

Weir Canada, Inc's Report on Forced Labour and Child Labour in Supply Chain for 2024 Fiscal Year



Introduction

This statement is submitted by Weir Canada Inc. for the fiscal year ending on December 31, 2024, pursuant to *Fighting Against Forced Labour and Child Labour in Supply Chains Act*.

Weir Canada, Inc., a corporation pursuant to the provisions of the *Canada Business Corporations Act*, is a subsidiary of The Weir Group PLC. The Weir Group PLC, a public limited company incorporated on June 14, 1895 pursuant to the laws of Scotland, is a global engineering business providing innovative solutions for the mining, infrastructure, and other Industrial sectors.

Structure, Activities, and Supply Chain

As a leading global engineering business, The Weir Group (and all its subsidiaries) holds itself to high standards in everything it does. Modern slavery and human trafficking, including forced labour and child labour, are growing global issues that occur in all parts of the world, across a broad range of business sectors and industries. The Weir Group recognise 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.

Company Operations

Weir Canada has approximately 800 employees across multiple locations in Canada. Operations are organized by two divisions: Minerals and ESCO. The Minerals division is engaged in engineering, manufacturing and servicing of processing technology used in abrasive high wear applications in mining and infrastructure markets, while the ESCO division produces Ground engaging tools (GET), attachments, AI and machine vision technologies that optimize productivity for customers in global mining and infrastructure markets.

Supply Chain

Weir Canada's supply chain includes primarily intercompany suppliers. The Weir Group's global supply chain is extensive with the Latin America being the location of many of those suppliers. Other suppliers for Weir Canada are raw materials suppliers, fabrication and machining services, freight and logistics, consultancy services, and utility providers.

In 2024, Weir Canada, 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.

Policies and Due Diligence Related to Forced Labor and Child Labour

The Weir Group has implemented policies and due diligence processes to guard against incidents of modern slavery and human trafficking in its supply chain.

Policies and Governance

The policies and processes expectations described in this statement refer to The Weir Group's global policy framework, which has been designed to ensure a unified approach to managing forced labour risks in its supply chain. The Weir Group's commitment to ensuring that there is no form of slavery, servitude, forced or compulsory labour, or human trafficking in its supply chain 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 Weir Group PLC's [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.

The Weir Group's [Human Rights Policy](#) communicates to 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 operations of its contractors, suppliers, and business partners. The policy further expresses The Weir Group's expectations that suppliers will aim to prevent and detect human rights violations and report any violations that occur to us.



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 Due Diligence and Management

Weir Canada chooses suppliers primarily based on quality, safety, and cost. Weir Canada's supplier selection process includes inquiries about Tier 1 suppliers' policies and processes designed to ensure compliance in areas of business ethics and practices, human rights and social responsibilities, health, and safety. The Weir Group's Minerals division also uses a third-party tool to assess its key suppliers' sustainability record and practices, which includes an assessment of forced labour and child labour practices. Any red flags that are raised during the screening must be reviewed in consultation with business leadership and the Weir legal team.

Once selected, Weir Canada provides a copy of Code of Conduct and Supply Chain Policy to suppliers for formal acknowledgement from the supplier. Weir Canada engages most suppliers through purchase order terms and conditions, with higher value and complex supply engagement through contract terms and conditions. All supplier contracts include provisions requiring that efforts be undertaken on the part of all parties to ensure that modern slavery and human trafficking are not taking place in any part of a supply chain. Specifically, suppliers' contract requires the supplier to abide by the principles of Weir's Code of Conduct.

After appointment, Weir Canada monitors its suppliers' performance based on delivery, cost, and quality. At this time, Weir Canada's monitoring activities focus mainly on supplier performance.

Risk Assessment of Forced Labour and Child Labour in Operations and Supply Chain

The Weir Group believes that its values, embedded in everything that it does, helps to uphold the respect for human rights in our workforce. Therefore, Weir Canada considers the risk of the occurrence of modern slavery and human trafficking abuses in its operations to be low.

Similarly, The Weir Group considers the risk of the occurrence of modern slavery and human trafficking abuses within its business supply chains to be low. This conclusion is based on the fact that most of Weir Canada's supply chain is composed of intercompany suppliers.



Nonetheless, Weir Canada acknowledges that its sub-suppliers (i.e., the suppliers to other Weir subsidiaries) may pose a greater risk of forced labour and child labour based on those sub-suppliers' geography and business lines.

This risk is informed by the results of a human rights risk assessment. During 2024, The Weir Group engaged a consultant at Deloitte LLP to perform a human rights risk assessment of its global operations and supply chain. The Weir Group's risks, including risks related to Weir Canada's supply chain, are the following:

- Exploitation of The Weir Group's workforce, particularly those in high-risk operational roles and temporary labourers;
- Human rights abuses in The Weir Group's supply chain, particularly forced labour and child labour;
- Safety of The Weir Group's 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.

In response to the findings, The Weir Group, including Weir Canada, 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, including forced labour and child labour, and measures to test the effectiveness of efforts at preventing human rights abuses.

Remediation and Effectiveness

Weir Canada monitors the effectiveness of its policies and procedures and compliance thereof primarily through The Weir Group's Ethics Hotline. The Weir Ethics Hotline is available for employees and third parties to report unethical behaviour about employees, customers, or suppliers. The Weir Ethics Hotline is a 24-hour, multilingual service accessible via telephone or online with the option of reporting anonymously.

In 2024, Weir Canada did not receive a report of forced labour or child labour in its operations or supply chain. Nor did The Weir Group PLC.

Should a report be raised, the report would be investigated, and appropriate action would be taken. For any supplier that is found to be noncompliant with The Weir Group's policies, Weir Canada will terminate its relationship unless conditions are immediately improved, and compliance is restored.

Training and Awareness

Weir Canada's training is largely conducted via the provision of e-learning videos with short multiple-choice assessments included at the end. The most recent training on human rights

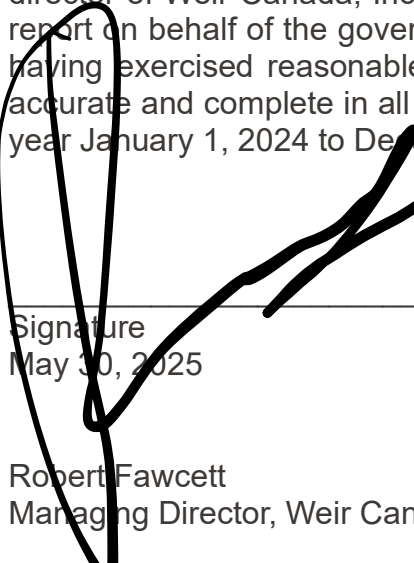


was provided online via Workday in 2023 in connection with the implementation of The Weir Group's new human rights policy.

Approval and Attestation

This report was approved by the directors of Weir Canada Inc.

In accordance with the requirements of the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Act), and in particular section 11 thereof, I, in the capacity of director of Weir Canada, Inc., attest that I have reviewed the information contained in the report on behalf of the governing body of Weir Canada Inc. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year January 1, 2024 to December 31, 2024.



Signature
May 30, 2025

Robert Fawcett
Managing Director, Weir Canada

I have the authority to bind Weir Canada Inc.