



We are **WEIR**

Code of Conduct

The Weir Group PLC
2019

We are **WEHR**



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HOW WE SUCCEED



ETHICAL BUSINESS PRACTICES

Introduction from the CEO.

Our “We are Weir” framework demonstrates a commitment to doing business ethically and in a transparent manner. That same commitment has driven our legacy for more than 140 years. Our values—think safety first, delight our customers, deliver quality, do the right thing, and explore and innovate—are the foundation on which to take this legacy forward.

Our Code of Conduct builds on the “We are Weir” framework by setting the standard and expectations for how we conduct business across The Weir Group. The Code outlines our company policies, procedures, and guidelines which provide additional guidance on expected behaviours.

Broken down the Code requires a few simple things. First, always follow the laws and regulations that govern our business. Second, embrace the values and commitments within “We are Weir.” Third, raise any concerns that you have about compliance with the law, Weir policies, or this Code.

This document is an important guide for our success as a business. I personally consult it regularly and I ask that you do the same. If you are unsure about the Code or if you do not know what to do in a specific situation, I encourage you to ask questions and raise your concerns. You can contact any leader within the business or any HR representative, or you can ask me personally at **AskJon@mail.weir**. Likewise, you can make a report through the Compliance Hotline at **www.weirethicshotline.com**.

Thank you for embracing our values and for doing your part to add to our legacy.

Sincerely,

Jon Stanton
Chief Executive

This document is an important guide for our success as a business.



We are WEIR

OUR VISION



To be the most admired engineering business in our markets.

OUR MISSION



To enable our customers to sustainably and efficiently deliver the energy and resources needed by a growing world.

WHAT WE DO



MISSION
CRITICAL
SOLUTIONS



HIGHLY
ENGINEERED
EQUIPMENT



INTENSIVE
AFTERMARKET
CARE



COMPREHENSIVE
GLOBAL
SUPPORT

HOW WE SUCCEED



PEOPLE

Caring for our colleagues, our neighbours and the environment and inspiring them to flourish.



CUSTOMERS

Working in partnership to provide distinctive solutions that deliver compelling value for money.



TECHNOLOGY

Driving the development of new technologies and capabilities that lead the market.



PERFORMANCE

Delivering excellence for all our stakeholders through strong leadership, accountability and a lean mindset.

HOW WE BEHAVE

EVERYTHING WE DO AS A COMPANY STEMS FROM OUR CORE VALUES

THINK SAFETY FIRST



DELIGHT OUR CUSTOMERS



DELIVER QUALITY



DO THE RIGHT THING



EXPLORE AND INNOVATE



WHO WE ARE

We have immense pride in our heritage and our history of innovative engineering. We work together, supporting and challenging each other, with a passion to build a stronger legacy for the next generation.

THE PURPOSE OF OUR CODE OF CONDUCT

Our Code of Conduct sets out our principles and expectations.

Our Code of Conduct has three main purposes:

- 1 To set out clearly the behaviour we expect from you.
- 2 To provide guidelines to help you apply our values.
- 3 To enable you to raise a concern or ask a question if you are in any doubt.

APPLYING OUR VALUES

Sometimes you know it's the right thing to do, and sometimes there is doubt.

The Code of Conduct cannot address every situation you may face, so throughout the Code of Conduct we have set out who you can approach for more information or for guidance.

In any situation in which you have some uncertainty as to whether an action is consistent with the Code of Conduct, you should ask yourself these questions:



Is it legal?



Would I be comfortable reading about it in the media?



Would it set a good example?



Does it feel right?

If you have any trouble answering any of these questions, then you should raise a concern with your manager, HR, or Legal, or through the Ethics Hotline, as appropriate.



APPLYING OUR CODE OF CONDUCT

Our Code of Conduct applies to all of us and to the third parties with whom we deal.

We expect you to comply with this Code of Conduct. If found to be in breach of the Code of Conduct, you may face disciplinary action. Discipline may include termination of employment or cancellation of your contract. There may be additional consequences under applicable laws including personal fines, criminal prosecution, and imprisonment.

Where we use the term “you” in this Code of Conduct, it includes all employees, officers and directors of the Weir Group PLC and its subsidiaries and joint ventures

in which Weir holds a controlling interest (**Weir Group**). It also includes all contractors and consultants working for the Weir Group, as we expect these contractors and consultants to comply with the Code of Conduct when they undertake work for us.

The Code of Conduct also, to the extent permissible, applies to our suppliers, agents, dealers, and other third parties with whom we work. We expect these third parties to adhere to the requirements and expectations set out in the Code of Conduct.

MANAGER RESPONSIBILITIES

Weir managers have extra responsibilities under the Code of Conduct.

Our Principle

Managers are expected to be good role models that demonstrate the behaviours and principles described in the Code of Conduct and Weir policies. Managers also have an important role in making sure that their teams understand how the Code of Conduct and Weir policies apply to their day-to-day work.

Thus, those who manage or other employees have additional responsibilities under this Code of Conduct.

These Include:

- Providing copies of the Code of Conduct to employees, and helping employees understand the Code of Conduct;
- Speaking with employees about ethical issues;
- Ensuring employees complete training on ethical issues on time;
- Monitoring employee compliance with the Code of Conduct;
- Ensuring that third parties with whom we engage are aware of and comply with these policies and standards as appropriate; and
- Ensuring that we support people who raise ethical issues or concerns.



SPEAK UP! HOW TO RAISE A CONCERN OR ASK A QUESTION

Reporting unethical behaviour

If you believe you have experienced or witnessed unethical behaviour at Weir you have a responsibility to do something about it. We want to assure you that you can raise a concern in a secure and confidential way. Such concerns will be properly addressed and investigated.

You should not be concerned that there will be any adverse personal consequences for reporting a genuine concern. You should start by addressing your concerns with your manager or supervisor. If that is not appropriate, or is for some reason unsatisfactory, you can contact your human resources representative or a more senior leader in your work area.

If you do not feel comfortable raising your question or concern through any of the above channels, employees as well as third parties can contact the Ethics Hotline. Freephone (toll-free) telephone numbers are set out in this Code of Conduct on the following page and are widely publicised in all our companies. You can also access this service via our Global Intranet, www.global.weir or directly via www.weirethics hotline.com.

No retaliation

Weir is fully committed to protecting the rights of those individuals who report issues in good faith and to maintaining the independence, impartiality, and confidentiality of the reporting process. Weir does not tolerate retaliation of any kind. Retaliation will be met with disciplinary action, up to and including termination.

Can I find out what is happening about my concern?

Yes, regardless of whether you report by phone or online you will be given a reference number so that you can contact the hotline to find out what is being done. You will see updates where possible. You can also see when the issue has been resolved, although it may not be possible to provide you with any details due to privacy regulations or other local legal restrictions.

Do I have to be absolutely sure that there is a problem?

No. So long as you report your real and honest concerns in good faith you will not be penalised in any way, regardless of outcome.

Using the Ethics Hotline

What will happen when I ring the Ethics Hotline?

You will be helped and advised wherever you are. We partner with an independent service provider that specialises in operating confidential telephone reporting systems. When you call, a trained member of their staff will answer your call, and listen and record it into the system.

Do I have to give my name?

In almost all jurisdictions, if you wish to make an anonymous report you may do so. However, in the spirit of an open work culture we encourage you to give your name because it may make it easier to investigate your concern if we need to talk to you again to obtain further details. If you do give your contact details this information may be recorded in a database. You have the right to access any personal information submitted by you in relation to making your report.

Who at Weir will know about my call or email?

The Legal Group within Weir owns case management for the Ethics Hotline. Your details will be known only to those people specifically involved in investigating your concerns and to the case management team to whom the investigators report. Any report that you make will not be sent to anyone that you have indicated may be implicated.

ETHICS HOTLINE CONTACTS

NAVEX Global

NAVEX Global is a global service that can be contacted if you wish to speak up or ask questions. NAVEX Global can be accessed online or over the phone 24/7, and you can choose to remain anonymous.

www.weirethics hotline.com

NAVEX Global telephone

Australia	1-800-139957	Peru	0-800-50-000 (Spanish Operator) 0-800-50-288 (Telephonica) 0-800-70-088 (Americatel) You will be prompted to dial: 855-229-9304
Belgium	0800-78755		
Brazil	0800-8920515		
Canada	855-229-9304	Philippines	1-800-1-111-0914
Chile	1230-020-1364	Poland	0-0-800-1510052
China	4009994530	Russia	363-2400 (St. Petersburg) 363-2400 (Moscow) 8^10-800-110-1011 (Russia) 8^495-363-2400 (outside Moscow) 8^812-363-2400 (outside St. Petersburg) You will be prompted to dial: 855-229-9304
Czech Republic	800-144-075		
Finland	0800-9-15946		
France	0800-917075		
Germany	0800-1800042	Saudi Arabia	1-800-10 You will be prompted to dial: 855-229-9304
Hungary	06-800-20808		
India	000-800-100-1623	Singapore	800-1102074
Indonesia	001-803-1-002-8958	South Africa	080-09-92887
Italy	800-797458	Sweden	020-79-8389
Korea	00308-132884	UAE	8000-021 / 8000-555-66(DU) 8000-061 (Military-USO and cellular) You will be prompted to dial: 855-229-9304
Mexico	001-855-366-2458		
Netherlands	0800-0232214	UK	0808-234-7287
New Zealand	0800-447933	USA	855-229-9304

NOTE

The above numbers are subject to change. You can always get the most current number by visiting the hotline website at www.weirethics hotline.com. Additionally, some countries are not set up to receive reports via the telephone. In those countries please make your reports online.



PEOPLE



FRAUD, DECEPTION, AND DISHONESTY

Any fraud or dishonesty, irrespective of size, could harm our reputation.

Our Principle

We act with integrity and engage in business honestly. We do our utmost to protect the Weir Group from fraud or dishonesty at all times.

Fraud typically means deceiving others, acting dishonestly or abusing your position to gain some advantage. Fraud is usually carried out for profit or to wrongfully obtain money, goods or services. It is against the law in most countries and in some, like the UK and the US, fraud is a criminal offence that could lead to imprisonment.

We Never

- Make expenses claims that were not incurred for Weir business;
- Approve expenses or charge them to a customer if we believe they are false or not related to Weir's business;
- Ignore activities that we think might involve fraud, money laundering, or deception; or
- Use Weir's money or resources for something improper or not legitimately connected to our business.

We Always

- Act honestly, fairly, and openly;
- Make sure that the company's financial books and records are accurate, truthful, and complete;
- Make sure that other documents, such as invoices, are accurate, complete and comply with contract terms; and
- Check or challenge anything that does not look or feel right.

We act with integrity and engage in business honestly.



Q&A

Q.

I took a customer to dinner, but I also invited a friend and his wife, charging the whole cost to customer entertainment. Is this allowed?

No. It is fraudulent to submit an expense claim when it is not wholly for business purposes.

Q.

A colleague spent most of the afternoon out of the office on personal business but still charged the time to a customer job number on his timesheet. He said that it was okay because he frequently does extra work on jobs which he does not charge on his timesheet. Is this allowed?

No. Timesheets form the basis of the costs we charge the customer, so it is vital that all timesheets give a true and accurate representation of the time spent working on that job. Your colleague has potentially committed a timesheet fraud and the issue must be raised with him and his manager.

I need more information

Is there anybody I can talk to?

- Your direct line supervisor or manager, or other senior leader of your function
- Your operating company Managing or Finance Director
- Group Financial Controller
- Weir Legal

We always check or challenge anything that does not look or feel right.

ANTI-BRIBERY AND CORRUPTION

Bribery or corruption is always wrong and could damage our business reputation.

Our Principle

Compliance with anti-corruption and bribery laws is critical to protecting the Weir Group's reputation. Each of us is required to comply with anti-corruption and bribery laws; failure to do so could result in criminal penalties.

Bribery - We must never directly or indirectly (for instance, through third parties) authorize, offer, give or promise anything of value (including cash, gifts, hospitality or entertainment) to anyone to influence them in the performance of their duties, or to persuade them to perform their duties improperly. Likewise, we must not solicit or accept bribes or facilitation payments in any form.

Facilitation Payments - We must never make facilitation payments. Facilitation payments, or "grease payments," are payments made to government officials in order to get them to perform or expedite the performance of their routine work. Facilitation payments do not include legitimate, published fees for expedited government services or payments made in the face of a threat to your health and safety.

Your health and safety are paramount, and you should always take reasonable steps to keep yourself safe. However, health and safety payments must be immediately reported to your manager and Weir Legal so that it can be accurately recorded.

We Never

- Take part in or tolerate any form of corrupt behaviour or any violation of anti-corruption laws;
- Hide or fail to properly or accurately record our activities and payments;
- Offer anything of value to a third person if it is for illegitimate purposes or provided to improperly influence action, if it is illegal under local laws, or if it may cause reputational harm to the Weir Group;
- Make improper payments to any government officials to 'get things to happen or to happen a bit quicker'; or
- Pay more than a fair market value for any goods or services.

We Always

- Obtain required pre-approvals before i) offering anything of value to any third party, ii) engaging a third party who will interact with others on our behalf, or iii) sponsoring or supporting an event or community project;
- Take great care in selecting the people and parties with whom we work;
- Check that fees paid for services from third parties, including agents, advisors and consultants, are for legitimate business purposes and are appropriate and consistent with the services provided;
- Understand and follow all applicable anti-corruption and bribery laws; and
- Promptly report any attempts to bribe us or requests for us to pay bribes and any other suspicions of bribery or corrupt behaviour.

Q&A



We are awaiting tenders for a substantial contract and one of the vendors has invited me to an all expenses paid weekend at a five star golf resort. Should I accept?

No. This is unacceptable at any time and in particular you must never allow yourself to be unduly influenced, or create a perception of undue influence, during any contract negotiations.



My work sends me to many places around the world. What is common in one country can be seen as a bribe in another. What should I do?

You must not promise or give anything of value to gain an unfair business advantage. Contact the Weir Legal team for guidance on what actions are allowed.

Q&A

Q. We submitted a planning application for a site extension overseas. Our local manager advised that a small payment to a local official is required to avoid any delay in obtaining approval. We are told that this is common practice. Is it okay to make the payment?

No, this could be considered a facilitation payment, unless the payment is for a published expediting fee paid to the government that is available to everyone and that has been legally adopted. You must consult with Weir Legal before making any such payment.

Q. While looking to leave an overseas country a demand for a cash payment is made by a local official who is armed. He is aggressive and threatening and has indicated that I may be detained if I do not make a payment. What should I do?

This is a shakedown. Where you genuinely feel threatened and/or intimidated you should make the payment and advise your supervisor and a member of Weir Legal immediately.

I need more information

Is there anybody I can talk to?

- Your direct line supervisor or manager, or other senior leader of your function
- Weir Legal

Example

In 2010, Weir admitted to bribing officials to win engineering contracts under the UN Oil For Food Programme in Iraq in the early 2000s. An investigation by Weir determined that an agent of Weir made illegal kickback payments in order to secure contracts in Iraq. Following conclusion of the investigation Weir reported to the Scottish authorities the improper payments and eventually plead guilty and paid £17 million in fines and a confiscation order for the violations. Contact Weir Legal if you would like additional information.

Check or challenge anything that does not look or feel right.





GIFTS AND HOSPITALITY

All gifts or hospitality must be reasonable.

Our Principle

We only give or receive gifts or hospitality for business if it is reasonable. We never offer or accept them if they could influence a business decision improperly. Bribes and 'excessive' hospitality are against the law and our Code of Conduct, no matter what 'local custom' may be. Giving and receiving gifts and hospitality is part of relationship building but common sense and good judgement must always be used. Corporate charitable donations and sponsorships must be pre-approved as these could also give rise to similar issues of exerting improper influence.

You must obtain pre-approval of all gifts and hospitality, subject to the guidelines set out in the Gifts and Hospitality Policy.

Heightened Scrutiny for Government Officials

Some countries have very strict limitations on the value and nature of gifts and hospitality their government officials can accept. Gifts and hospitality that are acceptable between private business partners may be unacceptable between a business and an official. Employees of state owned companies are treated as governmental officials for these purposes.

You must have explicit permission to offer gifts and hospitality to government officials, other than for a trivial amount such as a cup of coffee. Equally, you must not offer gifts and hospitality to the spouses, family members or guests of a government official. You must not pay for non-business travel and hospitality for any government official.

In addition, third party behaviour can result in liability for you and Weir if you fail to conduct appropriate due diligence on third parties who deal with government officials on Weir's behalf, or if you disregard the results of such due diligence.

We Never

- Accept gifts or hospitality that could be perceived to affect our judgement or independence;
- Make or offer any gifts, hospitality, sponsorship, or charitable donation that could affect or appear to affect the judgement or independence of others; or
- Make corporate political donations or contributions; or
- Accept or offer gifts and hospitality during the process of a competitive bid or tender exercise which could have, or which could be viewed as having, an influence on the outcome of the bid or tender.

We Always

- Make sure to understand and follow the Gifts and Hospitality Policy and local laws and rules on gifts and hospitality that apply in the country where we are doing business;
- Report any gift, hospitality, sponsorship, or charitable donation that we are aware of and believe is against the Code of Conduct, either to our local manager or to the Ethics Hotline or Weir Legal; and
- Talk to our manager, operating company leaders, or Weir Legal if we are unsure about any aspects of the Gifts and Hospitality Policy.

Q&A

Q. During a bid process a supplier sent me a very expensive specially bottled 50 year old single malt whisky. Should I accept?

No. The gift must be returned to the supplier with an explanation that to accept it would be contrary to our Code of Conduct.

Q. A Government Minister in a country where Weir is establishing a new presence suggested that as a community contribution it would be good if Weir makes a charitable donation to a school for blind children located in his home town that employs his wife as the Director. Is this donation acceptable?

No. This could be construed as benefitting the Minister and his family even though it is described as a charitable donation. Members of the families of government officials are subject to the same restrictions as government officials themselves.

We never accept gifts or hospitality that could be perceived to affect our judgement or independence.



CONFLICTS OF INTEREST AND PERSONAL RELATIONSHIPS IN THE WORKPLACE

Could it put you in an awkward position? Avoid doing it or seek advice quickly to address or disclose the situation.

Our Principle

We avoid situations that could give rise to actual or perceived conflicts between our personal interests and the Weir Group's interests. If such situations do occur, we always disclose these in writing to our manager and address openly the consequences of our involvement in order to mitigate any actual conflicts.

Conflicts of interest arise if we or members of our families have personal business interests, financial interests, or other jobs which do or might conflict with the Weir Group's business and we find ourselves compromised.

Relationships – Relationships, including personal relationships with other Weir employees and employees of suppliers, customers, and competitors, which make it difficult to fulfill our work responsibilities or which give rise to a perceived conflict must be avoided.

Employment outside the Weir Group – You may not be employed by another employer if doing so would prevent you from fulfilling your employment duties for Weir. In addition, employees must not be employed or have any personal business commitments (such as directorships or consultancy roles) in any businesses which are the same as or similar to the businesses operated by the Weir Group or that do business with the Weir Group and Weir Legal.

Financial interests – You must not have financial interests that might conflict with the interests of the Weir Group, or could appear to others to conflict, unless you have obtained written approval beforehand from the relevant operating company Managing Director.

We Never

- Have another job or personal commitments in the same sector as a Weir Group company while we are employed by Weir;
- Take advantage of our knowledge, contacts, and position within Weir to make personal gain beyond our employment rewards and benefits, or to benefit a personal relation, directly or indirectly; or
- Allow any familial or close personal relationships (which could give rise to a conflict) in the workplace or related business to go undisclosed.

We Always

- Avoid involvement in any contracts or business dealings between the Weir Group and a family member or friend or a business they own or work in or by not seeking to employ any family member or friend. We inform our manager or supervisor of any such relevant personal relations in writing and we do not take any part in the related decision-making process;
- Obtain written approval from our operating company Managing Director and Weir Legal to serve as an officer or director of another business. (This will usually be given for service as a director or trustee of a not-for-profit organisation, charity or family company, unless it is a potential supplier, customer or competitor of the Weir Group);
- Are diligent with our own personal investments or business interests to ensure that there is no conflict or perception of potential conflict with the interests of the Weir Group or its customers or suppliers. (Generally, investments held in shares of publicly traded entities will not be deemed to give rise to a conflict unless they were acquired on the basis of inside information.);
- Disclose and discuss with our manager or operating company Managing or Finance Director if we perceive any possible conflict of interest in our business or in any intimate personal relationship in the workplace; and
- Accept and cooperate with agreed solutions to stop or prevent conflicts from occurring.

Q&A

Q.

I have been approached by a friend whose son is about to graduate about job opportunities in Weir. He believes I could use my position in the company to give his son a 'head start' in the recruitment process. Is it okay to do this?

No. You must advise him to apply to the relevant department of the company. You must ensure that you are not involved in the recruitment of that individual as it would be a conflict of interest. You can explain how to apply for the role, but nothing more.

Q.

My department just hired the son of another employee. Is this allowed?

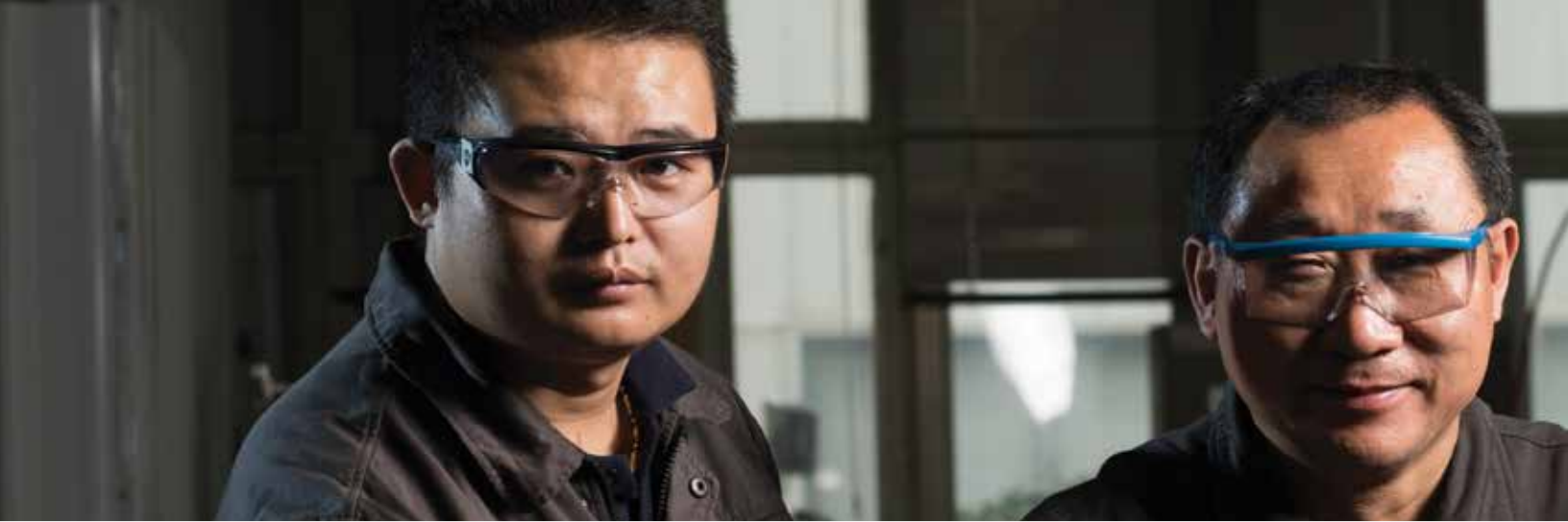
Yes, sometimes family members work in the same department. However, when this happens, we put mitigating controls in place. We make sure relatives do not hire, supervise, affect terms and conditions of employment, or influence the management of the employee.

I need more information

Is there anybody I can talk to?

- Your HR representative
- Your supervisor or manager
- Weir Legal





EQUALITY, INCLUSION, AND DIVERSITY

We believe in providing equality of opportunity.

Our Principle

We are committed to recruiting and promoting our employees fairly and without discrimination. We actively recognise diversity by building a culture of equal opportunity, mutual respect, and collaboration.

Fair employment policy: The Weir Group does not take any decision and is not influenced by any factors that do not have a direct bearing on the ability of the individual to perform the job.

Workplace diversity: Means 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: Everyone has something unique to contribute and we believe that active inclusion promotes lateral and original thinking and is the best way to promote and leverage skills and talents, and to achieve superior organisational performance.

We Never

- Provide development opportunities or promote employees other than on merit and based on work performance and potential; or
- Tolerate discrimination, bullying, or harassment in any form.

We Always

- Hire the best person for the role;
- Give people opportunities on an equal basis;
- Respect the employment laws in the countries where we operate and comply with any national or local regulations relating to positive discrimination;
- Act and support others to maintain a work environment where all are respected and which is free of discrimination, harassment, and bullying; and
- Remain open and flexible to different needs and perspectives in the workplace.

I need more information

Is there anybody I can talk to?

- Your HR representative
- Your supervisor or manager
- Weir Legal

We employ and promote people based on merit and include people from a diverse range of backgrounds.



HARASSMENT, BULLYING, AND DISCRIMINATION

We do not tolerate harassment, bullying or discrimination in our workspace.

Our Principle

We treat our employees with respect and dignity and ensure that others do the same. We do not allow behaviour or actions that make those who work for or with us feel inferior, humiliated, upset, or threatened.

Harassment means behaviour or actions towards an individual or group that makes them feel intimidated, humiliated, unwelcome, or threatened.

Bullying means saying or doing something offensive, abusive, intimidating, or threatening that makes another individual feel upset, threatened, humiliated, or vulnerable, or undermines their self-confidence.

Discrimination means treating a certain person or group differently, based on factors such as race, sex, age, gender, religion, caste, colour, national origin, disability, actual or perceived sexual orientation, gender identification, employment status, or political affiliation.

We Never

- Harass, bully, or discriminate against others;
- Make unsuitable jokes or comments, or participate in gossip or rumours, which might humiliate or upset someone else;
- Tolerate any physical violence in the workplace;
- Threaten a colleague with physical violence; or
- Act in a way which is unacceptable or inappropriate or that could cause offence to others or bring the company into disrepute.

We Always

- Speak out against harassment, bullying, and discrimination; and
- Support others who challenge or report this kind of behaviour.

Q&A

Q.

A departmental head is looking to recruit a new deputy. Although the advertisement says nothing about age he has indicated to me that he is rejecting candidates above a certain age. I know this is wrong. What should I do?

Discrimination on the grounds of age is not allowed and in some countries is illegal. Seek guidance from your HR representative.



HUMAN RIGHTS PRINCIPLES

We respect human rights.

Our Principle

We respect human rights of all those working for or with us, and of the people in the communities in which we operate. We will not exploit anyone, wherever in the world we are working. We will not do business with companies, organisations, or individuals that we believe are not working to comparable generally accepted human rights standards.

We Never

- Use any form of child labour, modern slavery, servitude, or forced labour in our operating companies, nor to the best of our knowledge in our supply chain;
- Tolerate excessive working hours being worked in any of our operating companies other than on an exceptional or emergency basis;
- Work with other companies that we know or suspect are not respecting our human rights principles; or
- Negotiate with or try to persuade our employees to adopt working terms or conditions that do not conform to the Weir Group's human rights principles.

We Always

- Make the health, safety, and wellbeing of our employees and others a top priority;
- Comply with national laws on wages and working conditions where we operate; and
- Comply with the Human Rights Policy, the Modern Slavery Statement, and any Weir Group policies covering the rights of those who work for or with us, or are otherwise affected by our actions.

I need more information

Is there anybody I can talk to?

- Your supervisor or manager
- Your representative
- Weir Legal





CUSTOMERS



USING INTEGRITY WHEN WORKING TOGETHER

We must all work to the same high standards.

Our Principle

Relationships with third parties are critical to our success and we will work with all of them to try to ensure that they adopt equivalent standards to this Code of Conduct.

We Never

- Select a new partner without investigating how they carry out their business and being satisfied that they do so in a manner which is consistent with Weir's ethical standards; or
- Ignore behaviour that is inconsistent with the requirements of this Code of Conduct.

We Always

- Are honest and transparent in our dealings;
- Look to build relationships which will last; and
- Treat our stakeholders with respect.

Look to build relationships
which will last.



INTEGRITY IN DEALING WITH OUR AGENTS AND OTHERS ACTING ON OUR BEHALF

We expect all agents to act ethically in dealing with our customers and competitors on our behalf.

Our Principle

Weir is an international group with a strong reputation. We will not permit agents appointed by Weir businesses to risk damage to our ethical reputation by engaging in unethical behaviour or corrupt practices. Thus, agents appointed by Weir must comply with the Weir Code of Conduct. If agents do not follow our Code we will not work with them.

An agent is anyone or any entity that represents Weir in any proposed or actual dealing or activity, and can include representing Weir in front of government agencies or private parties. Agents include sales representatives, lobbyists, freight forwarders, and customs brokers.

We Never

- Appoint an agent without careful due diligence and internal approval;
- Allow agents to pay bribes to win work for Weir; or
- Help agents to avoid paying tax on their remuneration.

We Always

- Have a signed agency agreement in place before the agent carries out any work for us;
- Get valid invoices from the agent before paying any commission or compensation;
- Make sure we fully understand what the agent is doing on our behalf;
- Satisfy ourselves that the agent's way of working does not conflict with our ethical standards;
- Tell the agent clearly that bribery and corruption are not tolerated by Weir;
- Terminate agreements with agents who break our rules; and
- Require an agent to confirm in writing that they will act in accordance with the Weir Code of Conduct.



Q&A



Our agent says he can get me a copy of a competitor's bid so that I can make sure I beat the competitor's price.

This is not tolerated – not only is it dishonest but it infringes rules regarding anti-competitive practices.



Our agent has asked me to add some extra commission so he can pay another person to help with our bid.

The commission rate in the agreement cannot be varied without Weir Legal approval. If the agent has legitimate business expenses, which Weir has agreed to reimburse, these need to be documented and will be audited in accordance with our normal finance rules. If the agent is proposing to pay another party to do work you need to know exactly who is being paid, and how much; if the person is connected with the customer in any way, or the amount seems excessive, the payment would be inappropriate and possibly illegal.



The agent wants us to pay his commission to a bank account in a tax-free location.

The Group Commercial Agent and Distributor Manual has rules about the agent's bank account. Commission can only be paid to an approved bank account.



I have heard rumours from customers or competitors that our agent is behaving unethically.

If you have any suspicion about the way the agent does business you need to report the details to Weir Legal as soon as possible so that Weir can investigate the facts immediately. It is better to lose a bid and keep our reputation, than win the job, risk penalties, and be held in disrepute.

I need more information

Is there anybody I can talk to?

- Company or Divisional Finance Director
- Weir Legal
- Head of Internal Audit

Agents appointed by Weir must comply with the Weir Code of Conduct.



COMPETITION AND ANTITRUST LAW

We always compete fairly in business – it is the only way to act.

Our Principle

We act in a way that ensures open and fair competition and we do not obtain an unfair competitive advantage. Competition (antitrust) law protects free enterprise and prohibits behaviour that limits trade or that restricts fair competition. These laws combat illegal practices like price-fixing, market-sharing, or bid-rigging conspiracies, or behaviours that aim to achieve or maintain a monopoly. Anti-competitive practices are unacceptable and will damage Weir's business and reputation.

Competition/antitrust laws – We make sure that we have knowledge of and respect the relevant competition and antitrust laws in the countries in which we operate.

Where no such laws directly apply we nonetheless seek to operate in a manner which is consistent with generally accepted international competition law principles.

Competition laws are different in each country. Generally, they restrict anti-competitive market practices such as collusion.

We Never

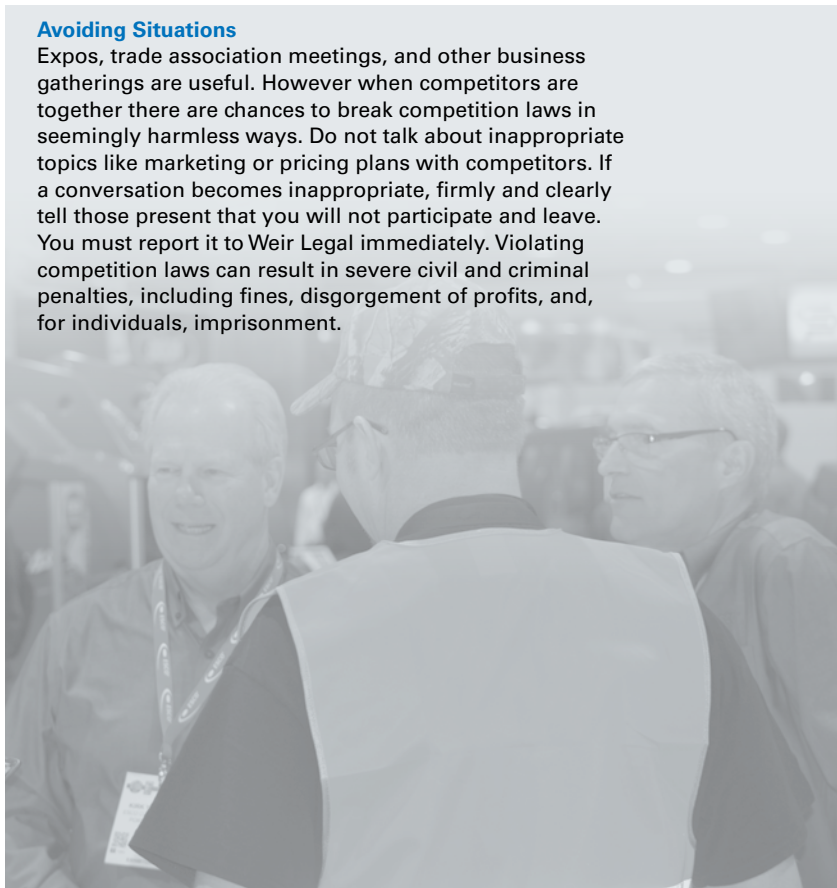
- Assume that something is right just because our competitors are doing it – we establish the facts for ourselves;
- Get involved in any conversations, meetings, e-mail exchanges, or other communications with competitors that might be or be seen as anti-competitive;
- Do anything that might give the impression that the Weir Group was taking part in anti-competitive behaviour;
- Make any decisions on Weir's pricing, production, customers, and markets in collaboration with any other party. Any such decisions must be made by Weir alone; or
- Discuss with competitors which suppliers, customers, or contractors with whom Weir deals or will deal or which markets Weir intends to sell into or on what terms Weir will deal.

We Always

- Use legitimate means of obtaining competitive information;
- Respect the confidential information and intellectual property rights of our competitors and other third parties;
- Take great care in dealing with competitors: any agreement with them could be anti-competitive, including agreements or behaviour that are not written down;
- Leave industry meetings if competitively sensitive issues arise and immediately report the matter to Weir Legal; and
- Tell Weir Legal if we know of or suspect any potentially anti-competitive practices or if we are uncertain whether practices are legal or not.

Avoiding Situations

Expos, trade association meetings, and other business gatherings are useful. However when competitors are together there are chances to break competition laws in seemingly harmless ways. Do not talk about inappropriate topics like marketing or pricing plans with competitors. If a conversation becomes inappropriate, firmly and clearly tell those present that you will not participate and leave. You must report it to Weir Legal immediately. Violating competition laws can result in severe civil and criminal penalties, including fines, disgorgement of profits, and, for individuals, imprisonment.





IMPORT, EXPORT, AND TRADE CONTROLS

We will always trade both lawfully and appropriately.

Our Principle

We trade in accordance with all valid international sanctions and all trade laws, including all import and export regulations in the countries where we operate. We will not comply with illegal or unofficial trade restrictions or take part in prohibited restrictive trade practices.

Sanctions are trade restrictions against a specific state or actor imposed by international organisations such as the UN or EU, or by individual countries. Compliance with sanctions programmes is mandatory and penalties for non-compliance can be severe.

Import and export requirements are established by national laws or the regulations of larger economic entities (such as the EU). There are specific, stricter requirements for exports of certain products (e.g. those for military or nuclear use) and to certain countries or customers.

The United States: Additional restrictions apply both to Weir operating companies in the US and to US citizens working in any Weir company anywhere in the world. The punishments for non-compliance can include imprisonment of individuals, heavy fines, and sanctions on Weir Group companies.

We Never

- Make false statements in trade documentation in an effort to get around trade restrictions, import and export regulations, or Weir Group screening requirements.

We Always

- Make sure we understand and follow the import and export regulations in the countries where we operate and do business;
- Make sure that we get all necessary import and export licences;
- Comply with all valid regional regimes;
- Take extra care with exports of goods that could be used for military or nuclear use or to military or governmental customers including obtaining counterparty screenings (always check with Weir Legal);

- Talk to Weir Legal if we are unsure what to do or whether we might be facing a trade restriction or trade regulation issue; and
- Follow all Weir internal rules regarding international trade.

Q&A



We have signed a contract for which we require an export licence. We have not yet applied for the licence but believe that there is plenty of time to get it and it will not be a problem. Is this okay?

If you need the licence to perform the contract, you should either have it in hand at contract signing or have clear, dependable plans to manage the risk and obtain the licence in time to ensure timely performance of the contract. You should work closely with the logistics team and, as necessary, Weir Legal in order to make sure you are not exposing the company to undue risk.



Example

In 2011 ESCO voluntarily reported a violation of US trade law after it discovered that an ESCO-owned Canadian foundry was purchasing and using material from a Canadian distributor that obtained the material from Cuba. ESCO agreed to pay US \$2 million to settle the violation. The many layers of the chain of supply involved in this violation demonstrate the complexity of global trade laws.

I need more information

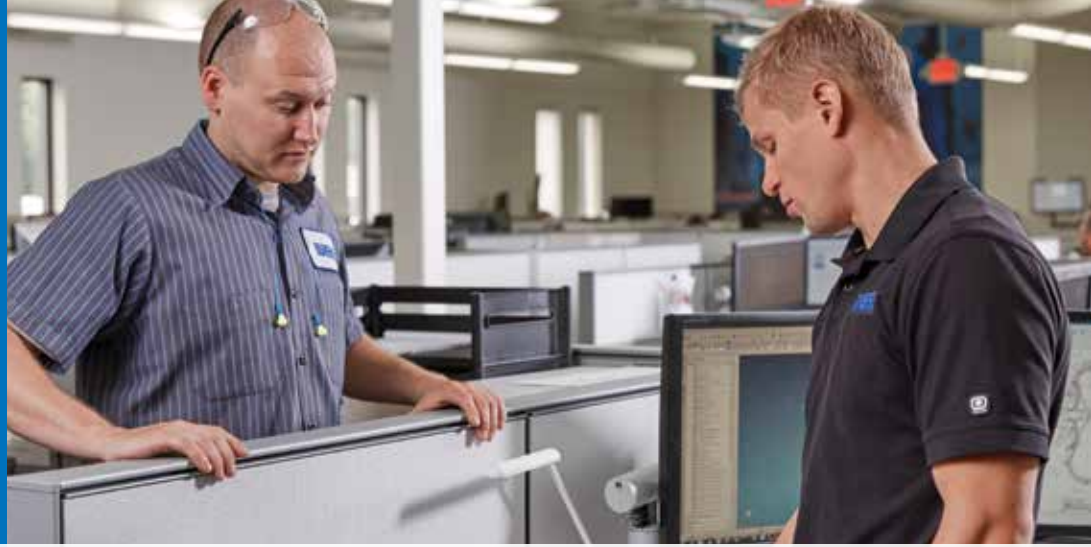
Is there anybody I can talk to?

- Local logistics team
- Your operating company Managing or Finance Director
- Weir Legal





TECHNOLOGY



USE OF COMPANY SYSTEMS AND INFORMATION

We use company information systems responsibly – this includes any personal use.

Our Principle

The Weir Group seeks to maintain secure and effective information systems for its businesses to use. We all have individual responsibilities for ensuring that we use our IT systems and equipment appropriately and maintain the security of the data within them.

We must also remember that e-mails to external parties have the same effect in law as other forms of written communication. We will not send e-mails or other electronic communication which make representations, contractual commitments or any other form of statement concerning the Weir Group or one of its businesses unless we are authorised to do so.

We may occasionally use Weir Group information systems to send e-mail and access the internet for personal purposes, but we may not do so if we are accessing or distributing material which is inappropriate or illegal or if we are putting the security of Weir Group IT systems or equipment at risk. This personal usage is not private or confidential, and the Weir Group may monitor e-mail and internet usage to ensure that it complies with Weir Group policies.

Company information systems are software applications, computer and communications equipment provided for the use of the Weir Group employees.

This includes:

- Access to company business applications and the data stored and processed by them;
- Desktop, laptop and mobile/handheld computers and communication equipment;
- Server computers and network equipment, including internet access;
- Portable storage devices such as USB memory sticks, removable hard-drives, USB drives and CDs/DVDs;
- Video and audio communications equipment including desktop and mobile phones, video-conferencing equipment and personal web-cams;

- Office technology such as printers, scanners and fax machines;
- Data stored within and communicated by these systems including databases, electronic documents, e-mails and voicemails; and
- All software applications and systems.

We Never

- Misrepresent Weir online;
- Visit social networking sites whilst at work unless for legitimate business purposes (e.g. Yammer);
- Make excessive personal use of company telephones or computers;
- Rely on company equipment to maintain the master copy of any personal data;
- Visit inappropriate or illegal websites (e.g. sites containing pornographic, violent or racist material) using company information systems;
- Use Weir Group computer systems to access, create, or distribute any material that is offensive or illegal, or has been obtained illegally;
- Install unauthorised or unlicensed software on company computers;
- Use external data storage devices (e.g. USB memory sticks, CD/DVD writers) unless they have been approved by the company IT department and their security is ensured. We must take care not to be careless with or lose these devices;
- Take copies of information stored on Weir Group systems for our own personal use or for the use of others; or
- Take photographs, videos, or sound recordings in any Weir facility, or facilities belonging to customers or suppliers, without first obtaining permission to do so.

We Always

- Comply with Group IT security policies, including the use of passwords, anti-virus software, and making regular back-ups;
- Keep company IT equipment, especially laptops and any external data storage containing company information, as secure as possible;
- Follow the social media guidelines (at right) in respect of our personal and, where appropriate, business use of social networking sites;
- Remember that the Weir Group may, subject to local governing laws, monitor the usage of its computer and communications systems, so privacy cannot be expected if they are used for personal or non-work purposes;
- Regard information as a Company asset and treat as confidential all information to which we have access through Weir Group systems;
- Use IT equipment safely and in accordance with local laws;
- Endeavour to make sure all information in Weir Group systems is up-to-date and accurate for the benefit of the Company and or colleagues; and
- Report any equipment or data loss, or any suspected security breach, to our IT department as soon as it is known or suspected.

I need more information

Is there anybody I can talk to?

- Your operating company IT professionals
- Your Divisional IT Director
- Group IT department
- Group Communications (in relation to social media usage)

Social Media Guidelines

Approach the online world in the same way you do the physical one – using sound judgement and common sense. Be accurate, truthful and, when talking about Weir or the industries in which we work, disclose your affiliation and state that the views expressed are your own. To avoid confusion between official and personal accounts, your account or username should not include the term 'Weir' or any of our brand, product or divisional names (e.g. avoid 'twitter.com/SarahFromWeir').

Whatever you post online can be viewed by anyone, even if it is later deleted or you have privacy controls in place.

- Do not disclose any proprietary information, affiliations, trade secrets, ideas, or intellectual property, or share content which is sensitive, private, or confidential.
- Do not post photos featuring our products which have not yet been publicly released, are damaged, or are in trial form. If you wish to post photos of customers' or suppliers' facilities ensure that you have their approval before doing so. If you are unsure, please email media@mail.weir for guidance.
- Respect your audience. Remember that anything you say or publish gives an impression of how we work—things can be misconceived, particularly across different languages and cultures. Ensure your online contributions are meaningful, purposeful, and professional.

We know you are passionate about Weir and want to help protect our reputation. However, we carefully manage all official communications online and offline through our communications team. If you see something online which you feel needs an official response, please email media@mail.weir to bring it to our attention.

Finally, follow the law, our Code of Conduct, and the terms and conditions of the social networking site you are using.



USE OF COMPANY PROPERTY AND RESOURCES

Protecting company resources is a company-wide responsibility.

Our Principle

We protect all Weir Group property and resources and take the same care with the assets of our customers and other third parties. We are all responsible for keeping safe and making the best use of company property and resources to which we have access. We make sure that they are not lost, damaged, misused, or wasted. We do not lend, transfer, sell, or give away these assets unless it has been properly approved. We never use them for personal gain.

Company property and resources means both physical assets and intangible assets. Physical assets include, for example, property, equipment, materials, supplies, and cash. Intangible assets include, for example, company information, intellectual property, value of our brands, and employee time and talents.

We Never

- Use company property and resources for non-work use unless it is allowed by our policies;
- Abuse the expenses system or claim sums not spent on Weir business; or
- Give away trade information to others.

We Always

- Make sure physical assets are properly maintained;
- Use company property and resources only for authorised purposes;
- Ensure company equipment and property are secured or locked when not in use; and
- Keep good records of fixed assets and inventory.

Company property and resources means both physical assets and intangible assets.



FINANCIAL RECORDS, CONTROLS, AND REPORTING

Our financial records must record our business activities accurately.

Our Principle

We play our part in making sure that the books, records, and financial information of the Weir Group companies are complete, truthful, and accurate. This includes supplying accurate information for sales invoices, ensuring that new employee tax information is submitted promptly, and making sure that our time sheets or expenses forms are correct.

We all have a responsibility for preventing and looking out for possible fraud or money laundering. We are also responsible for following the Weir Group's system of financial controls, to ensure the integrity of our businesses and financial records. Examples include following individual company procedures for checking and authorising purchase invoices and counter-signatures on payment instructions.

Finance staff and operating company management teams must also understand their responsibilities in the Weir Group's relevant finance manuals and must follow the guidelines contained within those manuals.

We Never

- Deliberately record false or misleading information or give wrong financial data to others; or
- Conceal or fail to report any business transaction.

We Always

- Give accurate information to the Finance function as soon as we can;
- Record and report financial information in line with the laws of the country where we operate;
- Follow the Weir Group's system of financial controls;
- Respect the limits of our authority (e.g. only approve invoices for payment within our authority limits); and
- Look out for possible fraud or money laundering and report any suspicions to senior management.

Q&A

Q.

I am reviewing a transaction that was approved by senior management, but I cannot find any supporting documents. Is it okay for me to also approve it since the senior managers did?

No. Employees must make sure transactions are documented and supported appropriately.

I need more information

Is there anybody I can talk to?

- Your operating company Finance team or Finance Director
- Group Finance Department

We all have a responsibility for preventing and looking out for possible fraud or money laundering.



CONFIDENTIAL INFORMATION

We keep confidential information confidential.

Our Principle

We will keep confidential information belonging to the Weir Group or to customers or other third parties safe and only share it on a 'need to know' basis. We will only disclose confidential information to third parties if we are properly authorised to do so and on a confidential basis.

Confidential information means confidential or trade information belonging to the Weir Group or disclosed to the Weir Group under obligations of confidentiality.

This includes, for example:

- Financial information, business strategies or plans, business practices, systems and processes, and other similar information which is not in the public domain;
- Product specifications, pricing policies, sales, or marketing information;
- Customer and supplier contracts;
- Employee information;
- Technical information; and
- Intellectual property, including inventions, innovations and, trade secrets.

During the normal course of business, employees may gain possession of, or access to, information which is confidential to the Weir Group. We are careful to deal with confidential information in such a way that we protect the Weir Group's interest.

NOTE

There are special rules regarding processing and safeguarding customer information and personal information.

We Never

- Discuss confidential information in public or where we could be overheard;
- Leave confidential information in an insecure or public place;
- Share confidential information from or about a previous employer unless we are permitted to do so by our previous employer; or
- Copy documents or materials containing confidential information unless we are authorised to do so.

We Always

- Make sure that, if we are legitimately disclosing confidential information outside the Weir Group, we do so as part of an established confidential business relationship or with a confidentiality agreement in place;
- Make sure that customers, suppliers, and other third parties protect our confidential information; and
- Ask Weir Legal if we are in doubt.



COMPANY COMMUNICATIONS AND DISCLOSURES

How we communicate is very important in building trust.

Our Principle

We communicate any information about the Weir Group truthfully and carefully, making sure that our messages are authorised if necessary. Any communications to national media need to be authorised by the Group Head of Communications and Public Affairs or the Weir Group Company Secretary because of their significance and potential impact for investors. We think carefully when we are communicating about the Weir Group in electronic form, such as external e-mails, blogs, websites, and social networks.

Company communications mean any external messages from anyone in the Weir Group or anyone we authorise to communicate on our behalf about the Weir Group or its business. This includes press releases, communications with journalists or other news media, advertisements, content published on social networks, trade promotional material, and any other public statements.

Disclosures mean factual statements or forecasts communicated to shareholders, regulators, securities exchanges, the media, or other third parties.

Media means newspapers (national and local), trade press, television, radio, websites, and social networks.

We can communicate with technical trade media and with local media on matters of local interest if it has been authorised by Divisional Marketing and Communications. However, we must ensure that there is no Weir Group or wider dimension which could be of interest to national media, and in particular, online electronic media. If in doubt, we will get advice from the Group Head of Communications and Public Affairs or our Divisional Managing Director or the Group Company Secretary.

We Never

- Respond to journalists, the media, regulators, government agencies, or other external agencies without getting permission to do so;
- Write or say anything in public about the Weir Group that is untrue, inaccurate, misleading, or could harm its reputation;
- Do anything to harm the Weir Group's reputation in social networking sites, blogs, chat-rooms, and other electronic communications; or
- Communicate our personal views in a way that they could be interpreted as being Weir Group views.

We Always

- Make sure that all company communications and disclosures have been authorised by the correct person in the Group Communications team;
- Remember, when we are communicating, that any e-mails, texts, tweets or anything else we write might appear in newspapers or have to be explained in court;
- Think carefully before forwarding e-mails either internally or externally. Something intended as a joke between colleagues can look very bad printed in a newspaper; and
- Take extra care about what we say at meetings or other public events when we could be thought to be speaking on behalf of the Weir Group.

I need more information

Is there anybody I can talk to?

- Group Communications team
- Group Company Secretary
- Weir Legal



PERSONAL INFORMATION

We keep personal information private regardless of its format.

Our Principle

We think carefully about issues relating to personal information, making sure that we protect individual privacy and follow the data protection and data privacy laws in the countries where we operate. We will only allow employees with the correct authorisation and valid legal or business reasons to access any personal information. Where such employees access personal information, they will only use it for proper business purposes. We will only hold personal information for the time we need to carry out the specific legal or business task or as required by law. We will not transfer personal information to other employees or countries if it is not allowed by local law.

Personal information means data such as names, addresses, dates of birth, national insurance or social security numbers, job titles, medical data, or photographs of any persons.

Data protection and data privacy laws mean laws which cover the collection, disposal, use, and storage of personal information. These laws vary in different countries in the world, although there are common principles in some regions such as under the General Data Protection Regulation 2016/679 (GDPR) that applies within the EU.

We Never

- Check potential employee references without getting their consent first; or
- Use or give personal information to unauthorized people.

We Always

- Comply with data protection and data privacy laws;
- Consider the privacy impact when we develop new products and processes;
- Protect personal information, keeping it confidential and secure;
- Obtain any permissions we might need for the use of personal information and record those permissions;
- Use personal information in ways that individuals would reasonably expect;
- Take particular care with sensitive personal information, such as medical information, as explicit consent may be required for processing or disclosing such information; and
- Tell our manager if we lose any personal information (e.g. employee details stored on a laptop).

Q&A



I emailed a customer and accidentally attached the wrong report that contained personal information. I've asked the recipient to delete the email, do I have to do anything else?

Yes, report it to your supervisor, HR representative or the Legal Team or contact data.protection@mail.weir.

I need more information

Is there anybody I can talk to?

- Your operating company HR department
- Weir Legal
- Weir Data Protection Officer

We always protect personal information.



PERFORMANCE



SAFETY, HEALTH, AND ENVIRONMENT (SHE)

Our vision is a zero harm workplace for people and the environment.

Our Principle

At Weir we believe that all injuries and occupational illnesses are preventable. There is no business objective that will take priority over health and safety. There is no task that is so important or urgent that it cannot be done safely. We believe safety is everyone's responsibility and we operate sustainably and minimize our environmental impact.

Weir prioritizes continuous reinforcement of zero harm to people and the environment; a deeply embedded safety culture where employees act safely at and away from work; and delivery of our safety culture through visible and proactive 'felt leadership' at all levels.

We Never

- Ignore legal and other compliance requirements.

We Always

- Pursue the identification of all hazards proactively and eliminate or, if not possible, manage the risk to as low as reasonably practicable;
- Maintain and continuously improve the Weir SHE management system across the organisation;
- Apply Weir standards consistently and uniformly across the Weir footprint irrespective of geography or local legislation;
- Lead, train and motivate our people to work in a safe and responsible manner;

- Consult with and promote the active participation of our people in the management of their own and others' health, wellbeing, and safety;
- Provide the resources and skills necessary to achieve our continuous performance improvement with respect to the environment and the health and safety of our people;
- Place SHE at the heart of a whole life cycle approach to product stewardship;
- Identify performance measures, set improvement targets, and report performance at all levels (recognizing excellent performance appropriately);
- Establish and maintain third party certification to ISOs 14001 and 45001 in Weir facilities and operations; and
- Use resources and energy efficiently, targeting waste, emissions and pollution in our activities, in order to minimise the impact of our activities on our communities.

I need more information

Is there anybody I can talk to?

- Your supervisor or manager
- Your Operations or Manufacturing Director
- Your local SHE Manager
- Your Divisional SHE Champion

No business objective will take priority over health and safety.





RESPECTING THE ENVIRONMENT

We care about the impact we have on the environment.

Our Principle

We aim to minimise the impact of our operations and our products on the environment. Our global environmental commitment is to minimise our most significant environmental impacts which are:

- Energy use;
- Water use; and
- Production of hazardous and non-hazardous waste.

To achieve this goal, the Weir Group is committed to ensuring all our subsidiaries are ISO 14001 accredited and as a result are required to continuously improve their environmental performance and management practices. In addition, all our companies are required to comply with local environmental legislation and regulatory requirements applicable to its business.

Each Weir company will seek to ensure that it acts as a good and responsible citizen in the communities in which it operates and adopt practices aimed at minimising the environmental impact of its operations.

We Never

- Ignore our environmental impact; or
- Tolerate wastefulness in our operations.

We Always

- Focus our improvement efforts on the areas that have the most environmental impact;
- Try to identify opportunities to improve our environmental performance;
- Bring newly acquired businesses into line with best practice and have them ISO 14001 accredited;
- Monitor local and international legislative development and implement these appropriately;
- Collaborate with suppliers to address environmental considerations; and
- Invest in research and development to contribute to environmental protection.

I need more information

Is there anybody I can talk to?

- Your supervisor or manager
- Your Operations or Manufacturing Director
- Your local SHE Manager
- Your Divisional SHE Champion

We invest in research & development to contribute to environmental protection.



RESPECTING COMMUNITIES

We will be good and responsible citizens in the communities in which we operate.

Our Principle

The Weir Group has a large global presence and the impact we have on local communities and economies is of great importance to us. We respect the communities where we operate and we strive to make a positive impact by responsibly running our operations and investing in local initiatives in a way which benefits the local community.

We believe that any investment in a community should create a meaningful and sustainable impact on that community. It should be relevant to the local needs but at the same time aligned with our business and carried out in partnership with local organisations.

We aim to identify the possibilities for investment through contact with local people and organisations including local non-government bodies and community groups.

Education and health are priorities for communities worldwide. We are therefore particularly committed to focusing on community projects with strong educational and health themes whether it might be mentoring at a local school, helping young engineers with their school projects, setting up scholarship schemes, arranging site visits for local colleges and universities, or sponsoring the education of children.

The Weir Group does not make any political donations or contributions, nor does it allow any of its operating companies to do so. This includes cash and non-cash items such as services, materials, employee time, or use of corporate facilities.

We Never

- Deliberately or knowingly ignore or show lack of respect to local customs or traditions;
- Use company funds or resources for political purposes; or
- Participate in political activities at a corporate level.

We Always

- Respect the traditions, cultures, and laws of the countries and the local communities where we operate;
- Try to employ local people in our businesses wherever possible; and
- Listen to the concerns of the local communities and try to act in a way that deals with their concerns where we can.

I need more information

Is there anybody I can talk to?

- Your supervisor or manager
- Your Operations or Manufacturing Director
- Your local Health & Safety Manager
- Your Divisional SHE Champion

We strive to make a positive impact by responsibly running our operations and investing in local initiatives in a way which benefits the local community.

INSIDER TRADING

Insider trading is a crime.

Our Principle

As a public company listed on the London Stock Exchange it is against the law and a serious crime to buy or sell Weir Group PLC shares or other securities whilst in the possession of inside information. We keep all inside information confidential within Weir and use it only as necessary to perform our role. We do not use inside information for our own benefit or the benefit of others.

Inside information is information which is of a precise nature, not generally available and could have a significant effect on our share price if it becomes public. The UK Market Abuse Regulations (MAR) govern the disclosure of such inside information and they apply no matter where you work as The Weir Group PLC's shares are listed on the London Stock Exchange.

Market abuse means buying, selling, or exercising options over shares or similar securities or disclosing inside information to get a third party to do any of these things when you have inside information.

There are additional rules for directors of The Weir Group PLC and its subsidiary company directors and for specified senior executives referred to as a Person Discharging Managerial Responsibilities (PDMR). The MAR also apply to persons closely associated to them. These details are covered in the Weir Group Share Dealing Code and Insider Information Policy.

Other employees may at times have restrictions imposed by Weir on their ability to trade in The Weir Group PLC's shares. Affected individuals will be notified of any such restriction.

We Never

- Act on or pass on inside information without getting approval to do so and unless the person receiving it requires this information to do their job; or
- Buy or sell, or encourage anyone else to buy or sell, shares or other securities in The Weir Group PLC based on our access to inside information.

We Always

- Ask ourselves if we think the information we have might be inside information and make sure not to use it or pass it on if we believe that it is;
- Ask our operating company Finance Director, Weir Legal or Group Company Secretary if we are unsure about the use or disclosure of any inside information; and
- If we are directors or senior executives of the Weir Group, make sure that we know and understand the Market Abuse Regulations, the Weir Group Share Dealing Code and Insider Information Policy and act in accordance with them.

Q&A



I am aware of exceptionally positive sales news for The Weir Group PLC that exceeds market projection, but has not been publicly released. It would appear to be a good time for some of my friends to buy the company's shares. Should I let them know about this?

No. This is inside information and these actions are considered to be market abuse and against the law.

I need more information

Is there anybody I can talk to?

- Group Company Secretary
- Weir Legal

We keep all inside information confidential within Weir and use it only as necessary to perform our role.

A close-up portrait of a man with a beard and mustache, wearing a white hard hat and safety glasses. The hard hat has the blue 'WEIR' logo on the front. The man is wearing a dark blue collared shirt. The background is blurred, showing what appears to be a construction or industrial site.

We are **WEIR**



REPORT ONLINE at www.weirethicshotline.com

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