



**HAZARDOUS
MATERIALS
SECURITY
PLAN**

HAZARDOUS MATERIALS SECURITY PLAN

THE MISSION PLAN

Patriot Logistics, Inc. is committed to meet, and exceed, enforceable laws embodied in the Homeland Security Act of 2002. These laws require safe transportation and handling of hazardous materials and products at all times.

We are dedicated to achieving the safety of all hazmat employees and to preventing hazardous materials theft opportunities.

OBJECTIVE OF PLAN

The objective of this plan is to ensure safety for our employees as well as the security and integrity of hazardous materials – until all products and materials are secure at the final destination.

THE SCOPE

Patriot Logistics, Inc. Hazardous Materials Security Plan formally documents instructions and policies regarding the following four basic areas:

1. Hazardous Materials Transportation Risk Assessment
2. Personnel Security
3. Unauthorized Access to Secure Areas
4. En Route Security

SECURITY TRAINING

Patriot Logistics, Inc. provides all employees with thorough security training. At a minimum, this training includes teaching and training toward:

1. A complete understanding of the security objectives that comply with Hazmat Laws enforceable by state and federal government agencies.
2. Knowledge of Hazmat Security policies and procedures by all employees.
3. Understanding and complying with Hazmat Security policies and procedures by all dispatch personnel.
4. A thorough understanding of Security infrastructures in place.
5. Hazardous materials incident protocol.

GENERAL EMPLOYEE SECURITY RESPONSIBILITIES

1. Top management is responsible for establishing and communicating the overall security goals of the organization.
2. Supervisors are responsible for being fully informed of the security risks and concerns of their specific areas of responsibility.

In addition, these supervisors are responsible for providing detailed information on system operations, work processes, activities, as well as identifying potential security weaknesses. Once identified, managers are responsible for:

- Selecting, prioritizing, developing, and implementing strategies and procedures to meet security goals.
- Measuring and monitoring the effectiveness of the security strategies and procedures.
- Reviewing and adjusting the strategies and procedures to implement the appropriate measures to correct any deficiencies

Employees are responsible for adhering to all security related work activities and procedures. In addition, employees are encouraged to provide input to help improve the overall security plan further.

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UNAUTHORIZED ACCESS / SUSPICIOUS ACTIVITY

All employees are required to understand and adhere to the following suspicious activities reporting procedures.

These procedures are to be followed in the event of any suspicious activity that may pose a threat to the safety of employees, equipment facilities, or hazardous materials cargo.

Employees are required to report any suspicious activity to their immediate supervisors, or depending on the situation, reporting the suspicious activity to local authorities.

Patriot Logistics, Inc. defines suspicious activities to include (but not limited to) any of the following:

1. Unidentified persons attempting to gain access to property, equipment, or facilities,
2. An employee or unescorted vendor, or supplier visiting any restricted area of the building, parking area;
3. Any person appearing to be hiding anything, making unusual requests for documents, making unusual pickups or deliveries, loitering, carrying what appears to be a weapon, vehicles parked in unauthorized areas or "cruising" company property, any abandoned vehicle on or near company property, persons claiming to represent public utilities who cannot or will not produce proper identification. The above list is not all inclusive. It is meant to provide possible examples of suspicious activities.

The next step is to act without hesitation. The following are phone numbers of key supervisory personnel to whom any activity perceived to be suspicious, or any incident involving hazardous materials is to be reported. In the unlikely event attempts to contact such supervisory personnel fail all employees are instructed to **phone 911** without hesitation.

Corporate Safety Supervisor Clifford Thomas

Office 713-670-0072, Cell 713-817-2026, Hm. 281-592-2296

Terminal Manager Cell ____/____/____ Hm. ____/____/____

Terminal Safety Supervisor ____/____/____ Hm. ____/____/____

Local Authorities ____/____/____

EMPLOYEE/MANAGEMENT SECURITY INFORMATION SHARING

Company security will be an ongoing component of all employee/management meetings. Managers will discuss all relevant security related information and trends.

All such information may include E-mails, faxes or company bulletins. Issues to be discussed will include:

1. New and current security measures and procedures.
2. General security awareness.
3. An update on our security efforts and results.

HAZMAT PERSONNEL SCREENING

All applicants for positions involving access to, storage of, preparation for transport, or transport of hazardous material shall submit a signed and dated application for employment that is deemed accurate and complete with integrity.

The completed application shall include legal signed releases authorizing Patriot Logistics, Inc. to conduct a thorough background investigation in a manner consistent with all applicable laws or regulations, names and addresses of previous employers, contacts, as well as phone numbers. All pertinent information regarding the applicant's background and fitness for the position applied for will be determined by investigation in keeping with the Fair Credit Reporting Act. Said investigation includes, but is not limited, to criminal background check, access to driving record, and general work history.

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DRIVING QUALIFICATIONS AND HIRING STANDARDS.

Minimum Qualification

- Must present a clean, well-groomed appearance,
- Must be 25 years of age,
- Must possess only (1) drivers license,
- Must have acceptable references from previous employers,
- Must not falsify application,
- Must never have been convicted of DWI,
- Must never have been convicted of reckless or careless driving,
- No license suspensions or revocations for driving conduct,
- No convictions for alcohol or drug related conduct,
- No more than (2) convictions for moving violations within the past (3) years,
- No major preventable accidents within the past (3) years,
- Must possess valid drivers license, SS card, and immigration document as may be required,
- Must pass physical examination, drug testing, and company road test,
- A minimum of (3) years verifiable recent driving experience,
- Must read and write the English language well enough to fulfill the requirements of the position applied for, per 391.11 (b) 2.
- No more than (1) serious violation (as defined by part 383.5) in the past year
- No more than (5) jobs in the past (3) years.

All investigations into the qualifications of driver applicants will be conducted in compliance with all applicable state and federal requirements. No driver applicant will be offered a contract until all investigations and background checks are complete and documented in a manner that comply with company standards, and completion and documentation of applicable laws and regulations enforceable by state and federal authorities with which Patriot Logistics, Inc. must comply to determine if the applicant is qualified to handle and transport hazardous materials.

EXTERNAL PARTNERSHIPS

Patriot Logistics, Inc. will establish a partnership and working relationship with local enforcement officials, emergency responders, and other public safety and security agencies. These partnerships will be utilized when needed to help facilitate Patriot Logistics, Inc. to deliver and pickup hazardous materials to locations deemed highly secure or sensitive to environmental threats.

Local law enforcement officials, emergency responders, insurance advisors as well as other public safety and security agencies will be invited to safety meetings to discuss potential risk and to assist in the development or enhancement of Patriot Logistics, Inc. policies and procedures.

INFORMATION SECURITY

All information relating to the storage or transportation of hazardous materials shall be restricted to employees on a “need to know” basis, and shall be stored in a secure area with controlled access. Access to all work/load assignment information shall be maintained in a controlled access area.

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EVACUATION ROUTES/PLANS

In all terminals there are posted plans for evacuation of Patriot Logistics, Inc. buildings, parking lots, and other facilities where hazardous materials may be present.

All terminal Managers in conjunction with the terminal Safety representative are directly responsible for conducting hazardous materials emergency practice drills, evacuation procedures, and the documentation of such training.

DISPATCH PROCEDURES

All Patriot Logistics, Inc. dispatchers shall receive training regarding safe transportation of hazardous materials and hazardous materials incident or release protocol. Such procedures shall be posted in a location convenient to all dispatchers. Emergency phone numbers including those for Safety personnel, emergency response agencies, local police, and Chemtrek will be posted in a likewise manner.

HAZARDOUS MATERIALS STORAGE

All shipments of hazardous materials shall go directly from the point of origin to the assigned destination without delay.

If equipment failure delays the delivery of goods, the driver shall inform Patriot Logistics, Inc. at once and shall remain on the scene until qualified personnel can make necessary repairs. Shipments of hazardous materials may not be stored unattended at any Patriot Logistics, Inc.-owned or leased property.

EN ROUTE SECURITY

- All drivers must utilize security measures, such as a padlock, to secure all hazardous materials shipments. The padlock shall remain in place until the driver removes it at the destination.
- The number on the seal of a hazardous materials shipment shall be recorded on all shipping documents.
- Under no circumstances may a driver break a seal.
- No shipment of hazardous materials or on any equipment with safety or security defects shall be moved by a Patriot Logistics, Inc. driver. All such defects shall be reported to Patriot Logistics, Inc. at once.

POINT-OF-ORIGIN SECURITY PROCEDURES

- All drivers upon arrival to a hazardous materials site, shipper, or receiver should provide proper identification that is legal and up-to-date. While at shippers or receivers, drivers shall follow all loading/unloading, parking, and instruction procedures. No Patriot Logistics, Inc. vehicle shall be left unattended, and must be secured against any movement.
- The assigned driver must have and verify all trailer numbers, placarding, seal numbers, shipping papers signed by a responsible person, and secure the shipment with a padlock before leaving.
- Driver shall inform Dispatch when leaving and the anticipated time of arrival.
- Driver shall remain in radio contact with Dispatch while en route.

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HAZARDOUS MATERIALS EN ROUTE SECURITY

- All hazardous materials shipments shall be routed in accordance with all state, local, and federal regulations. Such routing should allow for potential alternate routes and acceptable deviations.
- Drivers must minimize all stops in route. Any delays shall be reported to Dispatch at once. When deemed necessary (high hazard) Patriot Logistics, Inc. shall provide a guard or escort service.
- While en route, no driver may discuss with anyone, other than Patriot Logistics, Inc. personnel or law enforcement personnel, anything relating the routing, destination or cargo.
- Drivers must report at once any suspicious activities, i.e. being "tailed" or questioned by anyone.
- Drivers must park in a well-lighted, secure, designated parking area when parking is necessary.
- Drivers must lock their vehicles and secure all windows during all time spent in urban areas and when parked.

HIJACKING!

While every measure has been taken to ensure maximum safe delivery of all shipments, a hijacking, while rare, is possible.

Should such an event occur, all drivers are to follow these procedures if possible:

- Do not fight or struggle with the hijacker(s). Doing so may result in the loss of your life.
- Maintain a submissive posture.
- Make no threats and don't be a hero.
- As soon as possible notify the authorities or Patriot Logistics, Inc..

DELIVERY PROCEDURES

1. Upon arrival at the destination or stop off, drivers shall report to the responsible receiver to notify them of arrival, provide identification as required, and receive delivery instructions. Do not leave the vehicle unattended.
2. When instructed, proceed to the assigned location and secure the vehicle.
3. The driver and the receiver's representative shall verify delivery, inspect and verify the seal, unseal the trailer, and inspect the cargo.
4. Unless instructed by the receiver, the driver shall supervise the unloading process, and note any damages, shortages, or other discrepancies.
5. Drivers shall contact Patriot Logistics, Inc. for instructions regarding all cargo claims or discrepancies.
6. All documentation incidentals to the delivery shall be signed by the receiver's representative. Drivers shall retain copies of all documentation.

By affixing my signature below (Driver), I acknowledge receipt of and instructions regarding the contents of Patriot Logistics, Inc. Hazardous Materials Security Plan. I agree to abide by the procedures and policies therein. I further agree to retain the policy and procedures in my possession, review it, and ask for clarification of any portion I do not fully understand.

_____ Date ____/____/____

(Driver)

_____ Date ____/____/____

(Patriot Logistics, Inc. Representative)