



Modern Slavery Statement ("Statement") for the period from 1 January 2024 to 31 December 2024

This Statement is made pursuant to the *Commonwealth Modern Slavery Act 2018 (Cth)* ("**Act**"). It sets out the steps and procedures that Hertz Australia Pty Limited (ACN 004 407 087), has introduced to address the risk of slavery and human trafficking taking place in its operations and supply chains.

INTRODUCTION

Hertz Australia Pty Ltd is incorporated in Australia and is a wholly owned subsidiary of The Hertz Corporation, and its ultimate parent company is Hertz Global Holdings, Inc. which is situated in Estero, Florida, USA. Hertz Global Holdings, Inc. manages the operations of all of its subsidiaries which are collectively known as the Hertz Group.

The Hertz Group has a long tradition of success in the rental car industry. Hertz is a passionate competitor and is always in search of new means for growing its business and returning value to its stakeholders. Every member of the Hertz Group is expected to conduct its operations with integrity and maintain the set of standards detailed in the Hertz Group's Standards of Business Conduct. Hertz recognises that a vital component of being a good corporate citizen is to treat everyone in its supply chain with the dignity and respect they deserve.

PRINCIPLES

Hertz does not tolerate any form of modern slavery and human trafficking in any area of its business or supply chain.

Hertz expects the same zero tolerance approach to any form of modern slavery from its business partners. If any of Hertz's business partners are found to be engaging in slavery or other unethical working practices, Hertz will take steps to address those issues with the business partner, seek to drive improved standards and, if necessary, terminate the business relationship.

Hertz is committed to tackling instances of modern slavery through effective risk assessment and third-party due diligence. Hertz is committed to raising its employees' awareness in order to identify instances of modern slavery and collaborating with them and other stakeholders to achieve best practice.

HERTZ AS AN ORGANISATION

Organisational structure

As of December 31, 2024, The Hertz Group employed approximately 26,000 employees worldwide, consisting of 19,500 employees in the U.S. and 6,500 employees in its international operations.

Internationally, the Hertz Group operates in approximately 160 countries and regions through Hertz Group operated rental locations as well as through its partners or franchisees to whom Hertz has licensed the use of its brands. This represents approximately 11,200 corporate and franchisee locations, comprised of 3,500 airport and 7,700 off airport locations.

Australian Business

In Australia, Hertz supplies vehicles for hire, operating through the Hertz, Thrifty, Dollar, Ace, and Flexicar brands:

Hertz currently employs over 1,000 employees at 50 Hertz owned and operated locations across Australia.

Hertz sells ex-fleet vehicles through non-retail disposition channels such as auctions, brokered sales, sales to wholesalers and sales to dealers.

Hertz has a network of franchisees and agents providing vehicle rental services throughout Australia.

Hertz has consulted with all of its subsidiaries when developing of its Modern Slavery Statement. These entities are:

- Ace Rental Cars Pty Ltd;
- HA Fleet Pty Ltd; and
- Hertz Investment (Holdings) Pty Ltd.

Business units

Hertz's business is organised into a number of business units ranging from operations, through to specialist "centres of excellence" such as sales, fleet and procurement.

HERTZ'S SUPPLY CHAINS

Hertz's supply chains include fleet related suppliers such as vehicle manufacturers, fuel providers and suppliers of non-fleet goods and services such as utilities and professional services.

Although Hertz uses its own employees to provide the vast majority of its services, Hertz also engages the services of contractors to provide various services. Hertz's contractors may subcontract some services that are ultimately provided to Hertz by the contractor and this has been identified as a risk factor for modern slavery practices to occur.

Hertz does not have complete visibility over the entire supply chain for the vehicles that it purchases. Accordingly, the potential may exist for modern slavery to occur deep within its fleet supply chain, such as parts of the supply chain that are involved in the extraction of the raw materials for key commodities that form part of the manufactured vehicles. This same latent risk also applies to the spare and replacement parts that are sourced from the vehicle manufacturers and then supplied to Hertz via other third parties in its maintenance supply chain.

As an end user of manufactured products, Hertz's visibility across the non-fleet supply chain is also limited. Hertz has identified its procurement of office consumables and uniforms as potential risk areas for modern slavery. This due to the provenance of many of the inputs used to produce these manufactures goods as either being impossible or near impossible to ascertain.

POLICIES AND PROCEDURES

Hertz has a number of policies in place that underpin its governance framework to address the risk of modern slavery in its business and supply chain.

Table 1. Relevant Hertz Policies

Policy Title	Policy Scope
Anti-Modern Slavery Policy	Hertz has adopted an Anti-Modern Slavery Policy which is applicable to all employees in the UK and Australia at all levels including company officers and directors, as well as contractors, agency workers and temporary staff.

	<p>This policy should be read in conjunction with Hertz's Global Human Rights Policy Statement.</p> <p>The Anti-Modern Slavery Policy reflects Hertz's commitment to uphold and promote human rights. Further, Hertz strives to implement and enforce effective systems and controls to ensure modern slavery is not present anywhere in Hertz's business or supply chains.</p>
Global Brand Partner Code of Conduct	<p>Hertz's franchisees, sub-franchisees, licences, sub-licenses and agents are expected to adhere to the same principles as Hertz and to enforce these principles within their own businesses. The Global Brand Partner Code of Conduct is consistent with the Global Supplier Code of Conduct described above.</p>
Global Human Rights Policy	<p>Hertz's Global Human Rights Policy Statement was launched globally in 2020 and applies to all Hertz Group operations globally and to all Hertz Group employees at all levels, including officers and directors. The Hertz Global Human Rights Policy Statement outlines Hertz's commitment to respecting and defending Human Rights. It means that Hertz will:</p> <ul style="list-style-type: none"> • Comply with applicable national laws and international instruments setting out Human Rights standards; • Prevent, detect and investigate possible violations of Human Rights within its business; and; • Remediate and, if necessary, punish any breach of this policy. <p>With regards to third parties, Hertz:</p> <ul style="list-style-type: none"> • Expects the third parties we work with to have the same zero tolerance approach towards Human Rights violations; • 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 its supply chain; and • Based on the results of the investigation, may take remediation measures or, if necessary, impose adverse consequences and may also report the incident to the appropriate authorities. <p>Hertz's Global Human Rights Policy Statement is publicly available on Hertz's website and is accessible by Hertz's employees, suppliers, business partners and customers. It can be found at the following link: https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx</p>
Global Supplier Code of Conduct	<p>Hertz's Global Supplier Code of Conduct applies to all of Hertz's suppliers, business partners, consultants, contractors, subcontractors and their affiliates and applies to all products and services that Hertz purchases. It outlines Hertz's expectations, requirements, standards and guidelines for how Hertz can mutually benefit from a commitment to ethics and integrity. With regards to fair working conditions and human rights, Hertz's Global Supplier Code of Conduct states that:</p> <ul style="list-style-type: none"> • Suppliers are required to follow all applicable laws and regulations regarding wages, hours, overtime, worker's compensation, and other mandated benefits.

	<ul style="list-style-type: none"> • Suppliers have a responsibility to uphold human rights and stand firmly against human trafficking and forced or coerced labour. • Suppliers must abide by all child labour laws and support the elimination of unlawful child labour and exploitation. • Hertz expects its suppliers to develop and implement policies and procedures to ensure respect of all human rights in their businesses and supply chain. <p>Hertz's Global Supplier Code of Conduct is publicly available on Hertz Group websites and is accessible by Hertz's suppliers. It can be found at the following link: https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx</p>
Anti-Bribery Policy	<p>Hertz takes a zero-tolerance approach to bribery and corruption and is committed to conducting its business with honesty, integrity, and to the highest ethical standards. Hertz's Anti-Bribery Policy sets out the Hertz Group's responsibilities and the responsibilities of third parties interacts with in observing and upholding its position on bribery and corruption, including potential risks of modern slavery and provides information and guidance to Hertz's employees on how to address these issues.</p>
Standards of Business Conduct	<p>Hertz endeavours to do business the right way, every day, in all its locations. Hertz is committed to offering the best products and services to its customers. Hertz understands that it has a shared responsibility with its business partners and customers to act with integrity and make ethical decisions. Hertz's Standards of Business Conduct serves as Hertz's guide, helping Hertz to understand the common risks Hertz faces together with its business partners and customers and how we best to collectively or unilaterally respond them.</p> <p>Hertz's Standards of Business Conduct applies to all Hertz employees, officers and directors. By following the principles set out in the Hertz Standards of Business Conduct, Hertz is able to uphold the commitments it has made to Hertz's stakeholders, its customers, investors, business partners and the communities where Hertz does business. Hertz expects the third parties it works with to follow similar principles to those set out in the Code.</p> <p>Hertz's Standards of Business Conduct is publicly available on Hertz's website and is accessible by its suppliers, business partners and customers. It can be found at the following link: https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx</p>
Whistle-blower Policy	<p>Hertz's Whistleblower Policy is consistent with Hertz Standards of Business Conduct which promote acting with integrity, respect and responsibility. The Hertz Whistleblower Policy provides a framework to support the raising of concerns about inappropriate conduct within Hertz and to protect those who raise concerns including discriminatory treatment, dismissal or reprisal and breaches of their confidentiality.</p> <p>This worldwide policy applies to all directors and employees of the Hertz Group and its subsidiaries (whether full-time, part-time, fixed-term or casual staff) and to all of Hertz's suppliers, business partners, consultants, contractors, sub-contractors and their affiliates.</p>

Other policies and procedures

Hertz maintains policies and procedures to encourage employees to report concerns and seek guidance, using confidential and anonymous methods. If employees identify any potential indicators of slavery, human trafficking or other human rights abuses, they have several channels available to report this, including to the Compliance, Legal and HR Departments as well as the Compliance Hotline which is an independent and anonymous third-party service. So far, Hertz has not received any report of suspected modern slavery or human trafficking within its business.

Hertz maintains policies and procedures to protect employees from retaliation if they make a report in good faith.

Training

The Code of Conduct E-learning modules reiterate Hertz's commitment to upholding fair working conditions and reminds employees' of their individual responsibility to be alert for any sign of forced or coerced labour.

Hertz has also created a 'Modern Slavery & Human Rights' online training module for employees based in the UK and Australia. The training better enables employees to understand modern slavery and its various forms, to identify the red flags, to understand Hertz's obligations and to know what procedures they are required to follow if they suspect modern slavery in Hertz's supply chain.

To ensure a high level of understanding of the risks of modern slavery and human trafficking in Hertz's supply chains and its business, Hertz encourage its suppliers, contractors and franchisees to provide training to their employees. Hertz further emphasises these requirements in "high risk" countries to increase their awareness of these requirements related to forced labour, child labour and human trafficking.

In 2024, Hertz expanded its network of Compliance Ambassadors, increasing their number from 26 to 59 worldwide, of which 2 are based in Australia. The Compliance Ambassadors have been trained to communicate compliance standards and requirements to their peers and front line employees. The intent of this programme is to strengthen Hertz's employees' education and understanding of the importance of reporting potential human rights violations, including human trafficking and coerced labour, in Hertz's business operations.

Human Rights Impact Assessment

Hertz is undertaking a thorough assessment to identify, manage and mitigate potential and/or existing risks of slavery and human trafficking within Hertz's operations and supply chains.

In 2024, Hertz released its 2023 Sustainability Impact Report which outlines Hertz's unwavering commitment to protecting the rights of people and communities. A copy of Hertz's 2023 Sustainability Impact Report can be found at (<https://ir.hertz.com/esg-1/sustainability-and-impact/default.aspx>.)

CONTROLS AND MEASURES FOR HERTZ'S SUPPLY CHAIN

Hertz endeavours to comply with all local laws and regulations and requires the same rigorous commitment to legal and ethical standards from its business partners, including but not limited to its suppliers, agents, contractors and franchisees. This aims to ensure Hertz's continued success, excellence and integrity. Hertz is committed to following best practice to ensure that suppliers and contractors act in accordance with the law. Such best practice includes the following:

Contractual obligations

Hertz imposes anti-slavery and human rights obligations in its commercial contracts with its business partners and customers, that include a warranty that Hertz's business partners and customer comply with all laws.

In 2024, Hertz substantively revisited and strengthened its contractual representations and warranties required from its business partners and customers, most notably with regard to suppliers and franchisees and the warranties made in respect of human rights and modern slavery.

Due diligence processes

Hertz performs initial and ongoing vetting of high-risk suppliers and franchisees to establish their compliance with applicable modern slavery legislation and their commitment and efficiency to tackle these issues.

In 2024, Hertz instituted a new policy and procedure regarding the third party due diligence to ensure better integration with Hertz's third party onboarding and monitoring processes the human rights checks, especially with regard to forced labour.

Investigations

Hertz has a mature and comprehensive framework for global reporting of compliance incidents. If identified, those incidents, which include any suspected instances of modern slavery, are rigorously investigated, sanctioned when appropriate and remedial actions are taken. If those incidents were to involve a business partner, Hertz requires full cooperation, access to relevant information and will take remedial action when appropriate.

In 2024, Hertz streamlined its investigative procedure by implementing an Investigation Protocol which clarifies the respective stakeholders roles, responsibilities and key investigative principles that apply to all internal investigations, including allegations concerning breaches of human rights and modern slavery incidents

Looking Forward

Hertz's consistent approach, Codes of Conduct and Policies are unambiguously clear on the need to protect human rights. Over the coming years, Hertz will continue to review and strengthen its compliance procedures to ensure both compliance and best practice when preventing and reporting incidences or suspected incidences of modern slavery and human trafficking.

Hertz will continue to develop its compliance policies and measures, and has already identified the following as being areas that will receive increased attention and re-doubling of effort:

- Review and update the human rights due diligence process as part of its Human Rights pillar of the Ethics and Compliance Programme and continuous efforts through Hertz's bi-annual ESG risks materiality assessments.
- Use Key Performance Indicators (KPIs) to measure the effectiveness of its program.

This Statement was approved by the directors of Hertz Australia Pty Ltd in March 2025.

Signed by:

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 Eoin MacNeill
 Director

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 Mike Parish
 Director/ Company Secretary