SAFETY AND REGULATORY

Not only is *Safety* a Core Value of Schneider, but Commercial Motor Vehicle (CMV) Drivers are also responsible for complying with all Federal Motor Carriers Safety Regulations (FMSCSRs), state laws, regulations and ordinances. As a result, Schneider has adopted specific safety and regulatory policies for company drivers. The below list of policies is not all inclusive and is subject to change. It is the responsibility of each driver to review, understand and comply with changes. Additional Schneider Policies are available to Driver Associates on Driver Compass. Failure to comply with any Schneider Policies, including but not limited to those outlined below may result in disciplinary actions, up to and including termination of employment.

SAFETY POLICIES (FMCSR §390.3€(2) and §390.5)

Stop Work Authority (FMCSR §392.3 and §392.14) – **Captain of the ship – you have the right to stop work anytime you do not feel safe.**
Drivers have the authority – and responsibility – to cease any activity that appears reasonably likely to cause injury to themselves, others, or damage property. If the driver is unable to resolve the situation and resume the work safely, they must contact a leader, the after-hours service support team, or the Safety Team as soon as possible.

Safety Compliance and Qualification (FMCSR §390.11, §390.3(e)(2), Section 391, §392.9) – **All citations in your vehicle or tractor must be reported to Schneider the next business day.**
The Safety and Regulatory Policies and training courses provided by Schneider are designed to equip drivers to safely operate a CMV in compliance with all applicable laws, regulations, and ordinances. All drivers are responsible for ensuring they meet the minimum qualifications as outlined in FMCSR §391 and are not disqualified under the criteria outlined in FMCSR §391.15.

Safety Belt Must be Used (FMCSR §392.16)
Seat and safety belts (including bunk belts and web restraints) must be worn by all occupants in all company vehicles. Belts must be secured once the occupant is seated in the cab or settled in the bunk and before the tractor moves.

Distracting Driving - No cellphones or Bluetooth headsets allowed while driving (FMCSR §392.80, §392.82 and §390.17)
The use of cell phones, portable electronic devices, and all other mobile communication devices including hands-free devices while driving is prohibited. Refer to the *Mobile Device (Cell Phone) Usage Policy*.

U-turn/Roadway Backing/Railroad Crossing (FMCSR §383.111, §392.2, §392.10, §392.11, and §392.1) – **no U-turns allowed and if done may result in termination.**
U-turns, backing on or across any public roadway and crossing railroad tracks when warning signals are flashing, or barricades are present is prohibited.

Roadside Parking (FMCSR §392.2 and §392.22(b)(1) and (2), §396.7 and §392.3) – **No roadside parking is allowed unless the vehicle is disabled, or you experience a medical condition.**
Do not stop or park on the shoulder of the road or emergency lane, unless your physical condition, the condition of your truck, or other circumstance makes it more hazardous to the public to continue driving to the nearest available safe location than to stop on the roadside.

Defensive Driving - Speed/Cruise/Following Distance/Stopping/Safety Program (FMCSRs §392.2, §392.3, §392.6, §392.9, §392.14, and §392.71)
Drivers must operate according to Schneider S.M.A.R.T. Defensive Driving Actions. Drivers must abide by the posted speed limit with a maximum allowable speed as set by our speed governor. Speed should be adjusted accordingly in deteriorating weather conditions, construction, curves, and ramps. A crash, incident, or

complaint, may, depending on severity and/or frequency, result in disciplinary action, up to and including termination from Schneider.

Coupling (FMCSR §383.111(c)(1), §393.70 and §392.7) – **High hook or unit separation may result in termination.** Drivers should follow the proper coupling procedure as outlined in the 'Coupling and Uncoupling' chapter of the Schneider Training Workbook.

Company Equipment Care

Thank you for being a company driver and contributor to the Schneider Team. We want your commitment to help sustain the high-quality standards of our company equipment. By doing so, we can – together - achieve positive business results, increase productivity, and provide you equipment that is safe and serviceable.

Each of the actions listed below has the potential to affect the safety of our operations, increase costs for the organization, and/or could cause damage to company equipment. We need your commitment to help us properly care for Schneider Equipment by agreeing that, in addition to complying with all other Schneider policies and procedures, you will not engage in any of the following actions.

Prohibited Modifications that Cause Damage to Equipment.

You agree that you will not:

- Paint, remove stickers or deface company equipment (Trailer or Tractor), including the "1-800-44-PRIDE" sticker on trailers.
- Remove or replace the company AM/FM radio.
- Perform hot wiring of any type or drill holes in the equipment.
- Use epoxy or glue on interior or exterior surfaces for affixing personal items.
- Place signs, stickers, decorations, or advertisements on or in the unit that have not been provided to you by Schneider.
- Use any battery chargers, or any excess automotive or marine battery in or on the company equipment, unless approved for the use of medical devices (Example CPAP)
- Store any cargo in the back of the equipment that does not comply with 49 CFR Part 393 subpart I § 393.100 and § 393.102.
- Remove any original equipment. (Example: Mattress, Seats, Speakers, Cabinets, Curtains)
- Pay outside vendors to professionally install any equipment.

Prohibited Activities that May Affect Safety or Cause Damage to the Equipment.

You agree that you will not:

- Use any type of radar detector.
- Use a steering wheel spinner knob handle (Suicide knob) unless it is an approved accommodation.
- Use any open heat source cooking equipment, such as: camping stoves, hotplates, toasters.
- Use a power inverter over 180 watts (other than inverters installed from the factory)
- Leave any unrestrained items in the equipment that could move and affect drivability of the equipment (if storing items on bunks, you must use cargo netting)
- Have any dash, windshield, and/or floor clutter that impairs visibility or drivability of the unit.
- Possess, store, or transport any container, device, or item containing human waste, bodily fluids, or other potentially biohazardous materials in company equipment except as required for an approved medical accommodation.
- Carry any type of fuel in the cab (gasoline, diesel, propane, Sterno, etc.)
- Disable any safety, operational, mechanical, or other features of the equipment.

Schneider National, Inc. is interested in protecting your safety, the safety of the motoring public, our customer's

products, and our equipment investments. We are all responsible for the condition and performance of our equipment and we each contribute to maintaining the high-quality standards we set for ourselves.

I understand that noncompliance with these terms may result in disciplinary actions up to, and including, termination from Schneider.

Equipment Inspection and Reports (**FMCSR** §392.7, §392.8, and §396.11)
As it relates to Equipment Inspection and Driver Vehicle Inspection Report(s), drivers are responsible for performing daily (if assigned) inspection of their tractor/trailer including pre-trip, enroute and post-trip checks and documentation as outlined in the 'Inspections' section of the Schneider Training Workbook.

Actions at the Scene of a Crash (FMCSR §392.22, §393.95, §382.303) – **You must inform Schneider immediately of a crash and no more than 4 hours after a crash.**
State laws may require motorists involved in crashes to render aid at the scene of a crash and cooperate with local authorities, which includes the use of emergency warning devices. Drivers should follow the checklist provided in the 'Crashes, Incidents and Other Emergencies' chapter of the Schneider Training Workbook. A post-accident drug and alcohol test may be required.

Crash/Injury/Incident/Spills/Cargo Damage Reporting (FMCSR §391.23, §391.25 and §391.27)
Drivers should report all crashes, injuries, incidents, alleged damage or cargo damage, spills or wrong tank involving Schneider owned or leased equipment (regardless of who is responsible) as soon as possible (within four hours of the event) and should be reported from the crash, injury, or incident site unless conditions or authorities prevent it.

Unauthorized Abuse or Use of Equipment (FMCSR Section §395 and §392.71)
Tampering with or disconnecting any Schneider technology, including safety or compliance technology installed on a driver's tractor (i.e., in-cab device/tablet) or assigned trailer and container equipment (i.e., trailer tracking devices) is prohibited. Making deliberate changes to any mechanical component which results in unsafe or non-compliant operation or that cause damage necessitating equipment repairs is also prohibited. The use of a radar detector or similar technology is not permitted.

Drivers are not allowed to live in their tractor. Drivers who operate sleeper cab tractors may, as operational routing and business circumstances justify, sleep overnight in the tractor, but Schneider can require the driver to vacate the tractor at any time and for any reason.

Personal use of any company-owned tractor (including but not limited to self-dispatching) is not permitted.

Passengers (FMCSR §392.60) – **All passengers must be authorized in advance.**
Unauthorized passengers are prohibited from accompanying Schneider company drivers. An unauthorized passenger is defined as any person physically in the equipment for any period of time regardless of whether the unit is moving or parked. Exceptions can be made for those approved through the *Authorized Passenger Program*, pre-approved Schneider associates for business purposes and extreme emergencies.

Pets/Animals– **No Pets Allowed for Solo Drivers.**
Per Schneider's *Pet Policy (Driver) US*, pets are not permitted in any Schneider equipment operated by a Schneider Solo Driver associate. Pets are only permitted in equipment operated by Schneider Driver Team associates in a team configuration if approved through the *Driver Pet Approval Process*. Accommodation requests must be addressed to Schneider's Safety/Compliance and/or Leave Administration Team

Safety Footwear/Protect and Reflect Initiative – **Must wear safety footwear and safety vest at all times when**

working.
It is the driver's responsibility to work safely at all times in an effort to remain injury free, this is especially important during key interactions around equipment (i.e. entering/exiting the tractor, loading/unloading freight, etc.). Drivers should follow the prevention methods described in the 'Wellness' chapter of the Schneider's Training Workbook.

Along with using techniques to prevent injuries, drivers should "Protect and Reflect" by wearing proper Personal Protective Equipment (PPE) for assigned tasks. Drivers should wear their reflective safety vest anytime working outside the vehicle.

Drivers are required to wear Schneider approved safety footwear at all times within the course and scope of the job, including exiting the tractor, on company property, maintenance facilities, truck stop yards and customer property.

King Pin Lock/Theft Prevention
Drivers are responsible for the security of assigned loads and are expected to purchase and use the king pin lock as outlined in the *Company Driver King Pin Lock Agreement*.

Drivers are expected to understand and use the theft prevention techniques found in the 'Claims, Theft Prevention & Freight Securement' chapter of the Schneider Training Workbook.

Weapon Free and Violence Free Workplace (29 USC 654 Occupational Safety and Health Act Section 5)
Per the *Weapon Free Workplace Policy*, weapons are not allowed in/on any property/equipment that is owned, leased, rented, or controlled by Schneider including, without limitation, Schneider trucks, company cars, rental cars paid for by Schneider, hotel rooms, and/or meeting rooms/spaces paid for by Schneider, or at any company-sponsored event.

Per the *Violence Free Workplace Policy*, we do not tolerate any type of workplace violence committed by or against an associate or guest. Violent behavior of any kind or threats of violence, either direct or implied, are prohibited by Schneider.

TEAM DRIVERS
Team Drivers – Specifically Issued Electronic Devices (FMCSR §392.82)
Certain customers may issue specific electronic devices to provide service and security functions. The *Cellular Device Policy* prohibits use of these devices in any manner while driving.

Team Drivers – Notification of Status Changes
If the status of a team operation needs to change to solo (i.e., one driver is sick, injured, or unable to drive for any reason), regardless of whether both individuals are in the tractor, one driver must notify their leader or extended hours team. One driver must again contact the leader or extended hours team to return to team status. Work assignment and compensation will be adjusted accordingly.

BULK DRIVERS
Facial Hair – Bulk Drivers Only
Transporting hazardous materials requires the driver to use respirators when necessary for driver safety. Bulk Drivers should review and abide by the *Bulk Division Facial Hair Policy* referenced in the 'Driver PPE, Safety & Wellness' chapter of the Bulk Schneider Training Workbook to ensure proper seal of the respirator to the face.

REGULATORY POLICIES

Alcohol, Controlled Substances, and Drugs (FMCSR §382, §391.15(c) and §392.5, §392.4)
Schneider provides an environment that is drug and alcohol free and expects drivers to abide by all requirements outlined in the *Drug and Alcohol DOT Mandated Drivers (Safety Sensitive) Policy.*

Medication Use (FMCSR §392.4, §382.213, §391.41) – **Prescription and over the counter drugs must be reported to Schneider.**
Schneider requires drivers to report all medication use and changes (including over the counter and prescription) to the Occupational Health provider. Schneider also requires drivers to report all medical conditions and medications to the DOT examiner when completing a DOT physical examination.

Prescription or over-the-counter medications that may impact the ability to drive should not be taken for a period equal to two times the length of the dose before driving or such longer period of time as the prescribing doctor may advise. For example, if the medication is required to be taken every eight hours, then driving should not occur within 16 hours of last dose or such longer period as the prescribing doctor may advise.

For prescription medication use, drivers are to:

- Inform the prescribing doctor that they drive a CMV
- Ask the prescribing doctor whether the medication may affect the ability to safely operate a CMV. If the doctor indicates the medication may affect the ability to safely operate a CMV or the driver experiences side effects that render them unable to safely operate, the driver must go out of service. Once the driver completes their last dose of medication and the side effects are no longer present, they must contact Schneider's Occupational Health provider before coming back into service
- Filling a prescription for any substance, such as marijuana, that is illegal under Federal law (regardless of state law) will result in you being unable to continue to drive a CMV. We will assist you to find a non-driving role

Sleep Apnea Screening and Treatment (FMCSR §391.41(a)(5), and §392.3)
All driver associates are subject to screening for sleep apnea and any driver identified as "at-risk" must undergo a sleep study. Drivers diagnosed and prescribed treatment will be required to submit, either to Schneider or its sleep apnea vendor, compliance data from their prescribed treatment device, such as a Continuous Positive Air Pressure (CPAP) machine of other compliance tracking device.

Logging Requirement (FMCSR §395) – **Driver's log must be completed for each day employed and log it as they do it.**

- All drivers are required to comply with regulations when filling out their driver logs, regardless of whether they are using the electronic logging device (ELD) or the paper logs
- Drivers are to capture all work in the appropriate duty status. Drivers are to log duty status in real time and ensure their device is set to On-Duty, Not Driving when beginning any work
- Drivers are required to ensure their ELD records are accurate. Drivers must certify that the data entries and record of duty status are true and correct. Subject to the edit limitations of the ELD, a driver may edit, enter missing information, and annotate ELD recorded events
- Drivers are required upon logging into an ELD to review any unassigned driving time when prompted and to accept those driving segments that belong to them or reject those that do not
- Certified ELD logs must be submitted to the company within 13 days. Schneider requires any paper log to be submitted within seven days
- No driver may tamper with the ELD so that it does not accurately record. If for any reason drivers are unable to complete an electronic log, a paper log must be completed for the current day

- Drivers must inform Schneider Tech support (800-558-7010, Ext. 3) within 24 hours if they are unable to complete an electronic log. If a logging unit requires repair, the driver must ensure the repair is completed within seven days.
- Schneider requires drivers to comply with maximum driving time and on-duty time rules.

Self-Reporting of Violations and Licensing (FMCSR §391.27a, §383.31b, §384.212(b), §383.71(c)) – Drivers must notify Schneider of any moving citation the next business day

Drivers must notify their leader within 30 days of being convicted of a traffic violation in any type of motor vehicle. Drivers must self-report violations by:

- Informing their leader within 24 business hours of receiving any moving violation.
- Providing a copy of the citation/ticket to the leader via fax, email, tablet message or hard copy within three business days.

Drivers may only possess one license; all others must be surrendered. If a driver moves states, they must apply for a transfer of their license within 30 days after establishing domicile in that new state.

Flex Capacity– Drivers must disclose any other compensated job to their leader and log the time worked on their Schneider log.

Drivers may work a second job while employed at Schneider if it is not federally regulated. A job is considered federally regulated if any federal rules are applied to the individual (i.e., the job requires a license other than a personal vehicle license – Class A, B or C; drug and alcohol testing; logging of hours of service; etc.).

If the second job is allowable, drivers are required to log other work time on Line 4 (On Duty, Not Driving), and record in the remarks what they were doing (i.e., delivering pizza, working at the mill, etc.). Drivers who work a second job are responsible for updating their logs prior to being dispatched for Schneider to enable the driver's Schneider leader to review the updated logs and ensure hours are available for the driver to work. The hours worked at the other job are subtracted from the 70 work hours to determine their remaining available hours. In addition, the 10-hour break and the 14-hour rule apply.

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