



---

# SLAVERY AND HUMAN TRAFFICKING STATEMENT

---

NOVEMBER 2023

avis budget group

# Contents

<u>A MESSAGE FROM OUR PRESIDENT AND CEO</u>	<u>1</u>
<u>OUR BUSINESS AND SUPPLY CHAINS</u>	<u>2</u>
<u>OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING</u>	<u>3</u>
<u>SUPPLIER DUE DILIGENCE</u>	<u>4</u>
<u>TRAINING</u>	<u>5</u>
<u>MONITORING AND REPORTING</u>	<u>6</u>
<u>APPROVAL</u>	<u>7</u>



## A MESSAGE FROM OUR PRESIDENT AND CEO

---

**We are aware of the misery caused by the global problem of modern slavery and human trafficking and the difficulties in tackling the issue.**

We take our responsibilities very seriously and wish to work with our suppliers to ensure positive labour standards across all of our global supply chains.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Joe Ferraro'.

**Joe Ferraro**  
President and CEO



## **OUR BUSINESS AND SUPPLY CHAINS**

---

**We are a leading global provider of mobility solutions, with more than 10,000 rental locations in approximately 180 countries.**

Our supply chains include vehicle manufacturers, telecom/technology providers; vehicle parts/repairs, uniforms, transportation, etc.

The Company takes the following steps to identify risks of modern slavery and human trafficking within our business and our supply chain.



## OUR POLICIES ON SLAVERY AND HUMAN TRAFFICKING

---

**We strive to conduct our business in a manner consistent with the United Nations Guiding Principles on Business and Human Rights and the International Labour Organization's Fundamental Conventions and are committed to ensuring that there is no modern slavery or human trafficking in any part of our business, including our supply chains.**

All of our employees are subject to the Company's Code of Conduct which requires that they adhere to the highest standards of ethics, integrity and compliance in all aspects of our business.

For our supply chain, the Company has introduced Third Party Standards of Conduct which serve as the foundation of our relationships and represent our commitment to ensuring that our suppliers uphold ethical standards. The Third Party Standards of Conduct set out the Company's expectations for our suppliers to uphold at all times ethical standards and adhere to social and environmental responsibilities for the good of the communities that we serve and the promotion of human rights including anti-human trafficking, anti-slavery, good labour practices, human rights, anti-bribery and anti-corruption and ethical behaviour in their business dealings.

Our Third Party Standards of Conduct prohibit modern slavery and human trafficking, including specific prohibitions on forced labour, child labour and the requirement to comply with wage laws and protect employees from harassment and discrimination.

We do not tolerate any physically abusive disciplinary practices among our suppliers and partners.



## **SUPPLIER DUE DILIGENCE**

---

**We assess risk related to human trafficking and forced labour associated with our supply chain through our supplier due diligence process. We recognize that different territories and categories of services give rise to different levels of potential risk to the Company, including those related to modern slavery and human trafficking. As such, the Company conducts a risk-based analysis of suppliers based on factors such as geography, the product or services being purchased and the nature of the business transaction.**

Suppliers that present particular levels of risk are subject to additional screening through more detailed questionnaires, watch-lists, open source investigations and on-site inspections.



## **TRAINING**

---

We provide our employees with training and guidance about the Company's standards and expect that they will adhere to these at all times. Our Code of Conduct remains at the center of our Compliance Program and is the foundation of the Company's commitment to achieve the highest standard of ethics, integrity and compliance. It covers key areas of ethics and compliance, including our support to protect human rights within our business operations and in the communities in which we operate. All employees are required to review the Code of Conduct and undertake training which reinforces the behaviors we expect and the steps that should be followed to report potential breaches of any of our policies or procedures.



## **MONITORING AND REPORTING**

---

**We encourage our suppliers to assign a senior member of their business to promote compliance with the Third Party Standards of Conduct and to aim to obtain commitment from their own suppliers to comply with the Third Party Standards of Conduct. Our partners and suppliers are encouraged to periodically conduct self-evaluations to ensure that they and their subcontractors comply with our human rights standards.**

Suppliers are required to report to the Company any risks that cannot be mitigated and that may impact the products or services they supply to the Company.

We provide a dedicated hotline and email address for employees, to report potential concerns regarding human rights violations. We do not tolerate any retribution or retaliation taken against any individual who has, in good faith, sought out advice or reported questionable behavior or a possible violation. Our Third Party Standards of Conduct prohibit our suppliers from retaliating against any employee who makes a good faith report of an ethics violation or violation of the Third Party Standards of Conduct or who assists in the investigation of any such report.





## APPROVAL

---

This statement is made by Avis Budget Car Rental, LLC pursuant to section 54 of the Modern Slavery Act 2015 and has been approved by the Board of Directors and signed by a director. This statement constitutes Avis Budget Car Rental LLC's slavery and human trafficking statement for the financial year ending December 31, 2022.

**Joe Ferraro**

Chief Executive Officer  
Avis Budget Car Rental, LLC