

Human Rights Policy

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.

While our Company primarily conducts business operations domestically, we support and respect human rights globally. 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.

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. 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 desire 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.

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 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.

We encourage 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. All directors, officers and employees are required to conduct business in alignment with McGrath's Code of Business Conduct and Ethics. 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.

This policy applies to all employees in all locations. The Policy is ultimately overseen by the Company's Board of Directors, including the Chief Executive Officer.