



**ESCO**

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# Australia Modern Slavery Statement 2024

30 June 2025

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 2024, 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.

The policies, processes, and expectations described in this 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.

## Introduction

The Weir Group's purpose is to enable the sustainable and efficient delivery of the natural resources essential to create a better future for the world.

Sustainability is core to The Weir Group's purpose and is a critical priority for the mining industry. Mining has a critical role to play in decarbonisation as, over the coming decades, the world needs significantly more metals to transition to net zero and meet increasing demands driven by continued GDP growth (further information can be found here). However, to unlock the supply needed, the mining industry must adopt new technologies and become more sustainable.

Furthermore, mining has a broad and diverse group of stakeholders including customers, employees, communities and the governments of the regions in which it operates. And, in pursuit of sustainability, it is recognising the need to focus on the environmental and social impact on these stakeholders. So, while the industry's prize is significant, lots needs to change for it to maintain the social and environmental licence to operate. This is where suppliers, like The Weir Group, have a key role to play, providing the technology and expertise needed to reduce the industry's footprint and helping to improve its reputation. Alongside helping customers, The Weir Group is also playing its part.

## The Weir Group's Commitment

As a leading global engineering business, The Weir Group hold itself to high standards in everything it does. As a member of the Group, ESCO Australia Holdings Pty Limited has the same standards.

Modern slavery and human trafficking are growing global issues that occur in all parts of the world, across a broad range of business sectors and industries. The Weir Group recognises that it shares a responsibility with, amongst others, its peers, employees and suppliers to prevent, mitigate and remediate the risks of modern slavery and human trafficking in all forms and to respect human rights in its operations and business dealings.

Its commitment to its clients, customers and stakeholders is clear: The Weir Group will always treat people fairly. The Weir Group believes that its business' sustainability and the achievement of its vision to assist in the eradication of modern slavery and human trafficking depends on its ability to inspire trust in its clients and customers and in earning the confidence of the people with whom it works. The Weir Group has a zero-tolerance approach towards modern slavery and human trafficking and it aim is to guard against incidents in relation to the same in all parts of its internal organisation and external supply chains.



## ESCO Australia Holdings Pty Limited 's Operations

ESCO Australia Holdings Pty Limited produces ground engaging tools (GET), attachments, AI, and machine vision technologies that optimize productivity for customers in global mining and infrastructure markets in Australia and throughout the Asia Pacific. It brings world class engineering, innovation and manufacturing capability to deliver highly engineered original equipment and aftermarket products that have the longest wear life.

The following chart represents the subsidiaries of ESCO Australia Holdings Pty limited.

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 Weir Group PLC's Global Framework to Combat Modern Slavery

The Weir Group's approach to modern slavery and human trafficking is overseen by the Board of Directors. The Board is informed about modern slavery risks and performance through regular reports from the Chief Compliance Officer and the Chief Sustainability Officer. Modern slavery risks are integrated into the company's overall risk management framework.

For the day to day, the Chief Compliance Officer and a dedicated compliance team oversee the design, implementation, and compliance with The Weir Group's human rights policies and processes. The Weir Group's Compliance team works closely with the divisions, particularly HR and Supply Chain teams, and the Group Sustainability function to drive human rights initiatives within their respective areas.

The Weir Group integrated its values into its Code of Conduct. Supporting the Code of Conduct are the Human Rights Policy, the Supply Chain Policy, and its policies on global employment, safety, health, environment, dignity, fair working wages, inclusiveness, whistleblowing, and more.

Should concerns arise, The Weir Group provides informal and formal channels for employees to raise concerns regarding unethical behaviour. Most employee concerns are resolved by their managers or the local Human Resources function. Employees may raise a concern through the Weir Ethics Hotline, which is a 24-hour, multilingual service accessible via telephone or online with the option of reporting anonymously. The Weir Ethics Hotline is also available for third parties to report unethical behavior about employees, customers, or suppliers.



### 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.

All employees must receive Weir Code of Conduct training on Weir's core values upon hire and on an annual basis. The Weir Group 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.

### 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 The Weir Group.

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.

The last training on the Human Rights Policy was in 2023.

### 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.





### ESCO Australia Holdings Pty Limited's Workforce

ESCO Australia Holdings Pty Limited operates in Australia and across the Asia Pacific with approximately 162 employees in four countries. Its workforce is primarily engaged in the engineering, sale, marketing, and service of equipment with back-office support, IT, and supply chain making up most of the rest of the company.

Country	Number of employees
Australia	69
Philippines	76
New Zealand	2
Indonesia	15

ESCO Australia Holdings Pty Limited's people want to work in a safe and inclusive environment where their physical and mental health is prioritised. They want to feel that their voice is heard and that everyone is treated fairly and equitably. People are looking to work for a company that nurtures their individual success, provides development opportunities and where they can contribute to broader societal and environmental goals. Being paid and rewarded equitably for their work is also important.

In 2024, The Weir Group received a certification from Fair Wage Network as a global Living Wage employer. The Fair Wage Network benchmarked all of The Weir Group's employees' wages, including those at ESCO Australia Holdings Pty Limited. The certification serves as a guarantee that all employees are paid at or above the various global Living Wage thresholds as defined by the Fair Wage Network.

### ESCO Australia Holdings Pty Limited's 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. 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

In 2024, ESCO Australia Holdings Pty Limited, along with other subsidiaries in The Weir Group, transitioned functional services to a new global shared services model: Weir Business Services (WBS). The Weir Group engaged Accenture as its strategic partner, with teams primarily in India and Colombia.



## 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.

### 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 its labour expectations during routine audits.

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 policies, ESCO Australia Holdings Pty Limited will terminate its relationship unless conditions are immediately improved and compliance is restored. Supply chain monitoring activities do not extend to sub-suppliers. ESCO Australia Holdings Pty Limited relies on suppliers to monitor sub-suppliers for compliance with The Weir Group's policies.

## Risk Assessment of Operations and Supply Chain

Believing that its values, embedded in everything that it does, helps to uphold the respect for human rights in the workforce, ESCO Australia Holdings Pty Limited considers the risk of the occurrence of modern slavery and human trafficking abuses in its operations to be low.

ESCO Australia Holdings Pty Limited considers the risk of the occurrence of modern slavery and human trafficking abuses within its supply chain to be medium. This risk is informed by the results of a human rights risk assessment. During 2024, The Weir Group chose to enhance its efforts to perform a human rights risk assessment of its workforce and supply chain by engaging Deloitte LLP, a third-party professional services firm. Deloitte's human rights risk assessment focused on internal business processes and their practical application across function areas (Human Resources, Operations, Procurement, Sustainability, Compliance and Legal) and a desktop review of current policies and procedures. The risk assessment has been scored in line with the UN Guiding Principles on Business and Human Rights through a method of impact assessment (scale, scope, and irremediability).



The risk assessment identified four key potential salient risk areas for human rights and have set out the existing measures for control, mitigation, and prevention. The Weir Group's risks, including risks related to ESCO Australia Holdings Pty Limited, are the following:

- Exploitation of the workforce, particularly those in high-risk operational roles and temporary labourers;
- Human rights abuses in the supply chain, particularly forced labour and child labour;
- Safety of the workforce, particularly those working on customer sites or in manufacturing facilities; and
- Environmental incidents at mining sites where Weir equipment is used, leading to significant social and environmental damage.

The Weir Group recognises that its journey to fully embed respect for human rights across its business is ongoing. While The Weir Group, including ESCO Australia Holdings Pty Limited, has taken positive steps, including implementing a global living wage policy, conducting a human rights risk assessment, and requiring suppliers to adhere to the Supply Chain Policy, The Weir Group acknowledges that there are areas for improvement. In response to the findings, The Weir Group, including ESCO Australia Holdings Pty Limited, will undertake additional or enhanced actions to mitigate risks in operations and supply chain. These actions will include enhancing due diligence and monitoring of suppliers from a human rights perspective and measures to test the effectiveness of efforts at preventing human rights abuses. Additional information about the human rights risk assessment can be found at The Weir Group's [website](#).

### Effectiveness of Actions in 2024

The Weir Group monitors the effectiveness of its policies and procedures and compliance thereof through its Speak-Up mechanisms and periodic internal audits. In 2024, 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 25 June 2025.

*Melissa Davison*

Melissa Davison

Director of ESCO Australia Holdings Pty Limited

