



DRIVER SAFETY

Driving Demerit Points System



Driving Demerit Points System



To ensure everyone's safety, it is the responsibility of all employees and contractors issued with a Driver's Permit to comply with the applicable standards and road rules whilst operating a vehicle.

Purpose

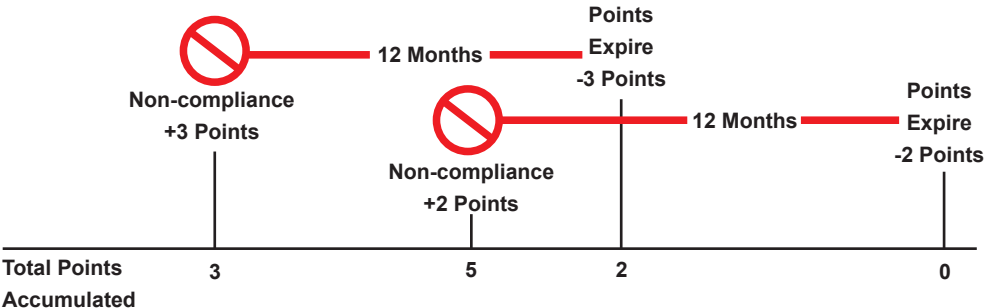
The Driving Demerit Point System:

- Reinforces the need to comply with standards and road rules
- Provides a consistent, fair and transparent process by which non-compliances are managed
- Allows the driver to manage the impact on their Permit by understanding a clear set of pre-determined rules
- And most importantly, supports the safety of all road users

The Process

- A number of Demerit Points have been assigned for each type of non-compliance with the standards or road rules. These are defined in the table on the following page.
- Should a driver not comply, the number of Demerit Points for that type of non-compliance will be automatically added to their Driver's Permit.
- Should the driver accumulate a total of 12 or more Demerit Points, their Driver's Permit will be automatically suspended for 3 months.
- Demerit Points will expire 12 months after the date on which each incident occurred.

Example:



Trakpro Speeding Alerts

- Trakpro speeding alerts are received remotely and identify the vehicle, not the driver.
- When a Trakpro speeding alert is received, the details are sent to the assigned owner of the vehicle.
- The vehicle owner is responsible for advising if another person was driving at the time of the alert so the Demerit Points can be re-directed to the correct Driver's Permit.
- The vehicle owner will have 7 days to advise that another person was driving the vehicle. After 7 days, the vehicle owner will require the approval of their next level of management in order to redirect the Demerit Points.
- If the vehicle is assigned to a group or company, rather than an individual, and they do not advise who was driving at the time of the speed alert, the Demerit Points will be added to the vehicle and the vehicle will be stood down if 12 points are accumulated.

Important Notes

- Some non-compliances are serious breaches of the Golden Rules and will continue to result in termination of employment. Eg. Positive BAC or drug test, driving without a permit.
- Drivers who continuously do not comply with the standards and rules or drivers who commit a serious breach which is not listed in the following table, will be subject to the Corrective Action Policy.
- Employees who have their Driver's Permit suspended and for whom driving is an essential part of their job, may have their employment terminated. However, there is no restriction on them applying for another vacant position which does not require a Driver's Permit.

OTML Demerit Points



| | | |
|--|---------------------------------------|-------|
| Location: | | Time: |
| Operator Name: Signature | | ID: |
| Employer: | Registration plate # / Vehicle ID: | |
| Operator's Manager: | | |
| Issuing Officer: Signature Date/...../..... | | |

| Nature of Breach | Points | Comments |
|---|-------------|----------|
| <input type="checkbox"/> Driving without Valid OTML permit for vehicle class | Termination | ----- |
| <input type="checkbox"/> TrackPro speeding 20kph or more over the speed limit | 12 | ----- |
| <input type="checkbox"/> TrackPro Speeding over 10 but under 20kph over speed limit | 4 | ----- |
| <input type="checkbox"/> Failure to comply with applicable standards or road rules | 3 | ----- |
| <input type="checkbox"/> Use of vehicle for personal business without authority | 2 | ----- |