



Driscoll Foods Warehouse Safety Cell Phone Policy

Personal telephone calls during business hours, both incoming and outgoing, should be confined to those that are absolutely necessary and should be kept to a minimum. Employees are not to carry a personal cellphone in the warehouse while on company time. The only exception to this is managers, drivers and sales people that have been issued cellphones for company business. Managers, drivers, and sales people are allowed to have use of a cellphone for business only and are to never use while in the warehouse for safety reasons.

Warehouse personnel are never to have a cellphone while in the warehouse on duty. All personal cellphones are to be left in their cars or lockers. This is for safety reasons.

If an employee is caught with a personal cell phone in the warehouse while on duty, whether it is turned on or off, he/she will be subject to disciplinary action. A second violation of this policy can result in suspension and disciplinary action up to and including termination.

Cellular and mobile phones for business purposes shall only be operated in a Driscoll Foods vehicle when it is reasonably safe to do so and when operation of said device will not interfere with the ~~defensive and safe operation of the vehicle by the driver.~~

Operation and use of cellular phones while driving Driscoll vehicles are not allowed. If and when state, local or municipal laws prohibit use while operating a motor vehicle. Hands free devices are recommended for use in company vehicles.

Employee Signature

Date