



## Vendor Ethics Statements

Dear Valued Vendor:

Mobile Mini takes its responsibility as a corporate citizen very seriously and we are determined to conduct our business in accordance with the highest ethical standards. For this reason, Mobile Mini does not engage in business with companies or individuals that do not meet these standards. This Vendor Ethics Statement sets forth the minimum standards expected of all vendors conducting business with Mobile Mini or its subsidiary, Mobile Mini Tank and Pump Solutions.

### I. COMPLIANCE WITH LAWS, REGULATIONS AND MOBILE MINI POLICIES

Vendor must fully comply with all applicable national and/or local laws and regulations and Mobile Mini policies, including Mobile Mini's Environmental Commitment Policy and Social Commitments to Human Rights and Labor Standards Policy (the "Policies") found at <https://ir.mobilemini.com/corporate-governance/governance-overview>. To the extent that Mobile Mini policies impose a higher standard than what is required by applicable national and/or local laws and regulations on its vendors, such higher standard will prevail.

### II. EMPLOYMENT/CONFLICTS OF INTEREST

Mobile Mini prefers Vendor Partners that do not have direct or indirect family relationships to Mobile Mini employees. Any such relationship (or lack thereof) must be listed in Appendix A and approved in advance by an Officer of Mobile Mini.

### III. INVOICE PAYMENT

To protect Mobile Mini from incorrect or fraudulent billings, Mobile Mini reserves the right to (1) withhold payment of invoices that do not have proper purchase order information, description of service/work provided, and (if applicable) the corresponding Mobile Mini unit number for which the work or service was provided and (2) refuse payment on invoices that are not filed in a timely manner.

### IV. GIFT, KICKBACK AND GRATUITY POLICY

Gifts, no matter how well intentioned by the donor, tend to substitute subjective emotions and motives for objective judgement based on services, quality, and price. Accordingly, Mobile Mini employees, regardless of their capacity, are required to report any personal or professional gifts or gratuity they receive from any Vendor Partner. "Kickbacks" or other payments to Mobile Mini employees are strictly forbidden. I hereby certify that no gifts or gratuity (including trips, cash, samples, event tickets, or discounts) nor any "kickbacks" or any other payments have been given to any Mobile Mini employee.

### V. MOBILE MINI AFFIRMATIVE ACTION COMPLIANCE STATEMENT

As a federal government contractor, Mobile Mini complies with, and expects all of its subcontractors, suppliers and vendors to comply with, all of their applicable obligations under Executive Order 11246, Section 503 of the Rehabilitation Act of 1973, Vietnam Era Veteran's Readjustment Assistance Act of 1974, as amended, 38 U.S.C. 4212 or any other law requiring equal opportunity for disabled persons, and other protected veterans. Further, the equal employment opportunity clauses set forth in 41 CFR 60-1.4(a) and 41 CFR60-741.5(a) are hereby incorporated by reference into all the transactions between our companies.

### VI. MONITORING AND ENFORCEMENT

Mobile Mini requires our vendors to regularly monitor their compliance with this Code and the Policies and to notify the Mobile Mini Purchasing Representative immediately if they find themselves in violation of, or in non-compliance with, this Code or the Policies or if the vendor has any concerns regarding potential non-compliance with this Code or the Policies.

Mobile Mini will take affirmative measures to ensure compliance with the requirements laid out in this Code and the Policies by use of questionnaires, information requests and/or announced or unannounced site inspections. We may visit vendor facilities, review documentation and conduct a full audit if necessary to ensure compliance with this Code and/or the Policies, including vendor's compliance with the environmental requirements contained therein.

If Mobile Mini determines that a vendor has violated this Code or the Policies, we may require the vendor to provide information relating to the issue and demonstrate within 30 days that corrective action has been taken. We reserve the right, at our sole discretion, to suspend or terminate any relationship with the vendor for breach of the requirements of this Code or the Policies.

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### VII. Data Protection

Mobile Mini is committed to protecting the Personal Data of its subcontractors, suppliers, and vendors, and thus Mobile Mini complies with the requirements of the California Consumer Privacy Act of 2018 (CCPA). Vendors doing business in California should refer to Mobile Mini's [Privacy Policy](#) to review its rights under the CCPA. By agreeing to the terms of this document Vendor acknowledges that it has received and reviewed a copy of Mobile Mini's Privacy Policy and understands its rights thereunder.

### VIII. CERTIFICATION

I understand that a violation of this Vendor Ethics Statement will constitute a breach in our relationship and may result in the termination of Mobile Mini's business relationship with Vendor Partner and cancellation of all outstanding orders. Notwithstanding the foregoing, Mobile Mini reserves the right to terminate its agreement with Vendor Partner at any time and for any reason.

I will inform my employees of Mobile Mini's standards and instruct them to comply. As an officer of the below named Vendor Partner of Mobile Mini, I have read the principles and terms described in this document and agree that we are in full compliance with these principles and terms and will be bound by them.

[Signature Page Follows]

Signature: \_\_\_\_\_ Date signed: \_\_\_\_\_

Individual Name: \_\_\_\_\_ Title: \_\_\_\_\_

Vendor Name: \_\_\_\_\_

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### APPENDIX A — CONFLICTS OF INTEREST DISCLOSURE

In the space provided, list any familial relationships (meaning children, stepchildren, parent, stepparent, spouse, significant other, sibling, in-laws, or cousins) between Mobile Mini employees and Vendor Partner. Please select "None" below if no such relationships or conflicts of interest exist.

None

| Mobile Mini Employee<br>(name and title) | Vendor Employee<br>(name and title) | Description of Relationship |
|--|-------------------------------------|-----------------------------|
|  |                                     |                             |