



## COMPANY VEHICLE DISCLAIMER

At Tesla (the “Company” “we”, “our”), we take the driving of our vehicles by our employees very seriously. Tesla recognises that driving cars is a necessary part of the working day for many employees; however, with the privilege of driving our cars comes a responsibility and a respect for our cars, our employees, our customers, members of the public and other road users. Before any employee is allowed to drive any of our cars, they must have read our **VEHICLE USE POLICY** and have signed the following disclaimer and agree to abide by its terms.

Any breach of our Vehicle Use Policy and/or a failure to abide by the terms of this Vehicle Disclaimer may invalidate our insurance which means that our insurance provider may not cover the costs of an accident, personal injury or damage as a result of an accident involving our vehicles. If this is the case, you may be held personally responsible for the resulting loss and damages (both criminal and civil). A breach is also considered a disciplinary offence which could result in your summary dismissal.

If you have any questions about whether your use of the Company’s vehicle invalidates the Company’s insurance or your intended use of the vehicle complies with our Vehicle Use Policy, please speak to your manager.

### Disclaimer

I ..... (employee name) agree that:

- I will only be able to drive a Tesla company vehicle for business use if I have the permission of a Senior/Regional Manager (or higher);
- If I am **over the age of 25**, I may only use a Tesla company vehicle for social, domestic or pleasure reasons if I have the permission of a Senior/Regional Manager (or higher);
- If **under the age of 25**, I will not at any time drive any Tesla company vehicle for social, domestic or pleasure reasons;
- I will not at any time, take a Tesla company vehicle outside of the UK without the written permission of a Senior/Regional Manager (or higher);
- I have read, understood Tesla’s **VEHICLE USE POLICY** and agree to abide by its terms;
- I hold a full UK driver’s license and have held this license for 2 years;
- I will disclose my original driving license photo card and will provide, or consent to Tesla procuring the same, a unique and valid vehicle check code so that an up to date copy of my driving lice can be obtained by Tesla when requested by the Company;
- I have disclosed, and will disclose, to Tesla all driving and pending driving convictions, endorsements or disqualifications;
- I am not taking any medication that may affect my ability to drive;
- I will abide by the Highway Code and all driving rules and regulations, including speed limits;
- I will not smoke cigarettes or electronic cigarettes or use other vapour devices in the vehicle, or allow any passengers to do the same;
- I will not drive under the influence of alcohol or drugs, illegal substances or solvents; and
- I will ensure that I keep the vehicle clean, tidy and in a roadworthy condition.

HR

UK - Employee Driving Disclaimer Form  
INTERNAL USE ONLY



I understand that if I am under the age of 25, the Company's insurance policy will **only** cover me if I am driving for a business related journey or purpose, and I have the permission of a Senior/Regional Manager (or higher). If I do drive a Tesla company vehicle for social, domestic or pleasure reasons I will invalidate the Company's insurance which means that if I have an accident- however, minor - I will not be covered by the Company's insurance policy. I will therefore be held **personally responsible and liable** for the costs, penalties and damages to any person, vehicle or property if it is found that I am responsible for causing an accident or injury. Any accident may also lead to criminal and other civil penalties for which I will be held personally responsible as well as being a potential disciplinary offence.

I understand that anything that may affect my ability to drive, for example any medication or a new driving conviction, must be disclosed to my manager or HR immediately. Failure to do so may result in disciplinary action being taken against me and may invalidate the Company's insurance.

Any breach of the Vehicle Use Policy or this disclaimer may also invalidate the Company's insurance which means that the insurance provider may not cover the costs of an accident, personal injury or other damage to or as a result of an accident involving our vehicles. If this is the case, I may be held personally responsible for the resulting loss and damages (civil and criminal). Any costs, penalties, fines or expenses incurred by me when driving a Tesla company vehicle will be deducted from my salary or any monies I am owed by Tesla or I will be asked to make a contribution or provide settlement. I consent to any deduction being made.

Moreover, I understand that if I do not comply with either the Vehicle Policy or the terms of this Driving Disclaimer I may be subject to disciplinary action which, in appropriate cases, could lead to me being summarily dismissed.

Signed .....

Print Name .....

Dated .....

**A signed copy of this form must be returned to the HR team**