SLAVERY AND HUMAN TRAFFICKING STATEMENT 2017

Introduction from the Bühler UK Directors

Our people are one of Bühler’s most powerful assets.

We value engagement with our customers and celebrate their successes as if they were our own. In order to deliver satisfactory solutions to them, we carefully build dedicated teams of people who are guided by robust corporate principles.

Due to the multiple global and local challenges surrounding our business today, we have worked hard around shaping our identity as well as addressing important issues related to our corporate behaviour: “Who we are, what we are working for, how we want the world to see us and what we could do better”.

We found the answers through “The Bühler Essentials” framework: our corporate principles and Code of Conduct. Both provide answers to these questions and serve as beacons for employees to show them direction, inspire them with meaning, and motivate them.

We are proud to employ culturally-diverse, highly-skilled individuals who understand Bühler as a big family. In return, the Company works hard to ensure that our people are treated fairly and operate in a good working environment, respecting fundamental rights and freedom.

The purpose of this statement is to set out the activities undertaken by the Company for fair treatment of our employees. We reject any and all forms of forced labour and human trafficking and respect the principle of freely chosen employment.

Our business

Founded in 1860 in Switzerland and established in the 1960s in the United Kingdom, Bühler is a global manufacturing and engineering company present in all continents. Our main activities include the design, manufacturing and global distribution of cleaning and sorting machinery as well as the supply of machinery and complete plants for the flour and feed, milling, cereal processing, chocolate, printing ink, die casting, mechanical and pneumatic conveying industries and the supply of control systems. In the UK alone, Bühler employs more than 300 people from multiple backgrounds and nationalities across our sites in London, Manchester and Peterborough. Due to the large scale of our supply chain system, we work closely with different stakeholders such as suppliers,
partners and external agents, both from the UK region and from all over the world. Our relationship with all of them is ruled by the principles stated in our Code of Conduct.

Our Code of Conduct is available for all Bühler employees and external stakeholders on our website, please follow this link to find it:

Bühler’s mission is to ensure the sustainable, successful and independent development of the Group through the products, processes, and services we offer. This mission is founded by four Success Factors: (1) productivity, (2) market leadership, (3) differentiation and (4) best people.

**Our Policies**

Both our Head Office and Bühler UK are highly committed to ensure a working environment free from modern slavery or human trafficking in any part of our business.

**Group Level policies**

Bühler’s Supplier Code of Conduct sets out our expectations on Supplier behaviour in four pillars, one of which is the respect for human rights. This includes the rejection of forced labour and child labour, the fair and equal treatment for all employees, freedom of association and collective bargaining, the right to rest and a fair compensation. All our suppliers are expected to comply with such Code however, we aim to take our compliance further. For this reason, we have requested our principal suppliers to complete a questionnaire on their employment practices for due diligence purposes. This will help us to ensure we obtain confirmation of their good practices, allowing us to continue the business relationship with them in the most transparent way possible.

Moreover, our Head Office have made available a Whistleblowing Procedure by which any wrongdoing or unfair practice taking place both inside and outside the organisation coming to the attention of an employee can be reported and escalated to Group Compliance for further action. This includes any violation of human trafficking laws by a Bühler Supplier.
Local level polices

In addition to Group policies, Bühler UK is also committed at a regional level. Our local policies include an Equality Policy which aims to fight discrimination, harassment and victimisation of any employee. Further to that, a Dignity at Work Policy has been put in place to prevent bullying amongst employees in relation with someone’s race, sex or religious beliefs. Bühler UK also has in place Break, Flexi Time and Grievance Policies, setting out employees’ different entitlements with regard to time off compensation when working overtime and leave eligibility. Furthermore, our Contracts of Employment are provided with all relevant information related to working hours, annual leave and protection of data.

Our Human Resources Team ensures these policies are implemented correctly within our organisation and are responsible to monitor and update the documents when necessary to make them fit for purpose at all times.

Due Diligence

As a global company with multiple production sites across the world and global sourcing, we acknowledge our business is in the spotlight and must take all necessary measures to mitigate the risks of being involved in or working with partners who are involved in human trafficking activities.
Future steps

At Bühler, we are constantly moving forward and seeking to improve our ways of working. This is shown in our commitment to enforce all international and local laws which are relevant to our business. We are developing an awareness campaign for all managers who work directly with Supply-Chain related activities by providing training and making information available on our intranet. Furthermore, we will work closely with Auditors to carry out Ethical Audits and to assess our efficiency in providing beneficial working conditions to Company employees.

Claudia Gossweiler
Finance Director Bühler UK Limited

Paul Silverman
Commercial Director Northern Europe

This statement has been published in accordance with the Modern Slavery Act 2015. References to ‘us’, ‘our’, or ‘we’ are to Bühler UK Holdings and its affiliates and subsidiaries.