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REVISION HISTORY


REVISION LEVEL/DATE	DESCRIPTION
Rev. 0- 01/17/2023	Initial Release

I. Purpose and Scope

Workhorse Group Inc. and all its subsidiaries (collectively, the “Company”) is committed to providing high performance, drone-integrated electric vehicles for last-mile delivery, which is beneficial for the movement of goods as well as the environment. The purpose of this Environmental Policy (the “Policy”) is to define the ways in which Workhorse Group, Inc. and all its subsidiaries (collectively, the “Company”) aggressively strives to protect human health and the environment through its environmental impact. This policy outlines the Company’s dedicated efforts to lower pollution levels and carbon emissions and produce a more positive affect on climate change.

II. Waste Management

- a. The Company is committed to the reduction of waste, conservation of materials, and recycling whenever possible both internally and through the companies with which we associate. In order to reduce or avoid waste, the Company reduces or eliminates waste where possible through recycling and reuse. Examples of this include but are not limited to the following:
- b. The Company is focused on reducing the use of hazardous materials in our production process and opting for environmentally friendly alternatives.
- c. Proper handling and disposal of hazardous materials is observed in order to reduce the risk to the environment.
- d. All employees of the Company who may come in contact with hazardous materials are properly trained to ensure safety for the employee as well as the environment.
- e. The Company periodically reviews its waste management efforts and those with whom it does business in order to identify problems and opportunities for improvement.

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III. Carbon Emissions/Climate Change/Water Conservation

- a. As a provider of electric vehicles, the Company leads the industry in the pursuit of cleaner manufacturing and producing products that minimize damage to the environment.
- b. The Company recognizes that the transportation industry is largely responsible for the increase in greenhouse gas emissions globally, and therefore, the Company seeks to advocate climate change awareness and change in policies, both within the Company as well those companies with which it does business.
- c. The Company continues to develop and implement technology and products that help to minimize any negative impact and to reduce greenhouse gas and carbon emissions.
- d. Whether in its manufacturing facilities or its headquarters, the Company consciously focuses on energy efficiency.
- e. Water conservation is a priority for the Company, and it aims to be a good steward of the water supply in the communities in which it does business.

IV. Policy Enforcement

- a. The Company conforms to all governmental laws and regulations regarding global impact.
- b. As the Company aggressively strives to improve its global impact, the Company periodically reviews its efforts in energy efficiency, conservation, and waste management. Performance is assessed internally as well as compared to the current standard. If areas of improvement are determined, the Company evaluates the best course of action to improve the situation.