



Human Rights Policy

Our Commitment

At Aggreko, we are committed to upholding and promoting human rights in every aspect of our operations. We believe that all people should be treated with dignity, fairness and respect. This commitment is grounded in the principles of the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, and the International Labour Organization's core conventions. This policy applies to all companies within the Aggreko group.

We expect the same commitment from our suppliers, customers, contractors and business partners.

What We Do

- Respect human rights in all our operations, wherever we work.
- Prohibit all forms of forced labour, child labour, and human trafficking.
- Ensure fair working conditions, including safe workplaces, reasonable working hours, and fair wages.
- Promote inclusion and prohibit discrimination or harassment of any kind.
- Engage with stakeholders to understand and address human rights risks in our value chain.
- Provide access to grievance mechanisms and support those who speak up.

What We Don't Do

- Tolerate any form of modern slavery, including bonded or involuntary labour.
- Work with suppliers or partners who fail to meet our human rights standards.
- Ignore or fail to act on reports of human rights violations.
- Retaliate against anyone who raises a legitimate human rights concern.

Examples of Human Rights Issues

- A supplier using child labour in its manufacturing process.
- A contractor withholding passports from migrant workers to restrict their movement.
- Employees being forced to work excessive hours without rest or overtime pay.
- A team member being harassed or discriminated against based on gender, race, religion, or sexual orientation.
- A site failing to provide safe drinking water or sanitation facilities for workers.
- A supplier underpaying workers below the legal minimum wage.
- A whistleblower being threatened or dismissed after reporting unsafe or unfair practices.



What You Should Do

- Know and follow this policy and our Code of Conduct.
- Speak up if you see or suspect any human rights abuse – use our Speaking Up service or talk to your manager, People team, Legal or Compliance team.
- Report concerns immediately – even if you're unsure, it's better to raise the issue.

Need Help?

If you have questions or concerns about human rights issues, contact:

- Your Manager
- The People Team
- The Legal or Compliance Team
- Aggreko's Director of Sustainability & Compliance

You can also report concerns anonymously through our Speaking Up service. The service is available in multiple languages and all reports are treated confidentially.

You can make a Speaking Up report online using the online portal which you can find at:

www.safecall.co.uk/file-a-report/

Alternatively, you can contact the Speaking Up service via telephone using the local telephone numbers which you can find at:

<http://www.safecall.co.uk/file-a-report/telephone-numbers/>

July 2025