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Diversity and Inclusion Policy

The Weir Group PLC

September 2014

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Confidential Information

This document contains information which is confidential to companies forming The Weir Group PLC. It should not be disclosed in whole or in part to parties other than the recipient without the express written permission of The Weir Group PLC authorised personnel.

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Definitions

“Workplace diversity”: having an inclusive, respectful environment that accepts each individual’s differences, embraces their strengths, skills and attributes and provides opportunities for all employees to achieve their full potential.

“Inclusion”: An active process of change (to include) and an emotional outcome (I feel included).

“Relevant authorised person”: manager, senior manager, director, or member of HR.

“Harassment, bullying and discrimination”: as defined by the Weir Code of Conduct.

“Positive discrimination”: the selection or provision of opportunity to individuals in the minority when faced with the choice of that individual and another in the majority.

“Positive action”: a legally defined act allowing for the targeted attraction of people who are known to be at a disadvantage due to a certain characteristic or need. In Europe, this is only legal before or at application stage.

Scope

The Weir Group Diversity and Inclusion Policy applies to all employees of The Weir Group PLC. This document should be applied in accordance with the Weir Group Code of Conduct and Weir Group EHS Protocols.

Nothing in this document should be read as overriding local regulatory requirements.

Purpose

This document provides guidance as to the importance of Diversity and Inclusion for Weir and the responsibilities of all Weir employees in achieving Weir’s Diversity and Inclusion Mission.

Diversity and Inclusion Mission Statement

The Weir Group PLC aims to engender an inclusive environment where individuals are valued for their diversity and empowered to reach their full potential.

Diversity and inclusion are part of Weir’s identity and informs Weir’s Core Values and Behaviours. There is great strength in us all not being the same which is reflected in Weir’s organisational structure, the markets in which it operates and ultimately the people who make Weir successful. These principles are an essential part of being a good corporate citizen operating in a global market place, and on an individual level, for us to be responsible human beings.

Valuing difference and having employees who feel included allows each person to contribute their unique experiences to the workplace.

In addition to the positive impact on individual employees, diversity and inclusion provide overall business benefits to Weir and contribute to the achievement of Weir’s strategic objectives. As a result, we are able to:-

- Better service an increasingly diverse client base,
- Strengthen local business relationships in all of our operating locations,
- Develop innovative teams that are able to solve complex problems, and
- Attract, engage and retain a diverse team of talented people to achieve the above.

Weir is committed to:-

- developing leaders that support and embrace diversity in our workplace and make all employees feel included;
- integrating diversity and inclusion best practices into how we work and do business;
- ensuring our leaders are accountable for creating work environments and foster a company culture where individual differences are understood, respected and valued;
- continuously educate all employees about the importance of a diverse and inclusive workplace, and how every individual can contribute;
- ensuring fairness and equity is created and/or maintained in all of our workplaces;
- meeting our legal obligations in relation to equity, diversity and inclusion in all of our workplaces; and
- utilising workplace metrics to monitor and analyse the success of diversity and inclusion programs and develop actions to improve our performance.

Protocol

Value, support and care

As one of Weir's core values, all employees commit to take action to ensure the safety and wellbeing of themselves and those around them, build lasting and collaborative relationships, actively share knowledge and insights to support learning, and contribute effectively beyond their immediate team and business area.

In order to live this value, people at Weir will communicate with each other to build an understanding of individual strengths, weaknesses and defining characteristics towards enhanced collaboration.

Equal opportunities

Individuals will be considered for employment and development opportunities with reference only to factors which have a direct bearing on ability to perform the job and potential as evidenced by past performance.

Processes around recruitment and development should be designed to avoid disadvantaging any applicant for reasons not relating directly to the opportunity. Please see the Weir Group Standard Recruitment Protocol and Onboarding Checklist for further guidance (available via the Global Intranet Library).

Positive discrimination

In general, The Weir Group PLC does not permit the use of positive discrimination. However, it is recognised that we operate in some regions which enforce positive discrimination through legislative means. Where this is the case, employees are advised to act in accordance with local legislation and seek the support of Weir Legal and HR as required.

Positive action

Positive action is recognised as a strategic talent tool. However, as there is a subtle difference between this and "positive discrimination" which is illegal in many regions, positive action must be implemented with caution. Employees must avoid taking such action without the full permission of the Divisional HR Director, Group HR Director and after consultation with Weir Legal.

Flexible working

Weir recognises that the things which make people different from one another may impact the ability to present themselves in accordance with normal business hours.

Where an employee's objectives and full potential would be better realised through increased flexibility in working arrangements, this should be open for discussion between managers and employees towards a balanced solution.

Training

Weir provides access to training to all employees to enhance understanding of the importance of diversity to the business and how to be more inclusive of colleagues in day-to-day interactions. Online training modules can be accessed via Weir University, Skillport.

Where appropriate, managers will aim to implement more interactive training sessions. This may be through targeted induction programmes, training workshops, Diversity awareness days or interactive publications via the Weir Global Intranet.

Publications, websites and media

Publications, websites and media are key tools for both internal and external communication. These should avoid stereotyping, over generalisations or unexplained jargon. If images or videos of people are used, stop to consider whether these engage people of all backgrounds.

Employees should also exercise diligence in the use of Social Media (please see the Weir Social Media Guidelines via the Weir Global Intranet for further guidance on appropriate behaviour).

Outreach

Weir aims to encourage diversity and inclusion not only within its businesses, but also in the communities in which it operates. It is these communities which support Weir's talent and operations so it is within Weir's interests to support people within these communities towards career development.

Employees are encouraged to participate in community events which promote the careers of minority groups towards equal opportunities for all. Managers and employees should work together to discuss suitable opportunities for participation.

Harassment, Bullying and Discrimination

Behaviour amounting to harassment, bullying or discrimination will not be tolerated in any Weir business. Not only is this detrimental to the person suffering the behaviour, but it also damages the organisation as a whole.

Any employee experiencing or witnessing such behaviour is expected to report this to the relevant authorised person. Please see the Weir Grievance Policy and Procedure accessible via the Weir Global Intranet.

Alternatively, employees may report incidents anonymously via the Ethics Hotline ("Listen Up"), details of which can be found here:

<https://www.weirethicshotline.com/rpts/pub/landing.aspx>

Any employee found to be participating in such behaviour will be subject to disciplinary action with the potential for dismissal by reason of gross misconduct. Please see the Weir Group Disciplinary Policy and Procedure for further guidance (available for download via the Global Intranet Library).