



# Statement on Modern Slavery and Human Trafficking

This statement (“Statement”) is made pursuant to Section 54 of the United Kingdom’s Modern Slavery Act of 2015 and sets out the steps that United Rentals, Inc. (“United Rentals”), on behalf of itself and its subsidiaries, has taken and is continuing to take to ensure that modern slavery and human trafficking is not taking place in any part of our supply chain or business.

## Our 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. We rent equipment to a diverse customer base that includes construction and industrial companies, manufacturers, utilities, municipalities, homeowners and government entities. In addition to renting equipment, we sell new equipment and used equipment, as well as related contractor supplies, parts and service. United Rentals is headquartered in Stamford, Connecticut, USA. Our stock is listed on the NYSE under the symbol “URI” and our website is [UnitedRentals.com](https://www.UnitedRentals.com).

## Our Policies

At 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. We do not tolerate any form of modern slavery or human trafficking in any part of our business. This is an important component of our obligations to support the basic human rights of our people and their families, including the right to fair conditions of work, freedom from forced labor and child labor. We have 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:

- **Core Values.** Our core values focus on safety, service, respect, diversity, equity and inclusion, innovation, sustainability 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 so that each person has the best chance to succeed. Our aim is to make sure our employees and the employees of our business partners are treated with respect and dignity at all times. Slavery defies these core values.
- **Code of Ethical Conduct.** Our Code of Ethical Conduct (“the Code”) defines the behaviors that should be demonstrated in order to uphold the Company’s core values and provides the foundational standards for all aspects of our business. We actively monitor internal compliance with our Code through bi-annual training that is given to all United Rentals employees, officers and directors. The Code also serves as the external representation of the Company’s 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 the Company’s 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 at 877-435-7874 in North America, 800-300-3917 in Germany, 0808-234-3581 in the United Kingdom or 0-800-425-4007 in the Netherlands. To report

concerns in France, New Zealand or Australia, individuals should contact the local human resources officer at either +33 (0)2 32 84 09 19 (France) or +61(0) 439 007 454 (New Zealand or Australia).<sup>1</sup>

- **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.

## Our Suppliers

Our supply chain consists of a mix of major equipment manufacturers and local, small equipment and material suppliers. The major equipment manufacturers are located within North America and the manufacturing of parts and components is generally accomplished in North America, Europe and Asia. Given the nature of our business, we consider the company’s supply chain as having minimal risk of exposure to modern slavery and human trafficking. Nonetheless, as part of our initiative to identify and mitigate risk, we build long-standing relationships with our suppliers when possible and make clear our expectations of business behavior. We have also published a Supplier Code of Conduct (“Supplier Code”) which outlines our expectations for our suppliers related to, among other things, their commitment to protect human rights.

The company’s strategic sourcing department has developed processes that include screening suppliers and ensuring our suppliers meet our business conduct expectations. We currently require our suppliers, through either a written Master Service Agreement and/or purchase order terms and conditions, to comply with all applicable laws, rules, regulations, orders and standards, which would include those prohibiting slavery, and our Supplier Code, which also prohibits slavery. Supplier verification and audits are conducted on an as-needed basis.

## Continuing Commitment

United Rentals remains committed to engaging with its employees, suppliers and business partners to raise awareness and take further steps to ensure that no form of slavery is taking place in its business or supply chain. Additionally, the company is committed to regularly reviewing its priority human rights areas, including any that relate to modern slavery or human trafficking, and expects its suppliers and business partners to do the same

This statement constitutes United Rentals’ Statement on Modern Slavery and Human Trafficking for the financial year ending December 31, 2022 and was approved by the Board of Directors of United Rentals, Inc. as of January 17, 2023.



Matthew J. Flannery  
President and Chief Executive Officer  
January 17, 2023



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<sup>1</sup> For 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 related to this Statement on Modern Slavery, contact your manager, local human resources representative, local ombudsperson (if applicable) or the Legal Department. For individuals in Australia or New Zealand: The provisions regarding the Alertline are governed by and must be read in conjunction with the local laws, including, but not limited to, for Australia, the *Privacy Act 1988 (Cth)*, and for New Zealand, the *Privacy Act 2020*, and other relevant Privacy legislation and regulations.