



## AGGREKO SPEAKING UP POLICY

Aggreko is committed to maintaining a workplace environment that promotes safety, mutual respect, ethical behaviour and good corporate governance. To that end, the Aggreko Ethics Policy sets out the principles of conduct and ethics to be followed by Aggreko employees and representatives.

In support of the Aggreko Ethics Policy we have established a speaking up policy to enable staff to report instances of concern or misconduct for proper investigation. This Speaking Up Policy outlines Aggreko's principles and procedures in respect of whistleblowing.

The speaking up policy is overseen by the Audit Committee.

### Procedure for Reporting

If you wish to raise any issues or concern or misconduct:

- In the first instance you should speak to your line manager, the Regional Head of Legal/Commercial, the Head of Compliance or the HR department
- Alternatively, you can raise the issue directly with the Company Secretary or Group Human Resources Director
- If it would not be appropriate to report your concerns to the above people, or if you consider your complaint has not been acted upon, you should then contact the [Expolink independent compliance hotline](#).
- Provide as much information and supporting documentation as you can.

### Principles

#### Non-retaliation

Staff are entitled to make bona fide complaints without fear that doing so will attract negative consequences.

Retaliation against anyone who has made a complaint in good faith is strictly prohibited and anyone found to be in violation of this principle will be subject to disciplinary action, which may include termination of employment.

#### Hotline Anonymity and Confidentiality

Staff are entitled to remain anonymous when making a complaint to the Expolink hotline. You do not have to give your name if you do not want to.

All reports will be treated in the strictest of confidence.

These protections only apply to genuine, bona fide concerns of misconduct.



### **Application of Policy**

You can raise any issues of concern or misconduct under the speaking up policy. These include, but are not limited to:

- personal grievances and HR issues
- environmental, health and safety issues
- misuse of company property or funds
- insider trading
- breaches of competition law
- bribery or
- any other illegality.

### **Follow-up and investigations**

All complaints or reports to the Expolink hotline will be followed up under the direction of the Group Human Resources Director, with the assistance, where appropriate, of Internal Audit.

Approved by the Audit Committee on 4 March 2013.