

HUMAN RIGHTS POLICY

Our Policy

At Herc Rentals we “do what’s right”. Integrity is central to everything we do and guides our business relationships—with government entities, the communities where we live and do business, our customers and suppliers and each other. All employees are expected to conduct themselves ethically and to act with integrity and treat others as they would want to be treated. Respect for human rights is an inherently fundamental value of Herc Rentals.

This Policy sets out our principles and commitments relating to the protection of human rights and is guided by the Universal Declaration of Human Rights, the International Labour Organization’s (ILO) Declaration of Human Rights and the International Bill of Rights. This Policy applies to all Herc Rentals’ employees. We expect all employees to understand and comply with this Policy and to be committed to detecting, preventing and reporting any potential violations.

We also expect the persons and entities with which we do business—including our suppliers, business partners, consultants, contractors and vendors—to abide by these same principles. Our expectations are also outlined in our Vendor Code of Conduct.

Our Commitment to Human Rights

At Herc Rentals, we are committed to respecting, defending and advancing Human Rights as defined by the United Nations’ Universal Declaration on Human Rights, which provides:

“Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education and many more.”

We are committed to embedding respect for human rights in all aspects of our business everywhere that we conduct business and are committed to addressing human rights concerns relating to people in our business and value chain. Our workplace policies and practices include commitments to safety, non-discrimination, freedom from harassment and workplace violence, as well as retaliation. Our Code of Ethics reconfirms these principles and is provided to all employees. All employees receive training on the obligations set forth in the Code of Ethics and must annually certify that they have read and understand their obligations under the Code of Ethics.

Modern Slavery, Human Trafficking, Child Labor.

We also stand firmly against any violations of Human Rights, including any form of Modern Slavery, including human trafficking, bonded labor, forced or coerced labor, prison or indentured labor and child labor. Herc Rentals prohibits the hiring of individuals under 18 years of age.

Supply Chain.

As part of our ongoing business ethics work and procurement manager training, we are reviewing the sustainability and diversity of our supply chain and will continue to prioritize this where possible. Enquiries of suppliers are made when we enter into supplier relationships and refreshed periodically depending upon the level of business we undertake with any supplier.

Conflict Minerals.

Companies that comply with Conflict Minerals disclosure requirements are well positioned to address the risk of and mitigate human trafficking (or any form of slave, coerced, fraudulent, or exploited labor) in their supply chains. Although we do not handle raw materials directly, we encourage our suppliers to disclose their supply chain risk pertaining to Conflict minerals and procure those minerals from conflict-free sourcing of raw materials needed for components, parts, or products. We expect suppliers to communicate their policy to their sub-suppliers regarding Conflict Minerals, and where possible, require their sub-suppliers to implement their own conflict-free policy regarding Conflict Minerals.

Suppliers and Vendors.

Our commitment to respect human rights also extends to third parties with whom we do business. We expect the third parties we work with, including our suppliers, vendors, consultants, contractors and customers, to have the same commitment to human rights, and we will not support or do business with any third party who knowingly and intentionally is involved in any human rights violations. Our expectations are set forth in our Code of Vendor Conduct.

See Something, Say Something.

Our employees have a responsibility to speak up regarding any potential violations of law or policy, and Herc Rentals provides a number of channels to do so, including reporting to local management, senior management, Human Resources, the Legal Department or the Compliance Department. Employees can also raise concerns or report potential violations through our Company Helpline by calling the Helpline at 855-862-1170 or through Herc Central. The Helpline is monitored by a third-party provider and is available 24 hours a day, 7 days a week and provides a convenient way to report known or suspected violations of Company policies and procedures, the law or unethical behavior. Reports may be made anonymously. All reports are investigated promptly with appropriate action taken.

Our Guiding Principles

Our commitment to respect human rights is reflected in our guiding principles. We expect and encourage all our employees to embrace these principles and practices in the performance of their duties and responsibilities.

Diversity, Non-Discrimination and Non-Harassment.

Herc Rentals values diversity in our workforce, and in our customers, vendors, suppliers and other third parties with whom we do business. At Herc Rentals, we provide equal opportunity for all applicants and team members. We are committed to ensuring that all our employees are treated equally, and we do not tolerate discrimination or harassment based on race, color, religion or religious creed, gender, marital status, gender identity or expression, sexual orientation, national origin, ancestry, ethnic origin, citizenship, age, military and protected veteran status, genetic information, pregnancy, disability, medical condition or any other basis protected by law. The Company will not tolerate harassment of our employees by anyone, including customers, vendors and suppliers.

Workplace Health and Safety.

Safety is our priority, and wherever we are and whatever we do, safety comes first. We are committed to providing a safe and healthy workplace for our employees. This means that we comply with all workplace safety laws and Company policies and procedures relating to workplace safety. Our employees understand that if they see something that concerns them, they must speak up.

Fair Working Conditions.

Our Herc employees deserve fair working conditions and are fairly compensated with wages that meet or exceed local, state and federal requirements. We follow all applicable laws and regulations regarding wages, work hours, overtime, worker's compensation and other mandated benefits. We do not tolerate the use of child labor, forced labor or human trafficking—including slave labor, prison labor, indentured servitude or bonded labor—in our operations or supply chain.

Freedom of Association.

Herc Rentals respects freedom of association and our employees' right to join, or not to join, third party organizations such as labor unions or other lawful organizations of their own selection, along with the right to bargain or not bargain collectively, in accordance with state, local and federal laws, without fear of reprisal, intimidation or harassment. We are committed to fostering open communication between our employees and managers and providing employees with appropriate access to grievance mechanisms and remedial action.

No Retaliation.

Herc Rentals has a zero-tolerance policy regarding retaliation. No employee who acts in good faith will face retaliation for reporting a concern or potential violation of law or Company policy.

Stakeholder Involvement

Our principles and performance are reported routinely to our Board of Directors and annually through disclosures and in our [Corporate Responsibility Report](#) that is shared with our shareholders and the public. We all hold the responsibility to respect to human rights, and

that responsibility is reflected in oversight by senior leadership, our executive committee, and at the Board-level by the Compensation Committee and Nominating and Governance Committee. Aligned with the annual Code of Ethics acknowledgement by all employees, this oversight ensures every part of our business is clear about their responsibility to respect human rights.