

McGrath RentCorp Labor and Workplace Policy

This policy applies to all employees in all locations. Additionally, all suppliers are expected to comply with this policy.

Anti-Harassment and Non-Discrimination

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. 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. (More information on the Company's equal employment opportunity and non-discrimination policies from its Employee Policy Manual is available at the appendix. All employees must review our Employee Policy Manual upon hire and certify compliance; as well, when Employee Policy Manual updates are made, all employee must as review and certify compliance).

We are committed to equal opportunity and are intolerant of discrimination, harassment, and retaliation based on a legally protected category or activity. The Company also trains its employees on the importance of ensuring the workplace is 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 Company raises awareness of the importance of equal employment opportunity and non-discrimination among managerial employees by holding manager training on same. Additionally, the Company also employs individuals with disabilities and works cooperatively with such individuals to provide accommodations and support where necessary, for example, providing supportive equipment or adjustments to job duties. (Also See: our *Human Rights Policy* for further human rights information, which is located at <https://investors.mgrc.com/corporate-governance/governance-overview>).

Diversity

Additionally, the Company has a Diversity Committee which actively works on training and other programs to support diversity efforts and projects; MGRC also has an employee diversity affinity resource group which is comprised of diverse employees from throughout the Company and this group of employees further work towards advancing the Company's diversity efforts.

The Diversity Committee and the Company VP of HR create annual action plans and

programs to support diversity efforts. An example of a diversity program created by the Diversity Committee is multiple annual diversity trainings that were implemented in 2020; other diversity trainings for all employees are also scheduled for 2021. The Company also raises awareness of diversity among managerial employees by holding manager training on diversity.

The Diversity Committee and the Company VP of HR thereafter at least annually evaluate the effectiveness of the diversity program and use that evaluation analysis in developing future diversity programs. We also commenced including diversity related questions in our employee surveys, as another way to evaluate the effectiveness of our diversity efforts. The 2021 engagement survey revealed that a majority of the employees surveyed, responded positively on the Company's diversity efforts.

Human Resources (in consultation with the legal department) also monitors and evaluates the Company's overall diversity profile; learnings from those evaluations are additionally used to target future diversity work.

The Company's Board of Directors is illustration of the Company's continued diversity efforts. Our Board of Directors is also committed to adding new directors to infuse new ideas and fresh perspectives in the boardroom. As part of our board's succession planning, the Corporate Governance and Nominating Committee and our Board of Directors regularly review the composition of the Board of Directors and assess the balance of knowledge, experience, skills, expertise, tenure, and diversity that is appropriate for the Board of Directors and the Company. Our Nominating and Corporate Governance Committee will continue to prioritize diversity of background, as well as diversity from underrepresented communities in future Board searches. Currently, three Board of Director members are women; additionally, two of our Board of Director members are diverse representatives from under- represented communities (as those communities are defined pursuant to California AB 979, which defines under-represented community members as an "individual who self-identifies as Black, African American, Hispanic, Latino, Asian, Pacific Islander, Native American, Native Hawaiian, or Alaska Native, or who self-identifies as gay, lesbian, bisexual, or transgender"). (Also See our website for further information: <https://investors.mgrc.com/corporate-governance/board-of-directors>).

Freedom of Association and Collective Bargaining

While the Company endeavors to provide compensation and benefit programs that serve employees in a fair and competitive manner and employees are encouraged to raise any issue with any member of management they choose, we also respect our employees' Section 7 rights under the National Labor Relations Act to join, form, or not to join or form, a labor union, or to collectively bargain if they chose to form a union, without fear of reprisal, intimidation, or harassment. We also recognize our employees' rights to engage in protected concerted activity under Section 7 of the National Labor Relations Act, and we prohibit any form of retaliation for the exercise of such rights. Employees are informed of these items in our Employee Policy Manual. The Employee Policy Manual is distributed to all employees upon hire and employees sign an acknowledgement to receiving and having reviewed same.

The Employee Policy Manual is also provided electronically to employees so that they can access at any time. Employees can report any concerns via the reporting and hotline process described below on page 4. Additionally, the Company's due diligence process regarding freedom of association, includes, for example, that the Company does not discriminate against any worker attempting to engage in Section 7 rights under the National Labor Relations Act to join, form, or not to join or form, a labor union, or to collectively bargain if they chose to form a union. As well, the Company does not engage in anti-union activism lobbying.

Safe and Healthy Workplace

The safety and health of our employees is of paramount importance. In compliance with OSHA, we will furnish to each of our employees employment and a place of employment which are free from recognized hazards that are causing or are likely to cause death or serious physical harm.

We are deeply committed to providing a safe and healthy workplace and complying with all applicable safety and health laws and regulations, as well as internal expectations that seek continuous performance improvement across key safety metrics. We strive to provide and maintain a safe, healthy, and productive workplace, with input and feedback from our employees, insurance providers and outside safety experts by addressing and remediating identified risks of accidents, injury, and health impacts. (Also See our *Sustainability, Environmental and Safety Report* for more information located at <https://investors.mgrc.com/corporate-governance/sustainability-policies>).

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal and external physical, verbal, or online threats. We continuously evaluate our security profile and enhance security safeguards as needed, while maintaining respect for employee privacy and dignity.

Compensation, Employment Terms, Benefits, Leave, & Dependent Care

We endeavor to compensate employees competitively relative to the industry and local labor market. We comply with fair labor standards, equal employment opportunity, occupational safety and health, worker adjustment and retraining notification, employee polygraph protection, leave, drug-free workplace, wage, work hours, overtime, benefits, and any other applicable federal, state, and local labor and employment laws.

We offer medical and dental benefits to employees, with the Company paying a significant majority portion of the cost of coverage for the employee and their dependents. Additionally, the Company offers an employer-paid life insurance benefit, an employer-paid accidental death & dismemberment insurance benefit, an employer-paid short term disability benefit, and an employer-paid long term disability benefit. Further, the Company has made annual employer contributions towards employee health savings accounts as a way of providing another employer-paid benefit to employees. We also offer a savings program through the McGrath

RentCorp Employee Stock Ownership and 401(k) (KSOP) plan and all employees whether full time or part time, who are at least 21 year of age and have at least two months of service are eligible to participate (all plan participants also have the option to invest in MGRC stock within the KSOP plan); all employee plan participants are also eligible for a safe harbor match for the KSOP, which is a 100% match on the first 4% of eligible employee contributions, after one year of service.

We comply with all applicable federal and state leave that apply to employees or their dependents, which could include maternity/paternity leave, or care for a child or elderly dependent. Additionally, we have Company leave which provides for supplemental leave beyond that established through the state and federal governments. The Company's human resources team also provides information to employees that may be of help to them or their dependents regarding leave and benefits. Further, the Company offers employees the ability to sign up for flexible spending accounts which can be used for medical costs for employees and their dependents. As well, the Company offers employees the ability to sign up for dependent care accounts which can be used for dependent care expenses. The Company also provides employees with an Employee Assistance Program which provides extra support for handling life's demands and help finding solutions for employees and their dependents, including such benefits as referrals to community based services, including three in person sessions and unlimited phone support, as well as guidance on topics such parenting, senior care, child care, financial services, and other referrals.

Employee Training

We believe our employees are key to our success and we are committed to all of our employees' engagement, training and career development, and personal and professional growth. The Company provides training in technical and operational/managerial skills, and places special emphasis on safety, effective communications, customer service, and employee development. We train all of our employees (both full time and part time employees) through a variety of delivery methods including live/face to face, instructor led webinars, and self-paced e-learning. (Additionally, to the extent a non-employee will be involved in a project where training is needed, such training is also coordinated and provided through their employer).

As part of the Company's training programs, the Company offers individualized training paths by role and by employee. The Company's Human Resources department works with the business departments to evaluate the needs of employees and consider what training may be needed. Training topics include programs aimed at supporting internal upward mobility through training and development, as well as training on such issues as safety, anti-discrimination and other human resources topics, legal compliance, diversity, fraud, bribery, ethics, anti-corruption, working effectively with others, communication skills, managerial skills, as well as training specific to the particular duties involved in that role. Each division and manager then create further training programs and targets for the employees. Training is conducted for all employees throughout the Company (including all full time and all part time employees). The number of training programs each employee receives annually varies by individual employee (but is normally at least 10 hours in length) and it is monitored and evaluated by his/her manager at least annually. We seek feedback and surveys from our employees regarding the effectiveness

Workforce

MGRC's workforce is based in the United States and Canada. Our workforce is composed of over 1,100 MGRC employees.¹ The Company's hiring program is committed to continuing to hire the majority of employees going forward as full term regular employees.

No Political Party/Candidate Contributions

The Company does not make contributions to any political party or candidate. The Company has also not established any political action committee as a forum for employees to voluntarily contribute to a fund that supports any political party or candidate.

Code of Conduct & Anti- Bribery

We strive to create workplaces in which open and honest communications among all employees are valued and respected. The Company is committed to complying with applicable labor and employment laws wherever we operate.

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

Reporting for Employees & Hotline

Any employee who believes a conflict arises between our policies and the laws of the place where he or she works, or who has a question about our policies, or would like to confidentially report a potential violation of our policies or governing law, can raise those questions and concerns with Human Resources or any member of management of their choice.

Employees can also anonymously report suspected violations of Company policies and governing laws, or ethics concerns through a secure internet website or by calling the Company hotline. The hotline and website are created by an independent third party vendor and are available to receive communications 24/7. Employees are informed of the hotline in the Employee Policy Manual that they receive upon hire and sign an acknowledgement to (which also includes a Spanish version for our Spanish speaking employees) and in the Company's online sharepoint web page for employees. Complaints received into the hotline are reviewed by an independent director, the Company's Compliance Officer, the Company's VP of HR, and the Company's VP of Legal. Any complaint received is investigated. The Company or its

¹ MGRC also occasionally utilizes a temporary employee through a staffing agency; for example, to cover the role of an employee out on temporary leave. By design, the Company intentionally limits use of such temporary employees retained through a staffing agency. Less than 5% of our workforce is typically a temporary employee retained through a staffing agency. When we do use such individuals, if a regular employment position comes open that he/she has the skills for, then if he/she has interest in the position they are considered, and we have hired such individuals.

hotline vendor provide updates to the complaining individual during the investigation. The Company will investigate, address, and respond to the concerns of employees and will take appropriate corrective action in response to any verified violation of either our policies or governing law. No reprisal or retaliatory action will be taken against any employee for raising their concerns.

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

Appendix

Equal Employment Opportunity and Non Discrimination Policy - Company Employee Policy Manual

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