EEO POLICY STATEMENT

It is the policy of The Hertz Corporation to continue to provide equal employment opportunity to all applicants and employees without regard to race, color, religion, sex, age, national origin, sexual orientation, gender identity, marital or domestic partnership status, disability, protected veteran or military status, genetic information, or other protected classification. Pursuant to Section 503 of the Rehabilitation Act and the Vietnam Era Veterans' Readjustment Assistance Act, The Hertz Corporation has developed Affirmative Action Programs to assist with the recruitment and advancement of individuals covered by these laws. These Programs have the full support of Gil West, Chief Executive Officer.

The Hertz Corporation is committed to recruiting, hiring, training, and promoting persons in all job titles, as well as ensuring that all other personnel actions are administered, without regard to the protected characteristics outlined above. It is the policy of the Corporation to provide an employment and business environment free of harassment, (whether physical or verbal), on the basis of race, color, religion, sex, age, national origin, sexual orientation, gender identity, marital or domestic partnership status, disability, protected veteran or military status, genetic information, or other protected classification. All employment decisions will be based on valid job requirements or other legitimate, non-discriminatory reasons. Our employees and applicants will not be subjected to harassment, intimidation, threats, coercion, or discrimination because they have engaged in or may engage in activities such as: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, hearing, or any other related activities associated with the administration of the affirmative action provisions of the laws set forth above, or any other Federal, state, or local law requiring equal opportunity; (3) opposing any act or practice made unlawful by the laws set forth above or their implementing regulations, or any other Federal, state, or local law requiring equal opportunity; or (4) exercising any other right protected by the laws set forth above or their implementing regulations.

In addition, The Hertz Corporation has designed and implemented an audit and reporting system that will: (1) measure the effectiveness of our Affirmative Action Programs; (2) indicate any need for remedial action; (3) determine the degree to which objectives have been attained; (4) determine whether individuals with protected characteristics have had the opportunity to participate in all company-sponsored educational, training, recreational, and social activities; (5) measure our compliance with the Programs' specific obligations; and (6) document the actions taken to perform items (1) through (5) above. If, after performing this audit, we determine that our AAPs are deficient, we will undertake necessary action to bring our Programs into compliance.

All management has the responsibility for ensuring full compliance with the provisions of the above-referenced laws and other applicable directives. Responsibility for implementing and monitoring these Programs is assigned to Eric Leef, Executive VP & Chief Human Resource Officer. Our Affirmative Action Plans for Individuals with a Disability and Protected Veterans are available to applicants and employees, upon request, on regularly scheduled workdays by contacting your Human Resource Business Partner. Any applicant or employee who has a disability and needs access to this Policy Statement in a different format should contact their Human Resource Business Partner or Corporate Human Resources. In addition, employees may voluntarily self-identify as an individual with a disability or a protected veteran at any time by contacting their Human Resource Business Partner or Corporate Human Resources.

