

Health, Safety & Environmental (HSE) Policy

Our Commitment to Health and Safety

Safety is one of our core values and we are committed to keeping our employees, our customers and our communities safe. We provide our employees with a safe and healthy work environment through, among other things, world class training and monitoring programs that promote a culture of safety, teamwork and professionalism. Our employees make a personal commitment to safety, both at work and at home.

United for Safety: Our employees are responsible for avoiding and preventing accidents and injuries by understanding and demonstrating safe practices, being aware of their surroundings and reporting and eliminating hazards. Injury incidents, near misses, associated hazards and corrective actions are recorded and evaluated to review the effectiveness of our safety program. Additionally, we have standardized practices and procedures and have provided our employees with the training and tools to work safely. Further, we have provided every employee with the authority to stop work if they observe unsafe behaviors or conditions. Our management team is committed to providing a safe work environment, with cooperation from our employees.

Focused on Our Customers and Communities: Our employees' personal responsibility for safety throughout their daily activities extends to interactions with our customers and our communities. This responsibility means, among other things, driving safely and courteously on the roads we share with others, making smart and thoughtful decisions, and protecting United Rentals' reputation as a safety-focused leader in all the communities where we operate.

Driven by Employees: Sustaining a world-class safety culture is only possible when our commitment to safety is demonstrated by our employees. We operate in accordance with local, state, provincial and federal environmental, health and safety regulations. And, we expect that our employees will abide by the laws of the communities that we service.

By being aware of safety hazards and taking responsibility for mitigating or eliminating them, our employees deliver on our purpose of being **United in our commitment to live, work and drive safely.**

Live Well, Safe and Healthy: We provide a variety of programs to support employee total well-being, including 24/7 work/life support through our Employee and Family Assistance Program and a virtual wellness challenge to encourage daily activity. In the U.S. and Canada, the company provides a Paid Wellness Day off to focus on preventive care, physical and mental health; and for U.S. employees, we provide programs for diabetes prevention and weight management, future moms support, condition management, tobacco cessation, and more. We also encourage U.S. employees to participate in an annual biometric screening and health risk assessment program

Our Commitment to the Environment

United Rentals recognizes that our business has an effect on the environment. In recognition of this and in furtherance of our core value of Sustainability, we continually evaluate ways to conserve resources and reduce our environmental impact. In addition, we have adopted a greenhouse gas intensity reduction goal for our scope 1 and 2 emissions and scope 3 emissions from our third party haulers ("GHG Intensity Reduction Goal"), as more fully described in our Corporate Responsibility Report. We also completed an evaluation and inventory of our value chain, or scope 3, greenhouse gas emissions. Further, we work to provide low- and zero- emissions to our customers, where possible. Our electric or hybrid units represented approximately 20% of our rental fleet in 2020, and we are working to increase this number going forward.

Natural Resource Conservation Objectives:

United Rentals is committed to the following natural resource conservation objectives:

- To actively monitor, manage and reduce energy usage at branch and corporate locations;
- To reduce energy demands through the adoption and implementation of new energy saving and renewable energy technologies, where feasible;
- To reduce emissions through improved energy efficiency and reduced fuel consumption, working towards our GHG Intensity Reduction Goal;
- To evaluate our sales, service and delivery fleet and employee travel on a regular basis, and replace older vehicles with more fuel efficient vehicles, where feasible;
- To evaluate our rental fleet, and replace older fleet with more fuel efficient vehicles, where feasible;
- To collaborate with our suppliers and customers to encourage the development and adoption of low- and zero-emission equipment, where feasible;
- To work with our employees and waste disposal partners to evaluate and raise awareness of recycling opportunities in our locations; and
- To regularly review our policies and practices to maximize the efficiency of our operations and lessen our overall impact on the environment.

Transparency and Governance: We will continue to report publicly and transparently on our environmental performance. Additionally, we will continue to use the feedback we receive from our stakeholders, leadership team and Board of Directors to enhance our ability to deliver on our environmental goals and strategies.

Applicability of Policy, Modifications and Regular Review

This policy applies to all of our employees and the activities undertaken at our locations. We also expect our suppliers and their employees to comply with all applicable sections of this policy. This policy and any subsequent modifications will be communicated to our employees and will also be made available to the public. Additionally, our management team is committed to the regular review of this policy.



Matthew J. Flannery
President and Chief Executive Officer