

**U.S. CONCRETE, INC.
SAFETY POLICY and PROCEDURE MANUAL**

FUNCTION	Safety	TOPIC	Prohibition of Personal Use of Commercial Motor Vehicles
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OBJECTIVE(S): To reduce and/or eliminate unnecessary risk and potential liabilities to U.S. Concrete and its Subsidiaries. To that end, U.S. Concrete has developed this policy to ensure that its commercial vehicle fleet is operated by trained employees who are within the course and scope of their employment.

GENERAL POLICY: (Same as Objective)

APPLICATION: U.S. Concrete, Inc.

RESPONSIBILITY: Vice President / General Manager

(1) DEFINITIONS

1. Commercial Vehicle – all vehicles, licensed for road use, that have a gross vehicle weight (GVW) of 10,000 pounds or greater. This includes but is not limited to:
 - a. Ready mix trucks
 - b. Block trucks
 - c. Bulk tankers
 - d. Sand and gravel trucks
 - e. Pump trucks
 - f. Boom trucks
 - g. Resale/Retail delivery trucks
2. Course and Scope of employment – means all time spent performing company duties for which an employee receives compensation, whether straight or overtime pay, from U.S. Concrete or its subsidiaries.
3. Take home commercial vehicles – Commercial vehicles, which are driven to and from an employee's home in order to expedite the loading and delivery of bulk goods such as sand, cement, flyash, rock, etc.

(2) **STATEMENT OF POLICY**

1. **The personal use of commercial vehicles by employees is strictly prohibited.** Employees may not use commercial vehicles to facilitate the delivery of any materials, products, or goods sold or delivered by U.S. Concrete and/or its subsidiaries where such materials, products, or goods are to be used by the employee for personal projects.
2. All deliveries made by an employee for his/her own personal use will be made while the employee is “on the clock” and in the course and scope of his/her employment. Such deliveries will be made in accordance with all other U.S. Concrete operations and safety policies and procedures.
3. Those employees who operate “take home commercial vehicles” may, as the definition suggests, take these vehicles home in order to expedite loading and delivery. However take home commercial vehicles may only be driven in the course and scope of one’s employment. To that end employees may only drive take home commercial vehicles to and from the first or last loading or delivery facility and may not stop for personal reasons such as to pick up groceries or other items intended for personal use. Stops may only be made in furtherance of one’s duties for the company and may include fueling, stops for repairs, etc.

(3) **VIOLATION OF PROHIBITIONS**

1. Violation of the policies established by this document will result in disciplinary action up to and including discharge.

Approved by:	Original at US Concrete Houston
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Effective Date:	1/1/03
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Signature:	Original at US Concrete Houston
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