



AGGREKO'S SLAVERY AND HUMAN TRAFFICKING STATEMENT 2021

Aggreko is a global business serving customers in over 80 countries worldwide. We power progress by providing power and temperature control solutions to businesses and homes around the world.

We have two business units. Our Rental Solutions business provides power, heating and cooling in developed markets. Our customer requirements tend to revolve around smaller, short-term but often complex projects, and key events. Our Power Solutions business provides power, heating and cooling to emerging markets for industrial and utility customers with generally longer-term power needs. Our product lines are common across both the Rental Solutions and Power Solutions businesses and include mobile power generation equipment and energy storage, as well as power adjacencies such as temperature control and loadbanks. We build our equipment at our manufacturing facility in Dumbarton, Scotland and we service and maintain our equipment internally at our hubs and depots around the world.

We work with a number of major OEM suppliers for the main components of our equipment. We also procure goods and services from a variety of suppliers across the world to maintain our equipment and to support our business.

Aggreko takes its social responsibility seriously and is committed to conduct our business in compliance with the highest ethical values. We apply high employment standards across our business, complying with relevant employment, health and safety and human rights laws to ensure our employees are secure. We have a zero-tolerance approach to modern slavery and human trafficking.

We have reviewed our employment practices across our business, and we have not identified any changes to our working practices which would raise concerns that our workers are:

- forced to work through mental or physical threat;
- owned or controlled through mental or physical abuse or threat of abuse;
- de-humanised, treated as a commodity or bought and sold as property; or
- physically constrained or whose freedom of movement is restricted (eg. through the retention of passports or movements tracked).

We have regular visits by management. We conduct regular opinion surveys of our people including surveys on welfare issues and we have grievance procedures in place which enable our people to report any concerns. We also have an anonymous, confidential, external speaking up service which we encourage our people to use. We have not received any reports in 2021 which would raise concern of modern slavery or human trafficking in our business. Our HR teams are alert to flags which could signal risks relating to modern slavery and understand how they should report any issues.

We conduct risk assessments to assess the potential risk of modern slavery and human trafficking in our business or in our supply chain and we use these risk assessments to guide our assurance activities to test the effectiveness of our controls.

We also train all of our employees on modern slavery so that they are alert to these risks and know how to respond if they have any concerns.

As we operate in some countries where there is a higher prevalence of modern slavery, we are aware that slavery and human trafficking could occur in our supply chain. This is most likely to arise where we engage local labour providers or where we procure security, transportation or facilities management services locally.

We address these risks in our due diligence processes with our suppliers. Our Supplier Code of Conduct sets out the minimum standards we require from all suppliers to Aggreko. It specifically requires our suppliers to comply with workers' fundamental rights and ensure that their workers are:

- paid in compliance with local laws;
- not required to work more than the maximum hours of daily labour;
- free to form or join a workers council; and
- not subject to any form of forced, involuntary or debt bonded labour.

All of our suppliers are required to confirm that they comply with these standards.



We also conduct additional supplier checks as part of our supplier quality audit programme. Our supplier quality audits include an assessment of the measures adopted by our suppliers to address modern slavery risks within their business and their supply chain. Any issues identified through these assessments are escalated to our Procurement and Compliance teams who will work with the supplier to remediate any issues where possible or terminate the relationship with the supplier if appropriate.

We will continue to monitor modern slavery risks and controls across our business. We will respond appropriately if we consider the risk in any areas of our business to have increased.

Declaration

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015. This statement constitutes our Group's slavery and human trafficking statement for the financial year 2021 and details the approach adopted by Aggreko Limited and all subsidiaries of Aggreko Limited, including Aggreko UK Limited and Aggreko International Projects Limited. This statement was approved by the Board of Directors on 31 March 2022.

A handwritten signature in black ink, appearing to read "Blair Illingworth".

Blair Illingworth
Chief Executive Officer