



ISAE 3000 Assurance Statement

**Independent Assurance of The Weir Group plc 2024
Greenhouse Gas Emissions, Social and Avoided
Emissions data.**

The Weir Group plc

Prepared by:

SLR Consulting Limited

Summit House, 12 Red Lion Square, London WC1R 4HQ

SLR Project No.: 425.065692.00001

6 February 2025

Revision: 01

Basis of Report

This document has been prepared by SLR Consulting Limited (SLR) with reasonable skill, care and diligence, and taking account of the timescales and resources devoted to it by agreement with The Weir Group plc (the Client) as part or all of the services it has been appointed by the Client to carry out. It is subject to the terms and conditions of that appointment.

SLR shall not be liable for the use of or reliance on any information, advice, recommendations and opinions in this document for any purpose by any person other than the Client. Reliance may be granted to a third party only in the event that SLR and the third party have executed a reliance agreement or collateral warranty.

Information reported herein may be based on the interpretation of public domain data collected by SLR, and/or information supplied by the Client and/or its other advisors and associates. These data have been accepted in good faith as being accurate and valid.

The copyright and intellectual property in all drawings, reports, specifications, bills of quantities, calculations and other information set out in this report remain vested in SLR unless the terms of appointment state otherwise.

This document may contain information of a specialised and/or highly technical nature and the Client is advised to seek clarification on any elements which may be unclear to it.

Information, advice, recommendations and opinions in this document should only be relied upon in the context of the whole document and any documents referenced explicitly herein and should then only be used within the context of the appointment.

Table of Contents

Basis of Report	ii
1.0 The Nature of the Assurance	1
2.0 Assurance Work Performed	2
3.0 Independence	3
4.0 Conclusion	4



1.0 The Nature of the Assurance

This is a report by SLR Consulting Limited (“SLR”) for Brian Puffer, Chief Financial Officer, for and on behalf of The Weir Group plc (“Weir”).

SLR has undertaken independent limited assurance of Weir’s:

- 2024¹ corporate greenhouse gas (GHG) emissions data (specifically: Scopes 1 and 2 (market & location-based)),
- 2024 Total Incident Rate² and Employee Net Promoter Score,
- 2022³ Total Incident Rate baseline,
- Avoided emissions data for High Pressure Grinding Rolls (HPGR)-based comminution circuits that became operational in 2023⁴ and 2024, and GEHO® pumps that became operational in 2024.

The selected corporate GHG emissions data has been assured against the World Resources Institute / The World Business Council for Sustainable Development (WRI / WBCSD) Greenhouse Gas Protocol, 2015 revised edition and the appropriate conversion factors for company reporting as published by UK Department for Energy Security & Net Zero (DESNZ), International Energy Agency (IEA), Association of Issuing Bodies (AIB), along with regionally published emission factors. For Scope 2 dual reporting, both supplier-specific emissions factors and residual mix factors have been used where available.

The Total Incident Rate and Employee Net Promoter Score data are assured against the relevant Global Reporting Initiative Principles of Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability.

The avoided emissions data for HPGR-based comminution circuits and GEHO® pumps has been assured against the WBCSD Avoided Emissions Guidance (2023).

Weir is entirely and solely responsible for the production and publication of the data assured, SLR for its assurance.

GHG quantification is subject to inherent uncertainty due to factors such as incomplete scientific knowledge about the global warming potential of different GHGs and uncertainty around the models and parameters used in estimating GHG emissions.

This engagement was performed in accordance with the International Standard on Assurance Engagement (ISAE) 3000 (Assurance Engagements other than Audits or Reviews of Historical Financial Information) and the relevant subject-matter specific ISAE for GHG data (ISAE 3410, Assurance Engagements on Greenhouse Gas Statements).

SLR has complied with the requirements for independence, professional ethics and quality control as stipulated by ISAE 3000 (2020) Requirement 3a and 3b.

¹ 1st January 2024 to 31st December 2024

² Total Incident Rate per 200,000 hours worked

³ 1st January 2022 to 31st December 2022

⁴ 1st January 2023 to 31st December 2023

2.0 Assurance Work Performed

The assurance work was commissioned in August 2024 and was completed on 6th February 2025. Detailed records were kept of meetings and correspondence relating to the assurance. A team of seven, led by Lucy Dugdale-Moore, Managing Consultant, undertook the assurance and commentary process. Director, Sarah Gillett, acted as adviser to the group.

The assurance engagement was undertaken to a **limited** level. The assurance involved the following activities described by data type.

Regarding corporate GHG inventory data sets:

1. In-depth and regular meetings with the main Weir contacts for data management, query resolution and to provide additional context to the data when necessary.
2. Requested and reviewed data, and supporting policies, procedures and other documentation concerned with data collation, evaluation, communication and reporting.
3. Specific interviews with personnel with key roles and responsibilities for data management, including external data management service providers, and internal Weir departments across geographical regions.
4. A review of underlying data sources and substantiating evidence to support the 2024 reporting, to assess robustness of monitoring and reporting systems.
5. A review of GHG emission data calculations and relevant emission factors against the GHG Protocol and applicable standards.
6. The development of a documented log recording all data queries, and the steps taken to close out all queries.
7. A review of group-wide data consolidation and reporting to check for errors or omissions in data analysis, consistency with underlying data sets and reasonableness of reporting.

Table 1. Corporate GHG inventory data

Scope	Source	Unit	2024
Scope 1 GHG emissions (location-based)	Fuel combustion and operation of facilities	Metric tons CO ₂ e	64,880
Scope 2 GHG emissions (location-based)	Purchased electricity, heat and steam	Metric tons CO ₂ e	93,234
Scope 2 GHG emissions (market-based)	Purchased electricity, heat and steam	Metric tons CO ₂ e	68,608
Total Scope 1&2 (location based)	Global	Metric tons CO ₂ e	158,114
Total Scope 1&2 (market based)	Global	Metric tons CO ₂ e	133,488
Energy (Global)	Total including all sources	kWh	540,772,071
Total Scope 1&2 (market based) (Foundries)	Foundries	Metric tons CO ₂ e	91,453
Scope 1&2 (UK only) (location based)	UK only	Metric tons CO ₂ e	5,074

Scope	Source	Unit	2024
Scope 1&2 (UK only) (market based)	UK only	Metric tons CO ₂ e	2,303

Regarding Total Incident Rate and Employee Net Promoter score data sets:

1. Conducted initial calls with the data owners of each data set in scope of the assurance to explain the assurance process and to understand the management systems that generated the data.
2. Received and checked data from each data source.
3. Evaluated year-on-year trends shown by data received and, where necessary, interrogated data owner about these trends.
4. Carried out spot checks on data received.
5. Where necessary, had further calls to resolve any remaining queries regarding evidence or data management systems.
6. Retained full records of interactions with data owners.

Table 2. Total Incident Rate and Employee Net Promoter score

Scope	2022	2024
Total Incident Rate	0.45	0.42
Employee Net Promoter Score		47

Regarding avoided emissions data for HPGR-based comminution circuits and GEHO® pumps data sets:

1. Reviewed the data spreadsheets for HPGR-based comminution circuits that became operational in 2023 and 2024, and GEHO® pumps that became operational in 2024.
2. Reviewed the selected reference scenario for each case, including any accompanying justifications supporting the identification of an appropriate reference scenario.
3. Reviewed the calculations, methodology, sources, as well as any underlying assumptions, against the requirements of the WBCSD Avoided Emissions Guidance.
4. Reviewed the sources of data used for the analysis, including undertaking evidence spot checks where required.
5. Reviewed the location-specific emission factors used for each circuit assessment.
6. Checked that calculations were adjusted appropriately for the location of use and reporting year.
7. Reviewed the management of uncertainties in the calculations.
8. Undertook calls to resolve any remaining queries regarding decisions, evidence, or calculations.
9. Retained full record of communication and evidence sharing with data owners.

For HPGR, the boundary of the mining circuit assessments is the “rock to recovery” cycle. These assessments focus on the use-phase of the life cycle which includes GHG emissions related to energy consumption required to operate the technology and embodied emissions

in the grinding media consumed. Other life-cycle phases have been excluded as previous studies have shown these to be immaterial in comparison to the use-phase (<1% of energy and emissions impact). Assessments are based on an annual timeframe approach. Overall, energy consumption and the associated GHG emissions are the focus in terms of the assessed impact.

For GEHO® pumps, the assessment focused on tailings or mine-dewatering projects and the boundary covered GHG emissions associated with energy consumed in the use-phase of the life cycle. Other life-cycle phases were excluded as they were deemed immaterial (<1% of the total energy and emissions impact). The GEHO® pumps assessment also applied the annual timeframe approach.

Table 3: Total avoided emissions for HPGR-based comminution circuits and GEHO® pumps.

Circuit type	Total emissions avoided (tCO ₂ e)	
	2023	2024
HPGR-based comminution circuits	163,564	430,108
GEHO® pumps		12,786
Total avoided emissions from all qualifying solutions	163,564	442,894

3.0 Independence

SLR is a specialist management consultancy, advising corporations that seek to improve their economic, social, and environmental performance around the world and is a leading assessor of corporate responsibility and sustainability reports.

SLR Consulting has worked with Weir since 2020 on aspects of its environmental and sustainability strategy, including reporting to the Carbon Disclosure Project (CDP), materiality assessment, Scope 3 calculation support and Scope 3 SBTi validation support and has also provided assurance since this time for Scope 1 and 2 emissions, and for avoided emissions since 2023.

During the 2024 reporting period, in addition to this assurance, our work with Weir focused on Scope 3 calculation support and a review of the Carbon Border Adjustment Mechanism CBAM calculations. SLR Consulting has not supported Weir with the development of the data management systems and processes for Scope 1 and 2, avoided emissions for HPGR-based comminution circuits and GEHO® pumps, Total Incident Rate and Employee Net Promoter Score, that have been scrutinised for the purpose of this assurance.

4.0 Conclusion

Based on the scope of work and assurance procedures performed, nothing has come to our attention that causes us to believe that:

- The selected corporate GHG emissions metrics are not prepared, in all material respects, in accordance with World Resources Institute / The World Business Council for Sustainable Development (WRI WBCSD) Greenhouse Gas Protocol 2015 revised edition and the appropriate conversion factors for company reporting as published by UK Department for Energy Security & Net Zero (DESNZ), International Energy Agency (IEA), Association of Issuing Bodies (AIB), along with

regionally published emission factors for the relevant environmental data, and both supplier-specific emissions factors and residual mix factors where available for Scope 2 dual reporting.

- Total Incident Rate and Employee Net Promoter Score metrics are not prepared, in all material respects, in accordance with Global Reporting Initiative's Principles of Accuracy, Clarity, Comparability, Completeness, Timeliness and Verifiability for all other measures.
- The avoided emissions metrics for HPGR-based communication circuits and GEHO® pumps are not prepared, in all material respects, in accordance with the WBCSD Avoided Emissions Guidance (2023) and the appropriate GHG conversion factors.

SLR Consulting Limited

London

6th February 2025



Making Sustainability Happen