



The Weir Group PLC
1 West Regent Street
Glasgow, G2 1RW
Scotland

Supply Chain Policy

The Group Executive of the Weir Group endorses this Supply Chain Policy and the expectation is that all Weir businesses, Weir employees, external suppliers and the entire supply chain comply with this policy.

Introduction

The Weir Group sources components, materials and services on a worldwide basis. We therefore recognise that our supply chain activities have a broad impact, with our responsibilities extending beyond our own operations and into those of our suppliers. We also recognise that there are local and national differences in standards in relation to many aspects of a supplier's business, however there are a number of minimum standards that must be achieved by all and are set out in this policy.

Policy Commitments

It is the Weir Group's policy to work only with suppliers that provide us with the goods and services that we need whilst not exposing our employees, their employees, or their local environment to unacceptable risks. A key part of our sourcing decisions are based on performance to Human Rights, Safety, Health & Environmental issues.

All Weir suppliers and the entire supply chain must comply with or exceed the following requirements:

- **Labour**
 - No forced, bonded or involuntary prison labour will be used,
 - No children are to be employed, consistent with the UN Convention on the Rights of the Child,
 - No forms of modern slavery, servitude, forced nor compulsory labour, nor human trafficking are to be employed, consistent with the UK's Modern Slavery Act,
 - Employees of our suppliers shall be paid wages for standard working hours that meet or exceed national minimum requirements.
- **Law** – Suppliers should always work within the laws of their Country.
- **Safety, Health & Environment** – Suppliers shall protect the health and safety of their employees, and the environment to standards in keeping with local expectations of good practice. Key supplier partners are expected to either have accreditation to OHSAS 18001 and ISO 14001, or a defined plan to achieve it within a reasonable period of time.
- **Business Ethics** – All business conducted between Weir and its suppliers must be carried out in an ethical and professional manner.
- **Collaboration**
 - Where appropriate Weir is prepared to work with suppliers to achieve collaborative relationships for the benefit of both businesses,
 - We welcome, rather than penalise, suppliers who strive to identify areas of non-conformance and develop proactive plans to achieve compliance,
 - Weir will be provided reasonable access to information relevant to demonstrating policy compliance.

Weir expects all Weir businesses and employees to ensure their suppliers comply with this policy.

Jon Stanton, Chief Executive

31st August 2018