



Dash Camera (On Board Video Recording) Policy

Hunter Express US Inc.

FMCSA-DOT & OSHA Compliant (United States)

6580 Inkster Rd Romulus MI - 48174, USA

Safety and Compliance Department

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This Document is a set of procedures and guidelines to follow in order to prevent accidents due to distraction. At Hunter Express US Inc., we are committed to safeguarding human life, customer load and company fleet equipment. We are committed to safeguarding the public on the roads by preventing accidents. This helps to bring excellence in service to our customers.

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Purpose of the Policy

Hunter Express US Inc. utilizes in-vehicle dash camera systems ("Dash Cams") to enhance **driver safety, public safety, risk reduction, driver training, and incident investigation.**

The Dash Cam program is intended to:

- Reduce preventable accidents
- Protect drivers from false or disputed claims
- Provide objective evidence for accident investigations
- Support FMCSA compliance and safety coaching
- Assist in training and continuous improvement

Dash Cameras are **not intended for continuous real-time surveillance of drivers** and are not installed for productivity monitoring.

Regulatory Compliance

This policy complies with applicable U.S. regulations, including:

- **49 CFR Part 390** – FMCSA General Requirements
- **49 CFR Part 392** – Driving of Commercial Motor Vehicles
- **49 CFR Part 395** – Hours of Service (fatigue indicators)
- **49 CFR Part 396** – CMV Inspection, Repair & Maintenance
- **49 CFR Part 382** – Post-Accident Drug & Alcohol Testing
- **OSHA 29 CFR §1904** – Injury & Illness Reporting
- **OSHA 11(c)** – Whistleblower / Non-Retaliation Protections

Scope

This policy applies to:

- All company drivers and owner-operators
- All employees operating or riding in company-plated vehicles
- All equipment operated under Hunter Express US Inc. authority

Dash Cameras are installed in company-plated vehicles including tractors, trucks, and pickups.

General Principles

- Dash Cameras record **short, event-based video segments** triggered by safety events or collisions.
- Continuous recording is **not routinely reviewed.**
- Video is reviewed only when:
 - An event is triggered
 - A collision, complaint, citation, or investigation occurs
 - Coaching or training is required

- Cameras are installed to minimize intrusion into driver privacy while ensuring safety.

Driver Acknowledgement & Consent

- All drivers must review this policy and sign the **Dash Camera Acknowledgement Form** prior to operating a vehicle.
- Entry into and operation of a company vehicle constitutes consent to the Dash Camera policy.
- Drivers acknowledge that safety events may occur **at any time** while operating or occupying a company-plated vehicle, including off-duty vehicle movement.

Driver Responsibilities

Drivers are responsible for:

- Safe operation of the vehicle at all times
- Compliance with FMCSA regulations and company safety policies
- Ensuring passengers comply with all laws (seatbelts, behavior, distractions)
- Understanding that violations may be captured during any vehicle operation

Drivers are accountable for their own actions and the conduct of passengers while operating company equipment.

Use of Dash Camera Footage

Dash Camera recordings may be used for:

- Accident and incident investigation
- FMCSA compliance reviews and audits
- Post-accident drug and alcohol testing decisions
- Driver coaching and remedial training
- Defense of claims, litigation, or insurance matters

Dash Camera footage **will not be used covertly** for time-on-task or productivity monitoring.

Video Retention

- Non-event footage is not retained
- Event-based footage is retained based on:
 - Incident type
 - Legal or insurance requirements
- Video related to investigations or discipline may be retained for up to **five (5) years**

Privacy & Access Control

Access to Dash Camera footage is limited and confidential.

Footage may be reviewed only by authorized individuals, including:

- Safety & Compliance Management
- Company Directors
- Authorized Driver Trainers
- Law enforcement or regulatory agencies (when legally required)
- Legal counsel or insurance representatives

Unauthorized review, duplication, deletion, or modification of footage is strictly prohibited.

Driver Access to Recordings

- Drivers may request access to footage involving them
- Requests must be submitted in writing within **30 days** of the event
- Copies will be provided subject to retention and legal limitations

Drivers may be shown footage during coaching or investigation without submitting a written request.

Third-Party & Law Enforcement Disclosure

Dash Camera footage may be disclosed to:

- Law enforcement agencies
- Insurance carriers
- Courts or legal representatives

Disclosure will occur only when legally required or necessary for claims defense or prosecution.

Violations & Event Scoring

Dash Camera systems may identify safety-related driving behaviors such as:

- Following distance violations
- Speeding or unsafe speed for conditions
- Distracted driving (hands-free misuse, device distraction)
- Seatbelt violations
- Fatigue indicators
- Unsafe lane changes or failure to yield

Safety events are tracked and reviewed within the company's **Safety Performance Program**.

Discipline & Corrective Action

Corrective action may include:

- Coaching and counseling
- Remedial training
- Written warnings
- Suspension
- Termination (for serious or repeated violations)

Immediate discipline may occur for:

- Disabling, unplugging, covering, or tampering with cameras
- Intentionally obstructing camera view
- Reckless or dangerous conduct endangering the public

Disciplinary action may affect eligibility for any safety bonus programs.

Non-Retaliation

Hunter Express US Inc. strictly prohibits retaliation against any driver or employee for:

- Reporting accidents or injuries
- Raising safety concerns
- Cooperating with investigations

This policy complies with **OSHA 11(c) whistleblower protections**.

Training & Policy Review

- Drivers receive orientation and training on Dash Camera use
- This policy is reviewed periodically and updated as regulations or technology change
- Continued employment and driving privileges are contingent upon compliance