental, health and safety staff, human resources department or plant management.

MORE ABOUT REPORTING EHS ISSUES

No employee or the employee of an independent contractor will be discharged, disciplined or in any way discriminated against as a result of making report or raising questions regarding EHS matters. We encourage you to bring any concern to the attention of your supervisor, EHS staff or plant management.

Examples of Things You Should Report:

- Environmental, health or workplace safety issues or hazards that you observe and believe may be harmful to you or your co-workers
- Misuse of equipment and improper or unsafe work practices that may cause injury to you and your co-worker
- Violations of Company policies or regulations related to EHS issues
- Any possible violations of Federal or State Environmental Regulations and Laws

Where or To Whom Should You Report Concerns:

- If you see something that violates Company policies or regulations or are otherwise made aware of something that violates Company policies or regulations relating to your job, speak first with your supervisor.
- If for any reason you are not comfortable bringing an issue to your supervisor, or if you reasonably believe that your supervisor has not taken appropriate action to address the matter, take your concern to the plant EHS staff, human resources director, your department head or the plant manager. If necessary, go to your general manager.
- If you feel more comfortable reporting your concerns anonymously to a neutral third party, you may do so by calling the McWane Access Line at (877) 231-0904. For detailed instructions on how to use the McWane Access Line, see page 6 of this brochure.



- **Participate in EHS Training:** Training in the EHS program will improve your productivity and workplace safety. Participation in training is required for all employees and is an ongoing requirement. Certification of appropriate training will be required of all contractors for each of their employees working on McWane premises. Training needs are evaluated based on your job description. Find out about training opportunities by talking with your supervisor or human resources staff.

- **Sign an EHS Acknowledgement Statement:** All current McWane employees have received a copy of the EHS responsibilities pamphlet and must sign an acknowledgement regarding these basic responsibilities immediately. All new McWane employees will receive a copy of the EHS responsibilities document during their employee orientation and must sign an acknowledgement regarding these basic responsibilities before starting to work at a McWane facility. The EHS Responsibility Statement is attached to the back of this pamphlet. Fill out the information requested, tear off the acknowledgement form and return it to your supervisor or human resources department. This acknowledgement will become a part of your permanent personnel file.

This pamphlet should also be provided to all independent contractors prior to their beginning work at a McWane facility. The acknowledgement statement attached to the back of this document must be completed and returned to the supervisor or human resources department at the facility where the contractor will be working.

- **Talk About It:** Each employee and contractor has a responsibility to help our Company and each facility in the McWane family continue its success in improving EHS programs. You owe it to yourself and to your co-workers to talk about the programs and work practices you learn about in training and in your everyday experiences on the job. Problems or concerns that are not brought to our attention cannot be addressed; so talking about them, reporting them and offering suggestions are important first steps in assisting us to make positive changes in caring for our environment and employee health and safety.



The McWane Access Line

The McWane corporate office in Birmingham, Alabama, has established the MCWANE ACCESS LINE. The line is a toll-free number that you can call 24 hours a day, seven days a week if you believe that your questions, concerns or issues that you have identified have not been appropriately responded to by your local plant management.

How to Use the McWane Access Line:

- **Dial Toll-Free 1-877-231-0904.** Your call will be answered by a qualified professional who will take your information and ask questions that will assist us in providing a response or taking action when necessary. Spanish speaking translators are readily available, and other languages may be translated through a special service when needed.
- You may call the access line without providing your name or other identifying information. However, the person taking your call may ask you to identify yourself if a response to you would require that we know who you are and how to get in touch with you.
- If you choose not to give your name or other information, you will be given a number that will identify you to the access line staff in the event that you need to call back for further assistance regarding the matter you reported.
- The access line cannot guarantee a response to you if the matter you are reporting would require us to know who you are and you choose to remain anonymous.
- Remember...you will not be disciplined or otherwise discriminated against for making a report to the access line. Any form of retaliation is strictly prohibited.

This is a perforated page to be torn off, completed by each employee and independent contractor, and returned to the human resources department.

**Environmental, Health and Safety
Acknowledgement Statement**

I hereby certify that I have been provided with the McWane EHS pamphlet, and I agree that it is my responsibility to comply with all policies, guidelines and obligations contained (or incorporated by reference) therein. I understand that failure to follow McWane's policies as set forth therein could result in disciplinary action against me, including termination of employment or my contract with the Company.

I acknowledge that the information provided to me in this pamphlet does not constitute an employment contract, or a guarantee of continued employment with McWane, Inc.

Signature: _____

Printed Name: _____

Title/Position: _____

Company (If Contractor) _____

Date: _____

Division: _____

Location: _____

This acknowledgement statement must be returned to your supervisor or human resources department. This statement will become a part of you permanent personnel file.

Contact Information

McWane, Inc.

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Birmingham, Alabama 35223
(205) 414-3100
www.mcwane.com

**McWane Corporate Environmental,
Health & Safety**

1143 Vanderbilt Road
Birmingham, Alabama 35234
(205) 323-2400

McWane Access Line

1-877-231-0904