Policy Name: VIDEO EVENT RECORDER

Policy Applies to: PODS Operations

Prepared by	Effective Date
Safety	08/01/2026

Purpose

The purpose of this policy is to support safe vehicle operation, reduce risk, and assist with incident review by establishing requirements for the use of video event recording systems in Company vehicles.

Scope

This policy applies to all associates, contractors, temporary associates, and vendors who operate Company vehicles, including commercial motor vehicles.

Definitions

Video Event Recorder (VER)
An in-vehicle camera system that captures video data associated with defined safety-related driving events.

Driving Event
An occurrence that triggers video recording, such as harsh braking, collision risk, or distraction indicators.

Policy Statement

Company vehicles may be equipped with video event recorders to promote safe driving behavior, support incident investigation, and verify compliance with Company safety policies. Tampering with, disabling, or obstructing these systems is prohibited.

Procedures

- Video event recorders shall be used only in Company-provided vehicles.
- Drivers shall not install, remove, adjust, disable, or obstruct camera equipment.

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- Drivers must ensure the camera has an unobstructed view and is functioning properly.
- Any suspected malfunction must be reported to management promptly.
- Video is recorded in response to defined driving events and used for safety-related purposes.

Use and Access to Video Data

- Video data may be reviewed for safety coaching, incident investigation, regulatory support, and policy compliance.
- Drivers are not authorized to access, distribute, or share video data.
- Requests for video data from external parties, including law enforcement, must be referred to Legal.
- Video data shall be handled in accordance with Company privacy and data-handling standards.

Responsibilities

Associates

Associates are responsible for:

- Operating vehicles in accordance with Company safety policies
- Not tampering with video recording equipment
- Reporting equipment issues promptly

Management

Management is responsible for:

- Enforcing compliance with this policy
- Reviewing video data for safety and compliance purposes
- Addressing unsafe behaviors identified through recorded events

Safety and Human Resources

These functions are responsible for:

- Maintaining oversight of the video event recording program
- Ensuring appropriate use of recorded data
- Supporting audits, investigations, and disciplinary actions

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Compliance and Enforcement

Failure to comply with this policy may result in corrective action, up to and including termination of employment and removal of driving privileges. Violations identified through video review may be addressed in accordance with applicable Company policies.

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.

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