

# Code of Conduct of Bühler Technologies GmbH No. 01/2025

valid from: 01.04.2025



This Code of Conduct defines the basic requirements placed on our employees and suppliers of Bühler Technologies GmbH concerning their responsibilities towards their stakeholders and the environment.

## The employee and supplier declares herewith:

- 1) to **comply with the laws** of the applicable legal systems.
- 2) to tolerate no form of and not to engage directly or indirectly in **any form of corruption or bribery** and not to grant, offer or promise anything of value to influence official action or obtain an improper advantage.
- 3) to **respect for the basic human rights of employees**
  - to promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.
  - to respect the personal dignity, privacy and rights of each individual.
  - to refuse to employ or make anyone work against his will.
  - to refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual harassment or discrimination.
  - to prohibit behavior including gestures, language and physical contact, that is sexual, coercive, threatening, abusive or exploitative; to provide fair remuneration and to guarantee the applicable national statutory minimum wage.
  - to comply with the maximum number of working hours laid down in the applicable laws.
- to recognize, as far as legally possible, the right of free association of employees and to neither favor nor discriminate against members of employee organizations or trade unions.
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- 4) to employ **no workers under the age** of 15 or, in those countries subject to the developing country exception of the ILO Convention 138, to employ no workers under the age of 14.
- 5) to take **responsibility for the health and safety** of its employees, control hazards and take the best reasonably possible precautionary measures against accidents and occupational diseases; to set up or use a reasonable occupational health & safety management system and to provide appropriate training for employees.
- 6) to act in accordance with the applicable statutory and international standards regarding **environmental protection**, to minimize environmental pollution and make continuous improvements in environmental protection with behalf of an environment management system.
- 7) to use reasonable efforts to promote among its **suppliers compliance with this Code of Conduct** and to comply with the principles of nondiscrimination with regard to supplier selection and treatment.
- 8) to take reasonable efforts to avoid in its products the use of **raw materials** which directly or indirectly finance armed groups who violate human rights.