

**UNITED RENTALS ASIA PACIFIC HOLDINGS PTY LIMITED**  
**ACN 620 127 791**  
**(Company)**

The following resolutions are passed by the directors of the Company pursuant to section 248A of the Corporations Act 2001 (cth) (the **Act**). By signing this document each director states that he or she is in favour of the resolutions set out in this document. The resolutions are passed when the last director signs.

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**Review and approval of Modern Slavery Statement**

*The Board considered the annual Modern Slavery Statement as outlined in Annexure 1.*

*It is **RESOLVED** that, with effect from the date on which this resolution is passed, the Modern Slavery Statement as outlined in Annexure 1 is approved and Neil Littlewood as Managing Director is authorised to sign a statement to this effect.*

**Sign-off**

Each director whose signature appears below is in favour of the resolutions set out in this document. The resolutions are passed when this document (or an identical copy of it) is signed by the last director.



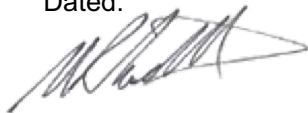
**Joli Gross**

Dated:



**Jessica Graziano**

Dated:



**Neil Littlewood**

Dated:



**Greg Baker**

Dated: 23/12/2021

## **ANNEXURE 1 ROYAL WOLF GROUP**

Modern Slavery Statement 2020-2021

### **Introduction**

This is United Rentals Australia Pty Ltd (ABN 38 069 244 417) T/A Royal Wolf, A United Rentals Company ("Royal Wolf") Modern Slavery Statement and sets out the steps that Royal Wolf has taken and is continuing to take to ensure that modern slavery and human trafficking is not taking place in any part of our supply chain or business pursuant to the Commonwealth Modern Slavery Act 2018.

The purpose of this statement is to outline Royal Wolf's approach to establishing and ensuring robust frameworks and processes are in place to minimise the risk of modern slavery in our business operations and supply chain. Royal Wolf recognises that modern slavery can occur in many forms, including slavery, servitude, human trafficking, forced marriage, forced labour, debt bondage, child labour, and deceptive recruiting for labour or services.

We are fully committed to the highest ethical standards across our business and will not tolerate or support any form of modern slavery within our operations or supply chain.

### **About Royal Wolf**

Established in 1995, Royal Wolf Trading Australia is the market leader and industry specialist in the design, hire, sale, and modification of new and refurbished shipping containers. We are the Australasian market leader with a network of 42 company locations, including 40 Customer Service Centres, augmented by 40 regional agents.

Royal Wolf employs approximately 290 people throughout Australia and New Zealand. We are an EEO employer and actively promote and facilitate the development and career progression of our employees. We support flexible working arrangements that complement our business.

### **Organisational Structure, Operations and Supply Chain**

In May 2021, the ultimate controlling parent (100%) of Royal Wolf, being General Finance Corporation, incorporated in Delaware USA, was acquired by United Rentals, Inc. ("United Rentals"). United Rentals is the largest equipment rental company in the world, with an integrated network of rental locations in North America and Europe. United Rentals rents equipment to a diverse customer base that includes construction and industrial companies, manufacturers, utilities, municipalities, homeowners, and government entities. In addition to renting equipment, United Rentals sell new equipment and used equipment, as well as related contractor supplies, parts, and service. United Rentals is headquartered in Stamford, Connecticut, USA. United Rentals' common stock is listed on the NYSE under the symbol "URI" and its website is [UnitedRentals.com](http://UnitedRentals.com).

Within Australia, Royal Wolf consists of a holding company and a single operational entity. Royal Wolf wholly owns a subsidiary in New Zealand.

Royal Wolf markets portable container products in three key product segments: portable storage, portable buildings, and freight. Royal Wolf's portable container products are used by a broad range of industries that include construction, moving and transportation, industrial, consumer, retail, mining, government, and others. Customers use Royal Wolf's products for a wide variety of applications, including storage of inventory, materials and equipment, transportation of goods, and as portable buildings and accommodation.

Royal Wolf has around 2,000 active suppliers and spends approximately \$100 million per annum with its suppliers.

Royal Wolf only engages with established and reputable local suppliers with comparable risk profiles. Royal Wolf has no dealings with any suppliers from countries identified with High Modern Slavery Risk

by the World Slavery Index.

A quarter of Royal Wolf's total procurement spend is sourcing shipping containers. This is considered Royal Wolf's highest area of modern slavery risk. New build containers represent 25% and used containers represent 8% of our total procurement spend.

New container products are either built to Royal Wolf designs or standard designs directly from manufacturers primarily overseas in China. Used containers are sourced from shipping lines, international container shipping leasing companies or container traders both locally and overseas.

While Royal Wolf deals with reputable suppliers, the extended and often offshore nature of second-hand container supply may mean the originating source/supplier is not readily and directly known or visible to Royal Wolf.

### **Actions to Address Modern Slavery Risks**

Royal Wolf has in place formal policies that promote ethically and legally compliant business conduct. These policies, which mitigate the risk of human rights violations that support modern forms of slavery, include:

- ❑ Code of Conduct;
- ❑ Equal Employment Opportunity Policy;
- ❑ Anti-Discrimination, Bullying & Harassment Policy;
- ❑ Anti-Bribery & Anti-Corruption Policy; and
- ❑ Whistle-blower Policy.

In addition, Royal Wolf has a Supplier Code of Conduct Policy which both local and overseas suppliers must commit to in writing before they are added to our approved supplier list. Approved suppliers are required to act and conduct their business consistent with our ethical and social responsibility policies, including:

- ❑ No child or forced labour;
- ❑ Compliance with labour laws applicable to the jurisdiction;
- ❑ Promotion of safe and healthy work environments to prevent accidents or injury;
- ❑ Employee rights of freedom of association and to bargain in accordance with applicable law;
- ❑ Respect for human rights through appropriate non-discriminatory policies and practices;
- ❑ Ensuring women workers receive equal treatment in all respects of employment;
- ❑ Promotion of awareness of modern slavery and human trafficking; and
- ❑ Compliance with all applicable environmental laws and regulations and efforts to minimize impacts on the environment.

Royal Wolf has zero tolerance for suppliers who breach these standards and will terminate arrangements with any supplier who fails to immediately and satisfactorily remedy issues of modern slavery.

Our actions are supported by the policies in place by our new parent company, United Rentals. With United Rentals, we recognize that acting ethically and responsibly is not only the right thing to do, but also the right way to conduct business. There are a number of internal values, policies, and procedures in place to ensure that we are conducting business in a legal, ethical and transparent manner. These include, but are not limited to, the following:

- ❑ **Core Values.** Our core values focus on safety, service, respect, diversity, equity and inclusion, and integrity. It is our culture to act with absolute integrity, to provide a safe and healthy environment for our team members and to treat all people with dignity and respect. Slavery defies these core values.
- ❑ **Code of Ethical Conduct.** Our Code of Ethical Conduct ("the Code") defines the behaviours that should be demonstrated to uphold our core values and provides the foundational standards for all aspects of our business. All employees, officers and directors of United Rentals receive

training of the Code bi-annually. The Code also serves as the external representation of United Rentals' culture to its customers, suppliers, and business partners. United Rentals expects everyone working on its behalf to adhere to the ethical standards outlined in the Code. The Code specifically requires compliance with the letter and spirit of all applicable laws, rules and regulations of the countries and communities where we operate, which includes the prohibition of slavery. The Code is published on United Rentals' internal and external websites.

- ❓ The Alertline. United Rentals has an established, confidential Alertline administered by a third party. The Alertline is staffed with trained specialists who are available 24 hours a day, seven days a week. It is accessible on-line or by phone, where translation services are also available. Any United Rentals employee, supplier, business partner or concerned individual can confidentially or anonymously report violations of law or any concerns, including concerns related to any form of modern slavery, through the Alertline at [ethicspoint.com](http://ethicspoint.com) or via telephone at +0011 1 877 435 7874.
- ❓ Retaliation is Strictly Prohibited. As stated in the Code, United Rentals will not tolerate any retaliation. Our strict "no retaliation" policy gives employees, suppliers, and other concerned individuals confidence that they can raise concerns about slavery or other practices within our business or supply chain without fear of reprisal.

### **Assessing the Effectiveness of our Actions**

We monitor the effectiveness of our actions to remove the risk of modern slavery from our operations and supply chain by:

- ❓ Investigating any reports received from employees, the public, or law enforcement agencies that indicate the existence of modern slavery practices;
- ❓ Using tools such as the Global Slavery Index, Verisk Maplecroft Human Rights Indices, and the Responsible Sourcing Tool to improve our understanding of the modern slavery risks we may face;
- ❓ Remediation and management reporting of breaches identified by internal/external audit programs or Whistle-blower sources;
- ❓ Engagement with stakeholders on modern slavery issues or concerns, including procurement team members, suppliers, third-party auditors, and customers; and
- ❓ Targeted training on Modern Slavery risks has been completed by Royal Wolf team members

### **Our Future Commitments**

Royal Wolf, a United Rentals company, remains committed to engaging with its employees, suppliers, and business partners to raise awareness and take further steps to ensure that no form of slavery is taking place in its business or supply chain. Additionally, the company is committed to regularly reviewing its priority human rights areas, including any that relate to modern slavery or human trafficking, and expects its suppliers and business partners to do the same.

Over the next reporting period, our key focus areas for continuous improvement will be:

- ❓ Continued awareness and training for team members on modern slavery risks and issues;
- ❓ Engaging with key suppliers to gain greater transparency of modern slavery risks and their mitigation activities through increased levels of monitoring and face to face auditing of suppliers that are identified to be at greatest risk as guided by the Modern Slavery Index; and
- ❓ Continue to build Supplier Assessment improvements to existing supplier assurance processes.
- ❓ Review and update our Modern Slavery Policy and other socially responsible documentation.