

## **Business Ethics Policy**

### **Purpose**

This policy outlines the Company's ethical stance towards carrying out business and helps to communicate this to all colleagues of the Company.

This policy is applied in conjunction with the Company's anti-bribery policy and the URG Code of Conduct.

### **Definition**

Ethical considerations affect the Company's treatment and stance towards all colleagues, suppliers and customers.

The Company has principles and ideals that it follows and upholds in all its interactions, whether internal or external. The Company ensures through its management and colleagues that it adheres to these principles.

### **Our ethical stance**

- *being trustworthy: morality; truthfulness*
- *being reliable: consistency, stability, dependable*
- *being respectful: dignity, polite, understanding, privacy*
- *being fair: accepting, equality, best practice*
- *being careful: abiding by legislation, caring for others.*

Any deliberate failures to comply with, or decisions to deliberately deviate from, the ethical principles of the Company may trigger the need for disciplinary action to be taken.

### **Induction**

During the standard business induction, United Rental Group's ethical stance is communicated to all colleagues. Responsibility for the provision of the induction programme rests with the line manager for the colleague.

### **Training**

To ensure that existing colleagues continue to understand and apply the principles of the Company's ethical stance, laid out above, the HR Manager will carry out periodic reviews to ensure colleagues understand the ethical positions taken by the Company on a wide range of subjects and areas and can apply these when carrying out their role.

### **Interactions with third parties, customers and suppliers**

The key touch points outside the Company should be governed by the ethical guidelines laid out above, as set out during induction and re-emphasised in training. Customer interactions should always apply the Company's ethics practices, as should all dealings with suppliers and other third parties.

### **Communication**

Any communication carried out by colleagues on behalf of the Company or in order to carry out their job role must apply the Company's ethical stance, as set out above.