



Enterprise Holdings, Inc.

## United Kingdom Modern Slavery Act Disclosure Statement – Fiscal Year 2020

### Introduction

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Pursuant to the United Kingdom Modern Slavery Act 2015, Enterprise Holdings, Inc., has prepared this statement to detail actions taken to understand potential forced labor and human trafficking risks related to our business and that of our subsidiaries and their supplier network, and to document the steps taken to mitigate any such risk. This statement covers Enterprise Holdings, Inc., and its subsidiaries (“Enterprise Holdings”) and relates to actions and activities during fiscal year August 1, 2019 – July 31, 2020.

### Organization Structure

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Enterprise Holdings is a global transportation provider which, through a network of regional subsidiaries and independent franchisees, operates the Enterprise Rent-A-Car, National Car Rental, Alamo Rent a Car, Enterprise Car Share, Enterprise Flex-E-Rent, and SHB Hire brands. Together with its affiliate, Enterprise Fleet Management, Enterprise Holdings offers car rental and car-sharing services, truck rental, ride sharing, corporate fleet management and retail car sales. As a total mobility provider, we serve the needs of a wide variety of businesses, consumers, and organizations. Principal elements of our supplier network are original-equipment vehicle and parts manufacturers, after-market vehicle parts suppliers, and electronic equipment manufacturers. To a limited extent, contract labor constitutes an element of Enterprise Holdings’ supplier network.

### Organization Policy

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Enterprise Holdings is committed to maintaining and enhancing processes and systems to ensure that forced labor and human trafficking are not taking place in our business or supplier network. In furtherance of that commitment, and as set forth below, we employ an integrated and comprehensive approach to assessing and mitigating these risks.

### Forced Labor and Human Trafficking Risk Areas

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Pursuant to an analysis of exposure to industries, geographic regions, labor forces and products in which forced labor and human trafficking are known to occur, we continue to assess the risk to the business to be minimal. Within our supplier network, we believe there remains potential risk in the following areas: extraction of metal used in vehicles purchased from original-

equipment manufacturers and equipment purchased from after-market suppliers; extraction of rubber in tires used in our rental and leasing fleets; extraction of metal and minerals used in electronic equipment such as computers, tablets and telephones, and assembly of same; manufacture of employee uniforms, use of independent contractors for car washing and logistics; and the harvesting of coffee purchased and provided to employees and customers.

## **Due Diligence and Risk Mitigation Program**

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Enterprise Holdings utilizes a variety of means to execute on our anti-forced labor and human trafficking commitment.

### ***Awareness***

The commitment begins with awareness of our anti-forced labor and human trafficking stance—awareness among employees, customers and business partners, suppliers, and franchisees:

- **Employee Code of Conduct** – Our [Code of Conduct](#) contains explicit language regarding our anti-forced labor and human trafficking position. The Code is issued to and acknowledged every year by employees and accompanied by an interactive training module. The Code is posted on Enterprise Holdings’ website, allowing access to the general public, our customers, and business partners.
- **Supplier Code of Conduct** – Our [Supplier Code of Conduct](#) contains anti-forced labor and human trafficking language mirroring that found in the Employee Code of Conduct. In this way, each of our suppliers is affirmatively advised of our position and expectation that our suppliers comply with such principles. New suppliers are provided the Supplier Code of Conduct during the on-boarding process.
- **Franchisee Code of Conduct** – Franchisees are expected to adhere to the same principles and hold to the same business values as Enterprise Holdings. The [Franchisee Code of Conduct](#), contains anti-forced labor and human trafficking language similar to that found in the Employee and Supplier Codes of Conduct.

### ***Risk Assessment and Investigation***

Potential forced labor and human trafficking supplier-network risk was identified in the following areas: extraction of metal used in vehicles purchased from original-equipment manufacturers and equipment purchased from after-market suppliers; extraction of rubber used in vehicle tires; extraction of metal and minerals used in electronic equipment, and assembly of same; manufacture of employee uniforms, use of independent contractors for car washing and logistics; and the harvesting of coffee provided to employees and customers. *Actual* risk in these areas was assessed in 2019, and followed-up in 2020, as set forth below:

- **Supplier Policy and Practices Review**
  - **Original equipment manufacturers and after-market equipment suppliers**

- Review conducted of published human rights and working conditions statements for all original equipment manufacturer suppliers to Enterprise Holdings. All were found to have strong anti-forced labor and human trafficking positions, as well as detailed assessment, avoidance and mitigation plans, addressing both the sourcing of raw materials and assembly of products.
- Review conducted on published human rights and working conditions statements for after-market equipment suppliers. As many were smaller in size, few maintained websites or published statements. Suppliers with material sales to Enterprise Holdings were identified for follow-up inquiry. Inquiry responses indicated that suppliers do not have forced labor and human trafficking issues within their businesses and have controls in place to mitigate risks in their supply chains. A small number of suppliers acknowledged a need to implement additional controls to mitigate supply chain risk. Periodic inquiry will continue with these suppliers to mitigate supply chain risk.
- **Vehicle tire manufacturers**
  - Review conducted of published human rights and working conditions policies and statements for all major vehicle tire manufacturers. The vast majority were found to have strong anti-forced labor and human trafficking positions, as well as detailed assessment, avoidance and mitigation plans, addressing the sourcing of rubber. For those without statements, but with sales to original equipment manufacturers only, the statements of the original equipment manufacturers were viewed as “covering” the supplier. Remaining manufacturers without statements were determined not to have sales to Enterprise Holdings.
- **Electronic equipment manufacturers**
  - Review conducted of published human rights and working conditions statements for all major electronic equipment manufacturers, as well as the statements of specific Enterprise Holdings suppliers. The vast majority were found to have strong anti-forced labor and human trafficking positions, as well as detailed assessment, avoidance and mitigation plans, addressing both the sourcing of raw materials and assembly of products. In recognition of the known risk of the use of forced labor in the extraction of minerals (“3T & G” – tungsten, tantalum, tin and gold) used in electronic equipment, suppliers without published statements were identified for follow-up inquiry. Inquiry responses indicated that suppliers do not have forced labor and human trafficking issues within their businesses and have controls in place to mitigate risks in their supply chains.
- **Employee uniform manufacturers**
  - Review conducted of published human rights and working conditions statements, where available, for all suppliers of uniforms to Enterprise

Holdings. Most suppliers were found to have strong anti-forced labor and human trafficking policies, as well as detailed assessment, avoidance and mitigation plans, addressing the assembly of products. Suppliers without published statements were identified for follow-up inquiry. Inquiry responses indicated that suppliers do not have forced labor and human trafficking issues within their businesses and have controls in place to mitigate risks in their supply chains.

- **Car washing and logistics contractors**
  - Review conducted of contracts with car washing and logistics staffing services, and presence of terms requiring compliance with federal and state employment and immigration law verified. Suppliers without published statements were identified for follow-up inquiry. Inquiry responses indicated that suppliers do not have forced labor and human trafficking issues within their businesses and have controls in place to mitigate risks in their supply chains.
- **Coffee distributors**
  - Coffee supplied at Corporate Headquarters in the United States and Europe is either Fairtrade or Rainforest Alliance Certified. Review conducted of published human rights and working conditions statements for other material coffee suppliers. Most suppliers' websites did not publish human rights and working conditions statements. In recognition of the known risk of the use of forced labour in the harvesting of coffee, suppliers were identified for follow-up inquiry. Inquiry responses indicated that suppliers do not have forced labor and human trafficking issues within their businesses and have controls in place to mitigate risks in their supply chains.
- **Supplier Questionnaires** – As noted above, where evidence of anti-forced labor and human trafficking policies and practices could not be established through review of published materials, suppliers were sent questionnaires inquiring about their practices, and their responses, thereafter, assessed for follow-up action.

### ***Assurance***

- **Supplier Interview and Follow-Up** – Responses to supplier inquiries has been assessed for risk and follow-up investigation as appropriate.
- **Contracts and Agreements** – Enterprise Holdings has developed standard contract language regarding the prohibition of forced labor and human trafficking and is including it in its contracts with suppliers of goods and services based on risk. Such language has also been made an element of new franchise agreements.
- **Reporting Mechanism** – Enterprise Holdings utilizes a third-party-administered hotline to allow for anonymous reporting of ethics and compliance concerns. The hotline web portal allows reporting not only from employees, but from customers, suppliers and business

partners as well. To afford greater visibility to the forced labor and human trafficking issue, a standalone “Forced Labor and Human Trafficking” category was added to the list of matters for which reports can be submitted. The availability of the hotline was made known to our suppliers by way of reference in the Supplier Code of Conduct. It has been made known to franchisees by similar reference in the Franchisee Code of Conduct.

## **Training**

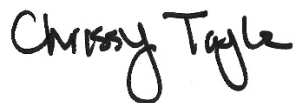
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As noted above, Enterprise Holdings issues annual Code of Conduct training to employees. This comprehensive course presents and tests knowledge of the organization’s anti-forced labor and human trafficking policy and practices.

## **Conclusion**

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Enterprise Holdings continues to fully support the principles underlying the United Kingdom Modern Slavery Act and remains committed to the operation of a business—both directly and through our supplier network—free from the presence of forced labor and human trafficking. While to date, we have found no direct evidence of forced labor and human trafficking activity or risk in our business or supplier network, as noted in this statement, several areas of inquiry with suppliers remain open and will be followed through to conclusion. Going forward, leveraging the progress made over the past four years, we will continue to drive awareness of our anti-forced labor and human trafficking position with employees, suppliers, business partners, franchisees, and customers; examine our business and supplier network for risk; and aggressively respond to and address risk or evidence of forced labor or human trafficking.



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