

Because it is H-E-B's goal to provide a safe environment for our Partners and our visitors, H-E-B prohibits Partners from possessing or storing any weapons, firearms, or harmful devices on H-E-B premises, including concealed handguns. "H-E-B premises" are any building or portion of a building owned, operated, or leased by H-E-B, including parking lots*, or any company owned or rented vehicles.

Other prohibited weapons include commercial or handmade explosives or any object or chemical specifically designed or made to inflict bodily harm. (Legal chemical dispensing devices such as pepper sprays that are sold commercially for personal protection are not covered by this policy.) If you have a question as to whether an item is prohibited, contact your manager or Human Resources Manager.

For legitimate business purposes (e.g., executive protection, emergency response), exceptions may be granted with Vice President of Loss Prevention and Security approval.

Should a customer carry a concealed handgun or other weapon on to H-E-B premises and openly display the handgun or other weapon, Partners should notify a Manager immediately. The Manager will notify law enforcement of the situation and then await their instructions or arrival.

Pursuant to Section 30.07, Penal Code (trespass by license holder with an openly carried handgun), a person licensed under Subchapter H, Chapter 411, Government Code (handgun licensing law), may not enter this property with a handgun that is carried openly.

Under no circumstances should an H-E-B Partner confront any person carrying the handgun or other weapon.

To protect H-E-B, our Partners, and our customers, and for legitimate business purposes, the Company reserves the right to conduct searches of any person, vehicle, or object on Company property (including, but not limited to, lockers, desks, purses, baggage, tool boxes, clothing, vehicles parked on Company property, and Partner-owned vehicles that are used conduct Company business). The Company also may conduct random searches. Searches may be conducted by Company management or local law enforcement with or without the Partner being present. If the search is requested by Company management in the Partner's presence, the Partner may refuse the search; however, such refusal to cooperate may result in disciplinary action, up to and including termination of employment. The discovery of any violation of Company policy as a result of the search may also result in disciplinary action, up to an including termination of employment. Any illegal activity discovered as a result of a search will be referred to law enforcement.

* Subject to applicable law, including Texas Labor Code, Section 52.061.

CONCEALED HANDGUNS AND OTHER WEAPONS

I have read and understood the Concealed Handguns and Other Weapons Guideline 4.3 and agree to abide by its terms.

Signature:_____

Date:_____

Name (Print):_____

Store:_____

PeopleSoft ID:_____