

Firearms and Weapons-Free Workplace

Purpose:

The Company is committed to providing each associate a work environment that is safe, secure and free of firearms and weapons.

For purposes of this policy, a weapon is considered to be any device that is designed to or traditionally used to inflict harm. This includes, but is not limited to: 1) firearms, switchblades, daggers, hunting knives, clubs, etc.; and 2) any object that could be reasonably construed as a weapon.

Company property includes company-owned or leased vehicles, Company-owned or leased parking areas and Company-owned or leased buildings.

Objective:

The objective of this policy is to provide clear direction for managers and associates regarding the prohibition of firearms and weapons at all Company locations.

Policy:

It is prohibited to possess firearms, weapons or explosives on Company property, at off-site Company functions, and while conducting Company business, to the extent permissible by law, without explicit, written authorization by the Company. This prohibition applies to Company associates, vendors, contractors, and suppliers. This prohibition also applies to visitors to Company non-retail locations, such as store support centers, distribution centers, and corporate offices.

Any Company associate, vendor, contractor, supplier or visitor suspected of violating this policy may be subject to search to the extent permissible by law, including the search of any vehicle located on Company-owned/leased premises.

Associates must report violations of this policy immediately to their supervisor, a human resources representative, Company security or when appropriate, law enforcement personnel. Associates can report violations of this policy by contacting Company's toll free Associate Hotline [REDACTED]. Associate Hotline reports can be made anonymously. Retaliation for reporting violations of this policy is expressly prohibited.

Associates who violate this policy may be subject to discipline, up to and including termination of employment.

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