

BUHLER INDUSTRIES INC. (hereinafter referred to as the "Corporation")

RESOLUTIONS consented to in writing by all of the Directors of Buhler Industries Inc. pursuant to section 117 of the *Canada Business Corporations Act*, as of the date hereof.

WHEREAS :

AND WHEREAS : the Board of Directors of the Corporation requires that the Corporation and any of its subsidiaries (Canadian) and the suppliers of materials and services to the Corporation and its subsidiaries, implement and carry out the policy initiatives relating to the following:

Commitment to Forced Labor, Child Labor and Hazardous Materials Regulations Compliance Principles presented to the Corporation by correspondence from the Government of Canada.

AND WHEREAS : It is in the best interests of the Corporation to approve the Commitment Letter from the Government of Canada and implementation of policies in the Commitment Letter a copy of which is attached to this resolution as Schedule "A";

BE IT RESOLVED THAT:

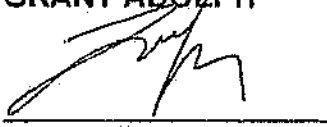
1. The Compliance Principles and policy initiatives contained in Schedule A is hereby approved upon the terms set forth by the Corporation and the Canadian subsidiaries of the Corporation.
2. The Commitment Letter attached as Schedule A is to be sent to the suppliers of materials and services to the Corporation and its Canadian Subsidiaries by regular mail or by facsimile or by email if available.
3. The President is hereby authorized to execute such documents as may be necessary to carry out the policies contemplated by this resolution.

These resolutions may be signed by the Directors in as many counterparts as may be necessary, each of which so signed shall be deemed to be an original, and such counterparts together shall constitute one and the same instrument and notwithstanding the date of execution shall be deemed to bear the date as set forth below. Any director may execute this resolution by facsimile or e-mail (.pdf) transmitted signature and all directors agree that the reproduction of signatures by way of facsimile or e-mail (.pdf) device will be treated as though such reproductions were executed originals.

DATED: May 30, 2024



GRANT ADOLPH



ZAFER OZBALABAN



OSSAMA ABOUZEID



LEVENT KIROGLU



ALLAN STEWART



ARDA AKARSU



ISMAL KONUKOGLU

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BE IT RESOLVED THAT:

1. The Compliance Principles and policy initiatives contained in Schedule A is hereby approved upon the terms set forth by the Corporation and the Canadian subsidiaries of the Corporation.
2. The Commitment Letter attached as Schedule A is to be sent to the suppliers of materials and services to the Corporation and its Canadian Subsidiaries by regular mail or by facsimile or by email if available.
3. The President is hereby authorized to execute such documents as may be necessary to carry out the policies contemplated by this resolution.

These resolutions may be signed by the Directors in as many counterparts as may be necessary, each of which so signed shall be deemed to be an original, and such counterparts together shall constitute one and the same instrument and notwithstanding the date of execution shall be deemed to bear the date as set forth below. Any director may execute this resolution by facsimile or e-mail (.pdf) transmitted signature and all directors agree that the reproduction of signatures by way of facsimile or e-mail (.pdf) device will be treated as though such reproductions were executed originals.

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BE IT RESOLVED THAT:

1. The Compliance Principles and policy initiatives contained in Schedule A is hereby approved upon the terms set forth by the Corporation and the Canadian subsidiaries of the Corporation.
2. The Commitment Letter attached as Schedule A is to be sent to the suppliers of materials and services to the Corporation and its Canadian Subsidiaries by regular mail or by facsimile or by email if available.
3. The President is hereby authorized to execute such documents as may be necessary to carry out the policies contemplated by this resolution.

These resolutions may be signed by the Directors in as many counterparts as may be necessary, each of which so signed shall be deemed to be an original, and such counterparts together shall constitute one and the same instrument and notwithstanding the date of execution shall be deemed to bear the date as set forth below. Any director may execute this resolution by facsimile or e-mail (.pdf) transmitted signature and all directors agree that the reproduction of signatures by way of facsimile or e-mail (.pdf) device will be treated as though such reproductions were executed originals.

DATED: May 20, 2024



GRANT ADOLPH



ZAFER OZBALABAN



OSSAMA ABOUZEID

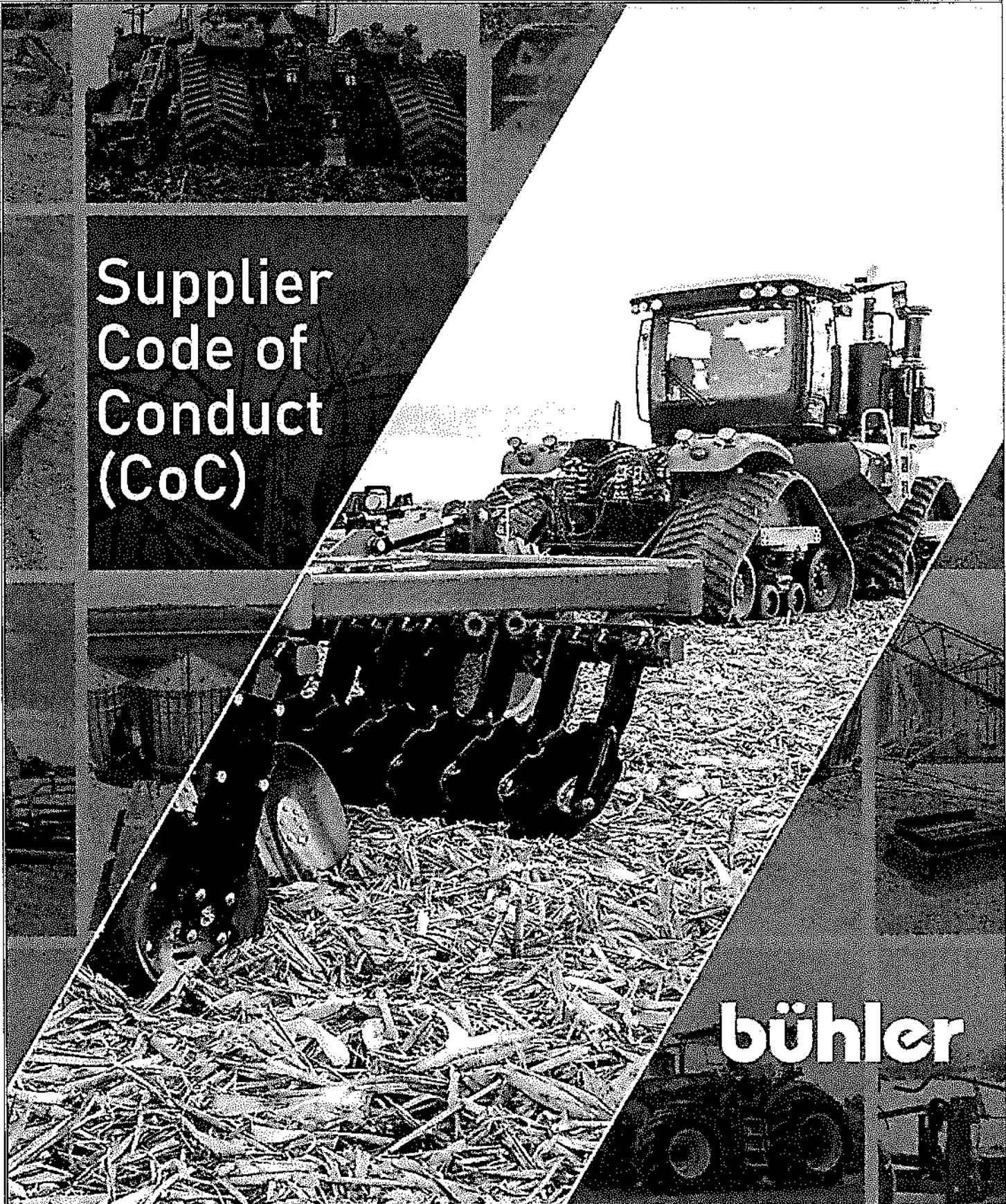
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Supplier Code of Conduct (CoC)

bühler

Supplier Code of Conduct (CoC)

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Supplier Code of Conduct (CoC)

Chapter 1- History of Buhler Industries

Buhler Industries Inc. (TSX: BUI) is headquartered in Winnipeg, Manitoba, Canada. Established in 1932 as an agricultural equipment manufacturer. Through steady expansion, new products and acquisitions, the company has experienced progress and steady growth.

Over the years, many brands have joined Buhler Industries: Farm King, Allied, Inland and Buhler Industries. Today Buhler Industries operates several modern manufacturing plants and distribution centers. Factories in Morden and Winnipeg, MB build tractors, augers, tillage, compact implements and more. Buhler Industries maintains several well-stocked parts warehouses.

As Buhler Industries continues to re-invest in engineering, research and development and production, the company is moving forward. The dealer and distribution network in North America has a strong base and continues to grow.

Buhler Industries remains committed to continuous product improvement and incorporating new value-added features. That tradition of excellence will continue well into the future.

Chapter 2- The purpose of this Supplier Code of Conduct

Guided by our We Are Committed to Protecting Human Rights and the Environment policy, Buhler Industries Inc.'s Supplier Code of Conduct ("Code") outlines Buhler Industries Inc.'s requirements and expectations for supplier relationships in areas related to human rights, the environment, responsible materials sourcing, accountable and lawful business practices, and the associated implementation of these principles. This Code applies to each member of Buhler Industries Inc.'s supplier community. While we explicitly require suppliers to follow all applicable Buhler Industries Inc. policies and to comply with or exceed all relevant current and impending laws and regulations, our Code also aligns with widely accepted international human rights frameworks and charters. Suppliers must extend these requirements to their own suppliers and supply chains.

Our goal is to develop a more substantial, more sustainable supply base. While we reserve the right to seek alternate sources of supply if a supplier fails to comply with this Code, we can also follow and elect to continue to work within a business relationship if we have the leverage to impact their compliance with our environmental, social and governance requirements. This practice allows Buhler Industries Inc. to use our purchasing power to develop and monitor progress toward corrective action and create better outcomes for people and groups whom a supplier's actions may impact.

Chapter 3- Supplier Obligations

Every Buhler Industries Inc. Supplier Must:

- Know and follow this Code and align company policies to reflect these requirements.
- Enforce a corresponding code of practice and require that subcontractors and suppliers do the same.
- Identify and use subcontractors and suppliers who adhere to the requirements of this Code and monitor their compliance.
- Report and remediate any non-compliance; when issues are identified, transparently report their remediation progress.
- Share sub-tier supply chain information upon request and as required by Buhler Industries Inc.'s.
- Operationalize and document compliance by establishing an appropriate risk management system, including a risk analysis process.
- Demonstrate appropriate internal controls upon Buhler Industries Inc.'s request or partake in such upon Buhler Industries Inc.'s request.
- For more detailed information, please see the "How to Implement" section at the end of this Code.

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Chapter 4- Protect and Respect Human Rights

1. Our Firm Commitment: Zero Tolerance for Child Labor in Any Form
 - I. Adherence to International Labor Standards: We meet the minimum working age in any region where we operate, strictly prohibiting employment of anyone below the age of 15, even if permitted under local law. The only exceptions to this requirement are government-authorized job training or apprenticeship programs that clearly benefit the participants. Responsibly manage student workers by performing rigorous due diligence on educational partners, keeping appropriate student work records, and protecting student workers' rights.
 - II. Prohibit workers under the age of 18 from performing work that could jeopardize their health or safety, including night shifts, overtime, or hazardous work in compliance with the INTERNATIONAL LABOUR ORGANISATION (ILO) Worst Forms of Child Labour Convention (No. 182).
 - III. Implement an appropriate mechanism to verify that the age of workers complies with the INTERNATIONAL LABOUR ORGANISATION (ILO) Minimum Age Convention (No. 138) and provide substantiation of this verification mechanism upon request.
 - IV. Ensure that all recruitment efforts for workers, including recruitment performed by third-party contractors, include mechanisms or verify that potential applicants' ages comply with the INTERNATIONAL LABOUR ORGANISATION (ILO) Minimum Age Convention (No. 138).
 - V. Cease employment of the child/children and take reasonable measures to enroll the child/children in a remediation/education program if child Labour is discovered in its facilities or their supply chain.
2. Do Not Condone Forced Labor, Compulsory Labor, or Slavery in Any Form and Do Not Employ Any Form of Abusive Disciplinary Practices
 - I. In Addition, We Strictly Prohibit Our Suppliers From Both Using and Supporting Human Trafficking.
 - II. Confirm that work is conducted voluntarily. Employees should be free to terminate employment without penalty by giving reasonable notice per their contract, if any, and by applicable laws.
 - III. Prohibit the use of bonded, indentured or exploitive prison Labour.
 - IV. Not engage in activities intended to restrict worker freedom of movement.
 - V. Not allow physically or psychologically cruel, inhuman or degrading treatment.
3. Do not use animals for testing nor require sub-contractors to do so, as aligned with Drive and Enhance Sustainability Performance in the Supply Chain
 - I. Respect the five animal freedoms formalized by the World Organization for Animal Health (OIE) concerning animal welfare.
 - II. Do not raise or kill any animals for the single purpose of being used in a product.
4. Follow Ethical Recruiting Practices
 - I. Misleading or defrauding potential workers about the nature of the work.
 - II. Asking employees to pay recruitment fees or pay off a loan by working for an agreed-upon or unclear period for little or no salary, with the work performed greatly exceeding the worth of the initial loan.
 - III. They confiscate, destroy, conceal, and deny access to employee passports and other government-issued identity documents.
5. Recognize and Respect Employees' Rights to Freedom of Association and Collective Bargaining
 - I. Work with recognized employee representatives to promote the interests of employees.
 - II. Do not discriminate or retaliate against employees, including those participating in a trade union.
 - III. Provide opportunities for employees and external stakeholders to voice concerns, even where unions are not represented.
6. Comply With Applicable Laws Regulating Hours of Work, Including Overtime, and Support a Living Wage by Providing Competitive Compensation and Benefits That Meet or Exceed Legal Requirements
 - I. Ensure that work schedules and overtime are provided in a manner consistent with all applicable laws, including maximum hour and rest period laws.

Supplier Code of Conduct (CoC)

- II. Agree upon overtime in advance and, where applicable, compensate overtime at a rate greater than regular hourly rates — or, where permitted by law, agree in advance to time off instead of a higher hourly rate.
7. Do Not Tolerate Harassment or Discrimination of Any Kind
- I. Do not allow harassment or discrimination in any form.
 - II. Promote diversity and women's rights and base employment relationships on the principles of equal opportunity.
 - III. Not engage in any acts constituting or aiding unlawful eviction or unlawful taking of land, forests, or waters securing the livelihood of human beings.
 - IV. Do not hire or use private or public security forces to protect the company's projects without proper supervision and due diligence in accordance with this policy.
8. Provide a Healthy and Safe Working Environment
- I. Provide a working environment that meets or exceeds prevailing industry standards and local, regional, and national safety, occupational health and fire safety regulations.
 - II. Perform regular risk assessments and implement corrective and preventative measures to minimize workplace hazards, including, but not limited to, mechanical, electrical, chemical, fire, and physical hazards.
 - III. Provide regular health and safety training to workers.
 - IV. Provide required rest breaks to prevent excessive physical and mental fatigue.
 - V. Provide Personal Protective Equipment (PPE) at no cost to workers.
 - VI. Implement an effective fire safety management system and emergency plan at every supplier worksite that safeguards employees and others by providing an appropriate number of clearly marked and unobstructed emergency exits and evacuation routes and providing first aid material and medical assistance/ procedures to workers.
 - VII. Provide workers with clean toilets, potable water, and sanitary eating facilities.
 - VIII. Keep worker dormitories clean and safe, with appropriate emergency exits and reasonable entry and exit privileges.
 - IX. Encourage workers to openly raise health and safety concerns and provide safeguards against retaliation.
 - X. In addition, Buhler Industries expects its suppliers to maintain a health and safety management system to limit worker exposure to hazards and promote continuous improvement of working conditions and occupational health and safety.
9. Anti-discrimination
- I. Suppliers shall not discriminate against any employee based on race, colour, age, gender, gender identity, sexual orientation, ethnicity, disability, religion, political affiliation, union membership, national origin, or marital status in hiring and employment practices such as applications for employment, promotions, rewards, access to training, job assignments, wages, benefits, discipline, and termination. In addition, Suppliers shall not require employees or potential employees to undergo medical tests that could be used in a discriminatory way (such as pregnancy, HIV tests, etc.) except where required by applicable laws or regulations or necessary for workplace safety.

Chapter 5- Protect the Environment

Buhler Industries is committed to protecting the environment and respecting human rights, including the right to clean air and water. We support protecting local communities from environmental and health hazards and providing meaningful involvement in our decision-making processes.

Suppliers are critical in helping reduce greenhouse gas and other emissions that contribute to climate change and air and water pollution. We require our suppliers to identify and minimize potential environmental risks and

Supplier Code of Conduct (CoC)

remediate violations when they occur. Suppliers strive for positive impacts by improving environmental performance by setting targets and monitoring environmental performance indicators.

10. Reduce, Reuse, and Recycle Materials in Manufacturing

- I. Use recycled and renewable materials where possible in packaging.
- II. Through material selection and product design, as approved by Buhler Industries, increase the use of recycled content and improve the recyclability of Buhler Industries products.
- III. Eliminate waste.
- IV. Divert waste from landfill to products.
- V. Work to eliminate single-use plastics throughout the manufacturing process.

11. Achieve Continual Environmental Improvement

- I. Eliminate or reduce substances of concern (including hazardous waste).
- II. Utilize materials with reduced toxicity in their manufacturing processes.
- III. Reduce emissions.
- IV. Increase energy efficiency and use of carbon-free electricity.
- V. Mimic ecosystem performance.
- VI. Refrain from causing any harmful soil change.
- VII. Refrain from excessive noise emissions.

Chapter 6- Responsibly Source Material

12. Responsible Sourcing of Minerals

- I. Establish a robust management system, with a designated responsible point of contact, to diligently evaluate, pinpoint, and effectively reduce risks in material supply chains.
- II. Enable appropriate measures to minimize risks, including risks related to the direct or indirect financing of armed conflict, severe violations of human rights such as child Labour, forced Labour and slavery, unethical business conduct, or environmental damage.
- III. Provide information, upon request, to verify that the materials in the products supplied to Buhler Industries have been sourced responsibly.
- IV. Secure critical raw minerals from material processors certified through a third-party responsible sourcing standard.
- V. Ensure this requirement is communicated to sub-suppliers and directly to identify smelters/refiners/processors that need to be certified.
- VI. Uphold a high level of transparency by openly sharing information about sub-tier and raw material supply chain actors and their locations, who provide materials used in Buhler Industries products, such as conflict minerals, cobalt, mica, lithium, nickel, graphite, copper, aluminum, steel, rare earth elements, rubber, leather or any other materials that Buhler Industries requests.
- VII. Participate in initiatives to support responsible material sourcing.
- VIII. Mineral processors are required to seek certification, use best efforts to implement ESG Standard or an agreed upon third-party certified equivalent, and request upstream material suppliers to undergo similar applicable responsible sourcing and Environmental, Social and Governance (ESG) standards.

13. Restricted Materials use

- I. Recognize the potential risks of using hazardous materials in its supply chain, marketing activities, and manufacturing processes. Therefore, we undertake comprehensive risk assessments to identify, evaluate, and mitigate the risks posed by hazardous materials throughout our operations.
- II. We expect all suppliers and vendors to adhere to applicable laws and regulations concerning hazardous materials. Prior to engaging in business relationships, we conduct due diligence to assess the environmental and regulatory compliance of suppliers and vendors, particularly regarding the use and handling of hazardous materials.

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- III. We ensure that products containing hazardous materials are safely manufactured, labelled, and marketed in accordance with relevant regulations. This includes providing clear and accurate labelling, safety instructions and warnings to customers and end-users regarding the presence and proper handling of hazardous materials.
- IV. We are committed to minimizing our operations' environmental impact, including using hazardous materials. We continuously strive to implement environmentally sustainable practices, such as reducing dangerous materials, improving waste management, and promoting safer alternatives where feasible.

Chapter 7- Maintain responsible Business Practices

Suppliers must conduct business lawfully, honestly, and responsibly, in line with Buhler Industries' internal and external commitments.

14. Do Business Free From Bribery and Corruption

- I. Exercise caution with government officials, avoiding actions that could appear improper and raise bribery concerns.
- II. Accurately record business expenditures, never concealing the true nature of an expense.

15. Gifts and Hospitality

- I. Suppliers are expected not to give or receive improper benefits or benefits that may be regarded as improper remuneration in order to obtain, retain or direct business or in order to secure any other improper advantage in the Supplier's business with Buhler Industries. Such improper benefits (bribes, etc.) comprise cash, items, pleasure trips, extravagant meals or services of another nature.

A benefit must comply with the following requirements:

- The benefit must be permitted by local laws, regulations and policies.
- The benefit must have a clear and legitimate business purpose.
- It must not be provided in exchange for an improper advantage.
- The nature, value and frequency of the benefit must be appropriate to the occasion on which it is given.
- The benefit must be provided in a transparent manner.

16. Maintain Effective Privacy and Cyber Security Practices

- I. Act transparently and ethically regarding using Personally Identifiable Information (PII), Buhler Industries intellectual property (IP), and private data.
- II. Use PII consistently with reasonable expectations and in compliance with applicable laws and regulations.
- III. Responsibly manage and safeguard their computing environment using appropriate technical and organizational data security controls.
- IV. Report all cyber security incidents affecting their computing environment within 24 hours of knowing about the incident.

17. Trade restrictions/ Export Controls

- I. All Suppliers are either directly or indirectly responsible for the import and export of goods sold to Buhler Industries, and must be aware of and comply with all applicable laws that govern international trade. Accordingly, Suppliers are expected to, among other things, make accurate customs declarations, not mischaracterize the value or nature of goods in any way that may create liability for Buhler Industries, and obtain (or assist in obtaining) any required licenses, approvals or other permits.

18. Anti-money laundering and Anti-terrorist financing

- I. It is unacceptable for any Supplier (or their employees and agents) to be involved or implicated in money laundering or terrorist financing.

Supplier Code of Conduct (CoC)

- II. Suppliers must put in place adequate controls to ensure that they do not engage in any activity which would constitute a money laundering or terrorist financing offence in any relevant jurisdiction or which could cause to commit such an offence – this includes (but is not limited to): concealing or converting illegal funds or property; possessing or dealing with the proceeds of crime; or knowingly assisting in financing, transferring assets for the benefit of, or otherwise supporting, terrorist groups and terrorist activity.

19. Comply With All Applicable Customs Regulations

- I. Adhere to requirements within Buhler Industries' Supplier Guides and business rules for customs processes.
- II. Maintain accurate and complete records related to customs activities.

Chapter 8- How to implement this code

All Buhler Industries suppliers must comply with this Code, work to prevent high-risk issues, mitigate and remediate issues when identified, and demonstrate compliance when asked.

20. Operationalize and Document Compliance

- I. Designate a senior executive responsible for oversight, governance, implementation, and compliance with this Code.
- II. Establish an appropriate compliance risk management system to manage human rights and environment-related risks, responsible material sourcing, and responsible and lawful business practices based on the United Nations Guiding Principles on Business and Human Rights.
- III. Regular employee training should be conducted to educate employees on practices as laid out in this Code. Suppliers must update and improve training at least annually. If the supplier cannot develop and maintain this training, Buhler Industries can provide access to industry-aligned training on these topics upon request.
- IV. Provide documentation on the implementation of such training.
- V. Enable Buhler Industries to assess compliance with this Code and ensure that requirements are met by completing questionnaires and participating in on-site assessments or audits conducted by an independent third party.
- VI. Document efforts must comply with this Code, and documentation must be kept for at least seven years.

21. Develop and Implement Human Rights, Environmental and Sustainability due Diligence Measures to Prevent and Mitigate Issues and to Strive for Positive Impacts

- I. Identify and assess human rights and environment-related compliance risks, respective violations, and actual or potential adverse impacts through the expertise of external consultants and the active participation of relevant stakeholders and potentially affected parties in decision-making processes.
- II. Integrate due diligence findings into business planning and decision-making, considering the environment, human rights, public health, Indigenous people, and the communities where they operate.
- III. Set environmental, social and governance goals, accurately track results, and continually evaluate and report progress.
- IV. Provide timely and accurate information to stakeholders on environmental, social and governance matters involving Buhler Industries.
- V. Ensure equitable treatment of all relevant stakeholders and potentially affected parties, regardless of race, colour, national origin, or income, in all decision-making processes related to the supplier's activities or those of its suppliers.
- VI. Engage transparently and constructively with suppliers, local communities, governments, non-governmental and advocacy organizations, and other stakeholders, including Indigenous groups, regarding the matters covered in this Code.

Supplier Code of Conduct (CoC)

VII. Seek third-party assistance, as appropriate, to assess compliance with this Code.

22. Provide Grievance Mechanisms

- I. Provide an operational-level grievance mechanism accessible to all employees, suppliers, and the public.
- II. Transparently inform stakeholders on their grievance mechanism, including how to access and use it.
- III. To end the violation or adverse impact, provide appropriate remedies for non-compliance.
- IV. Not retaliate against anyone who makes a good faith report of a violation of policy or law.
- V. Report suspected wrongdoing and concerns — including concerns about product safety — to Bühler Industries. Bühler Industries will not tolerate retaliation against its suppliers for bona fide reports of unethical or unlawful conduct by our employees or representatives.

Chapter 9- Reporting Mechanism

Suppliers are responsible for reporting to Purchasing Department of the Company suspected violations of law, the Bühler Industries Code of Conduct or this Supplier Code of Conduct.

Compliance Commitment Letter

From: Bühler Industries (Versatile & Farm King)
1260 Clarence Avenue Winnipeg, MB, R3T 1T2

To: All Business Partners

Subject:
Commitment to Forced Labor, Child Labor and Hazardous Materials Regulations Compliance Principles

We, Bühler Industries, are sending you this letter to confirm our commitment to preventing severe human rights violations, such as Forced Labor and Child Labor, and to ensure full compliance with legal requirements in these areas.

Bühler Industries is committed to respecting human rights at every stage of its business and supply chain conduct and preventing inappropriate Labour practices such as forced and child Labour. To this end, we are committed to taking all necessary measures to ensure full compliance with the relevant laws of the Canadian government and to follow international standards.

Through the following commitments, we declare that we have not violated and will not violate any directives, regulations, laws and regulations, both Government of Canada and internationally, relating to Forced Labor and Child Labor:

1. **Policy and Practices:** Our company policy strictly prohibits human rights abuses, such as Forced Labor and Child Labor, and sets standards.
2. **Supply Chain Management:** We require all business partners in our supply chain to comply with human rights standards and conduct regular comprehensive audits.
3. **Risk Assessment:** We continuously assess risky regions and sectors in our supply chain and take necessary preventive and corrective measures.
4. **Monitoring and Evaluation:** We have established an effective monitoring and evaluation mechanism to detect human rights violations and strive to improve this mechanism continuously.
5. **Stakeholder Collaboration:** We communicate effectively and cooperate with civil society organizations, local communities, and other stakeholders and consider their feedback.
6. **Training and Capacity Building:** We organize training to raise the awareness of our staff and business partners on human rights and provide support to build their capacities.

In line with these commitments, we reaffirm our commitment to prevent and comply with human rights violations such as Forced Labor and Child Labor.

As a supplier, we at Bühler Industries recognize the paramount importance of adhering to all applicable laws and regulations concerning hazardous materials, as stipulated by Canadian and USA regulatory bodies. We are committed to ensuring the safety of our products, employees, customers, and the environment.

We deeply understand that our operations involve the use of various materials and substances that may be classified as hazardous under Canadian and USA laws and regulations. Therefore, we are unwaveringly committed to complying with these requirements and providing assurance that our manufacturing processes are conducted with the utmost care and adherence to legal standards, all in the spirit of environmental responsibility.

Compliance Commitment Letter

Our compliance efforts encompass, but are not limited to, the following key areas:

1. **Identification and Assessment:** We conduct thorough assessments to identify hazardous materials used in our manufacturing processes, including but not limited to chemicals, heavy metals, fuels, lubricants, asbestos-containing materials, and electrical components.
2. **Regulatory Compliance:** We ensure compliance with all relevant Canadian laws and regulations, such as the Canadian Environmental Protection Act (CEPA), the Transportation of Dangerous Goods Act (TDGA), and applicable provincial and territorial regulations. Additionally, we adhere to pertinent USA laws and regulations, including those enforced by the Environmental Protection Agency (EPA) and the Occupational Safety and Health Administration (OSHA).
3. **Safe Handling and Disposal:** We implement stringent protocols for the safe handling, storage, transportation, and disposal of hazardous materials throughout our manufacturing facilities and supply chain. Our procedures are designed to minimize risks to human health, safety, and the environment.
4. **Employee Training and Awareness:** We take pride in our comprehensive training programs, ensuring our employees are not just knowledgeable, but fully equipped with the necessary skills for the proper handling and disposal of hazardous materials. We also foster a culture of environmental responsibility and compliance within our organization.
5. **Continuous Improvement:** We are resolutely committed to the ongoing evaluation and improvement of our environmental management systems. This dedication is aimed at enhancing our compliance efforts and, more importantly, minimizing the ecological footprint of our operations, paving the way for a more sustainable future.

By signing this compliance letter, we affirm our commitment to compliance with hazardous materials Laws and regulations in Canada and the USA. We acknowledge our responsibility to uphold the highest standards of environmental stewardship and regulatory compliance in our supply, manufacturing and operations. We agree to accept and comply with the **Buhler Industries Code of Conduct (CP-840-006, Rev 1.0)** at **www.buhlerindustries.com**. In this regard, we acknowledged that the CoC may be revised from time to time by Buhler at its sole unilateral discretion and agreed in advance to comply with all these revisions.

Sincerely yours,

Supplier Name:

Name: _____

Title: _____

[Signature of Company Official]