

## **AutoNation, Inc. Human Rights Policy**

AutoNation, Inc. (“AutoNation”) is committed to conducting operations with high standards of business conduct as reflected in our Business Ethics Program, Code of Business Ethics, policies, and related materials. These standards play a critical role in preserving the trust of our customers, shareholders, suppliers, regulators and others. These standards have also assisted in AutoNation’s vision to become America’s best place to buy and service cars and trucks.

### *Commitment to Human Rights*

AutoNation supports and respects the protection of human rights and we are committed to implementing policies, procedures and training programs throughout our business that seek to advance human rights. We endeavor to work with business partners who share in our commitment, and we do not condone human trafficking, forced labor, child labor, harassment or abuse of any kind. We expect our business partners to operate consistently with these principles.

### *Equal Employment Opportunity*

AutoNation values the dignity of all employees and is committed to maintaining a work environment that is free from discrimination, where all Associates can devote their best efforts to their jobs. AutoNation provides equal employment and promotional opportunities for all Associates as well as any individual applying for employment without regard to race, religion, sex, sexual orientation, gender identity or expression, national origin, age, disability or any other protected characteristic as defined by applicable federal, state or local law. Illegal discrimination or harassment will not be tolerated from any Associate or from any outsider dealing with AutoNation.

### *Freedom of Association and Collective Bargaining*

AutoNation complies with all applicable state and federal laws related to freedom of association and collective bargaining.

### *Wage and Hours*

At AutoNation, we are committed to following the requirements of federal, state and local law, as applicable, in the payment of minimum wages and overtime compensation and in other pay practices. AutoNation pays Associates at least the minimum wages mandated by applicable federal, state and local laws and all overtime compensation required by law or contract.

### *Preventing Harassment*

AutoNation is committed to maintaining a work environment free from sexual and other harassment. Harassment, either intentional or unintentional, has no place at AutoNation. The Company will not tolerate any form of harassment. Unwelcome sexual advances, requests for sexual favors and other forms of verbal, physical, written or visual conduct of a sexual nature will not be tolerated. AutoNation managers are required to take reasonable actions to prevent conduct at work that creates an intimidating, hostile or offensive work environment. Associates are required to immediately report harassment, whether by an employee or a non-employee.

### *Preventing Workplace Violence*

Violence, threats of violence, intimidation, or any conduct that creates an intimidating or offensive work environment is unacceptable and will not be tolerated. Managers are required to exercise reasonable care to prevent conduct or behavior at work that creates a violent, intimidating, hostile or offensive work environment.

No Associate may bring firearms, explosives or any other weapons into the workplace or any work-related setting, regardless of whether the Associate is licensed to carry the weapons, except as prohibited by law. AutoNation reserves the right to conduct searches on Company property to ensure that dangerous materials or items are not present, as permitted by law.

#### *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.