

Inclusion policy

This policy details our commitment to providing a safe, fair, discrimination-free and inclusive environment where colleagues feel valued, respected and part of our global team. It states the standards we require of everyone who works for Aggreko, including employees, workers, contractors, volunteers, interns and apprentices. It applies in the workplace and in work related situations outside the workplace.

Inclusion is the practice of creating a culture and working environment where all people feel able to participate, have their contributions valued and can be themselves and thrive at work.

Our commitment:

We are committed to:

- Creating an inclusive culture that supports wellbeing and enables everyone to be themselves, feel they belong and reach their potential.
- Promoting a safe working environment based on dignity, trust, and respect and one that is free from offensive/inappropriate behaviour. We will not tolerate discrimination, victimisation, harassment, or sexual harassment. We will not retaliate against anyone who makes a good faith complaint to us about this, or who – in good faith - supports a colleague in their complaint or participates in good faith in an investigation into the complaint.
- Providing equal opportunities to all by making sure that all our employment policies, terms and conditions, practices and procedures are:
 - fair and equitable to all, and that recruitment, reward, retention and progression within Aggreko is based solely on the knowledge, skills, ability and experience of each individual, using criteria and processes that avoid discrimination
 - accessible for everyone, providing reasonable accommodations, where appropriate.
- Ensuring compliance with equal opportunities laws in all countries we are operating in.
- Promptly investigating any complaint or allegation raised regarding a breach of this policy. Following investigation, if anyone is found to have committed, authorised or condoned an act of discrimination, harassment, sexual harassment, retaliation, victimisation or bullying directly or indirectly, we will take action.

Our expectations:

We expect everyone working for Aggreko to:

- Understand, promote and apply this policy.
- Understand your rights and responsibilities. If you are not sure what we consider acceptable and unacceptable, check with your manager.
- Treat colleagues and third parties (including customers, suppliers, contractors, agency staff, consultants and job applicants) fairly and with dignity, trust and respect. Ensure any dealings that you have are free from any form of discrimination, harassment, sexual harassment, bullying, retaliation or victimisation.
- Act as an ally and constructively challenge inappropriate behaviours, comments and ways of working.
- Talk to your manager or a member of the leadership or people team if you believe you have been harassed or discriminated/retaliated against or have witnessed these behaviours in relation to another colleague or third party. If you don't feel your concerns have been acted on or feel you unable to speak to a member of your leadership team, you should raise your concerns in accordance with the processes set out in Aggreko's Speaking Up policy.



The policy does not form part of your contract of employment, and we reserve the right to amend it at any time.

In most countries where we operate there is legislation that ensures that people are not treated unfairly or less favourably based on their personal characteristics. We want to ensure we adhere to the laws in the countries we operate whilst recognising that treating people fairly is the right thing for Aggreko and our people and essential to our ongoing business success.