

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 and work safely.**

United for Health: We provide a variety of programs to ensure our employees are healthy, including a Paid Wellness Day to complete annual preventative-care checkup and a Wellness Cup Challenge to encourage daily activity. Additionally, for U.S. employees, we provide health management programs for conditions such as high cholesterol and high blood pressure, diabetes and more. We also encourage employees to participate in an annual health risk assessment, our tobacco-free pledge support and cessation program, and initiatives to support future moms.

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.

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 greenhouse gas emissions through improved energy efficiency and reduced fuel consumption;
- To evaluate our delivery trucks, fleet vehicles and employee travel on a regular basis, and replace older vehicles with more fuel efficient vehicles, 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