

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 2022.

About The Weir Group PLC

Established in Scotland over 150 years ago, Weir is a mining technology company making mining smart, efficient, and sustainable today and for the future. Our technologies help customers in mining and similar industries operate with the highest productivity and lowest environmental impact.

We aim to be a partner of choice to our customers with a worldwide network of manufacturing facilities and service centres that is never more than 200km away from them. Our business is a global family with more than 11,000 people working across more than 60 countries.

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.

A newly revised Human Rights Policy came into effect in 2022, having been adopted and approved by Weir’s Board of Directors in late 2021. The Human Rights Policy serves as Weir’s centralized policy statement that communicates to our customers, suppliers, investors, employees, and the communities in which we operate Weir’s ethical and social values and our commitment to uphold human rights. The policy further contains the core actions that Weir will take to address human rights risks in Weir’s operations and supply chain.

Weir will 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 2022, we continued our work to embed the principles of our Code of Conduct and our updated Human Rights Policy 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

In 2022, the Compliance team commenced work on an updated global human rights risk assessment for the Group’s operations and supply chain, as part of the Group’s commitments under the recently revised Human Rights Policy. The Compliance team is working closely with the Group Sustainability team and Divisional supply chain leadership on assessing on the Group’s risks in accordance with the risk assessment principles set out in British Standard BS 25700:2022, and defining a set of effective controls to put in place in relation to the identified risks. We expect this work to be complete in 2023.

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 order to help better manage the risk that our supply chain presents, in 2022 the procurement teams in both Minerals and ESCO Divisions acquired the right to use an industry-recognized third-party software platform

that is designed to perform supply chain due diligence and assist in monitoring the human rights performance of our suppliers. Initial roll-out of this platform will occur in 2023.

Screening

Weir supply chain teams have continuously improved supplier screening processes over the years with the goal of preventing Slavery in the Group's supply chain. Before appointment, all new suppliers must undergo a formal evaluation process. The evaluation includes inquiries about prospective tier 1 suppliers' policies and processes designed to ensure compliance in the areas of business ethics and practices, human rights and social responsibilities, health, and safety, among others. The procurement team rates these prospective suppliers on various criteria, including whether they have policies on human rights, modern slavery, child labour, or indentured servitude, and in 2023 we will start to use the new supplier due diligence and monitoring platform to support pre-onboarding screening of potential suppliers.

Any red flags that are raised during the screening must be reviewed in consultation with business leadership and the Weir legal team. As stated, we will not procure goods or services from a supplier that is known to engage in modern slavery practices.

Onboarding

At minimum, suppliers that are deemed to be top suppliers to sign a statement confirming they will comply with our expectations on labour practices 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 addition to this minimum requirement, the Minerals Division provides tier 1 and tier 2 suppliers a copy of The Weir Group's Minerals Division's Supplier Quality Manual which describes The Weir Group's values and commitment towards upholding human rights and the requirement for its suppliers to do the same. All suppliers, regardless of tier, must sign a Supply Chain Code of Conduct declaration stating that suppliers are aware of The Weir Group's expectations concerning modern slavery practices and the Weir Code of Conduct.

Management

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. We acknowledge that additional monitoring is critical for combatting Slavery, and will use the new supplier due diligence and monitoring platform to provide ongoing monitoring of news media and social media sites for indications of suspected violations.

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 as part of the updated human rights risk assessment referenced above.

Training

Our last employee training specifically focused on modern slavery was delivered in 2018. Our 2023 Compliance Training Plan includes a modern slavery training module that will be assigned to designated high risk roles in the 4th quarter. The content of the training will follow the recommendations of British Standard 25700: 2022 (*Organizational responses to modern slavery – guidance*) and cover, among other things:

- our processes and methods used for managing the risk of modern slavery;
- appropriate engagement with suppliers;
- ethical considerations for purchasing decisions and practices;
- internal as well as external modern slavery risks; and
- our remedy process.

The same training will be assigned to relevant new starters upon joining the Group.

Effectiveness

We monitor the effectiveness of its policies and procedures and compliance thereof through the [Weir Ethics Hotline](#) and periodic internal audits. In 2022, no Slavery issues relating to our operations or supply chain were reported into the [Weir Ethics Hotline](#), and no incidence of Slavery was identified through internal audits.

Signed for and on behalf of The Weir Group PLC:



John 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 27 February 2023.

¹ Includes Weir Minerals Europe Limited, Weir Group IP Limited, and ESCO EMEA Holdings (UK) Limited.

The full list of subsidiaries of The Weir Group PLC can be found in The Weir Group Annual Report and Financial Statements 2022.