



# J.B. Hunt Corporate Safety Summary



Creating safe workplaces, whether in the cab of a truck, an office setting or working from home, is a core value and fundamental to the safety culture in place at J.B. Hunt. This value is ingrained in our Safety Policy statement, conveying our commitment to the well-being of our employees and the public, as well as our desire to comply with laws and regulations. From initial employee onboarding through long-term performance, measurement and reporting take place continually to ensure compliance and continuous improvement.

# Driver and Employee Onboarding

A focus on safety begins at the outset of every employee's career journey with J.B. Hunt. In 2006, we implemented an industry-leading non-DOT hair testing program for all job candidates as a more effective method of detection of illegal substance usage. For driver candidates, we go above and beyond the industry norms for background verification by ordering a Pre-Employment Screening Program for every driver candidate.

In 2018, we launched the Direct-To-Work (DTW) orientation program which allows drivers to complete orientation online. DTW lets drivers avoid traveling to an orientation location, long days in a classroom and hotel-room sharing. Approximately 95% of new drivers complete orientation online.

## Driver Training

All J.B. Hunt employees participate in regular, job-specific health and safety training programs. This improves our performance and compliance as a company and creates career advancement opportunities for employees.

Our drivers and maintenance shop employees receive a high degree of specialized training on equipment usage, driving technique, food safety and animal welfare. The cornerstone of our driver training program is the Smith System. Smith System training takes place at regular, quarterly intervals by in-house instructors who are re-certified every three years. Training content includes defensive driving, driver compliance and other timely and relevant topics. Practical driving skills are observed through check rides at varying intervals and drivers can also access training courses via J.B. Hunt's proprietary online training library during their down time.

All company drivers are required to complete food safety training as required by the Food Safety Modernization Act (FSMA) – not just those who regularly haul food products. This training helps ensure that food products are safely delivered according to product specifications, while meeting the needs of the customer. J.B. Hunt's approach to animal welfare includes annual training on animal welfare and biosecurity for all employees involved in the live haul process.

All of J.B. Hunt's scores under the FMCSA's Program for Behavior Analysis Safety Improvement Categories (BASIC) are below the agency's intervention thresholds. During 2019, J.B. Hunt drivers completed almost 300,000 hours of safety training.



# Compliance, Performance and Reporting

J.B. Hunt monitors its compliance and safety performance against all applicable federal regulations. As part of an annual review process, drivers' motor vehicle records and job safety performance records are evaluated to ensure they meet our strict standards. If an employee falls below acceptable performance thresholds, additional training may be required. A third-party employer notification system proactively alerts J.B. Hunt to license suspensions, accidents, moving violations, and other potential legal or criminal issues.

We recently published a report using the Sustainability Accounting Standards Board (SASB) framework that includes J.B. Hunt's CSA scores, spill counts, total reportable incident rates, fatality rates, and lost time incident rates. All serious accidents are reported to OSHA and, in cases of overnight hospitalization or death, full investigation details are sent to appropriate authorities. Any on-road accident or incident that qualifies as a DOT collision is reported as such.

In accordance with the FSMA, we also maintain certifications related to the transport of food products, including:

- Certified Cold Carrier through the Global Cold Chain Alliance
- Poultry Handling and Transportation (PHT) from U.S. Poultry & Egg Association
- Transport Quality Assurance (TQA) certification from Pork Checkoff

Workplace safety audits occur on a monthly basis to review OSHA standards at our facilities or when a new process or procedure is administered. During these audits we complete a review of both the Injury and Illness Prevention Policy and the J.B. Hunt Code of Safe Work Practices. Operational safety audits and food safety audits are conducted on an annual basis to ensure compliance with present safety programs.





# Accident Prevention and Workplace Safety

J.B. Hunt works to proactively prevent accidents in the workplace by utilizing technologies, tools and practices that support employees safely performing their job responsibilities.

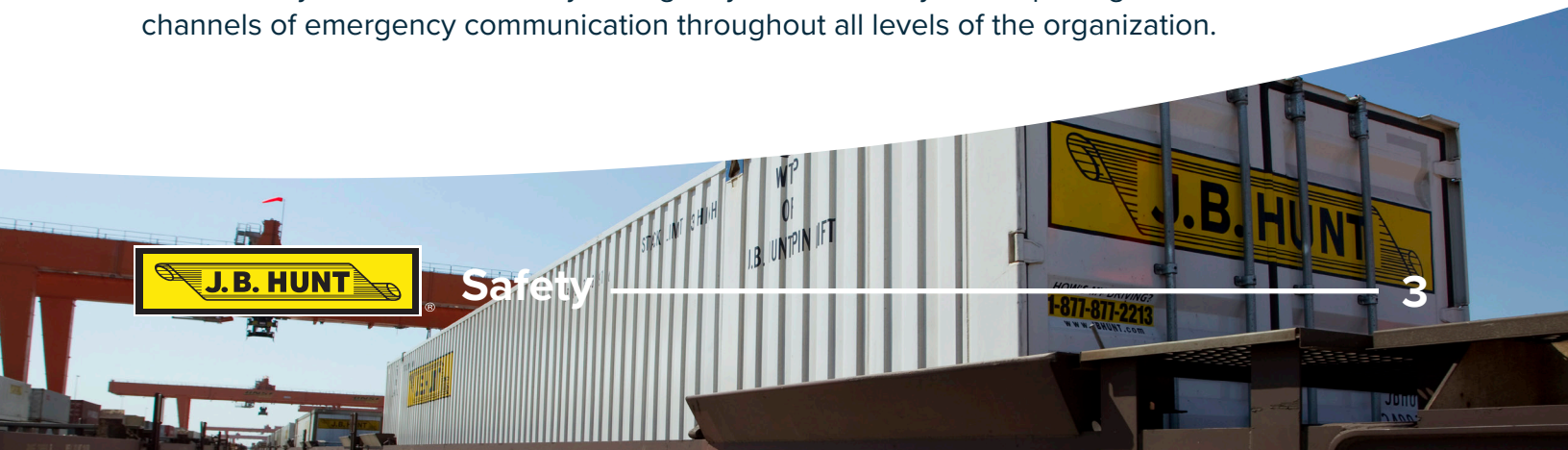
- Early adoption of in-cab technology to support hours of service compliance and electronic log mandates to prevent driver fatigue
- Installation of advanced safety technologies to prevent accidents and/or reduce the risk of injury or death due to accidents, including advanced driver safety assist systems, forward collision warning systems, roll stability controls or electronic stability programs and under-ride guard systems
- Deployment of in-cab forward-facing cameras that record critical accident information including warnings and alerts
- Preventative maintenance programs designed to extend the service life of equipment and enhance the safe operation of fleet vehicles
- Company-owned trucks governed at speeds of 62 mph and 65 mph when adaptive cruise control is activated
- Leads the industry in converting over-the-road shipments to intermodal resulting in 60 fewer truck-involved fatalities on our nation's highways during 2019 (using industry average fatality rate per 100 million miles)

## Emergency Preparedness Procedures

J.B. Hunt looks out for its employees and emergency preparedness is central to that duty. In addition to developing emergency action plans, we regularly conduct and record emergency response drills providing employees with fire, tornado, earthquake, chemical spill and workplace violence preparedness plans. We have also recently instituted a security emergency notification system, opening more channels of emergency communication throughout all levels of the organization.



Safety



# Hazard Identification and Risk Assessment

J.B. Hunt supervisors and managers within every chain of command are responsible for promoting an environment where safe work practices are identified and promoted. Operations and safety personnel are trained to identify hazards in the workplace and use data to identify areas where the organization can reduce risk, boost resilience, and improve its overall safety performance and regulatory compliance. They observe the safety performance of those behind the wheel, as well as those who occupy non-driving positions, to reinforce positive behavior and coaching opportunities when appropriate.

Job Safety Analyses are provided for non-driving tasks and outline potential hazards and keys to success.



## Million Mile Safe Driving Awards and Recognition

Starting in 1996, J.B. Hunt's Million Mile Safe Driving and Recognition Awards Program has recognized and rewarded our drivers who dedicate themselves to accident-free driving.

Since inception, the program has awarded more than \$29 million to over 3,700 drivers. In 2019, 228 drivers earned \$1.6 million in safe driving award bonuses and we recognized our first-ever five-million-mile safe driver. Drivers who have achieved two million or more miles of safe driving are invited to our corporate headquarters each year for our "Million Mile Celebration" culminating with the Million Mile Walk of Fame attended by all employees and executives. These drivers' names are also added to our Million Mile Wall, making them part of the legacy the company has built as an industry leader in safety.

