



Supplier Code of Conduct

B1 Business | January 2024 - V3

Innovations for a **better world.**

 **BÜHLER**

Supplier Code of Conduct

Introduction.

As a globally operating Swiss family enterprise, Bühler is committed to sustainability. Our purpose is “Innovations for a better world”, and for many years we have focused our research and development efforts on improving both the commercial and sustainability performance of our solutions, products, and services. We contribute to solutions toward food security and innovate in specific markets for processing applications of advanced materials. Ethical, social, and environmental responsibility is an integral part of our long-term business strategy. To achieve our goals, we need to ensure that our standards are also aligned with our suppliers, third-party intermediaries, and contractors (“suppliers”). As essential business partners, they have a significant impact on the success of our endeavors. With this Supplier Code of Conduct (“Code”) we agree on a minimum standard in our supply chain and strive to continuously improve our contribution to society and environment.

The requirements of this Code are based on the principles of international standards, such as the OECD Guidelines for Multinational Enterprises, the UN Guiding Principles on Business and Human Rights, the Core Conventions of the International Labor Organization (ILO) and the Principles of the UN Global Compact.



We invite you to join us on our journey to improve our impact on our supply chains and ask for your strong commitment to the principles and standards set forth in this Supplier Code of Conduct.

Sincerely,

Harry Blöchlinger
Chief Procurement Officer
Bühler Group

Supplier Code of Conduct

Business integrity.

Bühler expects its supplier to comply with all applicable national and international laws and regulations, as well as by the requirements of this Code. We are committed to a fair and competitive market system and expect our supplier to comply with applicable provisions of competition and antitrust laws. In addition, all forms of corruption, bribery, and unlawful trade practices are strictly prohibited. Where laws and regulations differ from this Code, the stricter rule shall apply.

Corruption, bribery, and conflicts of interest

We expect our supplier to not tolerate any form of direct or indirect involvement in corruption or bribery, including giving, receiving, or promising anything of value to government officials or private sector counterparties to influence official action or obtain an improper advantage. The supplier shall comply with all applicable anti-corruption laws, rules and regulations, such as the U.S. Foreign Corrupt Practices Act, the U.K. Bribery Act, and those enacted under the OECD Convention on Combating Bribery of Foreign Public Officials in International Business Transactions. Furthermore, we expect our supplier to avoid or disclose conflicts of interest that could affect its business relationship with Bühler.

Money laundering and sanctions controls

The supplier shall not directly or indirectly facilitate money laundering or terrorism financing. The supplier shall also comply with all applicable import and export controls, sanctions, and other applicable trade compliance laws or regulations.

Environmental responsibility.

The supplier shall comply with all applicable environmental laws and ensure that it obtains, maintains, and follows the reporting guidelines of all required environmental permits and registrations to always remain in compliance.

Natural resources, pollution, and emissions

The supplier shall optimize its consumption of natural resources and energy. It shall implement sound measures to prevent environmental pollution and minimize the generation of solid waste, wastewater and air emissions, in particular greenhouse gas emissions (CO₂e). Prior to discharge or disposal, the supplier shall properly characterize and treat wastewater and solid waste in accordance with applicable laws and regulations.

Hazardous materials

The supplier shall identify hazardous materials, chemicals, and substances, and ensure their safe handling, movement, storage, recycling, reuse, and disposal. All applicable laws and regulations relating to hazardous materials, chemicals and substances shall be strictly complied with, in particular those relating to the prevention of long-lived pollutants (POPs Convention), mercury emissions (Minamata Convention), and the control of transboundary movements of hazardous wastes (Basel Convention).

Biodiversity

The supplier shall be committed to nature conservation and shall not contribute to the alteration, deforestation, or damage of natural woodlands and other ecosystems.

Supplier Code of Conduct

Social responsibility.

The supplier shall respect internationally recognized human rights and adhere to the principles and conventions set forth in this Code.

Forced labor

In accordance with ILO Conventions No. 29 and No. 105, the supplier shall not under any circumstances use or benefit from forced labor or any other form of slavery or human trafficking.

Child labor

The supplier shall not employ children below the minimum age specified below. Every child shall be protected from economic exploitation and from performing work that is considered dangerous, detrimental to the child's education, or harmful to the child's health and development. In accordance with ILO Convention No. 138, the minimum age for admission 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. In addition, in accordance with ILO Convention No. 182, the minimum age for hazardous work is 18 years under all circumstances.

Equal rights and fair treatment

In accordance with ILO Convention No. 111, the supplier shall reject any form of unfair and discriminatory treatment. It shall maintain workplaces that are free from discrimination. No form of psychological, physical, sexual, or verbal abuse shall be tolerated.

Freedom of association and collective bargaining

In accordance with ILO Conventions No. 87 and No. 98, the supplier shall recognize the right of its employees to form and join trade unions and to engage in collective negotiations in accordance with applicable laws and regulations.

Health and safety

The supplier shall comply with applicable laws on health and safety in the workplace and prevent work-related injuries and illnesses in accordance with ILO Convention No. 120 and international standards relating to occupational health and safety.

Working time and wages

The supplier shall comply with applicable laws regarding working hours in accordance with ILO Conventions No. 1 and 30. Any overtime shall be voluntary and shall be compensated at a premium rate in accordance with the applicable mandatory legal provisions. Workers shall be provided with a rest period in accordance with local mandatory legal provisions and regulations. Wages, benefits, and overtime compensation shall at the very least comply with national legislation and agreements. The supplier shall provide legally required benefits, such as public holidays, paid vacation, or sick days. Any deductions from wages as a disciplinary measure are prohibited.

Supplier Code of Conduct

Social responsibility.

Local communities, minorities, and indigenous peoples

The supplier shall not cause any harmful soil changes, water or air pollution, noise emissions or excessive water consumption that could have a negative impact on indigenous peoples and local communities. This includes harming the natural basis for the preservation and production of food, or denying access to safe and clean drinking water. The supplier shall not unlawfully take land, forests, and waters that secure the livelihoods of communities. When hiring or using security forces, it must be ensured that they do not violate the prohibition of torture and cruel, inhuman or degrading treatment; do not cause harm to life or limb; and do not interfere with the right to organize or the freedom of association.

Conflict minerals

The supplier shall comply with applicable laws and international standards relating to minerals, in particular the EU Conflict Minerals Regulation (EU) 2017/821 and any local implementing legislation, Section 1502 of the Dodd-Frank Wall Street Reform and Consumer Protection Act, and the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas. In general, it is to be ensured that products do not contain minerals derived from conflict areas that finance or benefit armed groups and cause or promote human rights abuses.

Implementation and improvement.

Implementation and monitoring

The supplier agrees to this Code without amendment or abrogation and shall ensure its implementation. Bühler reserves the right to monitor the supplier's compliance with this Code. Monitoring may be unannounced and may be conducted by a qualified third party. The supplier agrees to cooperate by providing sufficient evidence of full compliance with the above requirements. Bühler will inform the supplier of the results of the assessment.

Sub-suppliers

The supplier shall also ensure that the principles and standards set forth in this Code are also followed by its own suppliers and shall promote their implementation.

Violation

Bühler strives to continuously improve its social and environmental impact in cooperation with its suppliers. Therefore, we actively engage in dialogue with them and, where there is potential for improvement, agree on appropriate measures to achieve our goals. However, if the supplier does not comply with the terms of this Code or does not take corrective action within the agreed timeframe, Bühler reserves the right to terminate the business relationship with immediate effect and without any liability or obligation.

Any cases of violations of this Code or of applicable law shall be reported to the following contact: complianceboard@buhlergroup.com

Supplier Code of Conduct

Acknowledgment.

We, the undersigned, hereby confirm that we understand and accept the contents of this Code and undertake to comply fully with it.

Name of company

Company business registration / statutory ID / code / number

Company stamp/seal

Name and title **Signature**

Date and place

Bühler Group
www.buhlergroup.com