Policy Name: SEATBELT USE

Policy Applies to: PODS Operations. All associates operating any vehicle (owned, leased, rented or personal)

Prepared by	Effective Date
Safety	08/01/2026

Purpose

The purpose of this policy is to establish requirements for seat belt use by Commercial Motor Vehicle (CMV) operators and occupants. This policy supports the prevention of injuries and fatalities and ensures compliance with Federal Motor Carrier Safety Administration (FMCSA) regulations, including 49 CFR 392.16 requiring proper use of seat belt assemblies.

Scope

This policy applies to all associates who operate or ride in a Commercial Motor Vehicle (CMV) on behalf of the Company, including owned, leased, rented, or otherwise operated vehicles.

Policy Statement

The Company requires the use of seat belts at all times when operating or riding in a CMV.

No associate shall operate a CMV unless properly restrained by a seat belt.

No associate shall permit any passenger to ride in a CMV unless properly restrained.

This policy aligns with federal regulations which prohibit both drivers and motor carriers from operating a CMV unless all occupants are properly restrained when seat belts are installed (49 CFR 392.16).

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Definitions

Seat Belt Assembly: A restraint system designed to secure an occupant against harmful movement during a crash.

Properly Restrained: Wearing a seat belt correctly across the lap and shoulder in accordance with manufacturer guidelines.

Commercial Motor Vehicle (CMV): A motor vehicle as defined under applicable federal regulations.

Occupant: Any person inside a CMV, including drivers and passengers.

Responsibilities

Associates:
- Wear seat belts at all times when the vehicle is in operation.
- Ensure all passengers are properly restrained before moving the vehicle.
- Report defective or missing seat belt systems immediately.

Management:
- Enforce compliance with this policy and FMCSA regulations.
- Ensure vehicles are equipped with required seat belt assemblies.
- Investigate violations and provide corrective actions.

Safety / Risk Management:
- Monitor compliance through observations, telematics, or camera systems (if applicable).

Human Resources:
- Support policy enforcement and disciplinary action where applicable.

Procedures

Drivers must confirm that they and all occupants are properly restrained prior to moving the CMV.

Seat belts must remain fastened whenever the CMV is in operation, including while stopped at the Storage Center, Customer's residence/place of business, in traffic or at control devices.

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Drivers are prohibited from disabling, altering, or bypassing seat belt systems.

Vehicles with defective seat belts must be reported and removed from service until repaired if required for safe operation.

Training

All associates will receive training on proper seat belt use, regulatory requirements, and the safety benefits associated with occupant restraint systems. Training will be documented and periodically refreshed.

Compliance and Enforcement

Failure to comply with this policy may result in disciplinary action up to and including termination.

Violations may also result in regulatory penalties and negatively impact safety performance metrics.

Compliance may be monitored through ride-alongs, inspections, audits, and safety technology.

Questions

Questions regarding this policy should be directed to Safety or Human Resources.

Policy Review

This policy will be reviewed at least every three years or sooner if operational conditions or regulatory requirements change.

Regulatory References

49 CFR 392.16 – Use of Seat Belts
FMCSA Safety Guidance – Seat Belt Use

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