

Social Commitments to Human Rights and Labor Standards

Purpose

Mobile Mini's public expression of its commitment and responsibility to respect internationally recognized human rights and labor standards.

Definition

Mobile Mini's Social commitment is a statement approved at the highest levels of the business that shows Mobile Mini is committed to respecting human rights and labor standards and that it communicates this both internally and externally.

Individuals Covered Under This Policy

This policy applies to all Mobile Mini (the "Company") employees, temporary or contract workers, customers, suppliers and vendors.

Policy

This statement complements the Company's Core Values set out in our Corporate Values including: People Make it Happen, Integrity and Transparency in Everything We Do, and Continuous Improvement. The Company is committed to treating everyone with honesty, dignity and respect. These policies will encompass the Company's practices with its employees, customers, suppliers and vendors.

In addition to providing training to our employees and adhering to federal laws (EEOC) and best hiring practices, this Policy is designed to help ensure that we are focused on actively mitigating any potential human rights violations (including in hiring practices). The Company is committed to upholding the inherent dignity and the equal and inalienable rights of all people. Our commitment to respect internationally recognized human rights and labor standards supports the Company's vision to create a work environment that all can take pride in, to be a company others respect and admire, and contribute to a world made better by our actions.

Human Rights and Fair Labor Practices

As a means to ensure widely accepted working conditions, the Company recognizes important rights at work, and strongly encourage all of our business partners, vendors and suppliers to comply with these same rights, namely:

- **Freedom of Association and Collective Bargaining.** Employees must be free to join or not to join a union/employee representation of their choice, free from threat or intimidation. We recognize and respect the right to collectively bargain in accordance with applicable laws.
- **Forced Labor.** No form of involuntary labor including forced, prison, indentured, bonded, slave, or human trafficked labor, may be used including the forms outlined in Article 1 of ILO No. 105. Punishment, mental and/or physical coercion are prohibited. Disciplinary policies and procedures shall be clearly defined and communicated to workers.
- **Child Labor.** Child labor is strictly prohibited, including the worst forms of child labor as outlined in Article 3 of ILO No. 182. Company, nor any of its affiliates, shall not employ people younger than 15,

under the minimum legal age or the minimum age for completing compulsory education in the country of manufacture, whichever is higher.

- Nondiscrimination. Company, and its affiliates, shall promote an inclusive work environment that values the diversity of its employees. Vendor shall not discriminate or tolerate discrimination with respect to gender, race, religion, age disability, sexual orientation, national origin, women, minority groups or any other characteristic protected under law (including the forms of discrimination outlined in Article 1 of ILO No. 111).
- Compensation and Working Hours. The Company believes everyone should be paid fairly for the work they do. The Company follows applicable national, provincial, state and local laws and regulations that govern wages and hours, including pay rates, overtime, meal and rest breaks. It is unacceptable for any Company employee, supplier, vendor, customer or any other business or person affiliated with the Company to ignore or work around these laws. Violation of laws and regulations should be reported immediately to the Company's Legal Department.
- Health and Safety. The Company, and its affiliates, shall strive to implement the standards of occupational health and safety at a high level by applying a health and safety management approach appropriate for the business. Vendor shall comply with applicable occupational health and safety regulations aimed at providing a work environment that is safe and conducive to good health, preserving the health of employees, safeguarding third parties and preventing accidents, injuries and work-related illnesses. This includes regular workplace assessments and the implementation of adequate hazard control and precautionary measures. The Company, and its affiliates, shall aim to adequately educate and train its employees in health and safety issues.
- Water. The Company supports the right to water as a fundamental human right.

Political Contributions

As a policy matter, the Company generally does not make political donations or incur political expenditures for the purposes of political advocacy, lobbying, campaigning or to trade associations.

Applicability to Business Partners, Vendors and Suppliers

These principles apply not only to Company employees but also to the business partners, vendors and suppliers with whom we work.

Stakeholder and Management Involvement

The Company will uphold these standards by identifying company, employee, customer, supplier and vendor activities that may adversely impact the area of Human and Labor rights. We will take the necessary steps to cease or prevent such actions, and consult with relevant internal and external stakeholders to understand and mitigate any related concerns and issues to the greatest extent possible.

The Company recognizes its impact on the communities in which it operates. We are committed to engaging with stakeholders in those communities to ensure that we are listening to, and learning from, them as we continue operations in their communities. Where appropriate, we are committed to engaging in dialogue with these stakeholders on Human and Labor rights issues related to our business and how the Company can further improve and implement this policy. We believe that local issues are most

appropriately addressed at the local level. The Company is also committed to creating economic opportunity and fostering goodwill in the communities in which we operate.

The Company's Senior Management and the Board of Directors has taken the initiative to ensure compliance with these aims, but respecting Human & Labor rights is ultimately a responsibility that resides with every individual in our network.

Reporting procedures

All reports of potential violations of this policy are handled with confidentiality and are thoroughly investigated.

Any individual who experiences or witnesses what he or she perceives to be violation of this policy is required to report the incident to one or more of the following:

- His/her immediate supervisor, or any member of management;
- Human Resources
- Whistleblowers hotline 888-399-0403
- Submit a "Whistleblower" report via our secure Ethics Point website at:
https://secure.ethicspoint.com/domain/en/report_custom.asp?clientid=21342

The Company will not take any action against an employee as a result of raising an ethical issue in good faith. Mobile Mini does not tolerate any reprisal, either directly or indirectly, by any individual against any employee for raising a concern or making a report of a known or suspected act of misconduct or other violations of this policy in good faith.

Mobile Mini reserves the right to make any changes to this policy at any time. Any exceptions to this policy must be approved by Mobile Mini's Senior Vice President & Chief Human Resource Officer.