



Enterprise Rent-A-Car European Holdings Limited

United Kingdom Modern Slavery Act Disclosure Statement 2026

Introduction

Pursuant to the United Kingdom Modern Slavery Act 2015, Enterprise Rent-A-Car European Holdings Limited, on behalf of itself and its wholly owned subsidiaries, which include Enterprise Rent-A-Car UK Holdings Limited, Enterprise Rent-A-Car UK Limited, ERAC UK Finance Limited, Rental Claim Services Limited, S.H.B. Hire Limited, Entegral Holdings Limited, and EHI Franchising Ltd. (hereafter referred to jointly as "ERAC,") has prepared this statement to detail actions taken to understand potential forced labour and human trafficking risks related to our business and supplier network, and to document the steps taken to mitigate any such risk. This statement relates to activities during financial year August 1, 2024 – July 31, 2025.

Company Structure

ERAC are indirect subsidiaries of Enterprise Holdings, Inc., and together with its affiliates, subsidiaries, and independent franchisees, make up a global transportation provider operating the Enterprise Rent-A-Car, National Car Rental, Alamo Rent a Car, Enterprise Car Club, Enterprise Flex-E-Rent, SHB Hire, Acklea, and Entegral brands. ERAC offers car hire and car-sharing services, commercial vehicle hire, repair payment and reimbursement processing, integrated software for automotive claims, and ancillary services in the UK. Outside the UK, the car hire services are also provided in over 90 countries and territories through an independent franchisee network. As a total mobility provider, ERAC serves the needs of a wide variety of businesses, consumers, and organisations. Principal elements of ERAC's supplier network are original-equipment vehicle and parts manufacturers, after-market vehicle parts suppliers, repair garages, and electronic equipment manufacturers. To a limited extent, outsourced service providers constitute an element of ERAC's supplier network.

Company Policy

ERAC is committed to maintaining and enhancing processes and systems to ensure that forced labour 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 Labour and Human Trafficking Risk Areas

We continue to assess the risk to the ERAC business to be minimal. Within ERAC's global 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 tyres 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 respective employees and customers.

Due Diligence and Risk Mitigation Programme

ERAC utilises a variety of means to execute on its anti-forced labour and human trafficking commitment. ERAC has adopted and supports all of these means within our own business.

Awareness

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

- **Employee Code of Conduct** – ERAC has adopted an [Employee Code of Conduct](#) which contains explicit language regarding our anti-forced labour and human trafficking position. The Code is issued to and acknowledged by employees and accompanied by an interactive training module. The Code is posted on applicable websites, allowing access to the general public, our customers, and business partners.
- **Employee Recruitment Policies** – ERAC conducts [pre-employment screenings](#) which include Proof of Right to Work review. Additionally, there are policies and procedures in place to ensure adherence to local and national laws and prohibit discrimination, harassment, intimidation, and the confiscation of workers identification documents. ERAC has a pro-employee philosophy and allows for the freedom of workers to terminate employment, change positions, and seek association.
- **Supplier Code of Conduct** – ERAC has adopted a [Supplier Code of Conduct](#) which contains anti-forced labour and human trafficking language. ERAC's suppliers are affirmatively advised of our position and expectation that they comply with the principles outlined in the Supplier Code. New suppliers are provided the Supplier Code of Conduct during the on-boarding process.
- **Human Rights Statement** – ERAC has adopted a [Human Rights Statement](#) which outlines our efforts to maintain a business that is safe and fair for all workers and free from discrimination and harassment as well as forced labour, including child labour, any forms of modern slavery or human trafficking. We prioritize relationships with suppliers that share the organization's values and commitments regarding human rights and expect suppliers and business partners to uphold the same standards.
- **Franchisee Code of Conduct** – ERAC works with franchisees who share our values and strive to uphold high standards of quality, integrity, excellence, safety, legal compliance and human rights as well as show respect for the customs and culture of the communities we serve. To help promote a common understanding of what is expected of franchisees, we have developed a [Franchisee Code of Conduct](#). All franchisees are expected to understand this Code and adhere to its spirit and intent.

Risk Assessment and Investigation

As referenced in last year's statement, we purchased a third-party software solution to help manage risks. Utilizing the software, ERAC assessed the *actual* risk in the areas referenced in the "Forced Labour and Human Trafficking Risk Areas" section to remain unchanged from prior years. The risk analysis was completed through industry reviews, supplier policy and practices reviews, and supplier questionnaires and follow-up. ERAC determined the applicable suppliers adequately mitigated these risks through strong anti-forced labour and human trafficking positions, as well as detailed assessment, avoidance, and mitigation plans addressing the sourcing of raw materials and assembly of products. We will continue to utilize the software to monitor our suppliers for modern slavery risks and will assess new suppliers utilizing the tool, as applicable.

Assurance

- **Contracts and Agreements** – ERAC has developed standard contract language regarding the prohibition of forced labour and human trafficking and is including it in its contracts with suppliers of goods and services based on risk. Franchise agreements incorporate the Franchise Operations Manual, which includes compliance with the Franchisee Code of Conduct as a contractual requirement.
- **Reporting Mechanism** – ERAC utilises 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. A standalone “Forced Labour and Human Trafficking” category is included in the list of matters for which reports can be submitted. The availability of the hotline is made known to our suppliers by way of reference in the Supplier Code of Conduct. It is also made known to franchisees by similar reference in the Franchisee Code of Conduct. No incidents related to modern slavery concerns were raised through our reporting mechanism or other internal channels.

Training

As noted above, ERAC issues annual Code of Conduct training to employees. This comprehensive course presents and tests knowledge of the company's anti-forced labour and human trafficking policy and practices.

Conclusion

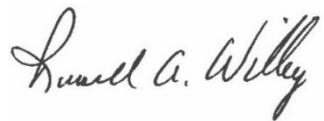
ERAC continues to fully support the principles underlying the United Kingdom Modern Slavery Act and remains committed to the operation of a business—both directly and through our supplier network—free from the presence of forced labour and human trafficking. To date we have found no direct evidence of forced labour and human trafficking activity or risk in our business or supplier network. We will continue to drive awareness of our anti-forced labour 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 labour or human trafficking.

Adopted on behalf of Enterprise Rent-A-Car European Holdings Limited on 31/07/2025.



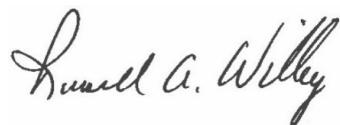
Russell A. Willey
Director

Adopted on behalf of Enterprise Rent-A-Car UK Limited on 31/07/2025.



Russell A. Willey
Director

Adopted on behalf of ERAC UK Finance Limited on 31/07/2025.



Russell A. Willey
Director

Adopted on behalf of S.H.B. Hire Limited on 31/07/2025.



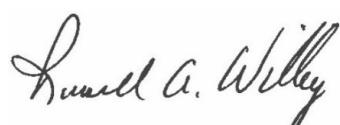
Russell A. Willey
Director

Adopted on behalf of Entegral Holdings Limited on 31/07/2025.



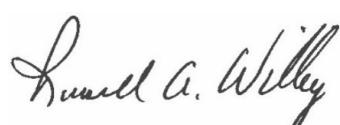
Russell A. Willey
Director

Adopted on behalf of Rental Claims Service Limited on 31/07/2025.



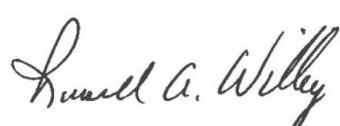
Russell A. Willey
Director

Adopted on behalf of Enterprise Rent-A-Car UK Holdings Limited on 31/07/2025.



Russell A. Willey
Director

Adopted on behalf of EHI Franchising Ltd. on 31/07/2025.



Russell A. Willey
Director