



**ESCO**  
**The Weir Group PLC**  
25 Trade Street  
Lytton QLD 4178  
[www.esco.weir](http://www.esco.weir)

# Australia Modern Slavery Statement 2023

30 June 2024

Submitted by:  
**ESCO Australia Holdings Pty Limited** (ABN 140 443 223)  
25 Trade Street  
Lytton, Queensland, 4178  
Australia





This statement is submitted by ESCO Australia Holdings Pty Limited (ABN 140 443 223) for the fiscal year ending on 31 December 2023, pursuant to the Modern Slavery Act (Cth) 2018. Incorporated and headquartered in Australia, ESCO Australia Holdings Pty Limited is a holding company comprised of nine subsidiaries and two branches in five countries with annual consolidated revenue exceeding AU\$100 million.

ESCO Australia Holdings Pty Limited is a subsidiary of The Weir Group PLC. Established in Scotland over 150 years ago, The Weir Group PLC is a global engineering business offering a wide range of solutions, primarily to the minerals and infrastructure markets.

As a subsidiary of The Weir Group PLC, ESCO Australia Holdings Pty Limited maintains a zero-tolerance approach to any form of modern slavery (namely, slavery, servitude, forced or compulsory labour, and human trafficking). The Weir Group PLC recognises that its

responsibilities extend to its supply chain and is committed to maintaining a supply chain process which sets out the minimum standards it expects its suppliers to abide by in connection with how suppliers treat their workforce, legal and regulatory compliance, health and safety, business ethics, and environmental standards.

ESCO Australia Holdings Pty Limited Subsidiaries	Country of Incorporation
ESCO Group Holdings Pty Limited	Australia
ESCO Northgate Pty Limited	Australia
ESCO Dunedin Pty Limited	Australia
ESCO Dunedin Pty Limited – New Zealand Branch	New Zealand
ESCO Engineering Kingaroy Pty Ltd	Australia
ESCO Engineering Pty Ltd	Australia
ESCO Engineering Pty Ltd -ROHQ Philippines Branch	Philippines
ESCO Indonesia Investco No 1 Pty Ltd	Australia
ESCO Indonesia Investco No 2 Pty Ltd	Australia
PT ESCO Mining Products	Indonesia
ESCO Japan Inc.	Japan
Motion Metrics Australia Pty. Ltd	Australia

The policies, processes, and expectations described in this joint statement refer to The Weir Group PLC's global policy framework, which has been designed to ensure a unified approach to managing modern slavery risks across The Weir Group PLC's global operations and supply chain. The specific processes and commitments refer to the ESCO Australia Holdings Pty Limited and its subsidiaries.

## Operations

The Weir Group PLC aims to be a partner of choice to its customers with a worldwide network of over 200 manufacturing facilities and service centres. The Weir Group PLC has a presence in over 50 countries, with over 11,400 people around the world working in two divisions, Minerals and ESCO.

ESCO Australia Holdings Pty Limited's products and technology are used in mining and infrastructure markets in Australia and throughout the Asia Pacific. It produces highly engineered ground engaging tools and provides aftermarket support for mining and infrastructure.



## Supply Chain

ESCO Australia Holdings Pty Limited sources raw materials, components, and services from several countries, including countries and industries where the risk of modern slavery may exist. ESCO Australia Holdings Pty Limited's thousands of suppliers play a critical role in the business, therefore the relationships with them are based on achieving the best performance, product delivery times, service, and total cost in an ethical and sustainable manner.

The supply chain includes, among others, the following goods and services:

- Raw materials
- Electricity
- Fabrication and machining services
- Freight and logistics
- Components
- Corporate services
- Consultancy services
- Temporary labour

## The Weir Group PLC's Global Framework to Combat Modern Slavery

The Weir Group remains firmly committed to ensuring that there is no form of slavery, servitude, forced or compulsory labour, or human trafficking in our operations. This commitment is reflected in the Weir [Code of Conduct](#) and [Human Rights Policy](#), both of which are shared and made available publicly on The Weir Group's website. The Weir Group shares this commitment with its suppliers and business partners, and it is committed to not doing business with suppliers and business partners that are not working to comparable generally accepted human rights standards. The Weir Group's expectations of suppliers are set out in its [Supply Chain Policy](#) which is publicly available on its website.

The prevention, detection and reporting of human rights violations in any part of the business or supply chain is the responsibility of all those working for Weir, and The Weir Group expects its people to maintain the utmost standards in conformity with these principles. The Global Head of Compliance and a dedicated compliance team oversee seven core compliance areas, including The Weir Group's commitment to preventing modern slavery. The Weir Group Compliance team works closely Weir's Supply Chain team, Sustainability team, and Human Resources to uphold that commitment.

### Code of Conduct

The Weir Code of Conduct declares The Weir Group's zero-tolerance approach that it will not do business with companies, organisations, or individuals that are not working to comparable generally accepted human rights standards. The Code of Conduct further lists the following prohibitions:

- Prohibition against child labour, modern slavery or servitude, and forced labour;
- Prohibition against unreasonable excessive working hours;
- Prohibition against working with companies that do not respect human rights principles; and
- Prohibition against trying to persuade Weir employees to accept working terms or conditions inconsistent with the principles of The Weir Group's Human Rights Policy.

### Human Rights Policy

The Weir Group's Human Rights Policy communicates to its customers, suppliers, investors, employees, and the communities in which The Weir Group operates the ethical and social values it respects and its commitment to uphold human rights. The Human Rights Policy is informed by UN Guiding Principles on Business and Human Rights, the International Bill of Human Rights including the Universal Declaration of Human Rights, and the International Labour Organization's 1998





Declaration on Fundamental Principles and Rights at Work. The policy states that the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude is strictly prohibited within The Weir Group's operations as well as the operations of its contractors, suppliers, and business partners. The policy further expresses The Weir Group's expectations that its suppliers will aim to prevent and detect human rights violations and report any violations that occur to us.

The Human Rights Policy serves as a centralized policy statement that delineates the core actions The Weir Group and its subsidiaries will take to address human rights risks. These actions include the following:

- undertaking periodic risk assessments in relation to potential human rights impacts in The Weir Group's operations and supply chain; incorporating, in a risk-based manner, human rights due diligence and considerations into relevant business processes, such as vendor qualification processes and vendor performance reviews and audits;
- including human rights related requirements in contractual arrangements with suppliers, as appropriate and applying a risk-based framework;
- investigating any human rights-related allegations raised, and taking appropriate remedial action for any such allegations that are substantiated;
- ensuring employees are aware of the Human Rights Policy through periodic communications and training, as appropriate;
- communicating the commitment to human rights by publishing the Human Rights Policy on the company website; and
- monitoring company performance against the commitments in the Human Rights Policy, taking action as appropriate based on such monitoring, and continuing to review and update the Human Rights Policy as appropriate.

### Supply Chain Policy

The Weir Group PLC's Supply Chain Policy sets out its expectations that its suppliers will provide it with goods and services whilst not exposing its employees, the suppliers' employees, or suppliers' local environment to unacceptable risks. The policy requires the following from all suppliers, as a minimum standard:

- 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; and Supplier's employees be paid wages for standard working hours that meet or exceed national minimum requirements.

### Risks of Modern Slavery Practices in Our Operations and Supply Chain

In 2022, The Weir Group's Compliance team commenced work on an updated global human rights risk assessment for the Group's operations and supply chain, ESCO Australia Holdings Pty Limited 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 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.

As part of the assessment, in 2023, the Compliance team provided members of the ESCO Division's Human Resources, Operations functions, and Supply Chain functions with questionnaires concerning their views about modern slavery risks in their procurement processes and among their suppliers. In 2024 and 2025, the ESCO Division, including ESCO Australia Holdings Pty Limited, will require high-spend suppliers to complete a sustainability and human rights risk assessment via an industry-recognized third-party software platform. Suppliers that fail to complete the assessment when assigned can no longer do business with Weir. Once the supplier assessment process is completed, the Compliance team will work collaboratively with the Human Resources function, Supply Chain function, Operations function, and Sustainability function to map The Weir Group's operational and supply chain risks and then perform a gap analysis by reviewing existing policies and risk management processes.



## Our Workforce

The Weir Group believes its operations have a lower risk for modern slavery because it has direct control over its operations. As a subsidiary of The Weir Group, ESCO Australia Holdings Pty Limited aims to maintain a safe and collegial working environment in which human rights are upheld and employees can thrive. All employees must receive Weir Code of Conduct training on Weir's core values upon hire and on an annual basis. ESCO Australia Holdings Pty Limited holds its 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.

In 2023, The Weir Group delivered a bespoke online modern slavery training module to employees who are responsible for monitoring Weir's global operations and supply chain, including relevant employees at ESCO Australia Holdings Pty Limited. The same training will be assigned to relevant new starters upon joining ESCO Australia Holdings Pty Limited. The training module covered:

- the core concepts comprising human rights;
- Weir's Human Rights Policy and our commitment to human rights,
- how to spot signs of forced labour; and
- how to report concerns.

To identify any issues that may arise, employees can raise their concerns through three primary mechanisms. First, The Weir Group's "speak up" culture encourages employees to feel empowered to notify management, including the CEO and human resources of their concerns. Second, employees can report issues confidentially through the Weir Ethics Hotline. This hotline is also available to any suppliers with whom we work. Third, an annual employee engagement survey conducted by a third party provides another opportunity for employees to indicate concerns about their working environment anonymously.

Country of operation	Number of employees
Australia	68
Philippines	115
New Zealand	1
Indonesia	14

## Our Suppliers

ESCO Australia Holdings Pty Limited believes that its supply chain is its primary risk for modern slavery, as there is less control over and visibility into supply chain activities in comparison to Weir's operations.

## Supplier Due Diligence & Management Process

The following represent the core processes for supplier selection and onboarding at ESCO Australia Holdings Pty Limited.

### Screening Prospective Suppliers

The supplier selection process 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. 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.



Any red flags that are raised during the screening must be reviewed in consultation with business leadership and the Weir legal team. As stated, ESCO Australia Holdings Pty Limited will not procure goods or services from a supplier that is known to engage in modern slavery practices. In 2024 and 2025, the ESCO Division plans to start using an industry-recognized third-party software platform that provides due diligence and sustainability assessments based on information submitted by suppliers and public source monitoring. The change will extend the evaluation into a prospective supplier's practices by inquiring about specific policies and procedures concerning human rights, treatment its employees, human rights history, and human rights due diligence practices. Following adoption of the software, and in conjunction with the human rights risk assessment in 2024 and 2025, the ESCO Division will focus on enhancing how to respond to adverse information obtained during the screening process.

### **Onboarding of Suppliers**

After selection, tier 1 suppliers receive a copy of The Weir Group's values and commitment towards upholding human rights and the requirement for its suppliers to do the same. All Tier 1 suppliers, are required to sign a declaration stating that they are aware of the Weir Group's expectations concerning modern slavery practices (as described in The Weir Group's UK Modern Slavery Statement) and the Weir Code of Conduct.

### **Management of Suppliers**

ESCO Australia Holdings Pty Limited's relationships with its suppliers are further governed by standard terms and conditions which legally bind suppliers to follow the principles of the Weir Code of Conduct as well as complying with all relevant laws.

After appointment, The Weir Group monitors 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, sourcing personnel formally may audit suppliers for their compliance with our labour expectations during routine audits. The Weir Group acknowledges that additional monitoring is critical for combatting modern slavery, and will use the new industry-recognized third-party software platform's monitoring capabilities to provide ongoing monitoring of news media and social media sites for indications of suspected violations. Enhancements in 2024 and 2025 will also improve monitoring of suppliers and responding to potential adverse information revealed during monitoring

If any individual, supplier, non-governmental organisation or any other organisation has evidence of modern slavery in Weir's operations, The Weir Group encourages them to contact the Weir Ethics Hotline. Reports will be investigated and appropriate action will be taken. For any supplier that 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 do not extend to sub-suppliers. We rely on suppliers to monitor sub-suppliers for compliance with The Weir Group's policies.

### **Effectiveness of Our Actions in 2023**

The Weir Group monitors the effectiveness of its policies and procedures and compliance thereof through the Weir Ethics Hotline and periodic internal audits. In 2023, no modern slavery issues relating to its supply chain were reported into the Weir Ethics Hotline, and no incidence of modern slavery was identified through internal audits.

### **Consultation**

This statement was prepared and approved after consultation with the board of directors of ESCO Australia Holdings Pty Limited, the senior leadership for the operating entities of ESCO Australia Holdings Pty Limited, and human resources for ESCO Australia Holdings Pty Limited.



## Approval

This statement was reviewed and approved by the board of directors of ESCO Australia Holdings Pty Limited on 28 June, 2024.

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*Melissa Davison*  
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Melissa Davison

Director of ESCO Australia Holdings Pty Limited

