

**United Rentals U.S. Australasia Holdings, Inc.**

**United Rentals Asia Pacific Holdings Pty Ltd**

**United Rentals Australia Pty Ltd**

Modern Slavery Statement 2024 approved on 27 June 2025

**Introduction**

This is the joint modern slavery statement for the period 1 January 2024 to 31 December 2024 (**Reporting Period**) for the following entities:

- United Rentals U.S. Australasia Holdings, Inc. (**URUSAH**);
- United Rentals Asia Pacific Holdings Pty Ltd (ABN 28 620 127 791) (**UR Asia**); and
- United Rentals Australia Pty Ltd (ABN 38 069 244 417) T/A Royal Wolf, A United Rentals Company (**UR Australia**) (together, **United Rentals Australia**).

This statement sets out the steps that United Rentals Australia, and our owned or controlled entities, have taken and are continuing to take to prevent and mitigate risks of modern slavery and human trafficking occurring in any part of our respective supply chains or businesses, pursuant to section 14 of the *Modern Slavery Act 2018* (Cth) (the **Act**). URUSAH and UR Asia are both holding companies and therefore do not have their own distinct operations or supply chains.

United Rentals Australia recognises that modern slavery can occur in many forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, the worst forms of child labour, and deceptive recruiting for labour or services.

We are committed to the highest ethical standards across our business and will not tolerate or support any form of modern slavery within our operations or supply chain.

**Business, Structure and Operations**

*Business*

United Rentals is the largest equipment rental company in the world, with an integrated network of rental locations in North America and locations in Europe, Australia and New Zealand. United Rentals provides equipment to a diverse customer base that includes construction and industrial companies, manufacturers, utilities, municipalities, homeowners and government entities.

United Rentals operates in Australia through UR Australia and its network of acquired businesses, including the Shore Hire Group. UR Australia operates under various brand names including Royal Wolf, Orange Hire, Shore Hire and Mobile Services. UR Australia is the market leader and industry specialist in the design, hire, sale and modification of new and refurbished shipping containers. UR Australia has a network of 37 company locations.

*Structure*

UR Australia is a wholly owned subsidiary of UR Asia, a holding company incorporated in Australia, which in turn is a wholly owned subsidiary of URUSAH, a holding company incorporated in Delaware in the United States.

UR Asia also owns United Rentals New Zealand (NZBN 1062072) (**UR NZ**) a container leasing and sales company, which has no business activities or operations in Australia and is therefore not a separate reporting entity under the Act.

UR Australia and UR NZ together employ approximately 610 people throughout Australia and New Zealand.

UR Australia acquired the Shore Hire Group Pty Ltd (**Shore Hire Group**) in August 2024, a shoring, propping, temporary works engineered solutions and traffic management equipment hire business, operated through

five subsidiaries: Shore Hire Holdings Pty Ltd, Shore Hire Pty Ltd, Shore Assets Pty Ltd, Shore Sales Pty Ltd, and Shore Train Pty Ltd (together, the **Shore Hire Group Companies**).

### *Operations*

UR Australia's main operations consist of earthmoving equipment, barriers, vehicles, display boards, shoring, propping and jacking solutions, pumps, the marketing, design, hire, sale and modification of new and refurbished shipping containers in three key product segments: portable storage, portable buildings, and freight. This includes employment of several hundred workers, including the in-house engineering team that designs and engineers container-based solutions, and the project management team that focuses on large-scale, specialized projects that require in-depth planning and design.

UR Australia's operations also include the earthmoving, traffic management and compaction equipment hire business under the Orange Hire brand; and the hire, sales, and service of shoring, propping, and traffic control equipment through the Shore Hire companies.

UR Australia's portable container products are used by a broad range of industries that include construction, moving and transportation, industrial, consumer, retail, mining, government, and others. UR Australia's customers use products for a wide variety of applications, including storage of inventory, materials and equipment, transportation of goods, and as portable buildings and accommodation.

UR Australia also runs community outreach programs and environmental initiatives.

### *Supply Chain*

During the Reporting Period, UR Australia engaged with around 2,700 suppliers and spent approximately AU\$178 million on procuring a range of goods and services to support UR Australia's operations, including across the following key industry categories:

- Sourcing shipping containers
- Haulage services
- Recruitment services
- Advertising services
- Business services
- Computer and technical services
- Finance and investment services
- Legal services
- Insurance services
- Accounting services
- Cleaning services
- Market research
- Postal services
- Telecommunication services.

UR NZ engaged with 380 suppliers and spent approximately NZD\$16.1 million on procuring a range of goods and services to support its operations.

### **Risks of Modern Slavery in Operations and Supply Chains**

URUSAH and UR Asia are both holding companies. They do not have their own distinct operations or supply chains and therefore do not have distinct and separately identifiable modern slavery risks.

We consider that the risks of modern slavery in the operations and supply chains of United Rentals Australia and the entities it owns or controls, namely, UR NZ, and the Shore Hire Group Companies, arise from the entities' use of third-party workforces and labour-hire services and suppliers in high-risk sectors or geographies.

Some suppliers to UR Australia, UR NZ and the Shore Hire Group operate in sectors which carry high inherent risks of modern slavery due to their reliance on short-term contracts, subcontracted and manual labour, unskilled or temporary workforce. For example, UR Australia's third-party cleaning service providers and suppliers of electronics and technology services.

Some suppliers to UR Australia, UR NZ and the Shore Hire Group operate in locations which carry high inherent risks of modern slavery due to labour exploitation reported by international organisations or NGOs. For example, UR Australia and UR NZ have identified that there is a risk of modern slavery practices in its arrangements with factories in China, from which it buys new container products, due to their focus on minimising production costs and the inherent geographical risk. Used containers were sourced from shipping lines, international container leasing companies, or container traders, both in Australia and overseas.

While UR Australia, UR NZ and the Shore Hire Group deal with reputable suppliers, the extended and often offshore nature of second-hand container supply may mean the originating supplier is not readily and directly known or visible.

### **Actions to Assess and Address Modern Slavery Risks**

We assessed the risks of modern slavery in the operations and supply chains of United Rentals Australia and the entities it owns or controls, namely, UR NZ, and the Shore Hire Group Companies, by:

- investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices; and
- engaging with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, third-party auditors, and customers.

### *Policies*

United Rentals Australia, as well as UR NZ and the Shore Hire Group Companies, are governed by the following global values, policies, and procedures which are in place to ensure employees of the United Rentals Group are conducting business in a legal, ethical and transparent manner:

- Code of Ethical Conduct;
- Equal Employment Opportunity Policy;
- Anti-Discrimination, Bullying & Harassment Policy;
- Anti-Bribery & Anti-Corruption Policy; and
- Whistleblower Policy.

The Code of Ethical Conduct does not address specific local laws or regulations which may apply in jurisdictions in which UR Australia, UR NZ and/or the Shore Hire Group Companies operate. Instead, those companies are required, by the Addendum to the Code of Ethical Conduct for Employees Outside of North America, to ensure that business is transacted in accordance with relevant international, national and local laws, policies and industry best practice applicable to the jurisdiction in which such business is transacted, including relevant modern slavery laws, policies and best practices.

In addition, United Rentals Australia, as well as UR NZ and the Shore Hire Group Companies, must comply with the global Supplier Code of Conduct. Both Australian and overseas suppliers must commit to the Supplier Code of Conduct in writing before they are added to the relevant entity's approved supplier list. Approved suppliers are required to act and conduct their business consistent with the ethical and social responsibility policies in the Supplier Code of Conduct, including:

- No child or forced labour;
- Compliance with labour laws applicable to the jurisdiction;
- Promotion of safe and healthy work environments to prevent accidents or injury;
- Employee rights of freedom of association and to bargain in accordance with applicable law;
- Respect for human rights through appropriate non-discriminatory policies and practices;
- Ensuring women workers receive equal treatment in all respects of employment;
- Promotion of awareness of modern slavery and human trafficking; and
- Compliance with all applicable environmental laws and regulations and efforts to minimize impacts on the environment.

United Rentals Australia has zero tolerance for suppliers who breach these standards and will use its

leverage to encourage responsible conduct among its suppliers, and as a last resort, terminate arrangements with any supplier who fails to immediately and satisfactorily remedy issues of modern slavery.

Our actions are supported by the policies in place by our parent company, United Rentals. With United Rentals, we recognize that acting ethically and responsibly is not only the right thing to do, but also the right way to conduct business. There are a number of internal values, policies, and procedures in place to ensure that we are conducting business in a legal, ethical and transparent manner. These include, but are not limited to, the following, which apply to United Rentals Australia, UR NZ and the Shore Hire Group Companies:

- **Core Values.** Our core values focus on safety, service, respect, and integrity. It is our culture to act with absolute integrity, to provide a safe and healthy environment for our team members and to treat all people with dignity and respect. Modern slavery defies these core values.
- **Code of Ethical Conduct.** This Code defines the behaviours that should be demonstrated to uphold our core values and provides the foundational standards for all aspects of our business.
  - All employees, officers and directors of United Rentals Australia, UR NZ, and the Shore Hire Group Companies receive training on the Code every two years.
  - The Code also serves as the external representation of United Rentals' culture to its customers, suppliers, and business partners. United Rentals expects everyone working on its behalf to adhere to the ethical standards outlined in the Code.
  - The Code specifically requires compliance with the letter and spirit of all applicable laws, rules and regulations of the countries and communities where we operate, which includes the prohibition of slavery.
  - The Code is published on United Rentals' internal and external websites.
- **The Alertline.** United Rentals has an established, confidential Alertline administered by a third party. The Alertline is staffed with trained specialists who are available 24 hours a day, seven days a week. It is accessible on-line or by phone, where translation services are also available. Any United Rentals employee, supplier, business partner or concerned individual can confidentially or anonymously report violations of law or any concerns, including concerns related to any form of modern slavery, through the Alertline at [ethicspoint.com](https://ethicspoint.com) or via telephone using the details below.
  - **For Australian and New Zealand employees:**
  - HR contact information
  - Ms. De Gori, HR director, +61(0) 427 780 423
- **Retaliation is Strictly Prohibited.** As stated in the Code, United Rentals will not tolerate any retaliation. Our strict "no retaliation" policy gives employees, suppliers, and other concerned individuals confidence that they can raise concerns about slavery or other practices within our business or supply chain without fear of reprisal.

#### *Training*

- UR Australia teammembers have completed targeted training on modern slavery risks.

#### *Supplier Assessment*

- To manage risk, United Rentals' strategic sourcing department has developed processes that include screening suppliers and ensuring our suppliers meet our business conduct expectations. United Rentals Australia currently requires suppliers to sign the Code of Conduct, which includes a prohibition on modern slavery, and to comply with all applicable laws, rules, regulations. Supplier verification and audits are conducted on an as-needed basis.
- Throughout 2024, we continued to build Supplier Assessment improvements to existing supplier assurance processes.

#### **Assessing the Effectiveness of our Actions**

We monitor the effectiveness of our actions to prevent and reduce the risk of modern slavery in United Rentals Australia's operations and supply chains by monitoring any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices. On occasion, United Rentals Australia or United Rentals engages with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, customers and shareholders of United Rentals.

## **Our Future Commitments**

We remain committed to engaging with our employees, suppliers, and business partners to raise awareness and take further steps to ensure that no form of modern slavery is taking place in our businesses or supply chains. Additionally, we are committed to regularly reviewing priority human rights areas, including any that relate to modern slavery or human trafficking, and expect suppliers and business partners to do the same.

Over the next reporting period, our key focus areas for continuous improvement will be:

- continued awareness and training for team members on modern slavery risks and issues;
- engaging with key suppliers as needed to gain greater transparency of modern slavery risks and their mitigation activities through increased levels of monitoring and face to face auditing of suppliers that are identified to be at greatest risk as guided by the Modern Slavery Index;
- continue to build Supplier Assessment improvements to existing supplier assurance processes; and
- using tools such as the Global Slavery Index (**GSI**) to improve our understanding of the modern slavery risks we may face in our operations and supply chains, and the operations and supply chains of the entities we own or control.

## **Consultation and Approval**

This statement was prepared in consultation with URUSAH, UR Asia, UR Australia, Shore Hire Group Companies and UR NZ, including through inquiries with relevant stakeholders and employees in Australia, and United Rentals Australia's corporate headquarters in the United States.

This statement was approved by each of the boards (as the principal governing bodies) of URUSAH, UR Asia and UR Australia on 27 June 2025.

Signed and approved by: URUSAH

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Joli L. Gross

Director

Date: 27 June 2025  
6/27/2025

Signed and approved by: UR ASIA

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Joli L. Gross

Director

Date: [ ] June 2025  
6/27/2025

Signed and approved by: UR AUSTRALIA

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Joli L. Gross

Director

Date: [ ] June 2025  
6/27/2025