



Alcohol Prohibition & Possession Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant – United States

1. Purpose

- To ensure the safe operation of commercial motor vehicles by prohibiting alcohol possession and use.
- To comply with FMCSA alcohol regulations and OSHA safety obligations.

2. Scope & Applicability

- Applies to all company drivers, owner-operators, contract drivers, and drivers operating under Hunter Express US Inc. authority.
- Applies at all times while operating, occupying, or being responsible for a commercial motor vehicle.

3. Regulatory Authority

- 49 CFR Part 382 – Controlled Substances and Alcohol Use and Testing.
- 49 CFR §392.5 – Alcohol Prohibition.
- 49 CFR Part 390 – General Applicability.
- OSHA General Duty Clause (29 USC §654).

4. Policy Statement

- Possession of alcohol in any form is strictly prohibited in company vehicles, trailers, or on the driver's person.
- This prohibition applies regardless of whether the container is sealed, unopened, or legally purchased.
- Alcohol may not be transported, carried, stored, or consumed while operating or responsible for a CMV.
- Duty-free alcohol purchases may not be carried in a company-operated vehicle.

5. Prohibited Conduct

- Possessing beer, wine, spirits, or any alcohol-containing beverage in a CMV.
- Operating or being in control of a CMV with alcohol present in the cab or sleeper berth.
- Reporting for duty with alcohol in the driver's possession.

6. Consequences & Enforcement

- Any violation of this policy is considered a serious safety offense.
- Violations may result in immediate removal from service, disciplinary action, suspension, or termination of employment or contract.
- Law enforcement and FMCSA reporting requirements will be followed when applicable.

7. Non-Retaliation & Reporting

- Drivers are encouraged to report violations or concerns without fear of retaliation.
- Hunter Express US Inc. prohibits retaliation against individuals who report safety concerns in good faith.

Policy Administration

The Safety Manager and Director of Safety & Compliance are responsible for implementing, enforcing, and maintaining this policy.