



Safety and Operations Policy

Policy Statement

The Hunter Express US Inc. is committed to maintaining the highest standards of safety and operational excellence in compliance with all applicable **U.S. Department of Transportation (DOT/FMCSA), Occupational Safety and Health Administration (OSHA), and insurance requirements.**

Safety is the Hunter Express US Inc.'s top operational priority. All drivers, employees, owner-operators, and contractors are required to operate equipment safely, protect public safety, and comply with all applicable laws and Hunter Express US Inc. policies.

Failure to comply with safety and operational requirements may result in disciplinary action, up to and including termination.

Purpose

To establish standardized expectations for safe driving, equipment operation, regulatory compliance, and professional conduct in order to:

- Prevent accidents and injuries
 - Ensure regulatory compliance
 - Protect Hunter Express US Inc. assets and public safety
 - Promote a culture of safety
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Scope

This policy applies to:

- All Hunter Express US Inc. drivers
 - Owner-operators
 - Contract drivers
 - Employees operating Hunter Express US Inc. equipment
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Regulatory Compliance

This policy aligns with:

- **FMCSA Regulations (49 CFR Parts 383, 390–396)**
 - **OSHA workplace safety requirements**
 - **Insurance and fleet safety standards**
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Core Safety Principles

1. Safety First

- Safety shall take precedence over all operational demands
 - Drivers must operate vehicles in a safe, professional manner at all times
 - Defensive driving is mandatory
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2. Defensive Driving

Drivers must:

- Anticipate hazards
 - Maintain control under all conditions
 - Compensate for actions of other drivers and environmental factors
 - Avoid distractions at all times
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3. Driver Fitness for Duty

- Drivers must not operate vehicles when ill, fatigued, or impaired
 - Drivers must report illness or inability to continue driving immediately
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Driver Responsibilities

Drivers are responsible for:

- Safe operation of vehicles and equipment
- Compliance with **Hours of Service (HOS) regulations**
- Compliance with **Load Securement Regulations (49 CFR Part 393)**
- Maintaining equipment cleanliness and roadworthiness
- Reporting all defects and safety concerns
- Maintaining valid permits, licenses, and documentation

Safe Driving Requirements

1. Speed Management

- Drivers must never exceed:
 - Posted speed limits
 - Hunter Express US Inc. maximum speed (100 km/h or as applicable by jurisdiction)
- Speed must be adjusted for:
 - Weather conditions
 - Traffic conditions
 - Road hazards

2. Following Distance

- Minimum following distance: **1 second per 10 feet of vehicle length**
- Increased distance required in:
 - Wet, icy, or poor visibility conditions
- Minimum spacing between Hunter Express US Inc. units: **1,500 feet**

3. Use of Lighting

- Headlights and clearance lights must be on whenever the vehicle is in operation

4. Restricted Activities

- Use of communication devices must not interfere with safe driving
 - CB radios may only be used when safe to do so
 - Radar detectors are strictly prohibited
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Fatigue and Engine Management

1. Idling

- Minimize engine idling (target: <1% of engine hours where feasible)

2. Engine Operation

- Avoid engine over-revving
 - Follow proper warm-up and cool-down procedures (3–5 minutes)
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Vehicle Inspection and Maintenance

1. Pre-Trip Inspection (DVIR Compliance)

Drivers must conduct inspections including:

- Engine fluids and leaks
- Tires, wheels, and brakes
- Lights and signals
- Suspension and steering
- Fifth wheel and coupling devices

2. Air Brake Inspection

Must include:

- Pressure build-up and leak tests
- Low-pressure warning checks
- Brake application tests

3. Reporting Defects

- All defects must be recorded and reported in accordance with DOT regulations
 - Unsafe vehicles must not be operated
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Load Security and Weight Compliance

- Loads must be:
 - Properly secured
 - Evenly distributed
 - Drivers must ensure compliance with:
 - Axle weight limits
 - Gross vehicle weight limits
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Emergency and Roadside Safety

1. Stopping Procedures

- Avoid stopping in unsafe or low-visibility areas
 - If unavoidable:
 - Use hazard lights
 - Deploy warning devices
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2. Warning Devices Placement

In case of breakdown:

- Place warning devices at:
 - 10 feet
 - 100 feet

- 200 feet (where applicable)
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3. Adverse Conditions

- In fog, snow, or whiteout:
 - Reduce speed immediately
 - Do not exceed visible stopping distance
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Fire Prevention and Safety Equipment

All vehicles must carry:

- Fire extinguisher
- Reflective warning devices
- First aid kit
- Required permits and documentation

Drivers must:

- Keep cab clean and free of combustible materials
 - Monitor tires and overheating risks
 - Follow fire prevention best practices
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Professional Conduct and Road Courtesy

Drivers must:

- Demonstrate professional behavior at all times
 - Show courtesy to other road users
 - Maintain positive Hunter Express US Inc. image
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Attitude and Safety Awareness

Drivers must avoid unsafe attitudes such as:

- Overconfidence
 - Impatience
 - Recklessness
 - Distraction
 - Discourtesy
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Communications Policy

- Hunter Express US Inc. business must not be discussed over public radio channels
 - Drivers must maintain confidentiality and professionalism
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Trailer Interchange and Documentation

- Drivers must inspect and document trailer condition when:
 - Picking up
 - Returning
 - Interchanging equipment
 - All damages must be recorded
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Incident and Defect Reporting

Drivers must:

- Report all:
 - Incidents
 - Accidents
 - Equipment issues
 - Complete all required reports accurately and promptly
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Training Requirements

Drivers must receive:

- Initial safety training
 - Defensive driving training
 - Regulatory compliance training
 - Periodic refresher training
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Non-Compliance

Failure to comply may result in:

- Disciplinary action
 - Suspension or termination
 - Regulatory penalties
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Go-To Person for This Policy:
Safety Manager

Attachments:

- Driver Vehicle Inspection Report (DVIR)
 - Incident Report Form
 - Load Securement Guidelines
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Responsibility:

The Safety Manager is responsible for the implementation, monitoring, and continuous improvement of this policy.

Authorized by:
Balkar S. Jhutti
President