	Policy: Concealed Weapons Policy
	Revision Level /Date: Rev. 0- 01/31/2023
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REVISION HISTORY

REVISION LEVEL/DATE	DESCRIPTION
Rev. 0- 01/31/2023	Initial Release

I. Purpose and Scope

Workhorse Group Inc. and its subsidiaries (collectively, the “Company”) prohibits all employees, contractors, and visitors from possessing any weapons of any kind (concealed or otherwise) at the workplace, while engaged in activities for the Company, and at company-sponsored events.

Weapons include:

- Guns.
- Knives.
- Explosives.
- Any object defined as a dangerous weapon by state or federal law.
- Any item with the potential to inflict harm that has no common purpose.


This list is illustrative only, and not exhaustive. The Company prohibits employees from possessing any weapon at the workplace, regardless of whether the employee has a concealed weapons permit or is otherwise authorized by law to possess, carry, or use the weapon. The Company posts conspicuous notices at all entrances announcing the company’s policy prohibiting firearms and other weapons on company premises.

Violating this policy may result in discipline, up to and including termination of employment.

For purposes of this policy, the workplace is defined to include Company’s buildings and outdoor areas. An employee may store a firearm for which the employee has a valid permit or is legally authorized to carry in a locked personal vehicle while parked in the Company’s parking area. The firearm must be hidden from plain view or locked within the trunk, glove compartment, or a case in the vehicle.

Employees may not transport or store any firearms in employer vehicles, even if the employee has a valid permit or is legally authorized to carry a firearm.

An employee who is prohibited by state or federal law from possessing or carrying a firearm may not store any firearm in their vehicle while parked in Company’s parking area.

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II. Reporting Violations of this Policy

Under no circumstances should any employee take any unnecessary risk or compromise their safety by confronting an individual who may be carrying a loaded firearm or other deadly weapon. If you suspect an individual to be concealing a weapon in violation of this policy, do not confront the individual. Contact Human Resources or a member of leadership instead and explain the reasons behind your suspicions. If you become aware of an imminent violent act or threat of an imminent violent act, immediately contact appropriate law enforcement, then contact Human Resources.

Your report should be as detailed as possible, including the names of all individuals involved and any witnesses.

The Company will directly and thoroughly investigate all reports about concealed weapons and will take prompt corrective action, including discipline, if appropriate. The Company reserves the right to contact law enforcement, if appropriate.

To maintain a safe work environment and prevent or investigate violations of this policy, the Company always reserves the right to search or inspect employees' surroundings and possessions. This right extends to the search or inspection of clothing, offices, desks, credenzas, lockers, bags, briefcases, containers, packages, parcels, boxes, toolboxes, lunch boxes, and any employer vehicles, and any vehicles parked on company property where weapons may be concealed. Where prohibited by law, the Company will not ask employees about the presence of a firearm in the employee's personal vehicle or search employees' personal vehicles to determine whether firearms are stored within.


Refusing to allow search or inspection may result in discipline. Nothing in this policy prevents the Company from cooperating with or providing access to law enforcement to search company premises including parking areas pursuant to a valid search warrant.

III. No Retaliation or Discrimination

The Company prohibits any form of discipline, reprisal, intimidation, or retaliation for good-faith reporting of violations of this policy, reporting incidents of workplace violence of any kind, or cooperating in related investigations.

The Company is committed to enforcing this policy. However, the effectiveness of our efforts depends largely on employees reporting any concealed weapons in the workplace. Employees who become aware of weapons concealed in violation of this policy should report them immediately. If employees do not report concealed weapons, the Company may not become aware of a possible violation of this policy and may not be able to take appropriate corrective action.

The Company does not discriminate against applicants or employees who legally own or use firearms or employees who store their legal firearms in a locked personal vehicle in compliance with this policy.

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IV. Administration of this Policy

The Human Resources Department is responsible for the administration of this policy. Only the Chief Human Resources Officer is authorized to make exceptions to this policy. If you have any questions regarding this policy or if you have questions about concealed weapons that are not addressed in this policy, please contact the Human Resources Department.