

aggreko

Supplier Code of Conduct



Aggreko is committed to conducting business with integrity and honesty and in a socially responsible and sustainable way. In delivering on this promise we are committed to conducting our business in compliance with all applicable laws and delivering **long-term social, environmental and economic benefits for the communities in which we operate. We expect our suppliers to share this commitment and to **work in partnership** with us to achieve this goal.**



We recognise that legal and cultural requirements vary globally and we expect our suppliers to comply with the applicable local laws. However, we also set universal standards that we require from all of our suppliers.

This Supplier Code of Conduct sets out the minimum standards that we require our suppliers to adopt and to implement throughout their business and within their own supply chain.

Our suppliers are required to communicate and ensure that all workers for the supplier, including subcontractors and sub-suppliers (whether employed or not) comply with the standards set out in this Supplier Code of Conduct and that all workers are appropriately qualified, trained and have the necessary skills and expertise to perform the obligations required by this Supplier Code of Conduct.

Our Supplier Code of Conduct sets out standards across three core areas:

1. Environment

Reducing the environmental impact of our activities.

2. Social

Prioritising safety, protecting human rights, and respecting labour standards.

3. Governance

Adopting robust governance frameworks, ensuring business is conducted ethically and in compliance with laws.

This Supplier Code of Conduct applies to all companies within the Aggreko group, including:



1. Environment

Our suppliers must ensure their activities respect and protect the environment and any communities impacted by their activities. This includes taking responsible action in the following areas:

Net Zero aligned

To support the global ambition towards Net Zero, we require our suppliers to demonstrate a commitment to reduce their individual environmental impact.

Waste and plastics

Aggreko is committed to re-using and recycling raw materials, products and packaging wherever possible and will look to collaborate with our suppliers in this ambition.

Biodiversity

Adopting behaviour that protects biodiversity and where possible encourages it.

Deforestation

Avoiding any activities that lead to deforestation.

Water

As water becomes an increasingly constrained resource our suppliers are expected to use water responsibly, use circularity where possible and avoid activities that impact or pollute water sources.

Land rights

Our suppliers must respect the rights and title to land and property of individuals, communities and indigenous populations, ensuring any land and property negotiations are undertaken in a fair, transparent and legal way.



Product and services procurement

Goods and services used by suppliers should be purchased responsibly and with the following principles in mind:

- **Carbon miles** - local vendors should be preferred to reduce the carbon impact of distribution whenever possible.
- **Packaging** - where packaging is necessary it should be minimised and recyclable/reusable whenever possible.
- **Toxic and hazardous goods** - purchase of these items should be minimised and eradicated whenever feasible.
- **Renewable energy** - suppliers should explore renewable energy options to reduce their carbon footprint whenever feasible.
- **Quality and traceability** - to protect the quality of Aggreko's products and services our suppliers will also be required to provide traceable, high quality products.

2. Social

Health and safety

We require our suppliers to comply with all applicable laws governing health and safety. We require our suppliers to operate in a safe, responsible manner, which protects and safeguards the health and safety of workers, customers and the communities in which we and our suppliers operate. We require our suppliers to have safety as a priority and to control hazards and take appropriate measures to prevent accidents. When working with us, we require our suppliers to provide employees that are trained and competent and to assess risks associated with their operations, ensuring preventative measures are always implemented to provide a safe working environment.

Employment standards

We require our suppliers to respect and comply with the fundamental rights granted to workers (both employed and subcontracted) under applicable local laws. This includes taking due account of local laws and providing appropriate protection in the following areas:

- **Equal treatment** - all workers should be able to enjoy a safe, respectful work environment free from all forms of discrimination, abuse and harassment.
- **Working time** - workers should not be required to work more than the maximum hours of daily labour set by local laws.
- **Remuneration** - all workers should be paid at a level which is in line with applicable local laws.
- **Child labour** - our suppliers must comply with all applicable child labour laws. We require all suppliers to observe the International Labour Organisation's Convention concerning Minimum Age for Admission to Employment which applies a minimum age of 15 for workers. If the applicable local law applies a higher minimum employment age, then we require our suppliers to comply with this law. Our suppliers are required to have in place appropriate processes to verify the age of new employees to ensure compliance with applicable child labour laws and the International Labour Organisation's Convention concerning Minimum Age for Admission to Employment.
- **Freedom of association** - all workers should be free to form or join a worker's council or other employee trade union body. Our suppliers should also observe the applicable laws regarding collective representation.
- **Forced labour** - all workers should be employed voluntarily and no workers should be subject to any form of forced, involuntary or debt bonded labour.
- **Grievance mechanisms and remedies** - our suppliers must implement a grievance process accessible to all workers ensuring all grievances are treated fairly and responsibly.

3. Governance

Legal compliance

We require our suppliers to ensure that all activities are conducted in accordance with all applicable international, national and regional laws and regulations. This includes, but is not limited to, laws and regulations relating to health and safety, environmental, international sanctions and trade laws, taxes, labour and corruption.

Business ethics

We require our suppliers to conduct business with integrity and honesty. Aggreko adopts a zero tolerance approach to corruption and we require our suppliers to adopt this standard when conducting business with us or on our behalf. In particular this means that our suppliers should not offer any invitations or gifts to our employees so as to gain any form of influence or advantage. If acting on behalf of Aggreko our suppliers must never offer any payments or advantages to a third party in the public or private sector for business or financial gain or to influence a decision. This includes any small payments or “facilitation payments” made to public officials. Any payments made on our behalf by our suppliers must always be supported by official receipts.

Competition

We require our suppliers to compete fairly and abide by competition laws. Our suppliers are expected not to take any improper collaborative action with a competitor or its representatives.

Sanctions and trade restrictions

We require our suppliers to comply with all applicable laws and regulations relating to sanctions, this includes ensuring that all goods and services provided to us were not procured directly or indirectly from a sanctioned country or a sanctioned person.

Conflicts of interest

We require our suppliers to disclose to us any potential conflicts of interest with Aggreko employees or our customers.



Confidentiality

We require our suppliers to protect any information received from us in the course of business to ensure that it is kept confidential and is never used inappropriately for business or personal financial benefit or gain. This includes adopting an appropriate level of information security and control that is in line with international best practice and commensurate with the sensitivity, value and criticality of the information provided.

Suppliers are not permitted to use our brands, or the brand of our customers, for its own marketing purposes without prior approval.

Data privacy

Our suppliers must adhere to all applicable data protection laws when handling personal information provided by Aggreko. Personal information provided by us or on our behalf should only be used, accessed, and disclosed as permitted by applicable law and as may be set out in any supplier agreement you enter into with us.

Supplier relations

We require our suppliers to communicate the principles and values set out in this Supplier Code of Conduct to their suppliers and to take these principles into account when selecting their own suppliers.

Monitoring compliance

We require our suppliers to regularly monitor compliance with this Supplier Code of Conduct and to notify the Purchasing Representative immediately if any issues arise or if the supplier has any concerns regarding compliance with this Supplier Code of Conduct.

We will monitor your compliance with the requirements laid out in this Supplier Code of Conduct by use of questionnaires, information requests and/or site inspections. We may visit supplier facilities, review documentation and conduct a full audit if necessary to ensure compliance with this Supplier Code of Conduct. If we determine that a supplier has violated this Supplier Code of Conduct, we may require the supplier to provide information relating to the issue and demonstrate within 30 days that corrective action has been undertaken.





We reserve the right, at our sole discretion, to suspend or terminate any relationship with the supplier for breach of the requirements of this Supplier Code of Conduct.

Blair Illingworth

Chief Executive Officer

March 2025