



Speed Management and Compliance Policy

Policy Statement

Hunter Express US Inc. is committed to ensuring the safe operation of all commercial motor vehicles in compliance with **U.S. Department of Transportation (DOT/FMCSA regulations), Occupational Safety and Health Administration (OSHA) safety principles, and insurance requirements.**

All drivers are required to strictly adhere to posted speed limits and operate vehicles at safe and prudent speeds at all times. Speeding or unsafe driving behaviors are strictly prohibited and may result in disciplinary action.

Safety takes precedence over delivery schedules and operational demands.

Purpose

To establish clear expectations for speed management and safe driving practices in order to:

- Prevent accidents and injuries
 - Ensure compliance with federal, state, and local laws
 - Reduce liability and insurance risks
 - Protect Company reputation and equipment
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Scope

This policy applies to:

- All company drivers
 - Owner-operators
 - Contract drivers operating under Company authority
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Regulatory Compliance

This policy supports compliance with:

- **FMCSA Safe Driving Requirements (49 CFR Part 392)**
 - **DOT safety regulations governing commercial motor vehicles**
 - **Insurance risk management standards**
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Policy Requirements

1. Compliance with Posted Speed Limits

- Drivers must obey all posted speed limits at all times
- Speed must be reduced when required due to:
 - Weather conditions
 - Traffic congestion
 - Road or construction conditions
- Drivers must remain alert and actively monitor posted speed changes

2. Company Speed Limitation (Governed Vehicles)

- Company vehicles are speed-governed at approximately **65 miles per hour (or as**

- **programmed)**
- Drivers must:
 - Report any vehicle exceeding the governed speed immediately to dispatch
 - Not tamper with or attempt to override speed control systems

3. Driving Conditions and Speed Adjustment

Drivers must operate at a speed that is safe and reasonable for:

- Road grade (uphill/downhill)
- Visibility and weather conditions
- Traffic flow
- Load type and weight

4. Downhill Driving Safety

- Drivers must exercise extreme caution when traveling downhill
- Be aware that:
 - Vehicles may exceed governed speed due to gravity
 - Posted speed limits are often reduced in downhill or hazard zones
- Drivers must:
 - Use proper engine braking techniques
 - Reduce speed before descending grades

5. Construction and Reduced-Speed Zones

- Drivers must strictly adhere to reduced speed limits in:
 - Construction zones
 - School zones
 - Urban or high-traffic areas
- Violations in these zones may result in:
 - Significant fines
 - Increased liability
 - Immediate disciplinary action

6. Zero Tolerance for Speed Violations

- Speeding violations will not be tolerated
 - Drivers are responsible for all traffic violations resulting from unsafe operation
 - Repeated violations may lead to:
 - Suspension
 - Termination of employment or contract
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Driver Responsibilities

Drivers are responsible for:

- Maintaining awareness of all speed limit changes
 - Operating vehicles in a safe and controlled manner
 - Reporting vehicle performance issues (e.g., speed limiter malfunction)
 - Prioritizing safety over delivery timelines
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Monitoring and Enforcement

The Company may monitor driver speed using:

- GPS tracking systems
- Electronic Logging Devices (ELD)

- Telematics and safety systems

Non-compliance will be investigated and addressed accordingly.

Training Requirements

All drivers must receive:

- Defensive driving and speed management training
 - Periodic refresher training
 - Coaching following any violation or incident
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Non-Compliance

Failure to comply with this policy may result in:

- Disciplinary action
 - Financial penalties (as permitted by law)
 - Termination of employment or contract
 - Increased insurance liability exposure
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Go-To Person for This Policy:
Safety Manager

Attachments:

None

Responsibility:

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

Authorized by:
Balkar S. Jhutti
President