Supplier Code of Conduct.

Introduction.

As a globally operating Swiss family enterprise, Bühler is nota-

bly committed to sustainability. Our vision is "Innovations for a

better world," and with our business, we contribute to world-

wide nutrition and climate-friendly mobility. Ethical, social and

environmental responsibility is an integral part of our long-term

business strategy. Bühler expects all suppliers and sub-tier

suppliers to abide by all applicable national and international

laws and regulations as well as by the requirements of this

Supplier Code of Conduct. The requirements of this Code

have been defined based on the principles of international

standards, such as the OECD Guidelines for Multinational En-

terprises, the UN Guiding Principles on Business and Human

Rights, the Core Conventions of the International Labor Orga-

nization (ILO) and Principles of the UN Global Compact.

Scope.

This Supplier Code of Conduct applies to all suppliers of

Bühler, including their parent and subsidiary entities, as well as

sub-tier suppliers and contract agencies.

Four pillars.

1. Human rights

The supplier shall respect internationally recognized human

rights and adhere to the respective principles and conventions

reported above.

Forced labor

We refuse any form of forced labor. In line with the ILO Con-

ventions No. 29 and No. 105, the supplier, shall under no cir-

cumstances use or benefit from forced labor or any other form

of slavery or human trafficking.

Child labor

We are against any form of exploitation of children and

expect all our suppliers to refrain from employing children be-

low the minimum age set forth below. Every child is to be pro-

tected from economic exploitation and from carrying out work

that is considered dangerous, to have a negative effect on the

child’s education or to be harmful to the child’s health and de-

velopment.

In line with ILO Convention No. 138, the minimum age for ad-

mission to employment or work is not less than 15 years or

not less than 14 years for the countries specified in Article 2.4

of the Convention. The minimum age for hazardous work is 18

years for all countries.

Fair and equal treatment

We refuse any form of unfair and discriminatory treatment. In

line with ILO Convention No. 111, the supplier shall maintain

workplaces that are free from any form of discrimination. No

form of psychological, physical, sexual or verbal abuse shall be

tolerated.

Freedom of association and collective bargaining

In line with the ILO Conventions No. 87 and No. 98, the sup-

plier shall grant its employees the right to form or join trade

unions as well as the right to conduct collective negotiations in

accordance with all applicable laws and regulations.

Working time and rest days

Working hours must comply with all applicable laws. Any over-

time work shall be voluntary and compensated at a premium

rate according to the applicable mandatory legal provisions.

Workers shall be provided with a rest period in accordance

with all local mandatory legal provisions and regulations.

Wages and benefits

Wages, benefits, and overtime compensation shall at the very

least comply with national legislation and agreements, or be

higher. The supplier shall provide all legally mandatory bene-

fits, such as public holidays, paid vacations, sick days, and

maternity/paternity/family leave. Any deduction from wages as

a disciplinary measure is prohibited.

2. Health and safety

The supplier shall comply with all the applicable laws on health

and safety in the workplace and prevent work-related injuries

and illnesses, in line with ILO Convention No. 120 and interna-
tional standards related to Occupational Health and Safety.

3. Environmental protection and sustainability

The supplier shall comply with all applicable laws concerning

the protection of the environment, and demonstrate continual

improvement of its environmental impact.

Environmental permits and reporting

The supplier shall ensure that it obtains, keeps current, and fol-

ows the reporting guidelines of all the required environmental

permits and registrations to be at any time legally compliant.

Environmental management system

The supplier shall implement and document an internationally

recognized environmental management system, designed to

identify, control and mitigate environmental impacts.

Resource consumption, pollution prevention and waste

minimization

The supplier shall optimise its consumption of natural resourc-

es, including energy and water. The supplier shall implement

and demonstrate sound measures to prevent environmental

pollution and minimize generation of solid waste, wastewater

and air emissions; in particular greenhouse gas emissions. Pri-

or to discharge or disposal, the supplier shall characterize and

treat wastewater and solid waste appropriately and according

to applicable laws and regulations.

Hazardous materials

The supplier shall identify hazardous materials, chemicals and

substances, and ensure their safe handling, movement, stor-

age, recycling, reuse and disposal. All the applicable laws and

regulations related to hazardous materials, chemicals and

substances shall be strictly followed.

4. Business integrity

Any form of corruption, bribery, and unlawful trade practice is

strictly banned. The supplier shall comply with all applicable

legal requirements.

Endorsement, monitoring

and follow-up.

The supplier agrees to this Code without amendment or abro-

gation, and it is the supplier’s responsibility to ensure that this

Code is implemented. The supplier is responsible for informing

his employees, and sub-tier suppliers about the requirements

of this Code. The supplier shall report any suspected violation

of this Code and applicable law to the following contact: complianceboard@buhlergroup.com

The supplier shall provide sufficient evidence that they are in

full compliance with the above-mentioned requirements. Fur-

thermore, Bühler reserves the right to monitor existing and

new suppliers for compliance with this Supplier Code of Con-

duct. Monitoring may be unannounced and may be performed

by an independent third party. Bühler will inform the supplier

of the results of the monitoring. If the supplier fails to comply

with the terms of this Code and does not give any reasons to

Bühler for this without delay or fails to take corrective action

within the agreed time period, Bühler reserves the right to ter-

minate the business relationship with the supplier with imme-

diate effect and without any liability or obligation.
Acknowledgment.

We, the undersigned, hereby confirm that we understand and accept the content of this Code, and are committed to fully complying with it.

Name of company

Name and title  Signature

Company stamp/seal

Company business registration/statutory ID/code/number

Date and place