

ASHTEAD GROUP PLC
MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

1. Introduction

- 1.1 Modern slavery is a crime resulting in the abuse of human rights. It is defined as the offences of “slavery, servitude, forced or compulsory labour” and “human trafficking”
- 1.2 Ashtead Group plc and its subsidiary companies (“Ashtead”) are committed to ensuring that there is no modern slavery within their own businesses or in any of their supply chains and it expects similar commitments from those it conducts business with.
- 1.3 This policy applies to all Ashtead employees and representatives together with its contractors, agency workers, suppliers and consultants.

2. Compliance with this policy

- 2.1 All relevant employees are required to read, understand and comply with this policy and must avoid any action or inaction which might lead to a breach of the policy.
- 2.2 Where any employee suspects that this policy is being breached or potentially breached or there is any conflict with it, the employee must immediately notify Ashtead’s General Counsel (ewatkins@ashtead-group.com +44 207 7726 9740) or report it via the whistleblowing lines, details of which are provided below. Reports may be made on an anonymous basis if an employee wishes to do so.

Within the US and Canada, for reports not made directly to Ashtead’s General Counsel, whistleblowing reports may be made via the HR Hotline by calling + 1 866 573 6246 or by mail to Sunbelt Rentals Human Resources Department, 1646 Highway 160 West, Suite 816, Fort Mill, South Carolina 29708-8010. Within the UK, for reports not made directly to Ashtead’s General Counsel, whistleblowing reports may be made using the A-Plant AlertLine facility by calling + 44 844 892 4413.

- 2.3 Where any supplier, contractor or representative of Ashtead suspects that this policy is being breached or potentially breached they must immediately notify the Ashtead’s General Counsel (ewatkins@ashtead-group.com +44 207 7726 9740).
- 2.4 Ashtead confirms that no employee will suffer any detriment by raising genuine concerns about the existence of modern slavery in its business or the business of its supply chain. If any employee feels that they suffered or may suffer any detriment as a result of raising genuine concerns, they should report this immediately to Ashtead’s General Counsel or via the whistleblowing line.
- 2.5 Any employee found to be in breach of this policy or preventing others from complying with this policy will face disciplinary action, up to and including dismissal.

3. Awareness of the policy

- 3.1 Ashtead will ensure that all relevant employees involved with its supply chains will receive training to understand and identify incidents of modern slavery.
- 3.2 As part of Ashtead's supplier approval process all suppliers will be advised of and asked to confirm compliance with the Modern Slavery Act, all other relevant legislation and this policy.
- 3.3 Ashtead will publish a Modern Slavery Statement on its website stating the steps it has taken during the financial year to ensure that modern slavery and human trafficking is not taking place in any of its supply chains and in any part of its own business.

4. Responsibility for the policy

- 4.1 The Ashtead Group plc board of directors has overall responsibility for this policy.
- 4.2 The executive boards of each business have responsibility for the implementation of the policy by ensuring that all appropriate training is available and for arranging the auditing of systems to ensure compliance with the policy both internally and externally.
- 4.3 It is the responsibility of all managers to ensure that all relevant staff have undertaken all appropriate training and are able to demonstrate evidence of the understanding of and compliance with this policy.

5. Ethical Sourcing Policy

The Group's Ethical Sourcing Policy can be found on the Ashtead website (www.ashtead-group.com).



For and on behalf of the board of Ashtead Group plc
Dated the 7 day of April 2020