



**Europcar Groupe**  
Immeuble le Mirabeau  
5-6, place des Frères Montgolfier  
78280 Guyancourt  
Téléphone : +33 (0)1 30 44 90 00

S.A. au capital de 446 383 193,5 €  
R.C.S. Versailles 489 099 903  
N° TVA FR 24 489 099 903

# Europcar Declaration on Respect of Social Rights

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Europcar, leading car rental company in Europe, is conscious of its corporate citizenship responsibilities and moreover underlines its belief that social responsibility is a core contributor to the sustained development of the company.

Commitment, trust and safety are just three of the fundamental values of the company and Europcar builds its future on taking actions to underline the overall group commitment

With this in mind, and taking into consideration the fundamental principles and rights at work expressed by the International Labour Organisation, Europcar presents the following declaration as its goal in line with the applicable laws and prevailing customs in the different countries where it holds subsidiaries.

## 1 – Human Rights

Europcar ensures compliance with the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and rights at work, the Union Global Compact to which Europcar first adhered in 2005, and ensures compliance with all international, national and local laws and regulations in all activities and areas.

## 2 – Labour Standards

### 2.1 Health, Occupational Safety and Working conditions

Europcar meets at least the national standards for a safe and hygienic working environment and ensures appropriate measures to assure health and safety in the work place.

Europcar opposes the use of all forms of forced or compulsory labour. It commits to refusing all degrading practices, such as compulsory work as means of discipline, punishment, sexual and moral harassment. It agrees not to make use of any such practices in its subsidiaries.

### 2.2 Child labour

Child labour is strictly prohibited. Europcar does not and shall not employ, in any manner whatsoever, persons under the minimum legal age for work in accordance with national legal requirements and shall never support the use of child labour.

### 2.3 Discrimination / Equal opportunity

Discrimination of any kind is not tolerated. Europcar ensures equal employment opportunity and professional evolution, regardless of age, social origin, family situation, gender, sexual orientation, handicap, political, trade union or religious opinions, ethnic origin, country or race.

#### **2.4 Work hours**

Europcar complies with all applicable national legal requirements related to maximum working hours, paid holiday leave and rest periods.

#### **2.5 Compensation**

Europcar complies with all applicable laws and regulations related to the level of wages and ensures that compensation is at least in line with the minimum requirements and that the principle of equal remuneration for work of equal value is respected.

#### **2.6 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.

Europcar encourages the development of workers' freedom of expression concerning their working conditions and all dialogue.

#### **2.7 Anti corruption**

Suppliers comply with all applicable laws and regulations on corruption, bribery and extortion.

### **3 – Communication**

All employees of Europcar subsidiaries are informed of the provisions of this declaration.

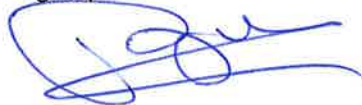
Europcar requires its executives to comply with this declaration.

Business partners are requested to comply with the same expectations.

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

This declaration was signed on 9<sup>th</sup> September 2013 in Paris.

For the Europcar group



Jacques Brun  
Group Human Resources Director