

Canadian Statement Against Forced Labour and Child Labour in Supply Chains
pursuant to an Act to enact the Fighting Against Forced Labour and Child Labour in
Supply Chains Act and to amend the Customs Tariff,
referred to as Canada’s “*Modern Slavery Act*” (the “**Act**”)
for the year ending 2023

1. INTRODUCTION

This is a statement made by Buhler Inc., on behalf of it and its subsidiaries, in respect of the Act, as referenced above.

Buhler Inc. is a Minnesota corporation incorporated pursuant to the laws of Minnesota.

2. REPORTING ENTITY

Buhler Inc.

3. STRUCTURE, ACTIVITIES AND SUPPLY CHAINS

The Bühler Group was founded in 1860 in Switzerland and Buhler Inc., its subsidiary, was established in the 1950s in Minnesota, USA. The Bühler Group is a global manufacturing and engineering company present in all continents. Our main activities include the design, manufacturing and global distribution 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 USA alone, Buhler Inc. employs more than 250 people from multiple backgrounds and nationalities across the country. Buhler’s 2023 revenue for North America was CHF 649,500,000.

Due to the large scale of our supply chain system, we work closely with different stakeholders such as suppliers, partners and external agents, based both worldwide and in North America.

4. POLICIES AND DUE DILIGENCE PROCESSES IN RELATION TO FORCED LABOUR AND CHILD LABOUR

The Bühler Group’s [Supplier Code of Conduct](#) sets out our expectations on Supplier behavior in four pillars, one of which is the respect for human rights. This includes the rejection of forced labor and child labor, the fair and equal treatment for all employees, freedom of association and collective bargaining, the right to rest and a fair compensation.

Additionally, the Bühler Group’s [Human Rights Policy](#) underlines our commitment to human rights, bring into context with Suppliers and Stakeholders, and be transparent regarding our next steps to improve.

Lastly, the Bühler Group’s [Code of Conduct](#) serves as a beacon for all employees showing them how to live the Group’s core corporate values of Trust, Ownership, and Passion in their day-to-day jobs. It states what is expected of employees and business partners, defines the standards governing compliance with laws and regulations, and includes the fundamentals of communications, employee rights, health and safety, and financial integrity.

The Bühler Group regularly reviews its own principles of corporate governance to ensure that they are up to date. Our Code of Conduct has been reviewed and includes binding standards for our business partners. The Code of Conduct is continuously adjusted to ongoing changes in the environment.

5. PARTS OF BUSINESS AND SUPPLY CHAINS THAT CARRY A RISK OF FORCED LABOUR AND CHILD LABOUR AND STEPS TAKEN TO ASSESS AND MANAGE THAT RISK

A check for suspected child and forced labor was carried out in the form of a self-assessment by the Bühler Group companies. Based on the results of this assessment, there is no reasonable suspicion of child or forced labor within the Bühler Group companies.

6. MEASURES TAKEN TO REMEDIATE FORCED LABOUR AND CHILD LABOUR

Since Buhler Inc. has not identified any forced labor or child labor in our activities and supply chains, Buhler Inc. has not taken any remediation measures.

Nonetheless, Buhler Inc. strives to continuously improve its social and environmental impact in cooperation with its suppliers. Therefore, Buhler Inc. actively engage in dialogue with our suppliers 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, Buhler Inc. reserves the right to terminate the business relationship with immediate effect and without any liability or obligation.

7. MEASURES TAKEN TO REMEDIATE LOSS OF INCOME TO MOST VULNERABLE FAMILIES THAT RESULT FROM MEASURES TAKEN TO ELIMINATE USE OF FORCED LABOUR AND CHILD LABOUR

Buhler Inc. has not identified any loss of income to vulnerable families resulting from measures taken to eliminate the use of forced labor or child labor in our activities and supply chains.

8. TRAINING PROVIDED TO EMPLOYEES ON FORCED LABOUR AND CHILD LABOUR

To ensure high level of understanding of the risks of modern slavery and human trafficking in our business, in our supply chains and in our business partners, Buhler Inc. provides relevant training to our employees on the Bühler Group's Code of Conduct and Human Rights Policy.

9. HOW ENTITY ASSESSES ITS EFFECTIVENESS IN ENSURING THAT FORCED LABOUR AND CHILD LABOUR IS NOT BEING USED IN ITS BUSINESS AND SUPPLY CHAINS

Effective corporate governance is a precondition for the Bühler Group to ensure a long-term and sustainable increase of its corporate value. The Bühler Group bases this both on the Swiss Code of Best Practice for Corporate Governance and the OECD Principles of Corporate Governance. Corporate governance at the Bühler Group is organized with the interests of its stakeholders in mind, including customers, employees, suppliers, and public communities. It also comprises compliance with environmental and social standards as well as an uncompromising commitment to financial integrity. As an international Swiss company, strict observation of local laws on a global scale and systematic and continuous monitoring of compliance in all markets are indispensable for the Bühler Group. This is the only way to prevent operating risks and an impairment of reputation that might be caused by violation of compliance rules.

The Bühler Group regularly reviews its own principles of corporate governance to ensure that they are up to date. Our Code of Conduct has been reviewed and includes binding standards for our business partners. The Code of Conduct is continuously adjusted to ongoing changes in the environment. Ethical, social, and environmental responsibility is an integral part of the Bühler Group's 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. As essential business partners, they have a significant impact on the success of our endeavors. With our Supplier Code of Conduct we agree on a minimum standard in our supply chain and strive to continuously improve our contribution to society and the environment.

ATTESTATION

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above. For clarity, I am providing this attestation in my capacity as a director and officer of Buhler Inc., and not in my personal capacity.



Signature: _____

Name: Andy Sharpe

Title: President & CEO North America

I have authority to bind Buhler Inc.

Date: May 30, 2024