

# aggreko

I Supplier code of conduct





Aggreko is committed to conducting business with integrity and honesty and in a socially responsible and sustainable way. In delivering on this promise we are committed to conducting our business in compliance with all applicable laws and delivering long-term social, environmental and economic benefits for the communities in which we operate. We expect our suppliers to share this commitment and to work in partnership with us to achieve this goal.

We recognise that legal and cultural requirements vary globally and we expect our suppliers to comply with the applicable local laws. However, we also set universal standards of business behaviour that we require from all of our suppliers. This Supplier Code of Conduct sets out the minimum standards that we require our suppliers to comply with and to implement throughout their business and within their own supply chain.

This Supplier Code of Conduct forms an integral part of Aggreko's contract with our suppliers. Our suppliers are required to ensure that all persons working for the supplier (whether employed or not) comply with this Code and that all such persons are appropriately qualified, trained and have the necessary skills and expertise to perform the obligations required by this Code.

#### **Legal compliance**

We require our suppliers to ensure that all activities are conducted in accordance with all applicable international, national and regional laws and regulations. This includes, but is not limited to, laws and regulations relating to health and safety, environmental, labour and corruption.

#### **Employment standards**

We require our suppliers to respect and comply with the fundamental rights granted to workers under applicable local laws. This includes taking due account of local laws and providing appropriate protection in the following areas:

#### **Equal treatment**

All workers for the supplier should be able to enjoy a safe, respectful work environment free from all forms of discrimination, abuse and harassment.

#### **Remuneration and working time**

Workers for the supplier should not be required to work more than the maximum hours of daily labour set by local laws. We also require our suppliers to pay their workers at a level which is in line with applicable local laws.





#### **Freedom of association**

All workers for the supplier should be free to form or join a workers council or other employee trade union body. The supplier should also observe the applicable laws regarding collective representation.

#### **Child labour**

The supplier should comply with all applicable child labour laws. The supplier should also observe the International Labour Organisation's Convention concerning Minimum Age for Admission to Employment which applies a minimum age of 15 for workers. If the applicable local law applies a higher minimum employment age, then we require the supplier to comply with this law. We require our suppliers to have in place appropriate processes to verify the age of new employees in order to ensure compliance with applicable child labour laws and the International Labour Organisation's Convention concerning Minimum Age for Admission to Employment.

#### **Forced labour**

All workers for the supplier should be employed voluntarily and no workers should be subject to any form of forced, involuntary or debt bonded labour.



## Health and safety and environment

We require our suppliers to comply with all applicable laws governing health and safety and environmental protection. We require our suppliers to operate in a safe, responsible manner, which protects the environment and safeguards the health and safety of their workers, customers and the communities in which we and our suppliers operate. We require our suppliers to have safety as a priority and to control hazards pro-actively and take appropriate measures to prevent accidents. When working at an Aggreko location, we require our suppliers to provide employees that are trained and competent and to assess risks associated with their operations, ensuring preventative measures are implemented to provide a safe working environment.



### **Ethics**

We require our suppliers to conduct business with integrity and honesty. Aggreko adopts a zero tolerance approach to corruption and we require our suppliers to also adopt this standard when conducting business with us or on our behalf. In particular this means that our suppliers should not offer any invitations or gifts to our employees so as to gain any form of influence or advantage. If acting on behalf of Aggreko our suppliers must never offer any payments or advantages to a third party in the public or private sector for business or financial gain or to influence a decision. This includes any small payments or “facilitation payments” made to public officials. Any payments made on our behalf by our suppliers must always be supported by official receipts.

We also require our suppliers to compete fairly and abide by competition laws. Our suppliers are expected not to take any improper collaborative action with a competitor or its representatives

### **Conflicts of interest**

We require our suppliers to disclose to us any potential conflicts of interest with Aggreko employees or our customers.

### **Confidentiality**

We require our suppliers to protect any information received from us in the course of business to ensure that it is kept confidential and is never used for personal financial benefit or gain.

### **Supplier relations**

We require our suppliers to communicate the principles and values set out in this Code to their suppliers and to take these principles into account when selecting their own suppliers.

## Monitoring compliance

We require our suppliers to regularly monitor compliance with this Code and to notify the Aggreko Purchasing Representative immediately if any issues arise or if the supplier has any concerns regarding compliance with this Code.

We will monitor compliance with the requirements laid out in this Code by use of questionnaires, information requests and/or site inspections. We may visit supplier facilities, review documentation and conduct a full audit if necessary to ensure compliance with this Code.

If we determine that a supplier has violated this Code, we may require the supplier to provide information relating to the issue and demonstrate within 30 days that corrective action has been taken. We reserve the right, at our sole discretion, to suspend or terminate any relationship with the supplier for breach of the requirements of this Code.



**Chris Weston**  
Chief Executive Officer

September 2015





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**[www.aggreko.com](http://www.aggreko.com)**

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