



HUMAN RIGHTS POLICY

PURPOSE: This policy applies to all employees and consultants of WillScot Holdings Corporation (“the Company”) and its subsidiaries and affiliates. The Company also expects its service providers and vendors/suppliers to comply with the spirit of this Policy in all their dealings with The Company and to adhere to all applicable laws.

PRACTICE: The Company is committed to developing an organizational culture that supports internationally recognized human rights. We are committed to upholding human and workplace rights in all aspects of our operations including all our business activities that are guided by the United Nations Universal Declaration of Human Rights and the International Labor Organization’s Declaration of Fundamental Principles and Rights at Work. This Human Rights Policy complements and brings together the human rights aspects of other Company policies and guidelines, including our Code of Conduct and Code of Ethics and Human Resources policies. The Company is committed to stakeholder engagement in the evolution of this policy.

REQUIREMENTS: The Company is committed to the highest standards of business and ethical behavior, including compliance with all applicable laws and regulations, as well as company policies, practices and procedures.

- **Safe and Healthy Workplace** – We take steps to ensure that we provide our employees with a safe and healthy place to work that complies with all applicable laws, regulations, and internal policies. We do this in consultation with our employees by addressing and remediating identified risks of accidents, injuries, and adverse health impacts.
- **Diversity and Inclusion** – We value and advance the diversity and inclusion of the people with whom we work. We are committed to providing equal opportunities for all applicants and employees and have zero tolerance for discrimination and harassment. We strive to maintain a work environment free from discrimination or harassment on the basis of race, color, gender identity, national origin, religion, age, disability, sexual orientation, marital status, veteran status, genetic information, or any other status protected by applicable law. Our recruitment, hiring, placement, development, training, compensation, and advancement criteria are based on individuals’ qualifications, performance, skills, and experience. At our Company, we are firmly committed to extending our human rights policies to address the protection of protected classes. We expressly recognize the protection of minority groups’ rights and women’s rights under this policy.
- **Respectful Workplace** – We prohibit unlawful discrimination and harassment and treat all employees and anyone doing business with us with dignity and respect. We do not tolerate disrespectful or inappropriate behavior, unfair treatment, or prohibited retaliation of any kind.

- Workplace Security – We maintain a workplace free from violence, harassment, intimidation, and other unsafe or disruptive conditions due to internal or external threats. We take steps to provide appropriate security safeguards for our employees while respecting employee privacy and dignity.
- Work Hours, Wages, and Benefits – We compensate employees competitively relative to the labor market and comply with all applicable laws and regulations relating to hours of work, wages, overtime, benefits, and other labor standards.
- Freedom of Association – We respect our employees’ freedom to choose whether to join unions and engage in collective bargaining, as permitted by applicable laws in the countries where we do business.
- Forced Labor and Human Trafficking – We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, slave labor and all forms of human trafficking.
- Child Labor – We comply with all applicable laws and regulations relating to the hiring of minors.
- Guidance and Reporting for Employees – We strive to create a work environment in which open and honest communication among employees is valued and respected. We are committed to compliance with applicable labor and employment laws wherever we operate. We also make efforts to ensure that employees are aware of the concepts in this policy through training programs conducted annually.
- Right to water. We recognize the right to water as a fundamental human right.
- We recognize the right to Free, Prior and Informed Consent (FPIC) as a specific right that pertains to indigenous peoples as recognized in the United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP).

PROCEDURES: Employees have the right and the responsibility to report violations of this policy or if they believe this policy conflicts with laws, customs, and practices of the place where they work. No reprisals or retaliatory actions will be taken against any employee for raising concerns under this policy. We will investigate, address, and respond to the concerns of our employees and will take appropriate corrective action in response to any violation. For questions regarding this policy, contact Human Resources at HROperations@willscot.com. Employees may also contact the Ethics Hotline to report issues at (888) 399-0403.

Effective: July 29, 2024

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