

# EUROPCAR SUSTAINABLE DEVELOPMENT CHARTER

Europcar offers global, innovative and environmentally leading vehicle rental solutions. Europcar is actively promoting Sustainable Development and supports within its sphere of influence, a set of fundamental values in the fields of human rights, standards of work, environment and fight against corruption through innovation, environmental, economic and social solutions that will meet the need of future generations.

Europcar adheres to the principles of the United Nations Global Compact and encourages its staff, business partners, clients and stakeholders to embrace them along the principles described in the Europcar Sustainable Development Charter.

## 1. HUMAN RIGHTS

Comply with the United Nations Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, the Union Global Compact as well as to any other effective convention or international, national or local regulation related to Human Rights.

## 2. LABOUR PRACTICES

### Working conditions

Provide working conditions in which human rights and international labour standards are complied with.

### Child labour

Refuse employment of persons under the minimum age requirement for work and refuse child labour.

### Discrimination

Fight against all forms of discrimination related to the employment access by ensuring the equal employment opportunity and career advancement, regardless of race, colour, religion, sex, age or political opinion.

### Working hours and wages

Comply with all applicable laws and regulations related to maximum working hours and minimum days of rest for their employees and compliance with all applicable laws and regulations related to the minimum level of wage.

### Freedom of association

Respect the freedom of association and of trade-union activities for the employees.

### Health and safety

Ensure healthy and safe work environment for the employees.

## 3. FAIR OPERATING PRACTICES

Promote fair business practices and fight against corruption, bribery and extortion in all their form.

## 4. ENVIRONMENT

Protect the environment, contribute to conserving natural resources and biodiversity and combat climate change.

Limit impact on the environment by reducing consumption of natural resources, dealing with waste, and optimizing waste management. cf. Environmental Charter / [www.europcar.com](http://www.europcar.com)

## 5. SOCIAL RESPONSIBILITY

Promote social responsibility in particular through community involvement and development.

## 6. Eco SPHERE

Encourage employees, partners, customers, subcontractors, and suppliers to adhere to our values and make their own contribution to our sustainable development commitments.

