

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 2019.

About The Weir Group PLC

Established in Scotland over 140 years ago, we are a global engineering business offering a wide range of solutions, primarily to the minerals and oil and gas 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 more than 70 countries, with over 14,000 people around the world working in three divisions: Minerals; Oil & Gas; 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.

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. In 2019, we appointed a Global Head of Compliance and a dedicated compliance team to 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. 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 the company’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.

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; we assigned one of four risk ratings—extreme, high, medium and low—to countries based on the Global Slavery Index.

In 2018 we began reviewing our existing suppliers operating in the extreme, high, and medium risk countries. Those suppliers that were deemed to be top suppliers were 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 continued these reviews in 2019.

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.

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 non-compliant with our policies, we will terminate our relationship unless conditions are immediately improved and compliance is restored.

Our supply chain monitoring activities do not extend to sub-suppliers. We rely on our suppliers to monitor sub-suppliers for compliance with our Supply Chain Policy.

Training

In 2018, a mandatory modern slavery training module was delivered to key senior management and procurement personnel. The training provided 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. We plan to include a refresher training course in the Compliance function training plan and road map.

Effectiveness

In 2019, no Slavery issues relating to the operations or the supply chain have been reported into the Weir Ethics Hotline, and no incidence of Slavery was identified through internal audits.

Signed for and on behalf of 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 24 February 2020.

Weir Slurry Group Inc.
Weir do Brasil Ltda
Weir Minerals Europe Limited
Weir Group IP Limited

¹ The full list of subsidiaries of The Weir Group PLC can be found in The Weir Group Annual Report and Financial Statements 2019.