

ENVIRONMENTAL HEALTH AND SAFETY POLICY



Old Dominion
Freight Line®

The success of Old Dominion Freight Line, Inc. ("OD") is reliant on the health and wellbeing of our OD family of employees, the environment, and the communities we serve. We understand the potential impact of our business operations and are committed to conducting business in a manner that promotes safe, healthy, and secure workspaces.

All OD activities should be conducted in compliance with applicable federal, state, and local environmental and safety laws. OD's commitment to environmental health and safety practices is reflected by the initiatives described below.

EMISSIONS AND WASTE MANAGEMENT

OD is committed to transparency in our carbon footprint and continuously improving our operational efficiencies to reduce emissions and waste where feasible, including by:

- Reducing OD vehicle emissions through continuous investment in our fleet, tailored equipment specifications, increased alternative fuel use, regular fleet maintenance and inspections, and fuel efficiency driver training;
- Utilizing route efficiency planning tools;
- Researching and investing in emissions reduction equipment and processes;
- Prioritizing freight damage prevention measures;
- Providing training to help ensure proper disposal and recycling of waste materials; and
- Seeking opportunities for material reuse.

HEALTH AND SAFETY

OD is committed to the safety and wellbeing of our OD family of employees. We will continue to utilize regularly updated workplace safety programs and injury prevention initiatives by:

- Evaluating job hazards and ergonomics to develop training designed to reduce injury frequency and severity while also encouraging employee wellness;
- Maintaining equipment in a safe condition through preventative maintenance and inspections;
- Investing in technology to support the safety of our employees, the public and freight operations; and
- Providing drivers with training on safe driving behaviors, as well as how to identify, report, and establish corrective action plans to address safety or environmental hazards in compliance with applicable laws and regulations.

HAZARDOUS MATERIALS HANDLING

OD is committed to safe and secure cargo handling, including the transportation of hazardous materials and products. We will continue to promote compliant, responsible handling of all hazardous materials and waste through efforts that include, but are not limited to:

- Training on the proper recognition, identification, handling, and securement of hazardous materials;
- Addressing incidents and providing appropriate responses and corrective action plans as soon as safely possible;
- Establishing and regularly testing emergency preparedness plans; and
- Increasing awareness of security risks and promptly addressing any issues.

OPEN DOOR POLICY

OD is committed to open communication that builds teamwork and cooperation. Our Open Door Policy allows employees the opportunity to provide feedback in the form of complaints, suggestions, ideas, or simply observations. To make this effective, we have a positive, non-retaliation commitment for anyone who comes forward with a concern or idea in good faith. Our open communication extends to our ethics hotline, EthicsPoint, where individuals can report violations or potential violations by calling or using the online portal to submit an anonymous and confidential report.

877.237.8195 (Available 24/7)

[Online portal](#) (Available 24/7)

If there are questions regarding this Environmental Health and Safety Policy, including concerns about potential violations, we ask that our employees contact OD's Safety and Compliance Department.

OD SAFETY AND COMPLIANCE DEPARTMENT

336.889.5000 (Available 24/7)

A handwritten signature in green ink that reads 'Marty Freeman'.

Marty Freeman, President and CEO
Old Dominion Freight Line, Inc.