

United Rentals' Human Rights Policy Statement

United Rentals is committed to conducting business in an ethical and responsible manner. We respect and support international principles aimed at protecting and promoting human rights, as described in the United Nations' Universal Declaration on Human Rights and the International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work.

Our Workplace Commitment To Human Rights

We strive to foster safe, diverse, fair, inclusive and respectful workplaces¹ wherever we do business. United Rentals' workplace policies and practices include commitments to safety, non-discrimination, freedom from harassment, and anti-violence. These policies are detailed in our Policy and Procedure Bulletins focused around Personal Safety Responsibility, Equal Employment Opportunity, Anti-Harassment and Anti-Violence, Employee Rules and Regulations ("PPBs") as well as our [Code of Ethical Conduct \("Code"\)](#) and provided to our employees. United Rentals provides training to its employees on the obligations contained in our PPBs and our Code. We actively monitor internal compliance with our PPBs and our Code through bi-annual training, which is given to all employees.

Additionally, as stated in our PPBs and our Code, our employees are empowered to seek guidance or report a potential violation through any of a variety of channels, including contacting local management, senior management, Human Resources and/or the Legal Department. Our employees can also ask questions or raise concerns by calling the Alertline at (877) HELP-URI or visiting ethicspoint.com. Our Alertline is monitored by a third party provider and is available 24 hours a day, 7 days a week. It is a convenient way to report any known or suspected violation of the Code, policy, law or other unethical behavior and reports may be made anonymously.² The Company does not retaliate or permit retaliation against anyone who raises questions or concerns in good faith about corporate activities, and we are committed to investigating these issues thoroughly and providing appropriate responses and remedies.

Human Rights Within Our Sphere Of Influence

Our commitment to respect human rights also extends throughout our supply chain. We use our relationships with our suppliers and other business partners to encourage and promote the principles of this policy throughout their network.

United Rentals' Supplier Code ("Supplier Code") sets forth requirements for suppliers and other business partners with respect to labour standards and working conditions. The principles embodied in our Supplier Code are designed to be consistent with the ILO Declaration on Fundamental Principles and Rights at Work. Additionally, our Supplier Code contains clear requirements and guidance on grievance mechanisms.

We implement this commitment through a compliance program that communicates expectations to our suppliers, recommends facility improvement plans where necessary, conducts audits as needed, and engages with stakeholders.

¹Efforts include policies and procedures that prohibit human trafficking, child or forced labor in addition to discrimination against race, color, creed, religion, sex, national origin, age, physical or mental disability, pregnancy, genetic information, citizenship status, veteran status, marital and civil partnership status, ancestry, sexual orientation, gender identity / transgender status, or any other protected characteristic or status.

²For individuals in the European Union: Please note that, due to EU legislation, the Alertline phone or web services only allow for reporting of financial, accounting and auditing matters. To report issues under the Human Rights Policy Statement, contact your manager, local human resources representative, local ombudsperson (if applicable) or the Legal Department.

Our commitment to respect human rights is of great importance and we take active steps to reflect that commitment in our everyday business activities:

- We expect and encourage employees throughout our business operations to make these principles and practices a part of their everyday work, and hold our employees accountable for adhering to our Code. We provide the framework for employees to report concerns with respect to compliance with our PPBs and our Code and we actively monitor internal compliance with our PPBs and our Code through bi-annual training, which is given to all employees.
- We pay particular attention to individuals or groups who may be at greater risk of negative human rights impacts due to their vulnerability or marginalization.
- We have established Employee Resource Groups to serve our female and minority employee populations. Women and minorities are integral to our business model and growth ambitions. We seek to continue to manage and grow a socially responsible business where women and minorities participate on an equal basis. We believe that promoting women's rights and minority group's rights is key to our continued long-term success.
- We respect and recognize the right of employees to join and organize associations of their own choosing, and to bargain collectively. Employees shall not be subject to intimidation or harassment in the exercise of their right to join or to refrain from joining any organization.
- We engage with our employees, suppliers and other business partners to raise awareness and take the necessary steps to ensure that any form of slavery and human trafficking is not taking place in our business and our supply chain. The Company's commitment in this regard is detailed in its [Statement on Modern Slavery and Human Trafficking](#).
- We encourage our suppliers to procure materials needed for manufacturing components, parts, or products containing Conflict Minerals from conflict-free sources. We expect our suppliers to adopt, implement and communicate to sub-suppliers their positions and policies regarding Conflict Minerals, and where possible, require their down-stream suppliers to adopt and implement similar positions and policies. On an annual basis, we survey direct suppliers of (i) the pump components that we use to assemble pumps to request confirmation of the presence of Conflict Minerals, and information regarding the origin of those minerals; and (ii) equipment and supplies to provide us with proper verification of the country of origin and source of the materials used in the products they supply to us. Our Conflict Minerals due diligence process is conducted in accordance with the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. A copy of our Conflict Mineral Report for the reporting period January 1, 2019 to December 31, 2019 is available at: <https://unitedrentals.gcs-web.com/static-files/8a6723f7-4b6d-40bc-ae08-52a34e379dd4>.
- We report on our principles and performance in periodic reports to our Board of Directors and, more generally, in our annual [Corporate Responsibility Report](#) to shareholders and the public.
- Our work in the human rights area is overseen by the Chief Executive Officer and President, supported by the United Rentals' executive leadership team. This ensures that every part of our business is clear about the responsibility to respect human rights. Board-level oversight is provided by the Nominating and Corporate Governance Committee of the United Rentals, Inc. Board.

In support of all of these efforts, we engage in ongoing collaboration with a broad range of interested constituencies, including investors, industry and peer groups; governmental, inter-governmental and non-governmental organizations; advocacy groups and concerned individuals. This broad engagement helps keep us sensitive to the potential impacts — positive and negative — of our products, services and operations on the rights, interests and well-being of our employees, customers and communities around the world.