

EUROPCAR DECLARATION ON RESPECT OF SOCIAL RIGHTS

In line with Europcar's ambition to be the car rental company of choice for customers, employees and investors and in full respect of its code of conduct, Europcar underlines its belief that social responsibility is a core contributor to the sustained development of the company.

Respect is a fundamental value of the company and Europcar builds its future on taking actions to underline this group commitment. With this in mind and taking into consideration the fundamental principles and rights at work expressed by the International Labour Organisation, Europcar and its instance of European personnel representation (I.D.E.E.) present the following declaration as its goal in line with the applicable laws and prevailing customs in the different countries where it holds subsidiaries.

Equal Opportunity

Discrimination of any kind is not tolerated. Europcar does not discriminate on the basis of age, social origin, family situation, gender, sexual orientation, handicap, political, trade union or religious opinions, ethnic origin, country or race.

Recruitment and career development are based on competence and performance only.

No Child Labour

Child labour is prohibited. The minimum age for acceptance of employment in accordance with national legal requirements is respected.

No Forced labour

Europcar opposes the use of all forms of forced labour and agrees not to make use of such labour in its subsidiaries.

Health, Occupational Safety and Working Conditions

Europcar meets the national standards for a safe and hygienic working environment and in this context will undertake appropriate measures to assure health and safety in the work place.

Freedom of Association

Europcar respects the rights of employees to be member of employee representative bodies and works together with all instances of personnel representation in a spirit of constructive problem resolution.

Compensation

Compensation paid is at least in line with applicable national legal minimum requirements and the principle of equal remuneration for work of equal value is respected.

Work Hours

The work hours and paid holiday leave is at least in line with national legal requirements.

Implementation

The employees of Europcar subsidiaries will be informed of the provisions of this declaration.

Europcar will require its executives to comply with this declaration.

Business partners are encouraged to incorporate this declaration into their own respective policies.

Third parties cannot derive or enforce any rights from the declaration.

This declaration was signed on April 8th, 2008 in Paris.

For the Europcar group



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Salvatore Catania

On behalf of I.D.E.E.



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Michèle Petit



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Guido Vaust



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Mustafa Daya

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Jean Moubeke




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Bettina Arnhold-Lemke




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Michael Klotz



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Marie Jesus Alvarez



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Marino de Mora



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Alessandro Ricciotti