

### DIRECTIVE

Organization:	<b>Group</b>
Location:	<b>Worldwide</b>
Process:	<b>HR Management</b>
Area of use:	This DIRECTIVE is binding on all employees of the indicated organizations and at the indicated locations, including temporary as well as external staff.

## Human Rights Policy

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### Purpose

At Bühler, we are driven by our vision of creating innovations for a better world, balancing needs of economy, humanity, and nature in our decisions. As a relevant solution partner for the food and mobility industries, we must take responsibility for our actions and act with trust, ownership, and passion to prevent harm to any person associated with our business. This is of paramount importance to the company's owners and is at the core of our Code of Conduct that applies to all employees of Bühler and addresses equal rights, child labor, forced labor, and health and safety. Aim of this document is to underline our commitment to human rights, bring it into context with Suppliers and Stakeholders, and be transparent regarding our next steps to improve.

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## Ownership Strategy

The Bühler Group's commitment to respecting and protecting human rights in all our activities is rooted in our Ownership Strategy. It establishes the guiding principles by which all Group companies are to be governed. Therein, it is emphasized that in all their objectives, the corporate bodies of the companies shall assume social responsibility towards their stakeholders and base their actions on fairness, ethics, and sustainability.

## TOP values and Bühler Code of Conduct

The foundation of our approach to human rights is furthermore established in the TOP values and our Code of Conduct. The TOP values, namely Trust, Ownership, and Passion, ensure that an open, inclusive, and empowering corporate culture is upheld globally. They are complemented by the Code of Conduct which represents the binding and non-negotiable standard of behavior for all Bühler employees. Our Code of Conduct articulates our minimum standards regarding human rights, particularly child labor, forced labor, health and safety, and non-discrimination, which are based on the UN Guiding Principles for Business and Human Rights. Through mandatory training sessions, Bühler makes sure that the Code of Conduct is read and agreed to by all employees.

## Scope

All Bühler Group companies are required to implement this policy. Moreover, Bühler will assert its expectation that all its contractors, suppliers, partners, and stakeholders involved in Bühler's global business activities respect human rights. This encompasses all aspects of operations, including our workforce, supply chain, products, services, and community engagement.

## Non-Discrimination and Equality

We uphold the principles of non-discrimination and equality by fostering a safe, inclusive, and diverse work environment. Bühler prohibits any form of discrimination based on race, color, gender, gender identity, sexual orientation, religion, nationality, or disability.

We promote equal opportunities, fair treatment, and diversity throughout our organization.

These principles are understood by all employees at Bühler as stated in our Code of Conduct.

## Forced Labor and Child Labor

Bühler strictly prohibits the use of forced labor, slavery, human trafficking, or any form of involuntary servitude. We also prohibit the employment of individuals below the legal working age as defined by the local applicable laws. Bühler has installed due diligence measures to ensure that our supply chain is free from forced labor and child labor practices.

## Health, Safety and Well-being

The health, safety, and well-being of our employees, customers, contractors, visitors and all others affected by our business are of utmost importance. Therefore, Bühler pays fair wages and does not demand working hours from our employees beyond acceptable legal and industry standards. We comply with all applicable wage and working hours laws. We prioritize compliance with occupational health and safety regulations and implement necessary measures to prevent accidents, injuries, and occupational illnesses. We are continuously improving our health and safety practices to further reduce risks. We promote employee well-being through initiatives that support work-life balance, mental health, and access to healthcare. Detailed information regarding Bühler's contribution to occupational health and safety is provided to employees in our Occupational Health and Safety Policy and the associated EHS management system.

## Freedom of Association and Collective Bargaining

Bühler respects the rights of our employees to freely associate, join or form trade unions, and engage in collective bargaining as protected by applicable laws. We foster open dialogue and constructive engagement with employee representatives to address workplace issues, ensure fair working conditions, and promote workers' rights.

## Community and Environmental Impact

We respect the human rights of people in communities affected by our activities and recognize that vulnerable and marginalized groups deserve special attention. Through our community engagement and various corporate programs, we seek to have a positive impact on the human rights of people living in the communities where we operate. In accordance with applicable laws, Bühler respects the land, forest, and water rights of all individuals and communities. Our operations are committed to sustainable practices, ensuring the protection of natural resources and local ecosystems. Detailed information regarding Bühler's commitment in environmental management and protection is provided to employees in the [Environmental Policy of Bühler Group](#). Furthermore, we strive to avoid involuntary resettlement wherever possible. In addition, we ensure that any use of private or public security forces directly engaged by us adheres to strict human rights standards, emphasizing respect and prohibit the use of force beyond self-defense or the defense of others.

## Supply Chain Responsibility

Bühler expects its suppliers and partners to share our commitment to human rights. We require them to comply with applicable laws and regulations. Additionally, our suppliers are made to sign the Bühler [Supplier Code of Conduct](#). We conduct due diligence to identify and address human rights risks in our supply chain, provide capacity-building support, and promote continuous improvement. Bühler may conduct spot checks on a regular basis and if deemed appropriate to ensure that its suppliers comply with the Bühler [Supplier Code of Conduct](#) and all applicable laws and regulations. Such checks are primarily carried out if Bühler has reasonable doubts that a particular supplier is not complying with the Bühler [Supplier Code of Conduct](#) or other laws and regulations.

## Stakeholder Engagement and Grievance Mechanisms

Bühler actively engages with our stakeholders including employees, customers, suppliers, communities, and civil society organizations to understand their concerns, seek input, and address human rights impacts associated with our operations on a global level. We maintain effective grievance mechanisms to receive and address complaints related to human rights concerns in a fair, confidential, and timely manner. Bühler provides a Whistleblowing hotline ([complianceboard@buhlergroup.com](mailto:complianceboard@buhlergroup.com)) where such cases can be brought to the Compliance Board's attention. Bühler also provides adequate training to its employees to raise awareness of this Policy.

## Continuous improvement and Reporting

Bühler is committed to continuous improvement in our human rights performance. We aim to assess the effectiveness of our policies, procedures, and programs on a regular basis to identify areas for improvement. We strive for transparency and accountability and shall report our progress and challenges in promoting and protecting human rights in all areas of business.

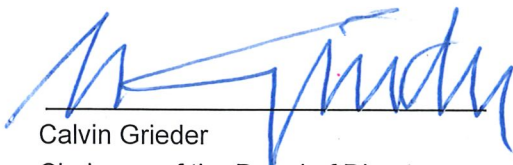
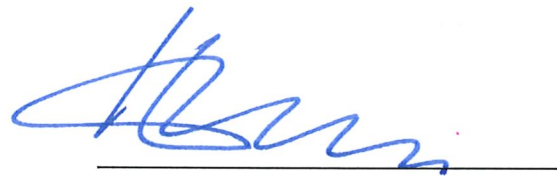
## Offence

Any offence against this Policy shall be prosecuted by disciplinary measures.

## Effectiveness

This Policy becomes effective with immediate effect and replaces the former Policy.  
The superiors are responsible for notifying their employees about this Policy.

Uzwil, December 03, 2024

  
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Calvin Grieder  
Chairman of the Board of Directors  
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Stefan Scheiber  
Chief Executive Officer