

# Global Human Rights

## POLICY STATEMENT



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A Hertz Company



## Our Policy

At the Hertz Corporation (“Hertz” or “our Company”), acting ethically is part of our DNA – it is who we are, and it is what our customers expect from us at every turn. We have a shared responsibility to act with integrity and make ethical decisions at all times. Ensuring that people are treated fairly, with dignity and respect is one of our Company’s core values.

This Global Human Rights Policy (“Policy”) sets out our principles and commitments relating to the protection of Human Rights.

It applies to all Hertz operations globally and to all Hertz employees at all levels, officers and directors. All of our employees have a fundamental obligation to understand and comply with this Policy. We expect them to understand what Human Rights are and to be committed to detecting, preventing and responding appropriately to any potential violations.

We also firmly expect our suppliers, business partners, consultants, contractors and licensees or franchisees to abide by the same principles. Our expectations are also outlined in our Standards of Business Conduct, Global Supplier Code of Conduct and Global Brand Partner Code of Conduct.

This Policy is derived from the Universal Declaration of Human Rights, the International Labour Organization’s (ILO) Declaration of Human Rights, the International Bill of Human Rights and other national laws and international instruments setting out Human Rights standards.

This policy can be read in conjunction with our Anti-Modern Slavery Policy applicable in the UK and Australia.

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## Our Commitment

At Hertz, we are committed to respecting and defending Human Rights, as defined by the United Nations' Universal Declaration on Human Rights, which provides:

*"Human rights are rights inherent to all human beings, regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Human rights include the right to life and liberty, freedom from slavery and torture, freedom of opinion and expression, the right to work and education, and many more".*

Violating Human Rights is unethical and morally wrong and we consider it to be a current global tragedy and injustice that destroys lives and communities. All sectors - governments, civil society and companies - must work to eradicate. Therefore, we stand firmly against any violations of Human Rights, which include any forms of Modern Slavery (i.e. sex trafficking, bonded labour, forced or coerced labour and child labour).

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Our commitment to respecting and defending Human Rights means that Hertz:

- Comply with applicable national laws and international instruments setting out Human Rights standards;
- Prevent, detect and investigate possible violations of Human Rights within our business; and
- Remediate and, if necessary, punish any breach of this policy which includes disciplinary action against the employees.

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With regards to third parties, our commitment means that Hertz:

- Expect the third parties we work with to have the same zero tolerance approach towards Human Rights violations, including our franchisees, licensees, suppliers, agents, business partners or contractors;
- Will not support or deal with any business knowingly and intentionally involved in Human Rights violations;
- Will investigate any potential violation of Human Rights within our supply chain it would become aware of, and will expect full cooperation from the third party concerned;
- Based on the results of the investigation, may take remediation measures or, if necessary, impose adverse consequence, up to and including termination of current agreement, and/or prevention of future, business relationship; and
- May also report the incident to the appropriate authorities.



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## Our Principles

**As set forth in our Standards of Business Conduct, we have a corporate social responsibility to promote the following principles:**

### Diversity & Inclusion

Diversity is core to our business strategy. Hertz is built on a foundation of respect, where we value one another's contributions and collaborate in a culture of openness and trust. In order to maintain this foundation, we all have a responsibility to treat each other respectfully in the workplace, and judge others on ability, never on backgrounds or personal characteristics. This means maintaining a positive workplace that is inclusive in all aspects of business and at all levels, that promotes equal opportunities and that is free from unlawful discrimination and harassment.

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### Safe, Healthy and Secure Workplace

In order to perform to our fullest potential and produce outstanding results, we must have a safe work environment. This means that we must follow all applicable laws, regulations and Company policies and procedures related to workplace safety when we are performing our duties for Hertz. Unsafe conditions, acts of violence, threats or intimidation are never acceptable in the workplace. They must be reported right away so they can be corrected promptly.

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### Fair Working Conditions

All Hertz employees deserve fair working conditions and must be fairly compensated for their work, with wages that meet or exceed local requirements. We follow all applicable laws and regulations regarding wages, work hours, overtime, worker's compensation, and other mandated benefits.

To maintain a culture of integrity, we have a responsibility to uphold Human Rights and we stand firmly against any violations of Human Rights in our business and supply chain. This includes any form of modern slavery such as human trafficking in the forms of forced/coerced labor and/or sex trafficking. We also abide by all child labor laws and support the elimination of unlawful child labor and exploitation. In other words, we prohibit the use of any practice where a person is deprived of his/her liberty for another persons' personal or commercial gain.

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### Freedom of Association and freedom of collective bargaining

We ensure that all our employees are able to exercise their rights to freedom of expression, peaceful association and collective bargaining. This includes the right to become a member of a trade union.



## The Importance of Reporting

Everyone is responsible for preventing, detecting and reporting Human Rights violations. This applies whether or not the suspected violation involves Hertz, a franchisee, a vendor or any third party working on our behalf or for our benefit.

Hertz provide employees and business partners with a variety of channels, including a hotline where reports can be made anonymously, to report possible Human Rights infringements. Hertz takes all reports seriously and never tolerates

retaliation against employees and business partners for complaints submitted that are made in good faith. Hertz has in place systems to protect against retaliation.

Hertz works to raise awareness concerning Human Rights within its sphere of influence, and commits to cooperating, as appropriate, with law enforcement authorities to address any such instances of exploitation of which the company becomes aware.

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**EVERYONE IS RESPONSIBLE FOR PREVENTING, DETECTING AND REPORTING HUMAN RIGHTS VIOLATIONS.**



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## Governance

The Global Human Rights Policy Statement is overseen by Hertz's Board of Directors, including the Chief Executive Officer. The General Counsel, with the assistance of the Compliance department, is responsible for reviewing the policy annually and monitoring its implementation.

