

Sustainability in action

MODERN SLAVERY ACT STATEMENT

This statement is made pursuant to section 54(1) of the Modern Slavery Act 2015 for the financial year ending 31 December 2016.

Prohibition of Modern Slavery

Modern slavery is a crime and a fundamental violation of human rights. It is constituted in the UK Modern Slavery Act 2015 (the 'Act') by the offences of slavery, servitude and forced or compulsory labour; and human trafficking. Weir's aim is to eradicate the use of forced, compulsory or trafficked labour, or anyone held in slavery or servitude, whether adults or children, in all Weir companies. We expect the same high standards from all our contractors, suppliers and other business partners regardless of where they are located.

Compliance

We already expect everyone with whom we deal, including employees, contractors and suppliers to maintain the highest standards in conformity with these principles. The prevention, detection and reporting of human rights violations in any part of our business or supply chains is the responsibility of all those working for us or under our control.

About The Weir Group PLC

Founded in 1871, The Weir Group PLC is based in Glasgow, Scotland and is one of the world's leading engineering businesses. Weir designs, manufactures and services innovative solutions which make our minerals, oil and gas and power customers more efficient. This is recognised in the global leadership positions we have developed in our core markets.

Weir aims to be a partner of choice to our customers with a worldwide network of around 214 manufacturing facilities and service centres. The business has a presence in more than 70 countries, with over 13,600 people around the world working in three divisions: Minerals; Oil & Gas; and Flow Control.

Supply Chain

Weir has always been committed to doing business at all times in an ethical and transparent manner with the highest standards of integrity.

As an engineering company, we source raw materials, components and services across the globe and recognise that this may involve sensitive countries and industries. Our suppliers play a critical role in our business, and our relationships with them are based on achieving best performance, product, delivery, service and total cost in an ethical and sustainable manner.

Weir recognises that its responsibilities extend to our supply chain, and has always aimed to maintain 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.

Policies

Weir is committed to ensuring that we are not complicit in any human rights violation and hold our partners and suppliers to this same high standard. Weir expect all suppliers to comply with or exceed the following requirements:

- no forced, bonded or involuntary prison labour will be used;
- no children are to be employed by our suppliers, consistent with the United Nations Convention on the Rights of the Child; and
- employees of our suppliers shall be paid wages for standard working hours that meet or exceed national minimum requirements.

Our existing Code of Conduct and Human Rights Policy currently sets out the minimum standards that we expect of our employees and our supply chain. We expect our employees and suppliers to comply with all applicable laws, including any local laws. This includes complying with applicable laws in relation to modern slavery and human trafficking.

The Weir Human Rights Policy has been updated to reflect a specific reference to the Act and the offences constituted by the Act.

Other Weir policies shall be updated to incorporate specific reference to the Act and shall be rolled out across the Weir Group. These include:

- Code of Conduct;
- Supplier Contract plus terms and conditions templates; and
- Supply Chain Policy & Supplier Quality Manual.

Due diligence

Many of Weir's suppliers have already been audited by Weir personnel and have gone through a formal procurement process to minimise Weir's overall supply chain risk.

As part of Weir's ongoing initiatives to try and ensure that we prevent any bonded, forced or involuntary labour or other kinds of modern slavery or human trafficking we have

undertaken a geographical risk assessment of our supply chain. Having undertaken a geographical risk assessment of our supply chain, we have identified four categories of risk – extreme, high, medium and low – based on territories we operate in and using the Global Slavery Index 2016.

We aim to have completed due diligence on first tier suppliers in key extreme risk territories identified in the Global Slavery Index 2016 and estimate that this will be complete by December 2017. Thereafter we will complete due diligence on high risk territories and then medium and low risk territories.

Within each location, our planned activities in relation to the Act include but are not limited to: updating supplier contracts; distributing our updated supplier policies; asking suppliers to agree to and sign Weir's updated Code of Conduct acknowledgement letters; and updating our audit documents (both internal and external) to contain expectations relating to the Act.

For any supplier who is non-compliant with our policies, we expect to terminate any involvement with that supplier unless conditions are rapidly improved and compliance is met, regardless of whether it is a first tier supplier or further down our supply chain. If any individual, supplier, Non-Governmental Organisation or other organisation has evidence of modern slavery in Weir's operations, we encourage them to contact the Weir Ethics Hotline. Reports will be investigated and appropriate action will be taken.

Compliance & Training

Weir is committed to training its employees on an ongoing basis. As part of our regular training schedules globally we intend to incorporate updated ethics training in our programme to ensure our staff are aware of the requirements of the Modern Slavery Act and our related policies. Weir's expectation and aim is to not tolerate any business that does not respect basic human rights.

This statement has been approved by the board of directors of The Weir Group PLC.

Signed for and on behalf of The Weir Group PLC



Jon Stanton
Chief Executive Officer