

AGGREKO SPEAKING UP POLICY

Aggreko is committed to maintaining a workplace environment that promotes safety, mutual respect, ethical behaviour and good corporate governance. Our Code of Conduct sets out the values and behaviours that we expect all of Team Aggreko to adopt.

If you see something that doesn't meet our high standards then we encourage you, where possible, to speak to your line manager. We understand that you may feel uncomfortable in doing this so if this is the case, or if you believe the concerns, you have raised have not been acted upon, you can discuss your concerns with any of the following individuals:

- Your regional HR Manager
- Your regional Head of Legal
- The Group Legal Director
- The Group People Director
- The Director of ESG & Compliance

Alternatively, if you are uncomfortable raising your concerns with any of the above individuals, you should contact the Speaking Up service either by telephone or online. This is a completely independent service, managed outside of Aggreko and all reports are treated strictly confidentially. You won't be required to give your name or contact details, and you'll be able to speak to someone in your preferred language. The contact details for the Speaking Up service are available on [MyAggreko](#) as well as on posters around your part of the business.

All reports made via the Speaking Up service, where appropriate, are shared with the Group Legal Director, Group People Director and the Director of ESG & Compliance who oversee an investigation into the concerns raised, and all investigations are undertaken sensitively in order to ensure the protection of confidentiality.

As you would expect, Aggreko adopts a strict policy of non-retaliation, which means that you can be assured that there will be no negative consequences in raising any bona fide complaints or issues.

The Audit & Risk Committee oversees the implementation of this Speaking Up Policy and monitors reports received via the Speaking Up service.

23 September 2022