



## CORPORATE SAFETY AND SECURITY POLICY

Providing safe working conditions and maintaining safety continuity is of continual concern and is the highest priority at Panther Premium Logistics, Inc. In this regard, the company has developed, maintains and continually improves safety and security policies and procedures that ensure safe, efficient operating conditions, thereby safeguarding employees, contractors and the general public.

Panther Premium Logistics, Inc. will not knowingly permit unsafe conditions to exist, nor will it permit employees or contractors to indulge in unsafe acts. Employees, associates and contractors are strongly encouraged to make recommendations, suggestions, and criticisms of safety and security policies or procedures as well as identifying unsafe conditions to the Executive Management Team. Upon notification, policy or procedure discrepancies will be addressed and/or unsafe conditions abated in a timely manner.

The safety and security program has been developed to ensure compliance with Federal, State and local regulations and to provide Panther Premium Logistics, Inc. customers and the general public with safe and secure transportation of expedited freight. It is the obligation of everyone to be knowledgeable of the standard established by these agencies and our corporation to implement the rules and regulations contained therein. All employees and contractors must adhere to all established Federal, State and local laws as well as Panther Premium Logistics Inc. safety and security policies. Non-compliance will result in an appropriate level of corrective action.

Allen H. Motter

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VP Legal and Risk Management

17 JAN 17

Date