

Electra Meccanica

ELECTRAMECCANICA VEHICLES CORP.

Workplace Bullying and Harassment Policy

(Adopted by the Board of Directors on February 28, 2019)

Objectives

ElectraMeccanica Vehicles Corp. (the “**Company**”) continually strives not just to be a successful, socially responsible business but a workplace that we and all of our stakeholders can be proud of. To that end, the Company is dedicated to fostering a safe, healthy, respectful and rewarding work environment, free from bullying and harassment, including sexual harassment. Accordingly, the Company’s Workplace Bullying and Harassment Policy (the “**Policy**”) is a guide to the ethical and legal standards expected of all of the Company’s workers, including permanent, temporary, casual, contract, volunteers and student workers (collectively, the “**Company Personnel**”).

Workplace conduct

Bullying and harassment, including sexual harassment, is not acceptable or tolerated in this workplace. All Company Personnel will be treated in a fair and respectful manner.

Definition of bullying and harassment

Workplace bullying and harassment:

- includes any inappropriate conduct or comment, including of a sexual nature, by a person towards a Company Personnel that the person knew or reasonably ought to have known would cause that worker to be humiliated or intimidated; however
- excludes any reasonable action taken by an employer or supervisor relating to the management and direction of Company Personnel or the place of employment.

Company Personnel obligations

Company Personnel must:

- not engage in the bullying and harassment of other workers;
- report if bullying and harassment is observed or experienced; and

- apply and comply with the Company's policies and procedures on bullying and harassment.

Compliant procedure

The Company recognizes that it may be difficult to come forward with bullying and harassment complaints and will make every reasonable effort to ensure that the privacy of the persons involved in a complaint is protected. To the extent practical and appropriate under the circumstances, confidentiality will be maintained subject to the overriding responsibility of the Company to investigate and deal with complaints and act in accordance with British Columbia *Workers' Compensation Act* and regulations, as amended.

If you have experienced any form of bullying or harassment in the workplace or you witness or have reason to believe that another employee has been subject to bullying or harassment, you should immediately take the following steps:

1. **Corrective action.** If you are comfortable doing so, clearly communicate to the individual that their behaviour or conduct is unwelcome. In some cases, this may be sufficient to put an end to the conduct.
2. **Report the incident.** Alert your immediate supervisor or Human Resources if you witness an act that could amount to workplace bullying or harassment.
3. **Document the incident.** Take detailed written notes or otherwise record each incident, including, the date, time, place and details of what was said and done, names of possible witnesses and the surrounding circumstances.
4. **Cooperate with the investigation.** With your assistance, the Company will be able to conduct a timely investigation into the allegations and take corrective action, if necessary.

The Company considers allegations of bullying and harassment to be serious matters; however, depending the seriousness of the allegation, the Company may not conduct a full investigation.

Investigation of the complaint

A supervisor who receives a complaint must immediately advise Human Resources who will be responsible for handling the complaint.

Upon receipt of the complaint, depending on the seriousness of the allegations, Human Resources or his or her designate (the "**Investigator**") will conduct a thorough investigation of the matter. The investigation procedure will include discussions with the employee who reported the complaint as well as the other individual(s) involved.

At the conclusion of the investigation, the Investigator will make one of the following decisions:

- (i) the complaint was substantiated;
- (ii) the individual(s) involved voluntarily resolved the matter to your and management's satisfaction; or
- (iii) the complaint was not substantiated.

If a complaint is substantiated, the Investigator will provide the Company with proactive steps to avoid a similar incident in the future.

Where the Company concludes that it is necessary to impose corrective action against an employee, the range of action could include such measures as a formal apology, referral to appropriate counselling, reassignment, temporary suspension without pay, demotion or termination, depending upon the seriousness of the offence.

Retaliation against any individual for reporting alleged acts of bullying or harassment will not be tolerated. Equally, because false accusations can have serious effects on innocent persons, the wilful misuse of this policy or making false accusations will not be tolerated and may be grounds for discipline.

Managerial obligations

All employees involved in the supervision of others must, upon becoming aware that acts of bullying or harassment are occurring, contact Human Resources even if no formal complaint is made.

Application

This Policy applies to all Company Personnel and including, without limitation, workers, including permanent, temporary, casual, contract, volunteers, and student workers, and the Company's Board of Directors and Officers. It applies to interpersonal and electronic communications, such as email, instant messaging, and text messages.

Annual review

This Policy will be reviewed every year. All Company Personnel will be provided with a copy of this Policy and any amendments to this Policy.

Company Personnel acknowledgement

You must sign the Company Personnel Acknowledgement attached as Schedule "A" to this Policy and provide a signed copy to Human Resources. If you have any questions on the Policy please contact Human Resources.

Schedule "A"

Company Personnel Acknowledgement

I, _____ [full legal name of Company Personnel],
acknowledge that I have received a copy of ElectraMeccanica Vehicles Corp.'s (the "**Company**")
Workplace Bullying and Harassment Policy (the "**Policy**"). I agree that I have read the Policy,
that I understand the Policy and that I agree to abide by the Policy.

I understand that this Policy will be reviewed annually and that this Policy may be amended and
modified in the Company's Board of Directors' sole discretion.

Date: _____.

Company Personnel signature: _____

Company Personnel name: _____