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# Australia Modern Slavery Statement 2021

6 June 2022

Submitted by:

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This joint statement is submitted by Weir Group (Australian Holdings) Pty Limited (ABN 090 873 117) on behalf of itself and its subsidiary Weir Minerals Australia Limited (ABN 009 701 802) for the fiscal year ending on 31 December 2021, pursuant to the Modern Slavery Act (Cth) 2018.

Incorporated and headquartered in Australia, Weir Group (Australian Holdings) Pty Limited (hereinafter "**WGAH**") is a holding company comprised of 27 subsidiaries in 11 countries with annual consolidated revenue exceeding AU\$100 million. A full list of WGAH's subsidiaries can be found at Appendix A.

Incorporated and headquartered in Australia, Weir Minerals Australia Limited (hereinafter "**WMA**") is a subsidiary of WGAH and the main operating entity in Australia with annual revenue exceeding AU\$100 million.

WGAH and WMA are subsidiaries of The Weir Group PLC (hereinafter "**The Weir Group**"). Established in Scotland over 150 years ago, The Weir Group is a global engineering business offering a wide range of solutions, primarily to the minerals and infrastructure markets.

As subsidiaries of The Weir Group, WGAH and WMA maintain a zero-tolerance approach to any form of modern slavery (namely, slavery, servitude, forced or compulsory labour, and human trafficking). The Weir Group 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.

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

## Operations

The Weir Group 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 has a presence in over 50 countries, with over 11,400 people around the world working in two divisions, Minerals and ESCO.

WGAH and WMA's products and technology are used in mining and infrastructure markets in Australia and throughout the Asia Pacific. WGAH and WMA produce highly engineered original equipment and provides comprehensive aftermarket support for mining and minerals processing, slurry transportation, and mine dewatering.

WGAH and WMA have a number of market-leading brands including Warman® Centrifugal Slurry Pumps, GEHO® Positive Displacement Pumps, Enduron® High Pressure Grinding Rolls, Cavex® Hydrocyclones, and Linatex® Resistant Rubber.

## Supply Chain

WGAH and WMA source raw materials, components, and services from several countries, including countries and industries where the risk of modern slavery may exist. Thousands of suppliers play a critical role in WGAH's and WMA's businesses, so WGAH's and WMA's relationships with suppliers 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 The Weir Group's 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 Weir Group's business or supply chain is the responsibility of all those working for The Weir Group, and The Weir Group expects employees 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 with 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 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.

During the 2021 reporting period, The Weir Group's compliance team drafted an updated Human Rights Policy which was approved by the Weir Group's Board of Directors in late 2021. Importantly, the updated Human Rights Policy now serves as a centralized policy statement that delineates the core actions The Weir Group and its subsidiaries has taken and 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.

In 2022, Weir Group compliance team will spearhead implementing these commitments at WGAH and WMA to the extent they are not already in place. One such commitment is a global human rights risk assessment that The Weir Group compliance team kicked off in January 2022. The human rights risk assessment is being performed in consultation with an external consultant and covers both The Weir Group's global operations and global supply chain. Employees from around the globe in multiple functional areas will participate in and contribute to the assessment.

### **Supply Chain Policy**

The Weir Group'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 WGAH's and WMA's Operations and Supply Chain**

### **The Workforce**

WGAH and WMA believe their operations have a lower risk for modern slavery because they have direct control over their operations. As subsidiaries of The Weir Group, both aim 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 The Weir Group's core values upon hire and on an annual basis. WGAH and WMA hold their employees accountable if employees do not 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, 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 and other third parties. Third, an annual employee engagement survey conducted by a third party provides another opportunity for employees to indicate concerns with their working environment anonymously.

The 2022 global human rights risk assessment includes assessing risks in The Weir Group's workforce. The previous 2016 risk assessment did not include modern slavery risks associated with operations, and thus, the inclusion of The Weir Group's operations in the 2022 assessment will enable The Weir Group, as well as WGAH and WMA, to identify and assess nature and extent of the risks specific to their workforce. The risk assessment will also consider the effectiveness of existing operations-related and human resources-related policies and processes and then provide recommended actions for mitigating any risk or addressing issues.

### **Suppliers**

WGAH and WMA believe that their supply chain is their primary risk for modern slavery, as they have less control over and visibility into their supply chain activities in comparison to their operations. The supply chain is also WGAH and WMA's primary risk because some of WGAH's and WMA's suppliers operate in geographies that have been identified as high risk for human rights violations.

WGAH and WMA currently understand their supply chain risk based on a 2016 human rights risk assessment which identified and quantified risk using the Global Slavery Index and The Weir Group's global spend. The 2022 risk assessment is an in-depth exercise that considers additional factors in identifying and assessing risks and analysing suppliers (including the impact of COVID pandemic) within The Weir Group's interconnected global supply chain. As significant operations of The Weir Group, WGAH and WMA employees will be active participants in and contributors to the assessment and remediation planning. After assessing the risks, the compliance team plan to take a critical lens to The Weir Group's global policy framework and divisional supply chain policies and processes with the goal of not only mitigating the identified risks but also assessing the effectiveness of the existing anti-modern slavery compliance program. The compliance team will work closely with WGAH and WMA employees on mitigating their specific risks and implementing new or updated policies and processes.

In the Modern Slavery Statement covering the 2020 reporting period, WGAH and WMA announced its intention to perform this risk assessment in 2021. However, due to the continued ongoing impact of the COVID pandemic and other logistical factors, WGAH and WMA were not able to perform the risk assessment in 2021.

## **Supplier Due Diligence & Management Process**

The following represent the core processes for supplier selection and onboarding at WGAH and WMA. In the 2021 reporting period, the Minerals Division supply chain leadership decided to acquire a third-party software that would facilitate screening, onboarding, and managing prospective suppliers for the division, including for WGAH and WMA. The software will include industry-standard human rights-focused and sustainability-focused questions during the screening process and provide additional resources for conducting human rights diligence on prospective suppliers. The software is expected to be rolled out in 2023.

### **Screening Prospective Suppliers**

The supplier selection process includes inquiries about prospective Tier 1 and Tier 2 suppliers' policies and processes designed to ensure compliance in the areas of business ethics and practices, human rights and social responsibilities, health and safety, and environmental standards. These suppliers are also asked if they have a history and reputation free of suspected or actual criminal or unethical conduct. 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, WGAH and WMA 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 and tier 2 suppliers receive 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, are now required to sign a Supply Chain Code of Conduct declaration stating that suppliers 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. WMA requires all its suppliers to sign a declaration that acknowledges the Modern Slavery Act (Cth) 2018 as well.

### **Management of Suppliers**

WGAH's and WMA's relationships with its suppliers are further governed by standard terms and conditions which legally bind suppliers to following 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, quality personnel formally may audit suppliers for their compliance with The Weir Group's labour expectations during routine quality 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 The Weir Group's policies, The Weir Group will terminate the relationship unless conditions are immediately improved and compliance is restored. The Weir Group's supply chain monitoring activities do not extend to sub-suppliers. The Weir Group relies on suppliers to monitor sub-suppliers for compliance with The Weir Group's policies.

## **Effectiveness of Actions in 2021**

The Weir Group monitors the effectiveness of its policies and procedures and compliance thereof through the Weir Ethics Hotline and periodic internal audits. In 2021, 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.

During the 2021 reporting period, the Minerals Division supply chain leadership created a Weir Procurement System ("WPS") audit (separate and independent of the internal audits performed by The Weir Group internal audit team) that audits Minerals business units in various areas, including "environment, social and governance." Within the area of "environment, social and

governance," the WPS internal audit probes whether a business unit has implemented the human rights-related policies and created plans to mitigate identified risks among suppliers. The Minerals Division supply chain leadership plans to conduct an WPS audit of WMA in November 2022.

## Consultation

This joint statement was prepared and approved in consultation with the board of directors of WGAH, the board of directors of WMA, the Minerals Division Head of Supply Chain, the senior leadership for the WGAH operating entities, and the supply chain leadership of WMA. Consultation included meetings and email correspondence.

This statement was reviewed and approved by the board of directors of Weir Group (Australian Holdings) Pty Limited on 6 June 2022.



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David Locke, Director of Weir Group (Australian Holdings) Pty Limited

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David Locke, Director of Weir Minerals Australia Limited

## Appendix A

### Weir Group (Australia Holdings) Pty Limited Subsidiaries

Weir Group (Australia Holdings) Pty Limited Subsidiaries	Country of Incorporation
Weir Services Australia Pty Ltd	Australia
Weir Minerals Australia Limited	Australia
Warman Pumps Limited	Australia
Aspir Pty Ltd	Australia
Weir Minerals Mongolia LLC	Mongolia
Weir Minerals (India) Private Limited	India
PT Weir Minerals Indonesia	Indonesia
Multiflo Pumps Pty Ltd	Australia
Weir Oil & Gas Australia Pty Limited	Australia
Weir Australia Finance Ltd	Australia
PT. Weir Minerals Contract Services Indonesia	Indonesia
PT. Weir Oil & Gas Indonesia	Indonesia
Linatex Australia Pty Limited	Australia
Weir Group Engineering Hong Kong Limited	Hong Kong
Wuxi Weir Minerals Equipments Co. Ltd.	People's Republic of China
Linatex Limited	United Kingdom
Linatex Africa (Pty.) Ltd.	South Africa
Linatex Chile (Holdings) Limitada	Chile
Linatex Chile Limitada	Chile
Linatex Tecpromin SA	Chile
Linatex Rubber Ltd.	Chile
Trio Engineered Products (Hong Kong) Limited	Hong Kong
Shanghai JF Engineering Equipment Co. Ltd.	People's Republic of China
Weir Group Machinery Equipment (Shanghai) Co., Ltd	People's Republic of China
Shanghai Vortex Engineering Machinery Co. Ltd	People's Republic of China
Shanghai JF Industries Co. Ltd.	People's Republic of China
JF (Jiangsu) Machinery Co. Ltd.	People's Republic of China
Trio Engineered Products Limited	Ireland

### Number of Employees

Country of operation	Number of employees
Australia	1049
Philippines	19
Mongolia	20
Indonesia	96
India	241
People's Republic of China	257