



Eagle Family Foods Group LLC and its Subsidiaries

Company Vehicle Policy

Revised 10/2017



The purpose of this policy is to ensure the safety of those individuals who drive company vehicles and to provide guidance on the proper use. Vehicle accidents are costly to our company, but more importantly, they may result in injury to you or others. It is the driver's responsibility to operate the vehicle in a safe manner and to drive defensively to prevent injuries and property damage. As such, Eagle Family Foods Group LLC and its Subsidiaries (the Company) endorse all applicable state motor vehicle regulations relating to driver responsibility. The Company expects each driver to drive in a safe and courteous manner pursuant to the following safety rules. The attitude you take when behind the wheel is the single most important factor in driving safely. Human Resources is responsible for general administration of this policy.

The Safety Leader and Human Resources Leader will review accidents and the Company's overall driver safety record to determine if corrective action (such as training, equipment changes, etc.), should be implemented to enhance the safe operation of company vehicles.

Driver Guidelines and Reporting Requirements

1. Company vehicles are to be driven by authorized employees only, except in case of repair testing by a mechanic.
2. Any employee who has a driver's license revoked or suspended shall immediately notify HR or Plant Manager by 9 a.m. eastern time the next business day, and immediately discontinue operation of the company vehicle. Failure to do so may result in disciplinary action, including termination of employment.
3. All accidents in company vehicles, regardless of severity, must be reported to the police and to the Plant Manager. Accidents are to be reported immediately (from the scene, during the same day, or as soon as practical if immediate or same day reporting is not possible). Accidents involving the employee's personal injury must be reported to the Plant Manager and Human Resources for Worker's Compensation purposes. Failing to stop after an accident and/or failure to report an accident may result in disciplinary action, up to and including termination of employment.
4. Drivers must report all ticket violations received during the operation of a company vehicle, or while driving a personal vehicle on company business*, within 72 hours to HR and the Plant Manager.
5. Motor Vehicle Records will be obtained on all drivers prior to employment and no less than every six months. A driving record that fails to meet the criteria stated in this policy, or is in violation of the intent of this policy, will result in a loss of the privilege of driving a company vehicle.

** Company business is defined as driving at the direction, or for the benefit, of the employer. It does not include normal commuting to and from work.*

Driver Criteria

Employees must have a valid and current Driver's license to operate a company vehicle, or a personal vehicle with current auto insurance while on company business.

Employees are expected to drive in a safe and responsible manner and to maintain a good driving record. HR is responsible for reviewing records, including accidents, moving violations, etc., to determine if an employee's driving record indicates a pattern of unsafe or irresponsible driving, and to make a recommendation to the Plant Manager for suspension or revocation of driving privileges.

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. Contributing factors, such as weather or mechanical problems, will be taken into consideration.

Any combination of accidents and/or moving violations.

** Violations include any ticket, charge, or other law enforcement proceeding relating to these, as well as independent evidence of violations deemed relevant by the Security department.*

Driver Safety Rules

1. Cell phone use is prohibited while driving. If a call needs to be made, drivers will park the vehicle to use a phone in "hands free" mode via a headset or speaker. While driving, attention to the road and safety should always take precedence over conducting business over the phone. When government policies or state regulations are more restrictive than Company policy, employees are expected to follow state regulations.
2. Driving on company business and/or driving a company vehicle while under the influence of intoxicants and/or other drugs (which could impair driving ability) is forbidden and is sufficient cause for discipline, up to and including termination of employment.
3. No driver shall operate a company vehicle when his/her ability to do so safely has been impaired by illness, fatigue, injury, or prescription medication.
4. All drivers and passengers operating or riding in a company vehicle must wear seat belts, even if air bags are available.
5. No unauthorized personnel are allowed to ride in company vehicles.
6. Drivers are responsible for the security of company vehicles assigned to them. The vehicle engine must be shut off, ignition keys removed, and vehicle doors locked whenever the vehicle is left unattended.
7. Head lights shall be used 2 hours before sunset and until 2 hours after sunrise, or during inclement weather or at any time when a distance of 500 feet ahead of the vehicle cannot be clearly seen.
8. All State and Local laws must be obeyed.

Defensive Driving Guidelines

Drivers are required to maintain a safe following distance at all times. Drivers should keep a two second interval between their vehicle and the vehicle immediately ahead. During slippery road conditions, the following distance should be increased to at least four seconds.

Drivers must yield the right of way at all traffic control signals and signs requiring them to do so. Drivers should also be prepared to yield for safety's sake at any time. Pedestrians and bicycles in the roadway always have the right of way.

Drivers must honor posted speed limits. In adverse driving conditions, reduce speed to a safe operating speed that is consistent with the conditions of the road, weather, lighting, and volume of traffic. Tires can hydroplane on wet pavement at speeds as low as 40 mph.

Radar Detectors are strictly prohibited in company Vehicles. Drivers are to drive at the speed of traffic but never to exceed the posted speed limit.

Turn signals must be used to show where you are heading; while going into traffic and before every turn or lane change.

When passing or changing lanes, view the entire vehicle in your rear-view mirror before pulling back into that lane.

Be alert of other vehicles, pedestrians, and bicyclists when approaching intersections. Never speed through an intersection on a caution light. When the traffic light turns green, look both ways for oncoming traffic before proceeding.

When waiting to make left turns, keep your wheels facing straight ahead. If rear ended, you will not be pushed into the lane of oncoming traffic.

When stopping behind another vehicle, leave enough space so you can see the rear wheels of the car in front. This allows room to go around the vehicle if necessary, and may prevent you from being pushed into the car in front of you if you are rear-ended.

Avoid backing where possible, but when necessary, keep the distance traveled to a minimum and be particularly careful.

*Check behind your vehicle before backing.

*Back to the driver's side. Do not back around a corner or into an area of no visibility.

Accident Procedures

- To minimize the results of an accident, the driver must prevent further damages or injuries and obtain all pertinent information and report it accurately.
 - Call for medical aid if necessary.
 - Call the police. All accidents, regardless of severity, must be reported to the police. If the driver cannot get to a phone, he should write a note giving location to a reliable appearing motorist and ask him to notify the police.
 - Record names and addresses of driver, witnesses, and occupants of the other vehicles and any medical personnel who may arrive at the scene.
 - Complete the form located in the Vehicle Accident Packet. Pertinent information to obtain includes: license number of other drivers; insurance company names and policy numbers of other vehicles; make, model, and year of other vehicles; date and time of accident; and overall road and weather conditions.

- Do not discuss the accident with anyone at the scene except the police. Do not accept any responsibility for the accident. Don't argue with anyone.

- Provide the other party with your name, address, driver's license number, and insurance information.

- Immediately report the accident to the Plant Manager. Provide a copy of the accident report and/or your written description of the accident ASAP.

- There will be a formal accident review conducted on each accident to determine cause and how the accident could have been prevented.

Company Vehicle Policy

Acknowledgement Form Employee

I have read and agree to abide by the Company Vehicle Policy and Procedures. I understand my responsibilities to drive safely and maintain a safe vehicle. I give permission to the Company to secure my driving record at any time.

Name (please print)

Signature

Date (mm/dd/yyyy)

Acknowledgement Form Manager

I give permission for _____ to drive company vehicle to assist in his/her job. I acknowledge that its use is strictly limited to business purposes, and not to be used for personal reasons.

Name (please print)

Signature

Date (mm/dd/yyyy)