

# MCWANE STAYS *safe*



*"Overall I was ok with continuing to work. The company made me feel safe by putting in measures like temperature checks, staggered shifts, new lunch areas and sanitation areas. I am glad I was able to continue to work and not be laid off during this time. The company kept all the employee's informed, through letters and take-home notifications."*

- Scott Treat- CNC Operator

*" Kennedy Valve managed the pandemic good. Employees kept their distance and information was provided to all employees on how to be safe during this time."*

- Louis Batista- Grinder

*" Team members felt the company did a very good job taking charge of supplying protection to everyone. We were provided ample sanitizing stations around the facility, staggered shifts and temperature checks. Our approach to our jobs has not changed. The measure put into place enabled everyone to do their jobs safely."*

- David Knapp- Material Handler

# the **McWANE** way

Working Together On Innovative Ways To Deliver Our Most Valuable Resource

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## A NOTE FROM PRESIDENT G. RUFFNER PAGE, JR.

As recent events increase our awareness of hard realities around us, we must let that awareness motivate us to build and inform better behaviors for our future. In the first half of 2020, we all have faced unprecedented times due to the ongoing challenges of COVID-19 and the ongoing struggle in our communities to ensure all people are treated equally, with deep respect and care.

The pandemic certainly has forced us to review how we manage our operations. It also provides many great examples of coming together to ensure that we, as a designated essential business, continue to produce and ship product that is critical to infrastructure and the well-being of our communities. So many in our Company have stepped up to support each other and ensure that we are protected from a virus that remains a threat to people in our workplace, in our communities, and around the world.

That same need to come together is required to recognize, to understand, and to acknowledge that discrimination in our society is real. There remain people in our communities who are vulnerable—because of where they come from, the color of their skin, their sexual identity, gender, or faith.

That is unacceptable.

As leaders in McWane, our entire management team and I have an opportunity and a responsibility to listen, to act, and to be accountable for our actions and words. And a collective effort from all of us—individually, organizationally, and communally—is required to confront discrimination and fear with humanity, empathy, and caring. Good intentions are a start but we all need to listen and learn from the experiences of our colleagues and community members.

We want to do that together. The McWane Way Compass we share outlines the principles, values, and behaviors to which we are committed. We will manage this business and treat all of our 6,700 team members in accordance. Principles such as People First and Win Together remind us that we have to Step Up to build the fair, inclusive, and just workplaces and communities we all deserve. All of us have a stake in this and we must always be working to be better while building—not breaking—our relationships and commitments.

Our Company strives to create an environment in which everyone receives competitive compensation, excellent benefits, and a positive, safe workplace. We want to do even more to support one another and work to eliminate racism and injustice. We can continue to use these principles as we examine how our team is facing up to racism and discrimination, and consider more ways our Company can take constructive actions consistent with our values.

## McWane steps up to protect team members from Covid-19

In early January of this year, a virus that began in Wuhan, China, was identified as a new coronavirus: Covid-19. It quickly began racing around the world, infecting millions and killing hundreds of thousands of people.

At McWane, the health and safety of our team members, their families, and their communities is a core value. It became clear early on that the virus was a serious threat and immediate action was needed.

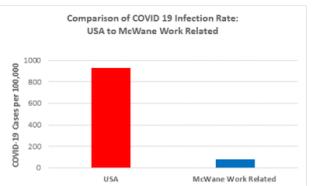
"The Department of Homeland Security designated the industries we serve as critical infrastructure sectors, and our team members as "Essential Critical Infrastructure Workers," said Jeet Radia, senior vice president of environment, safety and human resources. "As a result, most of our team members continued to manufacture products that are critical to public health and safety. Since our operations were to remain open, we had to take steps to assure the health and safety of our team members and to prepare for what may occur in the weeks and months ahead. An interdisciplinary COVID-19 task force was created to formulate a companywide plan to address the crisis. The task force worked incessantly, reviewing voluminous and ever changing information from CDC, OSHA and other sources to develop appropriate guidelines."

On March 22, the first set of team member guidelines was posted on Sharepoint and a specially created team member Covid-19 internet site. Among the key steps in the guidelines that McWane has taken during the pandemic to protect team member health and safety:

- Purchased and distributed thousands of face masks to facilities
- Contracted with a medical lab to provide COVID-19 tests for team members
- Required quarantine for team members who were infected, symptomatic or exposed to someone who was infected
- Provided additional paid time off for testing and required quarantine
- Implemented enhanced cleaning and sanitizing procedures
- Expanded social distancing in the facilities
- Allowed only business essential visitors on site and only after health screening
- Required team members who could work remotely to do so
- Canceled all non-essential travel

"We have implemented protective measures to address potential exposures for our team members while they are working at one of our facilities," said Mickey Hannum, vice president, health and safety. "The protective measures include social distancing, wearing of face coverings, symptoms screening, cleaning and disinfecting, monitoring, and contact tracing. The implementation of these measures has helped us minimize the positive cases at McWane facilities, globally. Currently, we recorded only four work-related exposures at our plants, and all of them resulted from a failure to follow our guidelines."

That translates into an infection rate of 82 per 100,000 in our U.S. plants as compared to a rate of 928 per 100,000 in the United States at large. While this is only a rough comparison that does not take into account possible confounding factors like age distributions, and that some states have higher and lower rates than the USA as a whole, it does provide an indication that our program is working.



McWane will continue to update team members throughout the process. "Communication is one of our McWane Way principles and we are committed to keeping our team members informed," said Kevin McCarthy, vice president, human resources. "The pandemic has created significant stress and uncertainty and we're compelled to providing the information and tools necessary for our team members to protect themselves and their families."

In the meantime, as successful as our efforts have been, this is not the time to relax. In the US alone more than three million people have been infected and more than 134,000 have died from COVID-19 infections. Over the past few weeks many states have reported a spike in new cases. In fact, in addition to the 4 work related cases, an additional 71 McWane team members were infected outside our plants while at home or around their communities. These realities highlight the need to not only follow our guidelines at work, we must also remain diligent at home. So please protect your health and the health of those around you by wearing face coverings, frequently washing your hands, using hand sanitizer, and social distancing. By following the McWane Way Compass and looking out for each other, we will Win Together!

MCWANE ACCESS LINE

# 877-231-0904

[HTTPS://ACCESSLINE.MCWANE.COM](https://accessline.mcwane.com)

REPORT ANY KNOWN OR SUSPECTED ILLEGAL OR UNETHICAL CONDUCT



McWane does not tolerate acts of retaliation against anyone who makes a good faith report of known or suspected ethical or illegal conduct.

## Life in the time of Coronavirus

### Kennedy Valve, NY

The past couple months have been challenging times, to say the least, for workers at Kennedy Valve. In March, when Covid-19 started, the biggest fear was the unknown that was upon us. Information on this virus was limited and so was the prevention measures. The information was limited to not touching one's eyes, nose and mouth and sanitizing as much as possible. The other fear among the workforce was whether they or their co-workers have the virus or have been exposed to it. And the biggest question that kept coming up was "Is everyone safer staying home." Every time team members turned on the television, they learned something new regarding the virus. We were about to embark on unknown times in New York.

Kennedy Valve management staff started looking into taking immediate measures to help protect the team members. We started contacting our local vendors to order as much disinfectant and hand sanitizer as possible. The biggest hurdle was getting the sanitation products on site since they were getting intercepted and directed toward hospitals. Some of the other safety precautions put in place was the purchase of a fogger, staggering work shifts, allowing people who could work remotely to do so, bringing in additional break rooms, purchasing face coverings for all employees, putting up 6ft distance wall decals near time clocks, and providing temperature checks for all team members and contractors who come on site. Corporate guidance was beneficial in creating a standard protocol for all team members to follow and it provided consistency with testing, travel and PPE for team members.

The most important tool that was implemented was increasing communications with the workforce. Kennedy Valve developed a Covid team, made up of hourly and salary employees, to meet and review the ever-changing guidance during the pandemic. Initially, they met twice a week, then weekly as the months went on. The focus was reviewing new guidelines that we were going to be shared with all team members and making sure everyone understood the regulations. From those meetings the management team met with all team members to review the guidelines and offer a chance for team members to ask any questions or express concerns.

Lastly, in New York, the southern tier is moving toward Phase 3 of the Governor's Reopening Plan. This means more places are opening and we can start to bring remote team members back to work. Kennedy Valve will still be requiring face coverings, temperature checks and all other sanitation measures will remain in place.

The past few months have been challenging, but with every team member's support we have been successful in implementing policies and procedures to enable everyone to attend work and go home safely.



Matt Hicks, Safety Manager

that he collects when he goes into the plant to look at equipment so he won't have to make a return trip.

Covid-19 has been personal for many people because it has changed our way of life both on and off the job. I am hopeful that this increase in awareness of our health and wellbeing will slow down or prevent the spread of all illness and disease within our communities.

### Clow Valve, IA

When the pandemic hit we're not gonna lie, like so many people, we panicked. It was nerve wracking hearing the rising stats coming out of China and California. We had many conversations about how we were going to handle this since our Safety Manager had just left the company and this was something none of us had ever experienced before. After the shock wore off, we got down to business with HR Manager Tiffany Tremmel to assemble a task force that included our General Manager, Plant Managers and Safety Engineers. We rallied the troops and faced the coronavirus head on.

The task force scheduled zoom calls which enabled us to update team members and address any questions or concerns they had. We walked around the Machine Shop and Metalcasting Facility to answer questions and concerns and clear up any rumors they may have heard. When we learned about an outbreak at a local meat packing plant where team members' family and friends worked, we reached out to them to offer assistance and ensure that family members were healthy.

We stay in constant contact to coordinate testing and provide the best possible care for team members. Upon learning of an illness we notify the safety team, which initiates the deep cleaning process immediately. We sanitize high traffic areas with fog machines and provide spray bottles to all departments so team members can clean and sanitize the work area at the beginning and end of their shift. Bottled water for proper hydration and reusable masks are also available. Visual reminders are posted throughout the facilities and printed handouts are distributed to team members. The janitorial staff pays extra attention to highly touched areas and thermometers are available at each time clock as well as small bottles of hand sanitizer.

Initially, it was a challenge to find a local clinic to provide a Covid test and people who were symptomatic were refused testing and told they either didn't need to be tested or they just needed to go home, rest and drink plenty of fluids. Over time, testing has become available to everyone. If a person presents with one symptom that is consistent with Covid, even though they test positive for something else, they are tested for Covid.

Team members have been amazing at self-reporting. They let us know if they are potentially exposed or became ill so they can be tested, which limits the exposure to co-workers. To-date Clow Valve has 0 confirmed cases of Covid.

### McWane Ductile, OH

From the moment COVID-19 surfaced on the western coast of the USA, McWane Ductile Ohio (MDO) began asking, "How can we best prepare to keep our people safe?" The MDO team acted quickly and sought recommendations from the CDC, local health department, and other industry and health professionals. MDO developed its own policies and procedures. Having the corporate summary response chart allowed us to ensure we were consistent with how we brought team members back to work. Chris Balo, Vice President of MDO's United Steel Workers (USW), said, "The company jumped right in. I'm impressed with how the company handled things. They're serious about it."

MDO faced challenges early on obtaining the much needed supplies to implement its procedures. Once that hurdle was overcome, everything came together. Tony Ashcraft, USW President, felt that a critical piece was educating the people out on the floor. "In the beginning, not everyone understood why. The weekly mass calls from Tom Crawford communicates what's going on, what steps we're taking, and are a great reminder."

MDO has remained diligent and continues to improve its practices by looking outside the box for creative "hands off" solutions for hydration and other needs. Although communication continues to be a challenge, MDO's team members have remained Iron Strong in their work and are committed to beating COVID-19 in the long term. Dave Moore, Finishing Superintendent, summed it up best when he said, "Backing down now would not be a good choice. They have provided us with everything we need to keep myself safe and others safe and it takes all of us."



Kelli Harbison, BSN, RN, COHC Occupational Health Nurse



Mitzi Fisch Occupational Health Nurse

### McWane Ductile, UT

McWane Ductile Utah (MDU) has used a team approach and open communication to work our way through the pandemic. We have asked lots of questions, done a lot of research, and bounced ideas off one another. We have implemented a Covid-19 Committee that includes hourly and salary team members from management, Health and Safety, Continuous Improvement, Human Resources, and Maintenance. We included team members from each department as we did our site risk assessment.

We have provided educational material to our team members through start up meeting discussions, toolbox talks, JJTV, posted signage and banners around the plant. We even had a teammate encourage a family member to get tested because of signs and symptoms he learned about at work. That family member tested positive.

The challenge has been the fast pace nature of a situation that changes daily. Throughout this we have put a lot of effort into prevention and minimizing risk. People have commented to me that they are more aware of their surroundings and they wash their hands and use hand sanitizer at times when they didn't really think to before. Nicholas Resare, a MDU janitor, stated that he is more meticulous about cleaning. He also says that the extra help has given him the opportunity to focus on an area and now he can leave a room and see it shine. He takes pride in knowing he has done a good job.

Justin Wood, an auto mechanic welder, reports that he tries to maintain social distancing when possible and he keeps things a lot cleaner since the pandemic. He is more aware of where people are and always wears his face covering.

Kevin Curtis works on the Hotline and has started making sure that he always has his PPE with him. He reports that he has always tried to keep his distance, but now he makes sure to take his breaks by himself and just keep his distance.

In an effort to reduce exposure, engineer Lance Astle is more methodical in the information



Angie Reese, RN, BSN Industrial Nurse

## 2019 McWane Environmental, Health & Safety Awards:



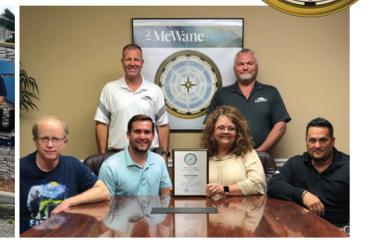
Clow Canada  
EHS Excellence (Screaming Eagle)  
Outstanding Environmental  
Performance-Fabrication



M&H Valve  
Top Quartile Club  
Outstanding Environmental  
Performance-Foundry



Tyler Union Oxford  
Outstanding Environmental  
Progress-Fabrication



Tyler Union Anniston  
Top Quartile Club



McWane India Private Limited  
Top Quartile Club



McWane Gulf  
Top Quartile Club



Clow Valve Metal Casting  
Top Quartile Club  
Outstanding Health & Safety Performance



Manchester Tank Echuca  
Top Quartile Club



Tyler Xianxian  
Top Quartile Club



McWane Ductile New Jersey  
Top Quartile Club  
Outstanding Health & Safety Performance



Clow Corona  
Top Quartile Club



Tyler Pipe & Coupling Marshfield  
Top Quartile Club

Congratulations to this year's winners!

## Announcing the Winners of the 2020 McWane Scholarship

We are proud to congratulate this year's McWane Scholarship winners! These students face unique challenges in the current climate, but they can have peace of mind that this scholarship will be available to them when colleges re-open and classes resume. Since beginning in 2005, McWane has awarded more than \$1.2 million in scholarships.



Meaghan Bell  
Reginald Bell - Tyler Union



Jeanette Martinez Alvarez  
Gerardo Martinez - AB&I  
Foundry



Jennifer Phan  
Than Phan - McWane  
Ductile New Jersey



Savannah Loosli  
Aaron Loosli - McWane  
Ductile Utah

Danil Kurtz



Gary Kurtz - McWane  
Ductile New Jersey



Marianna Villasenor  
Jaime Villasenor -  
Manchester Tank Elkhart



Emma Harper  
Gary Harper - Clow  
Canada



Elise Aumont  
Marcel Daigle - Bibby Ste-



Croix



Cheyenne Shaw  
Heather Shaw -  
Clow Valve



Annie Jo Yeager  
Gidget Yeager -  
Amerex