



Driver Fatigue Management Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant – United States

1. Purpose

- To prevent accidents caused by driver fatigue and promote safe operation of commercial motor vehicles.
- To ensure compliance with FMCSA Hours of Service (HOS) regulations and OSHA safety obligations.
- To protect drivers, the public, and company assets.

2. Scope

- Applies to all company drivers and owner-operators operating under Hunter Express US Inc. authority within the United States.
- Covers all driving and safety-sensitive duties.

3. Regulatory Authority

- 49 CFR Part 395 – Hours of Service of Drivers.
- 49 CFR Part 392 – Driving of Commercial Motor Vehicles.
- 49 CFR Part 390 – General Applicability.
- OSHA General Duty Clause (29 USC §654).

4. Definition of Driver Fatigue

- Driver fatigue is physical or mental impairment resulting from lack of adequate rest, excessive work hours, or disrupted sleep patterns.
- Fatigue reduces alertness, reaction time, and decision-making ability.

5. Driver Responsibilities

- Comply with all FMCSA Hours of Service requirements at all times.
- Accurately record duty status using the ELD.
- Report fatigue and request rest without fear of retaliation.
- Cease driving when unsafe due to fatigue.

6. Company Responsibilities

- Schedule loads in a manner that allows drivers to comply with HOS regulations.
- Provide education and training on fatigue recognition and prevention.

- Monitor compliance through ELDs and safety data.
- Support drivers who report fatigue-related concerns.

7. Hours of Service Compliance

- Drivers may drive a maximum of 11 hours following 10 consecutive hours off duty.
- Drivers may not drive beyond the 14-hour on-duty window.
- A 30-minute break is required after 8 cumulative hours of driving.
- Drivers are limited to 60/70 hours on duty in 7/8 consecutive days.

8. Fatigue Prevention Measures

- Adequate rest breaks and off-duty periods.
- Education on sleep hygiene, hydration, nutrition, and exercise.
- Use of fatigue-detection and telematics technologies where available.

9. Monitoring & Reporting

- ELDs and telematics data may be reviewed for compliance and safety trends.
- Drivers are encouraged to report fatigue without retaliation.
- Any fatigue-related incident will be reviewed by Safety & Compliance.

10. Corrective Action

- Failure to comply with HOS or fatigue reporting requirements may result in coaching, retraining, or discipline.
- Willful violations may result in suspension or termination.

Policy Administration

The Director of Safety & Compliance is responsible for administering and enforcing this policy.