

Hertz UK Limited and Hertz Europe Limited Anti-Slavery Statement

Pursuant to s54 Modern Slavery Act 2015

Hertz has a long tradition of success in the rental car industry. We are passionate competitors, and are always in search of new means for growing our business and returning value to our stakeholders. That passion and competitive drive have been major factors in our success despite the intense pressures in the industries that we serve. In responding to these pressures however, we are committed to acting ethically at all times. Every member of the Hertz group is expected to conduct their business with integrity and maintain the set of standards detailed in the Hertz Standard of Business Conduct. Hertz recognises that a vital component of being a good corporate citizen is to treat everyone in our supply chain with the dignity and respect they deserve.

Hertz will not tolerate slavery and human trafficking in any area of our business or supply chain. We make this statement to detail the steps we have taken to date to identify and mitigate the risk of this occurring, pursuant to Section 54, Part 6 of the Modern Slavery Act 2015. Hertz is committed to tackling instances of modern slavery through effective risk assessment and due diligence, training our suppliers and our work force to identify instances of modern slavery and collaborating with them and other stakeholders to achieve best practice.

Organisation's structure

We are a provider of vehicles for hire. We are a part of the Hertz Group, and our ultimate parent company is Hertz Global Holdings Inc which has its head office in the United States of America. The Hertz Group has over 29,000 employees worldwide and operates in approximately 150 countries through businesses we own or which are franchised.

We have an annual turnover in excess of £36million.

Our business

Our business is organised into a number business units ranging from operations, through to specialist "centres of excellence" .

Our franchises

We have franchise agreements with franchisees throughout the world. These relationships usually date many decades and we pride ourselves in maintaining strong and lasting business relationships.

Our supply chains

Our supply chains include vehicle manufacturers, suppliers of non-fleet goods and services, airport operators, contractors, etc. We maintain vehicle hire locations at airports and in towns and cities to serve our customers. We rely on all of these supply chains to provide a seamless structure for our business. We use our own employees to provide the vast majority of our services. We also use the services of contractors to provide certain services such as for the cleaning and preparation of our vehicles for hire. We comply with all local laws and regulations and require the same legal and ethical standards from our suppliers and contractors. We maintain a Standards of Business Conduct (W1-22) which obliges all employees to act ethically and in accordance with the law, including the Modern Slavery Act 2015. We provide in our contracts with contractors that they must comply with all laws. Failure to do so will result in termination of such contracts.

Our policies on slavery and human trafficking

We are committed to ensuring that there is no modern slavery or human trafficking in our supply chains or in any part of our business. Our Anti-Slavery Policy reflects our commitment to acting ethically and with integrity in all our business relationships and to implementing and enforcing effective systems and controls to ensure slavery and human trafficking is not taking place anywhere in our supply chains.

Due diligence processes for slavery and human trafficking

In addition to maintaining anti-slavery strong contractual obligations on our contractors we intend to follow best practices to ensure that suppliers and contractors act in accordance with the law.

Training

To ensure a high level of understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we require our suppliers, contractors and franchisees to provide training to their employees. We will emphasise these requirements particularly in “high risk countries to increase their awareness of these requirements related to forced labour and human trafficking.

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes our slavery and human trafficking statement for the financial year ending 31 December 2016.

Date: