



The Weir Group PLC

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Inclusion, Diversity & Equity Policy

The Weir Group PLC

Policy Governance Sponsor: Chief Executive Officer

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Approved by: The Board

Responsibility for document management: Chief People Officer

Confidential Information

This document contains information which is confidential to companies forming The Weir Group PLC. It should not be disclosed in whole or in part to parties other than the recipient without the express written permission of The Weir Group PLC authorised personnel.

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Purpose

This document provides guidance as to the importance of inclusion, diversity & equity for The Weir Group (“the Company”) and the responsibilities we all have as we work towards achieving Weir’s Inclusion, Diversity & Equity ambitions. It also sets out our approach to the avoidance of harassment and discrimination at work.

Scope

This policy applies to all people who work for us (including our employees, contractors, consultants, advisors, volunteers, apprentices, temporary workers and agency workers) as well as job applicants and applies throughout the course of their dealings with us. The Weir Group is committed and proud to be an equal employment opportunity and affirmative action employer.

Our Ambition

Our ambition at The Weir Group is to foster an inclusive and diverse environment where we can all do the best work of our lives. This means:

- **Inclusion:** Creating a truly inclusive culture where everyone’s voice is heard, and where we care for, respect and encourage each other.
- **Diversity:** Creating a workforce that increasingly reflects the diversity of the markets in which we operate and which does not discriminate based upon:
 - age;
 - gender, gender identity or gender reassignment;
 - race including ethnic origin, nationality or colour;
 - disability;
 - sex or sexual orientation;
 - veteran status;
 - marital or civil partnership status;
 - family status including pregnancy, maternity, paternity or other carer status;
 - socio-economic background
 - religious or other beliefs;
 - part-time or fixed term basis;
 - any other characteristic in respect of which legal protection is afforded by local law.
- **Equity:** Focusing on what people need in order to achieve fair outcomes for all.

This document should be applied in accordance with [We are Weir](#), our Sustainability Roadmap’s [‘Nurturing our Unique Culture’](#) pillar and [The Weir Group Code of Conduct](#).

Nothing in this document should be read as overriding local regulatory or legal requirements. This policy is not contractual and we may amend, update or supplement it from time to time.

Background

Our We are Weir strategic framework encompasses our commitment to inclusion, diversity and equity through our values of ‘doing the right thing’ and ‘respect each other’. We recognise that drawing upon a variety of different perspectives leads to happier, more engaged employees. This can only happen if all our people feel like they can truly be themselves and belong at Weir, and that their voice is heard.

We also acknowledge the integral link between inclusion and positive mental health outcomes and so we actively promote an open culture around mental health. We want our people leaders and employees to feel psychologically safe to talk about good and/ or challenging mental health and we offer many resources to support our employees in caring for their mental and broader wellbeing.

We also believe that developing an even more inclusive and diverse Weir is the smart thing to do. We need to truly represent the many and varied cultures of the markets we serve. Further, creating an environment where difference is encouraged and celebrated and where employees can be themselves and express themselves allows each person to perform at their best and play their part in our collective success. By unlocking the valuable contribution of each and every one of our employees, we will enjoy:

- ✓ Higher levels of innovation
- ✓ Higher productivity
- ✓ Higher levels of employee engagement
- ✓ Better decision making
- ✓ Increased profits

Responsibilities

It is the responsibility of everyone at Weir and particularly our leaders to create an environment where:

- We all individually seek to understand the impact of our own behaviours and decisions, and where everyone, especially our leaders, are accountable for creating an inclusive workplace that values diversity;
- We all apply the principles of equal opportunities and non-discrimination in our interactions with our colleagues as well as with customers, suppliers, business partners and visitors;
- We collectively integrate diversity and inclusion best practices into how we work and do business;
- All employees have equitable access to employee communications and information;
- There are equal opportunities for advancement and promotion and that these are based on merit. The Company will adopt and actively encourage those practices and procedures that ensure all employees have equal opportunity to achieve their full potential;
- Inappropriate attitudes or behaviours in the workplace or outside the workplace in a work-related context, such as on business trips, customer or supplier events or work-related social events are challenged and not accepted. The Company will address any instance of inappropriate behaviour and confront attitudes based on inappropriate stereotypes;
- We nurture and encourage diverse teams to bring their diversity of thought through innovation and collaboration to deliver value to Weir;
- We meet our legal obligations in relation to inclusion, diversity and equity in all of our workplaces; and
- We use available data and insights to monitor and analyse progress and to highlight areas of opportunity to improve.

Learning

The Weir Group provides access to learning to all employees to enhance understanding of the importance of diversity to the business and how to be more inclusive of colleagues in day-to-day interactions. Online learning modules can be accessed via Workday, our global HR Management System.

Where appropriate, managers will aim to implement more interactive learning sessions. This may be through targeted induction programmes, learning workshops, diversity awareness events or interactive publications via the Weir Global Intranet.

Harassment, Bullying and Discrimination

Discrimination for these purposes includes any of the above diversity characteristics being a factor in someone not being treated as favourably as they would otherwise have been treated, even if that characteristic was not the only or the main factor related to the treatment which is direct discrimination. This applies even if someone does not have the diversity characteristic in question and where they are associated with someone who has one of these characteristics and is indirect discrimination.

Harassment includes any disrespectful actions or statements related to the above characteristics or any other form of behaviour that does not involve being treated with respect and dignity. It includes any verbal or physical conduct designed to threaten, intimidate or coerce, or verbal taunting that, in the employee's opinion, impairs their ability to perform their job. This applies in the workplace and outside the workplace (when dealing with customers, suppliers or other work-related contacts, and on work-related trips or events including volunteering and social events).

Sexual harassment includes unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature when submission to or rejection of such conduct is used as the basis for employment decisions, or when such conduct has the purpose or effect of creating an intimidating, hostile, or offensive working environment.

Victimisation—this is treating someone less favourably because they have alleged discrimination or asserted their right not to be discriminated against because of one of the above diversity characteristics.

Behaviour amounting to harassment, bullying, victimisation or discrimination in any form is prohibited under this policy will not be tolerated at Weir. Not only is this detrimental to the person suffering the behaviour, but it also damages the organisation as a whole.

Reporting unacceptable or unethical behaviour

Any employee experiencing or witnessing such behaviour is expected to report this to the relevant authorised person who is usually their line manager or local HR contact.

Alternatively, employees may report incidents anonymously or by providing their contact information via the Ethics Hotline [details of which can be found here](#).

Employees who feel they have been unfairly treated in breach of the policy can also follow the Company's Grievance Procedure. Any employee found to be participating in such behaviour will be subject to disciplinary action up to and including dismissal.