



HUMAN RIGHTS POLICY STATEMENT

NOVEMBER 2023

avis budget group

Contents

<u>HUMAN RIGHTS</u>	<u>1</u>
<u>OUR EMPLOYEES</u>	<u>2</u>
<u>OUR SUPPLIERS AND PARTNERS</u>	<u>3</u>
<u>OUR CUSTOMERS AND COMMUNITIES</u>	<u>4</u>
<u>REPORTING AND GOVERNANCE</u>	<u>5</u>



HUMAN RIGHTS

As a values-driven organization, we take seriously our responsibilities as a corporate citizen. Avis Budget Group respects fundamental human rights and supports global efforts to protect them. We strive to conduct our business in a manner consistent with the United Nations Guiding Principles on Business and Human Rights and the International Labor Organization's Fundamental Conventions. Child labor, human trafficking or other illegal, abusive or forced labor practices have no place within our operations or our supply chains, anywhere in the world.



OUR EMPLOYEES

We are focused on creating a culture and a business environment based upon transparency, inclusion, mutual respect, responsibility, and understanding. We are committed to following all employment laws and regulations. We provide equal employment opportunities without regard to personal characteristics such as race, color, religion, gender, sexual orientation, gender identity or expression, age, national origin, ancestry, citizenship status, marital status, veteran status, disability, medical condition, genetic information or any other legally protected category.

Avis Budget Group has “zero tolerance” for unlawful discrimination or harassment of any kind. We promote a harassment-free and professional work environment in which everyone is treated fairly and impartially. We are also committed to providing our employees with a healthy and safe work environment that complies with all applicable occupational safety and health laws and standards. We pay regular and competitive wages and appropriate benefits, invest in resources to assist employees who want to develop to their full potential and maintain our employees’ rights to freedom of association and collective bargaining.



OUR SUPPLIERS AND PARTNERS

Avis Budget Group’s Partner Code of Conduct prohibits all forced labor regardless of its form, and all child labor, unless it is part of a government-authorized job training or apprenticeship program, or otherwise allowable by local law or regulations, and then only in strict compliance with all applicable laws and regulations. We define child labor that work that deprives persons “under the age of 18 of their childhood, their potential and their dignity, and that is harmful to physical and mental development.” We also do not tolerate any physically abusive disciplinary practices among our suppliers and partners.

Our Partner Code of Conduct requires compliance with all applicable wage and hour laws and regulations, including those relating to minimum wages, overtime, maximum hours, piece rates and other elements of compensation, and provide legally mandated benefits. Additionally, suppliers and partners must provide a safe working environment that supports accident prevention and minimizes exposure to health risks, and not discriminate in hiring and employment practices, including salary, benefits, advancement, discipline, termination or retirement, on the basis of race, religion, age, nationality, social or ethnic origin, sexual orientation, gender, marital status, political opinion, disability, or any other category protected by law. Our partners and suppliers are encouraged to periodically conduct self-evaluations to ensure that they are, along with their subcontractors, complying with our human rights standards.



OUR CUSTOMERS AND COMMUNITIES

We aim to serve society by providing life-enriching travel products and services at a fair price and by actively supporting the communities in which we operate. We value diversity in all aspects of our business operations, including providing our products and services to our customers and the communities we serve. Our goal is to inspire positive change by sharing our time, talent and resources to support customers and communities.

All employees, regardless of their role, are ambassadors of the Company's brands. We provide employees with training and guidance about expected standards and expect that they will adhere to those standards at all times. We strive to be continuously aware of how our actions can benefit local communities. We make decisions at all times understanding our responsibility to serve the interests of our shareholders. We conduct business in a way that respects the health and safety of our customers and the communities in which we operate. We also respect the basic right to privacy of our employees, customers, and other third parties and only use personal information when needed to operate effectively and in compliance with the law.

We encourage our suppliers and partners to also consider their impacts on local communities, including indigenous peoples, and to engage openly and honestly engage with local governments and communities to improve the educational, cultural, economic and social well-being of the communities in which they live and serve.



REPORTING AND GOVERNANCE

We provide a dedicated hotline and email address for employees, suppliers and partners 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.

We also aim to report publicly and transparently on our progress to respect and protect human rights. We will continue to review and update this policy and our related programs based on consultation with our stakeholders, company leadership and Board of Directors.