



Vendor Code of Conduct

Herc Rentals is committed to a policy of fair, honest and ethical business practices and conduct, including all principles outlined in our Code of Ethics, and to full compliance with all applicable laws and government regulations wherever we operate. This commitment extends to all vendors and suppliers, who we hold to the same standards and principles by which we operate.

These standards and principles include adherence to UN Guiding Principles on Business and Human Rights and international human rights principles encompassed by the Universal Declaration of Human Rights, including those contained within the International Bill of Rights and the International Labor Organization's 1998 Declaration on Fundamental Principles and Rights at Work.

We expressly forbid Herc Rentals' vendors and suppliers from the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, any form of slavery and any form of human trafficking. We also prohibit vendors and suppliers from hiring or contracting individuals that are under 18 years of age for positions in which hazardous work is required in the production and fulfillment of Herc Rentals' requested goods and services.

Herc Rentals is a federal contractor that complies fully with all federal laws and regulations and, accordingly, requires its vendors and supplier, as well as their contractors and subcontractors, to comply with all applicable laws and regulations in the production and fulfillment of Herc Rentals' requested goods and services.

Herc Rentals requires an active commitment to, and personal accountability for, safety and safety compliance from all employees and contractors. Because safety is our most important priority, Herc Rentals expects its supplier and vendor representatives to adhere to all Company safety requirements and applicable state and federal safety regulations while visiting Company facilities. To support that expectation, Herc Rentals' Contractor Safety Guide stipulates specific safety practices and actions that all contractors must follow. Failure to comply with Herc Rentals' safety requirements will result in contractor representatives being asked to leave the Company's premises.

Herc Rentals is committed to minimizing the impact of its equipment rental operations on the environment by implementing programs that incorporate sound environmental policy and best management practices and by operating in accordance with all relevant local, state, and federal/national regulations everywhere we operate. The Company expects all its vendors and suppliers to operate with the same accountability related to sound environmental practices and, where applicable, will seek documentation from vendors and suppliers certifying the existence of an environmental management system governing the production and fulfillment of Herc Rentals' requested materials and goods.