

Driving growth the Weir Way

The ongoing success of the Weir Group is underpinned by a group-wide philosophy of operational excellence, customer focus and people development. We call it the Weir Way.

The Weir Way supports a clearly defined strategy to help us build market presence and deliver outstanding products and services to customers around the world, while also ensuring a continuing commitment to the development of our people. It is built around three pillars:

Innovative Solutions

Investment in engineering skills and people development enables us to continually innovate. It helps us to be able to develop our portfolio of products and services to deliver enhanced and sustained capabilities that give our leading and best customers a competitive advantage.

Collaborative Mindset

We achieve more when we empower our people to collaborate with our customers and with each other across business markets and geographical regions. This enables decisions to be made when it better for everyone.

Global Capability

By working alongside our customers in the countries we operate in we can find ideas to drive the success of it, gain and generate generation returns and by strengthening local relationships, we can also develop global capability, expand to emerging markets and continue to serve customer globally.

A critical feature of the Weir Way is our commitment to doing business at all times in an ethical and transparent manner - "doing it right". Our Code of Conduct sets out what is expected of all employees so that they always maintain the highest standards of integrity. In short, it ensures that we "do no harm" wherever we work.

The Weir Group organises and participates in a number of corporate responsibility and sustainability activities every year.

These include:

In the Netherlands

Weir is proud to be one of the major donors to the Dutch Red Cross for its funding work that achieved 5,000 tonnes of CO₂ reduction in 2014 in the Netherlands. It also entered a bid of 10% for Weir in the Dutch trading sector after fundraising work.

In South Africa

Weir Minerals has continued its ongoing financial support to a non-profit organisation that works to address the wellbeing of displaced children in an attempt to give them the best start in life. It also makes an annual donation to support a girl who undergoes a double mastectomy.

In India

Weir is supporting education programmes for children of employees at the Bangalore and Madhav City. It has continued its support to children in higher studies in the USA, and is looking to further its children development in engineering education for its youth.