

WEAPONS POLICY

- Refer to the [Workplace Violence Policy](#) on KellyWeb Global for employee expectations to reduce the risk of violence and minimize the impact of a workplace violence incident.

Purpose

It is the policy of Kelly Services to promote a safe work environment. This policy addresses the carrying or possession of weapons on Kelly Services' or its customers' premises, in connection with one's employment with Kelly Services or in the course of conducting business with Kelly Services.

Persons Affected

- All employees of Kelly Services and people conducting business with Kelly Services

Exemptions

This policy does not apply to:

- Global Security representatives, with approval of the General Counsel
- Law enforcement officers, when acting in an official capacity

Policy

Unless otherwise prohibited by state laws, it is the policy of Kelly Services that weapons of any kind, whether or not concealed, are prohibited on Kelly Services' or its customers' premises. Employees who carry a weapon on these premises are subject to immediate termination of employment.

Definitions

Premises: All properties (i.e., facilities, land, buildings, structures and motor vehicles) owned, leased or used by Kelly Services' or its customers' during their relationship with Kelly Services.

Weapon: A "weapon" may be an instrument of offensive or defensive combat, used or designed to be used to produce bodily harm, injure, or fatally wound a person. This may include, but is not limited to:

- Firearm, whether loaded or unloaded
- Pellet, BB, flare, tranquilizer, and dart guns
- Electroshock devices (i.e. stun gun, baton, prod, "Taser")
- Knives (other than those specifically approved for job purposes)
- Striking instruments, including clubs, blackjacks, metal knuckles, and SAP gloves
- Martial arts weapons, including nunchakus, tonfas, and kamas
- Bow, arrow, crossbow, or slingshot
- Straight razor or other dangerous sharp object
- Chemical weapons
- Explosive devices, including black powder, smokeless powder, percussion caps, friction primes, and pyrotechnic fuses
- Any device manufactured to look like a firearm, explosive, or dangerous weapon, which is used by or is in the possession of a person with the intent to cause fear in or assault to another person

Contact

Global Security and Investigations
248-244-4250