



DRIVER SAFETY AND ACCIDENT POLICY

**ALWAYS
ON THE
MOVE**



DRIVER SAFETY AND ACCIDENT POLICY

1. Policy Objective

SSRC Logistics is committed to ensuring the **health, safety, and well-being of its truck drivers, road users, and the public at large**. This policy establishes clear standards for **safe driving practices, accident prevention, real-time monitoring, incident reporting, and emergency response** throughout SSRC Logistics' operations.

2. Scope

This policy applies to:

- All **permanent, contractual, and third-party drivers**
 - All **company-owned, leased, and attached trucks**
 - Operations conducted across **India**
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3. Driver Eligibility & Onboarding

1. Every driver must:
 - Hold a **valid commercial driving licence** appropriate to the vehicle type.
 - Meet **minimum experience requirements** as defined by SSRC Logistics.
 - Provide verified **medical fitness certificates**.
 2. Drivers shall undergo:
 - **Road safety training**
 - **Defensive driving programs**
 - **Fatigue and stress management orientation**
 - Periodic refresher training as mandated by the company.
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4. Safe Driving Standards

Drivers of SSRC Logistics must strictly adhere to the following:

- Obey all **Motor Vehicles Act, 1988**, traffic rules, and state regulations.
- Zero tolerance for:
 - **Drunk or drug-impaired driving**

- **Over-speeding**
 - **Mobile phone usage while driving**
 - **Reckless or aggressive driving**
 - **Mandatory:**
 - Seat belt usage
 - Pre-trip and post-trip vehicle inspections
 - Compliance with **rest and driving hour limits**
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5. AI-Based Driver Monitoring System

1. SSRC Logistics uses **AI-enabled dash cameras** and telematics systems to enhance driver safety.
 2. Drivers are assigned a **driver safety score** based on:
 - Speed compliance
 - Braking and acceleration patterns
 - Lane discipline
 - Fatigue and distraction alerts
 3. **Low Safety Scores:**
 - May result in counselling and corrective training
 - Written warnings if unsafe conduct persists
 - Suspension or termination in cases of repeated or severe violations
 4. Monitoring data is used **strictly for safety, training, and compliance purposes** and handled in accordance with the company data protection guidelines.
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6. Fatigue & Health Management

- Drivers must follow mandated **rest breaks and sleep schedules**.
 - Driving under extreme fatigue or illness is strictly prohibited.
 - SSRC Logistics encourages drivers to report:
 - Exhaustion
 - Health issues
 - Stress or mental fatigue
 - No penalty shall be imposed for **genuine safety-related stoppages**.
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7. Vehicle Safety & Maintenance

- All vehicles must undergo:
 - Scheduled maintenance
 - Fitness certification
 - Brake, tyre, and lighting inspections
- No vehicle shall be operated if it is **mechanically unsafe**.
- Drivers must immediately report defects to the fleet or operations team.

8. Accident Classification

- **Major Incident:**
Any accident involving fatality, serious injury, vehicle rollover, fire, or major property damage.
- **Minor Incident:**
Accidents involving no injury or minor damage to the vehicle or third-party property.

9. Accident Response & Reporting Procedure

In case of an accident:

1. **Immediate Actions**
 - Stop the vehicle safely.
 - Secure the scene and provide first aid if possible.
 - Inform local authorities where required.
2. **Company Notification**
 - Report the incident immediately to SSRC Logistics control/operations team.
 - Share location, photos, and details of the incident.
3. **Family Notification**
 - In the event of a serious injury or fatality, **the driver's immediate family members shall be informed without delay** by the company.
4. **Medical Support**
 - SSRC Logistics shall ensure prompt **medical assistance** and hospitalization support as applicable.

10. Investigation & Corrective Action

- All accidents shall be formally investigated to:
 - Identify root causes
 - Prevent recurrence
 - Improve training and safety systems
- Disciplinary action may be taken in cases of:
 - Negligence
 - Violation of company policies
 - Intentional unsafe behavior

11. Insurance & Legal Support

- All vehicles shall be covered under:

- Motor insurance
 - Cargo insurance (where applicable)
 - SSRC Logistics shall provide reasonable **legal and administrative support** to drivers during investigations, subject to compliance with company rules.
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12. Driver Responsibilities

Drivers must:

- Drive responsibly and lawfully
 - Report unsafe conditions or near-miss incidents
 - Cooperate in safety training and incident investigations
 - Protect company assets and public safety at all times
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13. Management Commitment

SSRC Logistics management is fully committed to:

- Continuous improvement in driver safety
 - Investing in technology and training
 - Promoting a **“Safety First” culture**
 - Ensuring that **no delivery is more important than human life**
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14. Policy Review

This policy shall be reviewed periodically and updated as per:

- Legal changes
 - Technological advancements
 - Operational requirements
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— — — — — *Logistics You Can Count On*