

Indigenous Relations Policy – Canada

Matthews Equipment Limited, d/b/a Herc Rentals (Herc), is committed to developing and maintaining respectful and positive relationships with Indigenous communities across Canada. We believe that partnership agreements with Indigenous groups are mutually beneficial for both our business and the communities we work in. Building constructive relationships with Indigenous communities by creating formal partnership agreements has taken on increasing importance in our activities.

Herc is committed to collaborating with Indigenous peoples and their communities in Canada to build long-term trusting and mutually beneficial relationships based on the values of inclusion, transparency, respect and accountability.

Herc recognizes the value of ensuring all of our employees, as well as the contractors and consultants we hire, are aware of and adhere to our Indigenous Relations Policy. It is intended to provide a framework for the way we initiate, maintain, and nurture sustainable relationships with Indigenous Peoples in Canada.

Leadership Responsibilities

Herc will respect the legal rights of Indigenous Peoples in Canada, along with their history, cultural traditions, economies, beliefs, and knowledge and uses of lands and resources.

We will also provide training and education on the technical services we provide, to ensure that Indigenous Peoples can leverage the opportunities at hand to the fullest extent possible and can derive benefit from economic and professional development, business opportunities and capacity-building on our projects. As part of our continuous improvement efforts, Herc's senior management is consistently pursuing efforts to build a strong and resilient corporate culture. Our Indigenous Relations Policy is part of that culture and has been developed and endorsed at the highest levels of our company.

Employment

Herc fully supports and encourages the hiring of people from local Indigenous communities where our work is being carried out and promotes fair and equitable access to employment for Indigenous Peoples. We are committed to developing strong working relationships with local Indigenous communities and to hiring qualified, employable members where possible. Herc will support recruitment and development programs that enable Indigenous Peoples to meet employment requirements.

Business Development

Herc recognizes that Indigenous communities are interested in deriving the maximum possible benefit from development or project work on their lands, now and in the future. Herc is committed to working with Indigenous communities to provide economic benefit in our projects to those communities. We will encourage Indigenous business development by proactively working with Indigenous contractors to provide safe, reliable, and competitively priced goods and skilled services to our operations

Community Relationship

Herc will respect the communication protocols of Indigenous communities, groups, and organizations relevant to the specific situation. When engaged in consultation and engagement activities with Indigenous Peoples in Canada, we will strive for ongoing meaningful dialogue that is open, transparent, and effective, so Indigenous leaders and their communities have the information they need to inform and help shape their decision-making processes.

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