



SAFETY POLICY

The purpose of this policy is to ensure the safety of individuals who drive for Luah Logistics. It is the driver's responsibility to operate their vehicle in a safe manner and to drive defensively to prevent injuries and property damage. Luah Logistics expects employees to drive in a safe and courteous manner, following all motor vehicle laws as well as the following safety rules.

Driver Criteria

- All drivers must be at least 21 years of age to drive for Luah Logistics. Motor Vehicle Records (MVRs) will be obtained on all drivers upon hiring. A driving record that fails to meet the criteria stated in this policy or is in violation of this policy will result in a loss of the privilege of driving for Luah Logistics.
- Drivers must have a valid and current driver's license to drive for Luah Logistics while using their personal vehicle.
- Personal vehicles used for driving for Luah Logistics must have appropriate insurance coverage. Personal auto insurance is the sole responsibility of the employee.
- Drivers are expected to drive in a safe and responsible manner and to maintain a good driving record.

Criteria that may indicate an unacceptable record includes, but is not limited to:

- Three or more moving violations* in a year
- Three or more chargeable accidents within a year. Chargeable means that the driver is determined to be the primary cause of the accident through speeding, inattention, etc.
- Any combination of accidents and/or moving violations.

****Any driver who has a driver's license revoked or suspended shall immediately notify Luah Logistics within one business day. Failure to do so may result in deactivation from the platform.***

Driver Safety Rules

- Driving for Luah Logistics while under the influence of drugs or alcohol is prohibited and will result in termination from our platform.
- No driver shall operate a vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury, or prescription medication.
- Cell phone use while driving should be kept to a minimum. Drivers must use hands-free devices when making or receiving phone calls while driving or pull off the road during phone conversations.
- Texting while driving is prohibited and under no circumstances may drivers send or read text messages while operating a vehicle.
- No unauthorized individuals can do deliveries in vehicles.

All State and local laws must be obeyed.