

Modern Slavery Statement

This statement is published by The Weir Group PLC and its relevant subsidiaries pursuant to section 54(1) of the UK Modern Slavery Act 2015 (the “Act”) for the financial year ending 31 December 2021.

About The Weir Group PLC

Established in Scotland over 150 years ago, we are a global engineering business offering a wide range of solutions, primarily to the minerals and infrastructure markets.

We aim to be a partner of choice to our customers with a worldwide network of over 200 manufacturing facilities and service centres. Our business has a presence in over 50 countries, with over 11,000 people around the world working in two divisions, Minerals and ESCO.

Prohibition of Modern Slavery

As a company we remain firmly committed to ensuring that there is no form of slavery, servitude, forced or compulsory labour, or human trafficking (collectively, “Slavery”) in our operations. This commitment is reflected in our Code of Conduct and Human Rights Policy, both of which are shared and made available publicly on our website.

In late 2021, the Board of Directors approved an updated Human Rights Policy. In 2022, we will begin to implement the commitments made in the updated Policy to the extent such commitments are not already in place.

We share this commitment with our suppliers and business partners, and we are committed to not do business with suppliers and business partners that we believe are not working to comparable generally accepted human rights standards. Our expectations of suppliers are set out in our Supply Chain Policy which is publicly available on our website.

Compliance

The prevention, detection and reporting of human rights violations in any part of our business or supply chain is the responsibility of all those working for Weir, and we expect our people to maintain the utmost standards in conformity with these principles. The Chief Compliance Officer and a dedicated Compliance team oversee seven core compliance areas, including our commitment to preventing Slavery.

Managing Modern Slavery Risks in Our Operations

We aim to maintain a safe and collegial working environment in which human rights are upheld and our employees can thrive. We require all employees to receive Code of Conduct training on our core values, and we require them to reaffirm their commitment to abide by the Code of Conduct on an annual basis. We hold our employees accountable if they fail to embrace these values or treat one another with respect: any employee who is found to have violated company policy is subject to disciplinary action.

To identify any issues that may arise, we have three primary mechanisms by which employees can raise their concerns. First, we encourage a “speak up” culture where employees can feel empowered to notify management, including the CEO, and human resources of their concerns.

Second, employees can report issues confidentially through Weir's Ethics Hotline. This hotline is also available to any suppliers with which we work. Third, an annual employee engagement survey conducted by a third party provides another opportunity for employees to indicate concerns with their working environment.

Managing Modern Slavery Risks in Our Supply Chain

We source raw materials, components and services across the globe, including countries and industries where the risk of Slavery may exist. Our thousands of suppliers play a critical role in our business, so our relationships with them are based on achieving the best performance, product delivery times, service, and total cost in an ethical and sustainable manner. In 2021, we continued our work to embed the principles of our Human Rights Policy and Code of Conduct within our supply chain.

Weir has a zero-tolerance approach to any form of Slavery. We recognise that our responsibilities extend to our supply chain and are committed to maintaining a supply chain process which sets out the minimum standards we expect our suppliers to abide by in connection with:

- how they treat their workforce;
- legal and regulatory compliance;
- health and safety;
- business ethics; and
- environmental standards.

As a minimum, we expect our suppliers to comply with the following requirements:

- no forced, bonded or involuntary prison labour will be used;
- no children are to be employed; and
- employees of our suppliers shall be paid wages for standard working hours that meet or exceed national minimum requirements.

Risk assessment

We believe that our supply chain is our primary risk for Slavery, as we have less control over and visibility into our supply chain activities in comparison to our operations. In 2016, we created a risk-based approach to managing supply chain risk after the completion of a risk assessment; at the time, we assigned one of four risk ratings— extreme, high, medium and low—to countries based on the Global Slavery Index. In 2022, as part of the implementation of the updated Human Rights Policy, a cross-functional team will conduct an updated another global human rights risk assessment of our operations (including our supply chain).

Suppliers that are deemed to be top suppliers are required to sign a statement confirming they will comply with our expectations on labour practices (“Labour Statement”) and that they do not use any form of Slavery in their operations or their sub-suppliers’ operations. We also require that new key suppliers sign a letter agreeing to abide by our Code of Conduct.

In 2021, the divisional supply chain leadership continued its work with the Compliance function to enhance existing processes for appointing direct suppliers, such as incorporating specific labor standards and conflict minerals inquiries into the selection process. We expect that this work will be completed in 2022 in conjunction with the updated risk assessment.

Management

Before appointment, all new suppliers must undergo a formal evaluation process. In higher risk geographies, key suppliers must also sign a Labour Statement and comply with the Supply Quality Manual.

After appointment, we monitor our suppliers' performance based on delivery, cost, and quality. Site visits enable Weir employees to identify possible signs of non-compliance. Depending on a supplier's criticality and geographic location, Weir quality personnel formally may audit suppliers for their compliance with our labor expectations during routine quality audits, though in 2021 our ability to conduct in person evaluations was limited due to travel restrictions relating to the COVID-19 pandemic. In 2021, the divisional supply chain leadership, together with the Compliance team, continued to review the regime for monitoring key supplier compliance.

If any individual, supplier, non-governmental organisation or any other organisation has evidence of Slavery in Weir's operations, we encourage them to contact the Weir Ethics Hotline. Reports will be investigated and appropriate action will be taken. For any supplier who is found to be noncompliant with our policies, we will terminate our relationship unless conditions are immediately improved and compliance is restored.

Our supply chain monitoring activities have not historically extended to sub-suppliers, and we have relied on our suppliers to monitor sub-suppliers for compliance with our Supply Chain Policy. We will consider our approach to monitoring sub-supplier activities further in 2022 as part of the implementation of the updated Human Rights Policy.

Training

Our last training specifically focused on modern slavery was delivered in 2018; we expect to deliver refresher, targeted training in 2022 in conjunction with the updated risk assessment and updated Human Rights Policy. We anticipate that the training will provide knowledge and guidance on what Slavery is, what preventative measures must be implemented, and what steps should be taken if any concerns are identified in our supply chain or operations.

Effectiveness

In 2021, no Slavery issues relating to the operations or the supply chain have been reported into the Weir Ethics Hotline or to our Compliance function, and no incidence of Slavery was identified through internal audits.

Signed for and on behalf of The Weir Group PLC:



Jon Stanton
Chief Executive Officer

This statement was approved by the Board of Directors of The Weir Group PLC and of each of its relevant subsidiaries¹, as listed below, in compliance with the UK Modern Slavery Act. The Board of Directors of The Weir Group PLC approved this statement on 28 February 2022.

Weir Slurry Group Inc.
Weir Minerals Europe Limited
Weir Group IP Limited
ESCO EMEA Holdings (UK) Limited

¹ The full list of subsidiaries of The Weir Group PLC can be found in The Weir Group Annual Report and Financial Statements 2021.