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Australia Modern Slavery Statement 2024

30 June 2025

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 2024, 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.

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, WGAH and WMA have 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 its aim is to guard against incidents in relation to the same in all parts of its internal organisation and external supply chains.

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 operate in Australia and across the Asia Pacific with approximately 2,126 employees in eight countries. 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.

WGAH and WMA's countries of operations and a list of employee numbers can be found in Appendix A.

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 behaviour 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 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 have 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.

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

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.

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

In 2024, WGAH and WMA, 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 WGAH and WMA.

Screening Prospective Suppliers

The supplier selection process includes inquiries about prospective 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.

WMA and other businesses in the Minerals Division use an industry-recognized third-party software platform that provides due diligence and sustainability assessments based on information submitted by suppliers. The platform captures and evaluates the Minerals Division's material supplier's practices by inquiring about specific policies and procedures concerning human rights, treatment of their employees, human rights history, and human rights due diligence practices. Other subsidiaries of WGAH are expected to use the supplier management software in the future.

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. In 2025, in conjunction with the human rights risk assessment, the Minerals Division, including WGAH and WMA, will focus on enhancing how to respond to adverse information obtained during the screening process.

Onboarding of Suppliers

After selection, 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 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, quality personnel formally may audit suppliers for their compliance with The Weir Group's labour expectations during routine quality 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.

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.

Human 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, WMA and WGAH consider the risk of the occurrence of modern slavery and human trafficking abuses in its operations to be low. WMA and WGAH consider the risk of the occurrence of modern slavery and human trafficking abuses within its supply chain to be medium.

These risk ratings are 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 WGAH and WMA, 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 WMA and WGAH, 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 WGAH and WMA, 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 the Weir Ethics Hotline 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 joint statement was prepared and approved in consultation with the board of directors of WGAH and the board of directors for WMA.

This statement was reviewed and approved by the board of directors of Weir Group (Australian Holdings) Pty Limited on 30 June 2025.

David Locke

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

This statement was reviewed and approved by the board of directors of Weir Minerals Australia Limited on 30 June 2025.

David Locke

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
Weir Group Machinery Equipment (Shanghai) Co., Ltd	People's Republic of China
Trio Engineered Products Limited	Ireland

Number of Employees (as of 15 June 2025)

Country of operation	Number of employees
Australia	1102
Philippines	20
Mongolia	25
Indonesia	154
India	606
Papua New Guinea	2
People's Republic of China	219
Vietnam	1