
Human Rights Statement

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This Human Rights Statement (hereinafter “**Human Rights Statement**” or “**Statement**”) specifies the commitment of Bucher Industries and each of its affiliates (each individually a “**Group Company**”, and collectively referred to as “**Bucher Industries**” or “**Bucher**”) to support and respect human rights for all people.

The objective of this Human Rights Statement is to provide a common framework for Bucher Industries’ responsibility to respect human rights and environment-related rights that are globally valid for all Group Companies and underlies all its business activities and relationships. In this Statement the term “human rights” includes environment-related rights or environmental concerns depending on the context.

This Statement clarifies:

- Bucher Industries’ objective that human rights are respected throughout the value stream;
- the relevant international human rights frameworks that Bucher Industries uses as guidance;
- the Bucher Industries’ salient human rights issues;
- Bucher Industries’ human rights due diligence (hereinafter “**HRDD**”) framework and governance to implement its human rights commitment.

1 Commitment

Bucher Industries recognises that business wherever it operates may potentially have an impact on human rights through its own operations or through business relationships along the value stream. Through this Statement and the HRDD framework, Bucher Industries aspires to lead by example in adopting responsible business practices in line with internationally proclaimed human rights. This means continuously taking steps to identify, mitigate and address human rights risks and impacts, embedding responsible business conduct in business processes, tracking and communicating performance and allow access to grievance and remedy in particular for people potentially affected (rightsholders).

2 International reference framework and salient human rights issues

2.1 International reference framework

Bucher Industries attaches great importance to high standards of business ethics and integrity including the support and respect of internationally proclaimed human rights as outlined in the following international reference frameworks:

- Universal Declaration of Human Rights (UDHR)
- The Ten Principles of the UN Global Compact
- ILO Convention No. 29 of 28 June 1930 concerning Forced or Compulsory Labour
- Protocol of 11 June 2014 to ILO Convention No. 29 of 28 June 1930 concerning Forced or Compulsory Labour
- ILO Convention No. 105 of 25 June 1957 concerning the Abolition of Forced Labour
- ILO Convention No. 138 of 26 June 1973 concerning the Minimum Age for Admission to Employment
- ILO Convention No. 182 of 17 June 1999 concerning the Prohibition and Immediate Action for the Elimination of the Worst Forms of Child Labour
- ILO-IOE Child Labour Guidance Tool for Business of 15 December 2015

- United Nations Guiding Principles on Business and Human Rights (UNGPs)
- Minamata Convention on Mercury of 10 October 2013 (Minamata Convention)

In addition, Bucher Industries complies with Swiss law, in particular regarding conflict minerals (Swiss Code of Obligations; DDTro) as far as applicable.

Based on this international reference frameworks and Swiss law, Bucher Industries summarises its most important expectations as follows, whereas the summary is not conclusive:

- **Prohibition of child labour:** Bucher Industries complies with all applicable laws, regulations and other legal provisions relating to the protection of children. In particular, Bucher Industries adheres to the prohibition of any child labour.
- **Prohibition of forced labour and oppression:** Bucher Industries does not use any form of forced labour and does not violate the prohibition of slavery, practices similar to slavery, servitude, or other forms of domination or oppression in the workplace environment.
- **Occupational health and safety:** Bucher Industries complies with the applicable laws, regulations and other legal provisions on occupational health and safety. To this end, Bucher Industries takes necessary measures to prevent occupational accidents and work-related health hazards and to reduce the risks for its employees in this regard.
- **Freedom of association:** Bucher Industries respects the right of its employees to form, join and work for associations for the promotion and protection of their economic, social and cultural interests. Bucher Industries also respects the right of such associations to operate freely and in accordance with the laws of the place of employment, and in particular ensures the right to collective bargaining and effective labour relations through engagement and social dialogue.
- **Equality and personality rights:** Bucher Industries values the individuality of each of its employees. Bucher Industries is an equal opportunity employer making no discrimination on the grounds of national and ethnic origin, social background, health status, disability, sexual orientation, age, gender, political opinions, religion, belief or the like.
- **Adequate wages and working conditions:** Bucher Industries pays its employees a wage which is based at least on the amount of any applicable collective agreement and, in the absence of a collective agreement, at least on the minimum wage established under the laws applicable at the place of employment. In addition, Bucher Industries grants its employees a reasonable limitation of working hours including breaks, regular paid holidays as well as payment on public holidays in accordance with the laws applicable at the place of employment.
- **Conflict minerals:** Bucher Industries expects its suppliers and other business partners who provide services for Bucher Industries not to use conflict minerals, i.e. minerals in respect of which there is a suspicion that the proceeds from their extraction are used to finance armed groups or conflicts, in particular tin, tantalum, tungsten and their derivatives, as well as gold from the Democratic Republic of Congo (DRC) or its neighbouring countries.

- **Corruption and bribery:** Bucher Industries does not engage in or participate in corruption, bribery, extortion, embezzlement, misappropriation, money laundering or terrorist financing.

Bucher Industries also expects its suppliers and business partners to follow the laws and regulations in the markets they operate and internationally recognised human rights and employment standards when providing services for Bucher Industries. Bucher Industries has summarised its expectations to its suppliers and business partners in a Supplier Code of Conduct. The Supplier Code of Conduct is attached to this Human Rights Statement as **Appendix 1**.

2.2 Salient human rights

Bucher Industries does not attribute more importance to one human right over another. However, for the implementation of its human rights commitment, Bucher Industries prioritises the following human rights issues (in alphabetical order) because they have been identified in the context of a human rights risk and impact assessment according to section 3.1 of this Human Rights Statement with third party experts as most salient under consideration of Bucher Industries business areas and the entire upstream and downstream value stream:

- Child labour
- Corruption and bribery
- Environmental issues impacting human rights (e.g., climate change, water)
- Fair wages
- Forced labour and modern slavery
- Freedom of association and collective bargaining
- Health and safety (OHS and product use)
- Working conditions

Whereby, as Bucher Industries is not active in critical sectors, the above mentioned salient human right issues generally have a higher likelihood for adverse impacts in the upstream value stream or the downstream value stream, but a lesser likelihood for adverse impact in Bucher Industries' own operations. The most severe adverse human rights impacts are expected beyond tier one suppliers. In line with the risks identified, Bucher Industries pays particular attention to the aforementioned international reference frameworks.

Bucher Industries recognises that the evaluation of the severity of potential impacts may change and that other issues may grow in importance over time.

3 Bucher Industries HRDD framework

Bucher Industries is committed to aligning its human rights due diligence (HRDD) framework with the above mentioned international reference frameworks with the aim to conduct HRDD throughout the business to proactively assess, identify, cease, prevent, mitigate actual and potential adverse human rights impacts on rightsholders. The HRDD framework set out in this section 3 shall guide the implementation of HRDD within Bucher Industries.

3.1 Human rights risk and impact assessment

In order to assess actual and potential human rights impacts, Bucher Industries regularly and occasion-related conducts a systematic human rights risk assessment and identifies its salient human rights issues under consideration of all internationally recognised human rights. The following key elements are considered while assessing and prioritising the human rights issues:

- **Scope:** considering Bucher Industries' own operation and the entire upstream and downstream value stream;
- **Risk to people:** Assessing the risks and impacts from the point of view of the potentially affected groups (rightsholders);
- **Human rights focus:** considering all internationally recognised human rights;
- **Sources of information:** using relevant internal and common external sources and consulting human rights experts;
- **Prioritisation:** identifying salient human rights issues considering
 - the **severity** which depends on the scale (impact on a human right, in particular with special attention to human rights impacts on people that may be at heightened risk of vulnerability or marginalisation), the scope (number of affected people) and the remediability (possibility to remediate the impact) on the one hand and
 - the **likelihood** (probability of a risk materialising) on the other hand.

Bucher Industries conducts enhanced due diligence through human rights impact assessments in high risk areas. This includes the consultation of and meaningful engagement with potentially affected groups.

3.2 Cease, prevent or mitigate adverse human rights impacts

Based on the results of the risk and impact assessment, in particular on the human rights risks and impacts, Bucher Industries defines measures and provides guidance for its divisions including guidance on appropriate measures to cease, prevent or (in case of limited ability to influence) mitigate adverse human rights impacts across their value stream. Depending on the specific situation, the measures may consist, for example, of developing and implementing appropriate procurement strategies and conducting human right-related trainings for Bucher Industries' employees. Where appropriate, a measure may also consist of on-the-spot checks on a supplier, in particular in case of critical or new suppliers. As an ultimo ratio, it may also be necessary, depending on the individual case, to terminate the business relationship with a supplier if the supplier commits human rights violations and fails to remedy them.

Bucher Industries differentiates between impacts which it causes through its own operations, which it contributes to together with others or which it may be linked to by its business relationships, to maximise its leverage and identify the most impactful measures. Where Bucher Industries ability to influence human rights issues is limited, it strives to enhance leverage through collaboration with other actors.

While all identified risks and impacts are considered when implementing measures, Bucher Industries and its divisions concentrate first on the most salient issues.

3.3 Embed and integrate respect for human rights

A human rights roadmap outlining the key measures, targets and responsibilities is approved by the board of directors and monitored by the Group Compliance Officer.

The roadmap is updated and revised annually and occasion-related to address potential new human rights risks and to continuously improve Bucher Industries HRDD framework. To the extent possible, human rights-related prevention and mitigation measures are integrated into division operations, incentive schemes, training programs, policies, management systems and decision-making mechanisms.

3.4 Track and communicate performance

The implementation of the human rights roadmap is monitored and tracked, for example based on feedback from relevant internal and external stakeholders, which is used to inform and support continuous improvement and ensure the effectiveness of Bucher Industries HRDD framework. Where possible, Bucher Industries strives to measure the impacts of its actions on the human rights of potentially affected people.

Bucher Industries communicates annually about human rights in its non-financial reporting as well as on its website.

3.5 Access to grievance and remedy

Bucher Industries attaches great importance to living a culture of shared responsibility. Anyone who has a concern regarding a possible violation of a human right can freely and with respect to confidentiality speak up, without fear of retaliation. Bucher Industries maintains a whistle-blower hotline, which enables in particular employees and potentially affected internal and external stakeholders to voice concerns related to potential compliance issues and potential issues related to human rights issues, including potential violations of this Human Rights Statement and the Bucher Code of Conduct. The hotline is operated by an independent, qualified, third-party service partner and allows to raise concerns anonymously. The compliance hotline covers all main languages and is available 24/7. Bucher compliance personnel confidentially answers the calls and forwards reports to the appropriate person within Bucher Industries for further investigation and a fair and adequate procedure for grievance and complaints lead by impartial personnel. Persons reporting concerns can later ask for follow-up information. The whistleblower hotline can be reached via all websites of Bucher Industries and its divisions (bucherindustries.com/en/whistleblower-system). Further information can be found in the whistleblower policy on the whistle-blower hotline.

In case adverse human rights impacts related to Bucher Industries business activities or linkages to its operations are identified, Bucher Industries is committed to taking timely and transparent action to remediate

in a fair and equitable manner. Where Bucher Industries finds impacts directly linked to its business relationships, it will use its influence to encourage its business partners (including in particular suppliers) to respect human rights, whether through collaboration and support, corrective action plans, suspension or termination of the business relationship on a case-by-case basis.

4 Scope of application

This Statement covers fully consolidated operations of Bucher Industries worldwide, including those of fully consolidated affiliates, and applies to all Bucher Industries employees and managers, including part-time and temporary workers as well as casual workers (e.g. day labour workers). Bucher Industries will regularly inform its employees and managers about its human rights strategy and the contents of this Human Rights Statement and train them in this regard, in particular in case of amendments and in case new human rights risks become apparent.

Bucher Industries also expects its customers, suppliers, business partners and other parties directly linked to its operations, products and services to respect human rights. Bucher Industries will use reasonable efforts to require its suppliers and business partners providing services to comply with its Supplier Code of Conduct (**Appendix 1**) wherever possible. In doing so, Bucher Industries will prioritise critical suppliers and critical business partners providing services.

5 Entering into force, implementation and responsibility

The Bucher Industries board of directors has approved this Statement which enters into force on December 1, 2023. It is issued in various languages.

This Statement will be reviewed periodically and updated as required to amend it to changed business processes, regulatory requirements as well as political and societal expectations.

All divisions have the responsibility to adhere to and implement this Statement in line with further policies and directives (e.g. Directive on Supplier Due Diligence) and applicable local laws, allocate adequate resources to relevant business functions, ensure that staff have appropriate legal and technical knowledge and that personnel involved are provided with appropriate tools and resources.

6 Communication

This Statement is made publicly available on the Bucher Industries corporate website in all relevant languages. It is also made available to the internal stakeholders.

7 Disclaimer

This Statement is subject to change and does not constitute the base for any legal claims by any employees or third parties with regard to Bucher Industries or any of its affiliates.

Bucher Industries AG



Philip Mosimann

Chairman of the Board of Directors



Jacques Sanche
CEO