

United Rentals of Canada, Inc.

Report on Forced Labour and Child Labour 2024

Introduction

This is United Rentals of Canada, Inc.'s ("UR Canada", and "we") report on forced labour and child labour as required by Section 11(1) of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "Act") and sets out the steps that UR Canada has taken and is continuing to take to prevent and reduce the risk that forced labour and child labour are taking place in its supply chain or business.

In this report, we outline UR Canada's approach to establishing and ensuring frameworks and processes are in place to help minimize the risk of forced labour and child labour in its business operations and supply chain. We are committed to the highest ethical standards across our business and will not tolerate or support any form of forced labour or child labour within our operations or supply chain.

Organizational structure, activities and supply chain

UR Canada is a wholly-owned subsidiary of United Rentals, Inc. ("United Rentals"). 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 partners with customers to provide equipment and solutions with a shared commitment to service and safety and serves a diverse customer base that includes construction and industrial companies, manufacturers, utilities, municipalities, homeowners and government entities. United Rentals is headquartered in Stamford, Connecticut, USA. United Rentals' common stock is listed on the NYSE under the symbol "URI" and its website is [UnitedRentals.com](https://www.UnitedRentals.com).

Within Canada, United Rentals operates exclusively through UR Canada. UR Canada is incorporated and headquartered in Ontario. It has locations in every Province with over 140 locations coast-to-coast. As of December 31, 2024, UR Canada employed approximately 2,200 Canadian employees who provide equipment rental, service, and support to a wide range of sectors including construction, industrial, infrastructure, and government.

For the year ended December 31, 2024, UR Canada spent approximately \$490 million with 1,600 suppliers to purchase equipment and other goods. Of that, UR Canada spent approximately \$350 million with its top 40 suppliers, the substantial majority of which was spent to import equipment and other goods into Canada. UR Canada's supply chain consists of a mix of major equipment manufacturers and local, small equipment and material suppliers.

Policies and due diligence processes in relation to forced labour and child labour

United Rentals has a global Statement on Modern Slavery and Human Trafficking that covers most of its subsidiaries, including UR Canada. The document states in relevant part that United Rentals and its covered subsidiaries (the "United Rentals Group") does not tolerate any form of modern slavery¹ or human trafficking in any part of its business.

In addition, United Rentals has a Supplier Code of Conduct that strategic suppliers, including strategic suppliers to UR Canada, must commit to in writing before they are added to the approved strategic supplier list. Approved strategic suppliers are required to act and conduct their business consistent with our ethical and social responsibility policies, 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;

¹ Modern slavery includes slavery, servitude, forced marriage, forced labour, child labour, debt bondage and deceptive recruit for labour or services.

- 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 has a number of values, policies, and procedures in place to ensure employees of the United Rentals Group are conducting business in a legal, ethical and transparent manner. These include, but are not limited to, the following:

- **Core Values.** Core values focus on safety, service, respect and integrity. It is United Rentals' culture to act with absolute integrity, to provide a safe and healthy environment for team members and to treat all people with dignity and respect. Slavery defies these core values.
- **Code of Ethical Conduct.** United Rentals' Code of Ethical Conduct (the "Code") defines the behaviors that should be demonstrated to uphold our core values and provides the foundational standards.

As part of our due diligence efforts, we reviewed UR Canada's largest tier 1 suppliers for the year ended December 31, 2024, identified the countries where those suppliers have their headquarter and manufacturing locations based on publicly available information, and compared those countries against the Global Slavery Index prepared by Walk Free (the "GSI"), which provides national estimates of modern slavery in 160 countries.²

Parts of activities and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk

UR Canada's major equipment suppliers are primarily located within North America and the manufacturing of parts and components is generally accomplished in North America, Europe and Asia. Through the diligence efforts described above using the GSI, we understand that some of our suppliers have operations in Eastern Europe, Mexico and parts of Asia that are considered higher risk.

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 currently requires suppliers for the United Rentals Group, 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 and with the Code, which includes a prohibition on modern slavery. Supplier verification and audits are conducted on an as-needed basis.

Any measures taken to remediate any forced labour or child labour; Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains

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 Group employee, supplier, business partner or concerned individual located in North America 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 or via telephone at 877-435-7874.³

As of the date of this report, UR Canada is not aware of any incidents of forced labour or child labour in its operations or supply chain that occurred in 2024. Accordingly, no remediation measures have been taken nor have measures been taken to remediate the loss of income of any family. If incidents of forced labour or child labour are reported in the future, UR Canada or United Rentals, as

² Our review of the GSI was limited to modern slavery prevalence data which reflects national estimates of the prevalence of modern slavery per thousand people.

³ For individuals located outside of North America, country specific contact information is provided in our Code of Conduct Addendum available [here](#).

appropriate, will investigate the reported concern consistent with the processes outlined in the Code and take action, as needed. The exact nature of such action will depend on a number of factors, including the facts and circumstances of the particular case.

Training provided to employees on forced labour and child labour

To further educate its employees and contractors involved in selecting and negotiating arrangements with our business partners and suppliers, United Rentals requires members of its legal and sourcing departments, including those responsible for overseeing and managing sourcing for UR Canada, to annually complete a training course covering human trafficking in the supply chain. United Rentals also makes this training available on a voluntary basis to its other employees, as well as to its suppliers and business partners.

In addition, all employees, officers and directors of United Rentals receive training of the Code bi-annually. 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 modern slavery. The Code is published on United Rentals' internal and external websites.

How the entity assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.

We monitor the effectiveness of our actions to prevent and reduce the risk of forced labour and child labour in UR Canada's operations and supply chain by monitoring any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices. To confirm, there were none in 2024. On occasion, UR Canada or United Rentals engages with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, customers and shareholders of United Rentals.

Approval and Attestation

This report was approved and attested as of May 8, 2025 as required under subparagraphs 11(4) and 11(5) of the Act by the Board of Directors of UR Canada for its prior financial year ended December 31, 2024.

Full name: John Scott Fisher
Title: Board Member
Date: May 8, 2025

Signature: John Scott Fisher
I have the authority to bind UR Canada

Full name: Matthew J. Flannery
Title: Board Member, President and Chief Executive Officer
Date: May 8, 2025

Signature: Matthew Flannery
I have the authority to bind UR Canada