

Pillar	Pillar Description	Aligned Community Outcomes
	Builds upon our company's safety mission, while harnessing our unique ability to contribute to community infrastructure that broadly improves quality of life – such as affordable housing, safe transportation ways, and programs that help communities affected by natural disasters.	• Increasing affordable housing stability • Decreasing vehicle, pedestrian, and bicycle accidents • Helping our team members recover from natural disasters • Engaging team members in: • Honoring veterans and first responders • Completing community safety and housing affordable projects • Coordinating supply drives
	Amplifies our vision to be the employer of choice in our industry. Focuses on addressing industry challenges, such as the shortage of skilled tradespeople, while improving career pathways to Herc Rentals for all candidates.	• Increasing graduation rates from technical degree programs relevant to our industry • Increasing interest from women and veterans in rental industry career pathways • Engaging employees in helping local schools by fostering career exposure to our industry
	Complements our core values of <i>doing what's right – together, responsibly, while achieving results</i>. Operationally, we've developed a decarbonization roadmap to decrease our greenhouse gas emissions intensity; this pillar expands our commitment to include community projects that help the environment for current and future generations.	• Improved community air and water quality • Engaging team members in environmental beautification projects such as tree plantings and litter cleanups