



## Health & Safety Culture Policy

**APPLICABILITY:** This policy applies to all employees and consultants of WillScot Holdings Corporation (“Company”) and its subsidiaries and affiliates. In addition, the Company expects its customers, service providers and vendors to comply with the spirit of this Policy in all their dealings with the Company and to adhere to all applicable laws and regulations.

**POLICY:** The Company is committed to preventing and reducing the risk of injury or occupational illness to our employees and the accidental loss of any of its resources and physical assets.

In fulfilling this commitment to protect both workers and property, management will provide and maintain a safe and healthy work environment, in accordance with industry standards and in compliance with (i) with all applicable federal, state and local safety and health laws and standards and Department of Transportation (DOT) regulations, as well as those standards set forth by the Company and the American National Standards Institute (ANSI) and Occupational Safety and Health Administration (OSHA), (ii) provide a safe work environment that is free from recognized hazards and (iii) implement proactive measures to prevent accidents that cause bodily injury or property damage to employees, customers, vendors and the general public. Employees who violate this policy will be subject to disciplinary action, up to and including termination of employment.

We recognize, while the Company and supervisors are ultimately responsible for health and safety in the workplace, health and safety culture is created and shared between all workplace parties. All employees are expected to help us create a positive safety culture and help to minimize accidents within our facilities and on our worksites. It is essential that all employees take personal responsibility for processes and personal safety. The Company requires leaders to actively demonstrate their commitment to safety and environmental stewardship in their decisions and behaviors. Safe work practices and job procedures will be clearly defined in the company’s Health and Safety Standard Operating Procedures for all employees to follow.

Accidents can be prevented through good management in combination with active employee involvement. The active participation of both is essential for success. Safety is the direct responsibility of all managers, supervisors, and vendors.

All management activities will comply with Company safety requirements as they relate to planning, operation, and maintenance of facilities and equipment. All employees will perform their jobs in accordance with established Company procedures and safe work practices.