



Distracted Driving Policy

Hunter Express US Inc.
USDOT #2318362 | MC #791454
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.

Distribution

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Purpose of the Policy

The purpose of this Distracted Driving Policy is to establish mandatory rules and expectations to prevent accidents, injuries, and property damage resulting from driver distraction.

Hunter Express US Inc. is committed to:

- Protecting human life
 - Protecting the motoring public
 - Safeguarding customer freight and company equipment
 - Maintaining full compliance with FMCSA and OSHA requirements
- Safe driving and full attention to vehicle operation are **conditions of employment and continued operating authority**.
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Regulatory Authority

This policy is enforced in accordance with:

- **49 CFR §392.80** – Texting While Driving
 - **49 CFR §392.82** – Hand-Held Mobile Telephone Use
 - **49 CFR Part 390** – FMCSA General Requirements
 - **49 CFR Part 395** – Driver Fatigue & Fitness
 - **CSA Safety Measurement System (SMS)** – Unsafe Driving BASIC
 - **OSHA General Duty Clause (29 USC §654)**
 - **OSHA 11(c)** – Whistleblower / Non-Retaliation Protection
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3. Scope

This policy applies to:

- All company drivers
- Owner-operators
- Contract drivers
- Any individual operating a motor vehicle on behalf of Hunter Express US Inc.

This policy applies **at all times** while operating a company-plated vehicle or performing company business, whether on-duty or off-duty.

Definition of Distracted Driving

Distracted driving is any activity that diverts a driver's attention away from the safe operation of a vehicle.

Distracted driving generally falls into **three categories**:

4.1 Visual Distractions

Any activity that takes the driver's eyes off the road, including:

- Looking at a mobile phone or electronic device
- Watching videos or viewing images

- Looking for items inside the vehicle
- Adjusting dashboard screens while driving

4.2 Manual Distractions

Any activity that causes the driver to remove one or both hands from the steering wheel, including:

- Texting or dialing a phone
- Eating, drinking, or grooming
- Holding objects while driving
- Adjusting controls repeatedly while the vehicle is in motion

4.3 Cognitive Distractions

Any activity that takes the driver's mental focus off driving, including:

- Emotional stress or personal issues
- Arguments or conversations that impair concentration
- Excessive or improper passenger conversation
- Mental distraction caused by mobile device use, even hands-free

5. Prohibited Conduct

While operating a commercial motor vehicle or any vehicle on behalf of Hunter Express US Inc., drivers are **strictly prohibited** from:

- Texting or emailing while driving
- Using a hand-held mobile phone while driving
- Viewing or interacting with social media, videos, or apps
- Holding any electronic device while the vehicle is in motion
- Engaging in any activity that compromises attention to driving

Hands-free device use is **strongly discouraged** and must not distract from full control of the vehicle.

6. Prevention Measures

Drivers must take the following steps to prevent distracted driving:

- Program GPS and navigation before vehicle movement
- Complete calls, texts, emails, and messages before driving
- Finish eating, grooming, or other personal activities before driving
- Pull over safely and stop before addressing any distraction
- Maintain "eyes on the road, hands on the wheel, and mind on driving"

at all times

7. Driver Responsibilities

Drivers are responsible for:

- Operating vehicles defensively and attentively
- Ensuring passengers comply with seatbelt and safety rules
- Complying with all federal, state, and local traffic laws
- Reporting any distraction-related incident immediately to Safety

8. Disciplinary Action

Hunter Express US Inc. enforces a **progressive discipline policy** for distracted driving events **that do not result in an accident**:

- **First Event:** Verbal warning (documented)
- **Second Event:** Written warning
- **Third Event:** Ten (10)-day suspension (no dispatch)
- **Fourth Event:** Termination for cause

Automatic Termination

Any distracted driving event that results in:

- A collision
- An incident
- Property damage
- Injury

Will result in **immediate termination of employment or contract**.

9. CSA & FMCSA Impact

Distracted driving violations directly affect:

- CSA Unsafe Driving BASIC scores
- Driver qualification status
- Insurance eligibility
- Carrier reputation and operational authority

Violations may be reviewed by law enforcement, insurers, auditors, and courts.

10. Non-Retaliation

Hunter Express US Inc. strictly prohibits retaliation against drivers who:

- Report distracted driving hazards
- Report accidents or near-miss incidents
- Request rest or duty adjustments due to fatigue or distraction

This protection is enforced under **OSHA 11(c)**.

11. Policy Review

This policy is reviewed periodically and updated as regulations or industry best practices change. Continued compliance is mandatory.