

Modern Slavery Statement

Organisation

This statement applies to United Rental Group Limited (referred to in this statement as 'the Organisation'). The information included in the statement refers to the financial year 2023.

Organisational structure

The Organisation has one central Head Office where most employees are based, however several field-based employees work from home offices.

The organisation operates a flat management structure incorporating a Board of Directors headed up by a CEO and a secondary management team who are responsible for individual areas of operation.

The labour supplied to the Organisation in pursuance of its operation is carried out in the United Kingdom

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat.
- being owned or controlled by an employer through mental or physical abuse of the threat of abuse.
- being dehumanised, treated as a commodity, or being bought or sold as property.
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. The Organisation understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

The Organisation does not knowingly enter business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

No labour provided to the Organisation in the pursuance of the provision of its own services is obtained by means of slavery or human trafficking. The Organisation strictly adheres to the minimum standards required in relation to its responsibilities under relevant employment legislation in the United Kingdom.

Supply chains

In order to fulfil its activities, the main supply chains of the Organisation include those related to Vehicles and Vehicle Self Drive Operations. Vehicles can be manufactured abroad and/or in UK.

Vehicle Parts can be manufactured abroad and/or in UK.

Self-Drive hire ancillary products and services can be manufactured abroad and/or in UK.

Vehicle manufacturers and vehicle self-drive hire ancillary products and services suppliers are many and varied in their operations.

Potential exposure

In general, the Organisation considers its exposure to slavery/human trafficking to be relatively limited, Nonetheless, it has taken steps to ensure that such practices do not take place in its business nor the business of any organisation that supplies goods and/or services to it.

Steps

The Organisation carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers.

The Organisation has not, to its knowledge, conducted any business with another organisation which has been found to have involved itself with modern slavery.

In accordance with section 54(4) of the Modern Slavery Act 2015, the Organisation has taken the following steps to ensure that modern slavery is not taking place:

- reviewing our supplier contracts to include termination powers if the supplier is, or is suspected, to be involved in modern slavery.
- measures in place to identify and assess the potential risks in its supply chains.
- undertaking impact assessments of its services upon potential instances of slavery.
- any actions taken to embed a zero-tolerance policy towards modern slavery.

Slavery Compliance Officer

The Organisation has a Slavery Compliance Officer, to whom all concerns regarding modern slavery should be addressed, and who will then undertake relevant action about the Organisation's obligations.

This statement is made in pursuance of Section 54(1) of the Modern Slavery Act 2015 and will be reviewed for each financial year.

Date of approval:

Signed:

Print name: Kerry Apps

Job Title: HR Manager

Date: 02/07/24