



## SUPPLIER CODE OF CONDUCT

The Aggreko Supplier Code of Conduct (“Supplier Code”) sets forth principles that Aggreko has adopted to promote ethical conduct in the workplace, safe working conditions in Aggreko’s supply chain, treatment of workers with respect and dignity, and environmentally responsible manufacturing processes. As used in this Supplier Code, “Aggreko” refers to Aggreko LLC and its controlled affiliates and business organizations.\*

Aggreko embraces diversity and legal compliance as fundamental principles and key components of its corporate strategy. It is our desire that all suppliers to Aggreko, their agents and their permitted subcontractors similarly embrace diversity and equal opportunity to the fullest extent possible. All suppliers must operate in full compliance with the laws, rules and regulations of the jurisdictions in which they operate, and they must act ethically at all times.

The Supplier Code is comprised of six sections: Section A specifies general standards of conduct for Aggreko’s supply chain. Sections B, C, and D outline standards for Labor, Health and Safety, and the Environment, respectively. Section E addresses access to Aggreko premises and Aggreko identification. Section F outlines the elements of an acceptable system to manage conformity to this Code.

In all aspects of the Aggreko supplier working relationship, Aggreko’s suppliers and their agents and permitted subcontractors shall support Aggreko’s core values by conducting business with integrity, by treating others with respect, by striving for performance excellence and by accepting accountability for their conduct. Aggreko reserves the right to review or audit vendor compliance with this Code.

The Aggreko Supplier Code of Conduct is not intended to create new or additional third party rights or obligations to third parties, including any rights of, or obligations to, employees of suppliers. It supplements, but does not supersede, any rights maintained by Aggreko under any contract with any supplier.

### SECTION A - ETHICS AND STANDARDS OF CONDUCT

Suppliers, their agents and permitted subcontractors are expected to conduct business with integrity and mutual respect and to uphold the highest standards of ethics and behavior, including:

#### 1. Business Integrity

Any and all forms of illegal or inappropriate activity, including, but not limited to, corruption, misrepresentation, extortion, embezzlement or bribery, are strictly prohibited and may result in termination of any or all supply agreements with Aggreko and possible legal action. Records prepared for Aggreko, including records of work time and expenses, shall be accurate, truthful and complete, and shall meet applicable standards and requirements.

#### 2. Company Information

Safeguarding from disclosure Aggreko’s confidential and proprietary information concerning matters such as our business activities, strategies, plans, structure, technology, customers, financial situation and performance is critical to the company’s success, and such information cannot be disclosed or used, except in accordance \* Aggreko’s Supplier Code of Conduct. It is paramount that our business partners safeguard Aggreko’s information. Suppliers must:

- Understand any specific requirements for using Aggreko’s information and, when not sure, seek guidance from Aggreko.
- Comply with applicable non-disclosure agreements and contractual confidentiality requirements regarding information belonging to or in the possession of Aggreko.

- Immediately notify Aggreko of any request or demand by a third party for Aggreko information.
- Never misuse or disclose confidential or proprietary information to unauthorized parties.
- Use caution when discussing non-public information in public or any place where others may overhear.
- Safeguard and appropriately handle Aggreko information and information regarding the Aggreko brand or logo.
- Secure Aggreko’s written approval before using information about Aggreko or Aggreko’s name or brand identity publicly in any publicity, advertising or website.
- Not access, use, copy, manage, store or process company information outside the United States without the prior written approval of Aggreko.

#### 3. Competitor Disparagement and Obtaining Information

Aggreko competes based on the strength of its products, services, reputation, and fair and accurate comparisons with its competitors. Suppliers should not make unfair, misleading, or inaccurate comparisons with the products and services of Aggreko’s competitors. Aggreko acquires competitive and other information only using proper means and without misrepresentation, and Aggreko’s suppliers, their agents and permitted subcontractors shall similarly do so.

#### 4. Advertising and Marketing

If an Aggreko supplier is, with Aggreko’s prior written approval, engaged in any advertising, marketing or promotional activities that reference or implicate Aggreko, its name, logo or services in any manner, such materials must comply with all applicable laws, rules and regulations, and must be truthful and accurate. Materials must not be false, misleading or have a tendency to deceive, and all claims must be substantiated. All suppliers’ advertising must make clear and conspicuous disclosure of material terms and limitations of advertised offers.

#### 5. Alcohol and Drugs

Suppliers must not report to work or engage in any work for or on behalf of Aggreko, or in any fashion represent, or make any representations on behalf of Aggreko, while under the influence of illegal drugs or alcohol. In addition, suppliers may not possess illegal drugs or controlled substances while on Aggreko premises or while conducting business with or for Aggreko. This prohibition does not include legally obtained medications used as directed by a licensed medical practitioner that do not create a safety risk such as possible impairment in operating machinery.

#### 6. Weapons

The existence of unauthorized weapons on Aggreko property is a violation of Aggreko policy. Therefore, unless necessary for Aggreko business and authorized in accordance with Aggreko’s policy, the possession of weapons (including, but not limited to, firearms, knives and explosives) by employees, agents, or suppliers on Aggreko property is expressly forbidden.

#### 7. Gambling

Gambling, including games of chance, is not allowed while working for or on behalf of Aggreko or on Aggreko premises.

#### 8. Conflicts of Interest

Suppliers must avoid engaging in any business activity that would conflict or interfere with their provision of products and services to Aggreko.

#### 9. Company Property, Funds and Information

Suppliers must use all Aggreko property, including but not limited to, equipment, funds, documents, electronic and written information and communications systems, with care and adherence to acceptable



standards, applicable laws, and Aggreko's rules and procedures. Suppliers are required to report any suspected or actual misuse, theft, vulnerability, improper exploitation or sabotage of Aggreko property.

#### 10. Business Courtesies

Aggreko's suppliers, like Aggreko, are expected to compete based on the merit of their products and services, not through gifts, entertainment, or other business courtesies. Although business courtesies can promote successful working relationships and good will, Aggreko expects its suppliers, when working with or representing Aggreko, to follow all applicable laws and Aggreko's rules and procedures with respect to gifts, entertainment, and other business courtesies.

#### 11. Working with the U.S. Government

When interacting with U.S. federal, state and local government bodies and agencies, and their representatives, Aggreko's suppliers must conduct themselves with honesty and integrity, and comply with all applicable laws and regulations, including, but not limited to, laws and regulations relating to government ethics, lobbying and the handling of confidential, classified and other government information. Suppliers whose work with Aggreko relates to U.S. federal government contracts may be subject to additional requirements as specified in their contracts with Aggreko.

#### 12. International Business

Aggreko conducts business around the world in compliance with applicable law and in consideration of both U.S. and local standards and customs, and in a manner that fosters Aggreko's reputation as a good company with which to do business. Among other practices, we (a) only lawfully transfer Aggreko products, services, equipment, information or knowledge across borders, (b) only make proper and permissible payments to parties outside the U.S., and (c) only exchange business courtesies according to Aggreko standards and local law. The foregoing includes, but is not limited to, compliance with the U.S. Export Administration Act, the Export Administration Regulations, and the Foreign Corrupt Practices Act. Suppliers to Aggreko, when representing Aggreko or performing Aggreko work, must similarly comply with these requirements.

#### 13. Customer and Employee Privacy and Personal Information

As an Aggreko supplier, you have an important role in helping Aggreko to sustain our customers' and employees' confidence in the company and its products and services. To meet these concerns, you must use care in working with all customer and employee information and communications, safeguard such information as required under your contracts with Aggreko and this Code.

#### 14. Reporting Concerns or Misconduct

Suppliers must report concerns and potential or actual misconduct that violate this Supplier Code of Conduct. Suppliers shall, consistent with any applicable law and privilege, provide reasonable assistance to any investigation by Aggreko of a violation of the Supplier Code of Conduct. When reporting suspected or actual misconduct, suppliers should report concerns pertaining to **Aggreko LLC – Legal Department** at (800) 323-6086 or at email address [legal3@aggreko.com](mailto:legal3@aggreko.com).

Suppliers and their agents must protect anyone who works for them, either as an employee or a consultant, from any form of retaliation for reporting suspected or actual misconduct.

### SECTION B – LABOR

Suppliers of products or services produced in or provided from the United States shall comply with all applicable federal, state and/or local laws and regulations. Suppliers of products or services produced or provided from outside the United States shall comply with applicable laws and regulations of relevant countries. However, regardless of applicable laws and regulations, suppliers must uphold the human rights of workers by treating them with dignity and respect.

Suppliers retained by Aggreko and their agents and permitted subcontractors are fully responsible for the quality, performance, behavior, supervision and protection of their personnel. Aggreko retains the right in its absolute discretion to require the removal of any personnel of a contractor or subcontractor from a Aggreko job site in appropriate circumstances, for example: (a) if there is reasonable cause to believe a person is under the influence of alcohol, drugs, or other substances that adversely affect that person's work or create a safety risk, (b) for commission of an illegal act, (c) for threatening or harassing the public or a Aggreko employee, or otherwise engaging in abusive or disruptive conduct, (d) for violation of an Aggreko policy, or (e) for performing an unsafe act.

### SECTION C – HEALTH and SAFETY

Suppliers to Aggreko must conform to all applicable health, safety and environmental laws and regulations.

Ongoing worker input and education is key to identifying and resolving health and safety issues in the workplace, and these are critical to the overall success of a safety and health program. Accordingly, suppliers retained by Aggreko should address the following:

#### 1. Occupational Safety

Every supplier shall be committed to the safety and health of its employees, and shall ensure that required training of personnel has been completed prior to initiating any work activity. The supplier should have or subscribe to a written safety and health program. Suppliers are responsible for addressing and controlling worker exposure to potential safety hazards in conformance with all applicable standards and/or regulations and by utilizing suitable means, e.g., design, engineering and administrative controls, preventative maintenance, training, work procedures, and appropriate personal protective equipment.

#### 2. Emergency Preparedness

Suppliers to Aggreko shall have emergency plans and response procedures that implement all applicable laws and regulations regarding: emergency preparedness, reporting and notification; evacuation procedures, training and drills; appropriate hazard detection and suppression equipment; and adequate exit facilities from job sites.

#### 3. Occupational Injury and Illness

Suppliers to Aggreko shall have procedures and systems to manage, track and report: motor vehicle incidents, occupational injuries and illnesses, and exposure of workers to chemical, biological and physical agents. Such procedures and systems shall implement all applicable laws and regulations, and include provisions to: (a) encourage worker reporting; (b) classify and record injury and illness cases; and (c) investigate cases and implement corrective actions.

### SECTION D – ENVIRONMENTAL

Adverse effects on the community, environment and natural resources are to be minimized while safeguarding the health and safety of the public.

Suppliers must comply with all applicable health, safety and environmental laws and regulations when conducting business with Aggreko. By way of example and not limitation, Aggreko's suppliers must:

1. obtain and keep current all required environmental permits and registrations;
2. reduce, control and/or eliminate wastewater, waste and pollution at the source;
3. reduce, control and/or eliminate air emissions of volatile chemicals, corrosives, particulates, aerosols and combustion products;
4. conform to applicable labeling and warning requirements; and
5. identify, manage, store, move and handle hazardous substances in accordance with law.



## **SECTION E – ACCESS TO AGGREKO PREMISES; NON-EMPLOYEE AGGREKO IDENTIFICATION**

Supplier personnel who, in the course of their Aggreko work, access Aggreko premises and/or utilize Aggreko issued non-employee identification in their dealings with third parties shall comply with the following:

### **1. Non-employee identification**

Non-employee identification cards are issued to supplier personnel who have a recurring business need to enter Aggreko facilities without escort, or a need to identify themselves to third parties as performing work for Aggreko.

The supplier personnel shall wear such identification whenever they are at an Aggreko premises. Nonemployee identification shall be returned to Aggreko immediately: when the employment of its holder is terminated, when its holder no longer requires such identification for Aggreko work, or at the request of Aggreko.

Non-employee identification shall be used strictly in accordance with all contractual requirements and limitations on its use.

### **2. Building keys and access devices**

Building keys and access devices are used to gain entry to Aggreko premises. If Aggreko, in its discretion, issues a building key or access device:

- such key or device shall be safeguarded;
- it shall be used only by the authorized recipient;
- it shall not be transferred without the consent of Aggreko;

- it shall not be duplicated; and
- it shall be returned to Aggreko immediately when the employment of its holder is terminated, when its holder no longer requires such building key or access device, or at the request of Aggreko.

## **SECTION F - MANAGEMENT SYSTEM**

Suppliers must manifest their commitment to implementation of the principles of this Supplier Code by having or establishing an appropriate management system to address compliance with these principles and detection and correction of any non-compliance. An appropriate management system should contain the following elements:

### **1. Management Accountability**

Executive responsibility for ensuring implementation and periodic review of the status of the management systems.

### **2. Legal and Customer Requirements**

Identification, monitoring and understanding of applicable laws, regulations and customer requirements, and procedures for reviewing compliance and correcting any deficiencies.

### **3. Communication**

Process for communicating clear and accurate information about supplier's performance, practices and expectations to workers, suppliers and customers.