Revision Number	Revision Description	Revised By	Revision Date
New	Original issue of document: Beaumont Texas Site Weapons Policy	JS	08/16/11
	Reviewed/updated to align with declaration form. No Policy changes	SMM	08/03/21

1. PURPOSE

The purpose of this policy is to provide a safe work environment for all employees, contractors, temporary workers, and visitors at the Beaumont site by prohibiting firearms from being transported, stored, or carried into the facility beyond the security-controlled entry points of the facility, and by prohibiting other weapons on site.

2. DEFINITIONS

2.1. Contractor

A non-employee engaged through a third-party agency for the performance of specific functions. These individuals:

- Perform services with the general oversight of the company, and
- Generally, do not, but may, perform services for third parties at the same time.

2.2. Employee

An individual who performs services for, and under the direction and control of, BASF Corporation (“BASF”). Such direction and control include the results to be accomplished and the methods and means by which such results are accomplished. Neither contracting firms nor contractors or temporary workers who are characterized by BASF as independent contractors are employees.

2.3. Temporary Worker

A non-employee engaged through a third-party agency for the purpose of temporarily filling a vacant authorized position, typically for a period of less than 6 months. The vacant position must be for a BASF employee and is generally due to illness, vacation, turnover, termination, etc.

2.4. Visitor

An individual who comes to a BASF site for reasons of business, duty, or pleasure (by invitation). BASF employees are considered visitors at a site which is not their regular work location.

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2.5. Weapon

A weapon includes any form of instrument for contending against another person and/or explosive, including but not limited to any firearm, stun gun, taser gun, club, brass knuckles, martial arts weapons, explosive device, dangerous ordnance, hunting bow and arrows, and knife (with the exception of a small folding pocketknife and authorized bladed tools).

2.6. Firearm

A firearm includes any form device capable of firing a projectile by means of an explosive charge, including but not limited to a handgun, rifle, or shotgun.

2.7. Secured and Restricted Area

The area within the Beaumont site located inside the security-controlled entry points of the facility, including any parking areas inside that area.

3. POLICY

3.1. General

3.1.1. Except as stated below, all weapons are prohibited on the Beaumont site.

3.1.2. Pursuant to Texas state law, employees may transport and store firearms on the Beaumont site subject to the following:

- The employee possesses a Concealed Handgun License (CHL) under Subchapter H, Chapter 422, Government Code.
- The employee holding the CHL registers in advance with the Beaumont site Human Resources Manager.
- Before transporting any firearm on site, the employee ensures that the firearm is unloaded, and the firearm is secured in locked compartment, and all ammunition is stored in the same locked compartment.
- The employee transports and stores firearms or ammunition that the employee is otherwise authorized by law to possess, in a locked privately owned vehicle, only in the employee parking lot outside of the secured and restricted area.

3.1.3. The provisions in Paragraph 3.1.2. apply only to employees. Other personnel - including contractors, temporary workers, and visitors are prohibited from transporting and storing firearms on site.

3.2. No Loading or Unloading

No firearm may be loaded, unloaded, or reloaded anywhere on the Beaumont site, including outside of the secured and restricted area, parking lots, and BASF-owned access roads.

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3.3. Miscellaneous
BASF is neither liable nor responsible for any damage, theft, or other occurrence involving a firearm or ammunition transported and stored on site.

3.4. Searches
BASF reserves the right, subject to applicable legal restrictions, to search all workstations, offices, lockers, desks, vehicles, and any property or personal items brought onto the Beaumont site. A refusal to consent to an inspection or search is considered a violation of this policy.

3.5. Violations

3.5.1. Employees
Employees who violate this policy will be subject to discipline, up to and including termination of employment.

3.5.2. Contractors, Temporary Workers, Visitors
Contractors, temporary workers, or visitors who violate this policy may be subject to penalty, including being barred from the site and termination of applicable contracts as allowed by law.

3.6. Law Enforcement
As allowed by law, law enforcement personnel on official business are permitted to carry their government issued firearm within the secured and restricted area.

3.7. Exceptions
Any exceptions to this policy must be approved by the Site Manager in consultation with Corporate Security and Legal.

3.8. Compliance with Law
This policy should be interpreted to comply with applicable federal, state, and local laws.

4. SCOPE

This policy applies to all BASF employees, contractors, temporary workers, and visitors who come onto the Beaumont site.

5. RESPONSIBILITIES

5.1. Employees, Contractors, Temporary Workers, and Visitors
Responsible for complying with this policy and reporting any violations to Security.

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5.2. Site Security
Responsible for publicizing, administering, and enforcing this policy, reporting any violations to Site Management and Corporate Security, and responding to inquiries about the policy.

5.3. Director, Corporate Security
Responsible for interpreting this policy.

5.4. Site Manager
Responsible for implementing this policy.

5.5. Human Resources
Responsible for determining appropriate discipline of employees who violate this policy.

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