

## **Human Rights Policy**

**(Amended March 2025)**

Respect for human rights is an inherently fundamental value of McGrath RentCorp. We promote human rights and respect in our relationships with our employees, customers, suppliers, and contractors. We believe in supporting and respecting the protection of human rights and guarding against being complicit, even unknowingly, in human rights abuses.

This policy applies to all employees in all locations. Additionally, all suppliers are expected to comply with this policy. We expect not only our personnel, but our business partners, and other parties directly linked to our operations, products, or services, including but not limited to our partners, suppliers, and vendors, to respect human rights and to adopt similar policies within their own business.

While our Company primarily conducts business operations domestically, we support and respect recognized human rights globally. (As articulated in our 10k, the Company's physical operations are all located in the United States and Canada; all employees are also located in the United States and Canada).

We also acknowledge that the human right to water is indispensable for leading a life in human dignity, as set forth in General Comment No. 15 of the United Nation's Committee on Economic, Social and Cultural Rights. We therefore identify the rights to clean water and sanitation as fundamental human rights and essential to full enjoyment of life and realization of all other human rights, in accordance with Resolution 64/292 of the United Nations General Assembly.

Our principles are grounded in the recognition of the role of business enterprises as specialized organs of society performing specialized functions, required to comply with all applicable laws and to respect human rights. We agree and recognize our special role in the societies that we serve. Our policy is to comply with all legal requirements in all locations in which we operate and respect recognized human rights, in all locations in which we operate. We are committed to achieve tangible results for the communities in which we operate and the individuals involved in our business. Our policies are implemented in a non-discriminatory manner, with particular attention to the rights and needs of, as well as the challenges faced by, individuals from protected groups.

Indigenous Populations & Community Engagement– We seek to maintain open and positive relationships with all the populations in the communities in which we operate. Indigenous rights, including water access rights, rights to self-determination, and rights to decision-making, should further be respected by all, including indigenous individuals' rights to free, prior, and informed consent. Our facilities are solely based in the United States and Canada and we do not anticipate developing operations that would require the involuntary resettlement of indigenous populations.

Our policy is to avoid infringing on the human rights of others and to address adverse human rights impacts with which we may be involved. We will take adequate measures for the prevention, mitigation, and, where appropriate, remediation of adverse human rights impacts. We will: (a) avoid causing or contributing to adverse human rights impacts through our own activities, and address such impacts when they occur; and (b) seek to prevent or mitigate adverse human rights impacts that may be directly linked to our operations, products, or services by our business relationships.

We expressly forbid the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, any form of slavery, and any form of human trafficking. We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required. The Company will discipline any employee or seek redress with any contractor that fails to meet these standards.

We value diversity and seek to include the most-qualified people on our team, regardless of any immutable or other legally protected characteristic. We are committed to equal opportunity and are intolerant of and prohibit discrimination, harassment, and retaliation based on a legally protected category or activity. We work to maintain workplaces that are free from discrimination, harassment, and retaliation on the basis of legally protected activity, race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion, or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation, and advancement at the Company is qualifications, performance, skills, experience, and any other legitimate non-discriminatory and non-retaliatory business reasons applicable to the circumstances. (More information on the Company's equal employment opportunity and non-discrimination policies from its handbook is available at the appendix. All employees must review our handbook upon hire and certify compliance; as well, when handbook updates are made, all employee must as review and certify compliance.) We instruct McGrath employees to report wrongdoing, questionable ethical behavior, harassment, or any behavior they witness that contravenes this policy (through a variety of communication options, including anonymously). We do not tolerate inappropriate behavior, adverse action, or retaliation of any kind based in any way on a legally protected category or activity. Harassment on the basis of a legally protected characteristic is not tolerated in the workplace, nor in any work-related circumstance outside the workplace. McGrath does not tolerate retaliation towards individuals who raise concerns in good faith. We provide employees a copy of policies in our Employee Manual and online. We also train employees on our policies, including, for example, at hire, as well as periodic refreshments required by law. (Also See our Labor and Workplace Policy).

All directors, officers and employees are also required to conduct business in alignment with McGrath's Code of Business Conduct and Ethics. (See Code of Conduct). We provide employees a copy of the Code of Conduct at hire as well as online. We also offer employees training on our ethical standards and anti-bribery requirements at hire, as well as annually.

The Policy is ultimately overseen by the Company's Board of Directors, including the Chief Executive Officer.

Appendix  
Equal Employment Opportunity and Non Discrimination Policy - Company Employee Handbook

## **EQUAL EMPLOYMENT OPPORTUNITY**

One of the most valuable assets our company has is its workforce. We strive to provide a work environment that is inclusive, respectful, safe and healthy – one that fosters wellbeing, energy, and creativity. Each one of us is responsible for ensuring that our actions and words help to build and maintain such an environment.

It is the policy of the Company that we will recruit, hire, train, and promote persons in all job titles, and ensure that all other personnel actions are administered, without regard to any legally protected status under local, state and federal law, and we will ensure that all employment decisions are based only on valid job requirements.

The Company is a federal contractor subject to Executive Order 11246, Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974, as amended (VEVRAA) and Section 503 of the Rehabilitation Act of 1973, as amended (Section 503). The Company is committed to equal employment opportunity, and it is the Company's policy to take affirmative action to employ and advance in employment minorities, females, protected veterans and individuals with disabilities. The Company will also provide reasonable accommodation to known physical or mental limitations of an otherwise qualified employee or applicant for employment, unless the accommodation would impose undue hardship on the operation of our business.

The Chief Executive Officer, supports our company's affirmative action program and has delegated responsibility for implementing our affirmative action program to the Vice President of Human Resources.

The Company ensures that all employment decisions are based only on valid job requirements. In addition, employees and applicants shall not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to the administration of the affirmative action provisions of section 503, VEVRAA, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; (3) opposing any act of practice made unlawful by section 503, VEVRAA, or their implementing regulations in this part, or any other Federal, State or local law requiring equal opportunity for individuals with disabilities or protected veterans; or (4) exercising any other right protected by section 503, VEVRAA or their implementing regulations.

McGrath RentCorp employees and applicants may review the non-confidential portions of the affirmative action plans during regular business hours. Please contact your HR representative, during normal business hours to review the affirmative action plan.

McGrath RentCorp is an equal opportunity employer. In accordance with applicable law, we prohibit discrimination based on the following legally protected characteristics: race, color, religion, national origin, sex, pregnancy (including childbirth, lactation and related medical conditions), sexual orientation, gender identity, veteran status, uniformed service member status, citizenship status, physical and mental disability, genetic information (including testing and characteristics), or other legally protected status under local, state and federal law. . Our commitment to equal opportunity employment applies to all persons involved in our operations and prohibits unlawful discrimination by any employee, including supervisors and coworkers.

## **REASONABLE ACCOMMODATIONS**

To comply with applicable laws ensuring equal employment opportunities for individuals with disabilities, the Company will make reasonable accommodations for the known physical or mental limitations of an otherwise qualified individual with a disability who is an applicant or an employee, unless undue hardship and/or a direct threat to the health and/or safety of the individual or others would result. Any employee who requires an accommodation in order to perform the essential functions of his or her job, enjoy an equal employment opportunity, and/or obtain equal job benefits should contact Human Resources to request such an accommodation. Human Resources will communicate with the employee and engage in an interactive process to determine the nature of the issue and what, if any, reasonable accommodation(s) may be appropriate. In some cases, this interactive process may be triggered without a request from the employee, such as when the Company receives notice from its own observation or another source that a medical impairment may be impacting the employee's ability to perform his or her essential job functions.

Employees who believe they need an accommodation must specify, preferably in writing, what barriers or limitations prompted the request. The Company will evaluate information obtained from the employee, and possibly his or her health care provider or another appropriate health care provider, regarding any reported or apparent barriers or limitations, and will then work with the employee to identify possible accommodations, if any, that will help to eliminate or otherwise address the barrier(s) or limitation(s). If an identified accommodation is reasonable and will not impose an undue hardship on the Company and/or a direct threat to the health and/or safety of the individual or others, the Company will generally make the accommodation, or it may propose another reasonable accommodation, which may also be effective. Employees are required to cooperate with this process by providing all necessary documentation supporting the need for accommodation, and being willing to consider alternative accommodations when applicable.

The Company will also consider requests for reasonable accommodations for medical conditions related to pregnancy, childbirth and lactation where supported by medical documentation and/or as required by applicable federal, state or local law.

Employees who wish to request unpaid time away from work because of a qualifying disability should speak to Human Resources regarding a proposed accommodation.

## **RELIGIOUS ACCOMMODATION**

The Company will provide reasonable accommodation for employees' religious beliefs, observances, and practices when a need for such accommodation is identified and reasonable accommodation is possible. A reasonable accommodation is one that eliminates the conflict between an employee's religious beliefs, observances, or practices and the employee's job requirements, without causing undue hardship to the Company.

The Company establishes a system of open communication between employees and the Company to discuss conflicts between religion and work and to take action to provide reasonable accommodation for employees' needs. Any employee who perceives a conflict between job requirements and religious belief, observance, or practice should bring the conflict and his or her request for accommodation to the attention of your Human Resource Business Partner or Representative to initiate the accommodation process. The Company requests that accommodation requests be made in writing, and in the case of schedule adjustments, as far in advance as possible. The Company will comply with all applicable law in providing religious accommodations.

## **HARASSMENT FREE WORKPLACE**

We are committed to providing a work environment free of harassment. As a result, we maintain a strict policy prohibiting sexual harassment and harassment because of the following legally protected characteristics: race, color, religion, national origin, sex, pregnancy (including childbirth, lactation and related medical conditions), sexual orientation, gender identity, veteran status, uniformed service member status, citizenship status, physical and mental disability, genetic information (including testing and characteristics), or other legally protected status under local, state and federal law. . All such harassment is prohibited. Our anti-harassment policy applies to all persons involved in our operations and prohibits harassment by any employee of the Company, including officers, managers, and coworkers. This policy also protects employees from harassment by vendors or clients.

### **Sexual Harassment Defined**

Sexual harassment includes unwanted sexual advances, requests for sexual favors or visual, verbal or physical conduct of a sexual nature as outlined below and applies to males who sexually harass females or other males, and for females who sexually harass males or other females

- Submission to or rejection of such conduct is used as a basis for employment decisions affecting the individual; or
- Such conduct has the purpose or effect of unreasonably interfering with an employee's work performance *or* creating an intimidating, hostile or offensive working environment.

Sexual harassment includes various forms of offensive behavior. The following is a partial list:

Unwanted sexual advances.

Offering employment benefits in exchange for sexual favors.

Making or threatening reprisals after a negative response to sexual advances.

Visual conduct: leering, making sexual gestures, displaying of sexually suggestive objects or pictures, cartoons or posters, websites, social media, emails, text messages.

Verbal conduct: making or using derogatory comments, epithets, slurs, and sexually explicit jokes, comments about an employee's body or dress.

Verbal sexual advances or propositions.

Verbal abuse of a sexual nature, graphic verbal commentary about an individual's body, sexually degrading words to describe an individual, suggestive or obscene letters, notes or invitations.

Physical conduct: touching, assault, impeding or blocking movements.

Retaliation for making harassment reports or threatening to report harassment.

### **Other Types of Harassment**

Prohibited harassment on the basis of the legally protected characteristics set forth above is prohibited and includes conduct that similar to sexual harassment such as:

Verbal conduct including threats, epithets, derogatory comments or slurs.

Visual conduct including derogatory posters, photography, cartoons, drawings, gestures, posters, websites, social media, emails, text messages.

Physical conduct including assault, unwanted touching or blocking normal movement.

Retaliation for making harassment reports or threatening to report harassment.

## **WORKPLACE BULLYING**

The Company does not tolerate bullying behavior. Individuals who engage in workplace bullying may be disciplined, up to and including termination of employment. Workplace bullying is the use of force, threats or coercion to abuse, intimidate, or humiliate another employee. Workplace bullying includes, but certainly is not limited to, the following:

- Verbal abuse, such as the use of patently offensive, demeaning and harmful derogatory remarks, insults and epithets;
- Verbal or physical conduct that is threatening, intimidating or obscene;
- Pushing, shoving, kicking, poking, tripping, assaulting, or threatening physical assault, or intentionally damaging a person's work area or property; or
- Sabotage, or deliberately subverting, obstructing or disrupting another person's work performance.

Cyberbullying refers to bullying, as defined above that occurs through the use of a computer, cell phone, smartphone, tablet, pager or other device that transmits electronic information, regardless of whether the device is owned by or located at the Company or connected to the Company network. Cyberbullying is also prohibited.

This policy in no way prohibits employees from engaging in activities that are protected under applicable state and federal laws, including but not limited to any activity that is protected under Section 7 of the National Labor Relations Act, which includes the right of employees to speak with others, engage in workplace debates and protest about their terms and conditions of employment.

### **Reporting and Response**

Employees who are subject to, or witness, workplace bullying are encouraged to notify Human Resources immediately. The Company will promptly investigate the complaint. The Company will maintain confidentiality to the extent possible, consistent with its commitment to investigating the complaint promptly and thoroughly.

If the complaint is verified, the Company will take appropriate remedial and disciplinary action, which may include, but is not limited to, verbal or written warnings, suspension, termination of employment, counseling and other actions. The Company will also report to law enforcement, if appropriate. The complaining party will be advised of the results of the investigation.

### **Anti-Retaliation**

The Company strictly prohibits retaliation against an employee for making a claim of bullying or for participating in an investigation of bullying.

## **COMPLAINT PROCEDURE FOR DISCRIMINATION, HARASSMENT and WORKPLACE BULLYING**

Any employee who believes that he or she has been harassed or discriminated against, subjected to workplace bullying, not reasonably accommodated, or otherwise subject to unlawful conduct – including, but not limited to violations regarding timekeeping, pay and meal and rest breaks - by a coworker, supervisor, agent, client, vendor or customer of the Company, or who is aware of the harassment or discrimination or prohibited conduct by others, should immediately provide a written or verbal report to his or her supervisor, any other member of management, or the Human Resources Department, which can be reached by calling (925) 606-9200 to report such incidents.

After a report is received, a thorough and objective investigation by management will be undertaken. The investigation will be completed and a determination made and communicated to you as soon as practical. McGrath RentCorp expects that all employees fully cooperate with any investigation conducted by the Company.

If we determine that this policy has been violated, appropriate action will also be taken to deter any future harassment or discrimination or improper conduct. If a complaint of harassment or discrimination or other improper conduct is substantiated, appropriate disciplinary action, up to and including termination, will be taken.

- **Protection Against Retaliation**

Retaliation is prohibited against any person by another employee or by the Company for using this complaint procedure, reporting

harassment or other violations, or for filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by a governmental enforcement agency. Prohibited retaliation includes, but is not limited to, termination, demotion, suspension, failure to hire or consider for hire, failure to give equal consideration in making employment decisions, failure to make employment recommendations impartially, adversely affecting working conditions or otherwise denying any employment benefit.

Please report any retaliation to your supervisor, or the Human Resources Department, which can be reached by calling (925) 606-9200. Any report of retaliatory conduct will be investigated in a thorough and objective manner. If a report of retaliation is substantiated, appropriate disciplinary action, up to and including termination, will be taken