

AutoNation, Inc.
Environmental, Health and Safety Policy

AutoNation, Inc. (“AutoNation”) is committed to conducting operations in an ethical and socially responsible way, and we are sensitive to the needs of the environment, the communities in which we operate, our customers, our suppliers, our shareholders, and our Associates. A key to achieving long term success as a company and as individuals is acting ethically and complying with the legal requirements that govern our business.

Environmental Policy

Proactive management of environmental impact, workplace safety, and employee health is important to the long-term success of each AutoNation dealership, collision center and AutoNation as a whole.

- AutoNation has implemented an Environmental, Health and Safety Compliance Program, which includes training and consulting support at our dealerships and other operating entities.
- It is the responsibility of management of all AutoNation stores and other operating entities to ensure compliance with AutoNation’s environmental policies and applicable environmental laws and regulations.
- We are committed to pursuing strategies that reduce environmental impacts in relation to our operations and seek to develop, monitor and manage appropriate operational standards and programs to improve environmental performance.

Workplace Health and Safety

All Associates must work together in providing a safe and healthy workplace and are expected to know and abide by all applicable Environmental, Health and Safety policies as well as applicable environmental laws that govern the work they do. We must work together to provide a safe and healthy workplace for all Associates and for customers and other visitors to Company premises. This means:

- Maintaining facilities free from recognized hazards;
- Obeying all Company health and safety rules as well as applicable laws and regulations;
- Operating equipment safely with all safety devices in place; and
- Wearing personal protective equipment wherever required.

Environmental, Health and Safety Compliance Program

AutoNation has developed and implemented an Environmental, Health and Safety (“EHS”) Compliance Program, a component of AutoNation’s Business Ethics Program, which governs AutoNation’s EHS responsibilities. Our EHS Compliance Program is designed to meet our commitment of reducing our environmental impact by:

- Implementing AutoNation’s standards of practice for managing compliance with applicable EHS regulations and developing step-by-step guidance to comply with all applicable EHS requirements in the form of standard operating procedures.
- Supporting recycling initiatives and pollution prevention practices throughout our organization.
- Encouraging ways to reduce the generation of hazardous waste.

- Promoting environmental awareness to all Associates and encouraging solution sharing and best practices at all AutoNation locations.
- Assessing the environmental impacts of our activities and setting appropriate environmental improvement objectives.

Retaliation

AutoNation strictly prohibits retaliation against any Associate who makes a good faith report of a suspected violation of the law or the Business Ethics Program or who participates in an investigation of a report. Reporting in “good faith” means that you reasonably believe the information that you provide to be true. Retaliation is a serious violation of AutoNation’s Code of Business Ethics and will be dealt with accordingly. Examples of retaliation include harassment, demoting or firing an Associate, or withdrawing benefits because an Associate makes a good faith report.

Reporting Violations and Seeking Guidance

AutoNation is committed to appropriately investigating and responding to suspected or known violations of the Business Ethics Program or applicable laws. To do so, the Company must know about potential issues as soon as possible. Associates have an important responsibility to report all known or suspected violations as promptly as possible to their manager, any other manager with whom they are comfortable, Corporate or Region Human Resources, the Legal Department, the Alertline, or any other resource described in the Code of Business Ethics. Reports to the Alertline may be made anonymously. Reports will be treated confidentially to the extent reasonably possible.