

Standard Master Service Agreement
“Exhibit C – Distracted Driver Policy for Drivers”

OSP Distracted Driver Policy for Drivers

In accordance with Federal Motor Carrier Safety Regulations and in order to increase employee safety and eliminate unnecessary risks behind the wheel, OSP Technologies has enacted a Distracted Driver Policy for Commercial Motor Vehicle Drivers, effective immediately. We are committed to ending the epidemic of distracted driving, and have created the following rules, which apply to any sub-contractor operating a Commercial Motor Vehicle:

- Company sub-contractors may not use a hand-held mobile device while operating a Motor Vehicle whether the vehicle is in motion or stopped at a traffic light. This includes, but is not limited to, answering or making phone calls, engaging in phone conversations, and reading or responding to emails, instant messages, and text messages.

- If Company drivers need to use their devices, they must pull over safely to the side of the road or another safe location, or use hands-free devices, (hands-free devices are those that can initiate, answer, or terminate a call by touching a single button, are within easy reach, and do not require the use of a hand to hold the device to conduct a voice or text communication) Company drivers are required to:

A) Turn devices off or put them on silent or vibrate before starting the vehicle, unless they are using a hands-free device.

B) Consider modifying voice mail greetings and message responses to indicate that you are unavailable to answer calls or return messages while driving.

- Any sub-contractor that after a fair and impartial investigation, is found to be in violation of this policy could be subject to discipline up to and including discharge.

At OSP Technologies, our Alcohol and Drug Policy is important to our business success, aligning with our core values—Integrity, Excellence, Teamwork, and Faith. We strongly encourage anyone who suspects they may have a dependency to seek help. By prioritizing health & safety of our team, we protect our people, enhance efficiency, and build trust.