
Employee Policy

1 October 2022

Philip Mosimann
Chairman

Jacques Sanche
CEO



1 Introduction

Bucher Industries Employee Policy is based on Art. 2 and 9 of the Code of Conduct. It is the foundation for the Bucher working and leadership culture, its employee relations and human resource management. This policy applies to all Bucher Industries' divisions and business units and provides a framework to guide employee regulations and initiatives.

2 General statement

We are committed to the non-discriminatory recruiting, training and development of our employees and ensure a safe and healthy workplace. We are dedicated to creating a work environment that facilitates job satisfaction and fosters a diverse and inclusive culture and we encourage employee retention. Fair working conditions and appropriate remuneration ensure a proper balance between employee interests and business needs.

We respect and promote human and labour rights in all our operations, business activities and business relationships. We do not use or tolerate forced, compulsory or child labour.

We are a signatory of the UN Global Compact and fully endorse the enshrined principles on human rights and labour, as outlined in principles one to six.

We conduct business in compliance with legal requirements and regulations regarding employee and labour relations, health and safety, diversity as well as human rights in the countries in which Bucher Industries is active. Management and employees are responsible for understanding and acting in compliance with the legal requirements that are relevant to their jobs.

3 Awareness creation, management, monitoring and performance reporting

We create and promote a common understanding of employee relations and human resource management. We raise and foster awareness for human rights throughout Bucher Industries and proactively ensure compliance. We maintain an active communication with our external stakeholders.

We translate our commitments into actions by setting corporate objectives, implementing them through our existing management and control systems (including internal audits) and monitor and report annually on our performance in accordance with applicable reporting standards. The divisions implement programmes and initiatives to help reach these corporate objectives.

4 Human rights

Respect for human rights is firmly rooted in our core values. We uphold the international human rights principles from the Universal Declaration of Human Rights, the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises and the International Labour Organization's Conventions, as well as applicable laws of jurisdictions in which Bucher Industries operates. Where national law and international human rights standards differ, we will seek to follow the higher standard where possible.

We are committed to adhering to and promoting human rights and believe them to be fundamental in the development of human beings. We prohibit any engagement in forced, compulsory or child labour, human trafficking or modern slavery. We expect the same standards from our supply chain partners.

5 Health and safety at work

Health and safety on our sites is our top priority. We strictly adhere to all relevant laws and regulations on occupational health and safety and operate our facilities in accordance with such requirements.

At all our sites, we ensure adequate work environments to protect the health of our employees and third parties, prevent accidents at work and control the risks to health in the use, maintenance, handling, storage and transportation of machines, goods and substances.

To raise awareness and ensure safe working processes, qualified health and safety managers, coordinators and specialists train and support our employees and third parties working at our sites to ensure health and safety at work and raise awareness of potential issues. We use dedicated management systems (e.g. ISO 45001) and follow applicable rules and regulations on the handling of hazardous substances and toxic waste (e.g. REACH, RoHS and CE). We conduct regular internal or external audits to ensure proper implementation of health and safety regulations.

6 Fairness and equality

All employees working for Bucher Industries may expect a work culture that fosters mutual respect, openness and individual integrity. Workplace violence, including threats, threatening behaviour, harassment, intimidation or any other inappropriate behaviour is not tolerated. In recruiting, training and development we are committed to promote based on qualifications, skills, proper behaviour and performance to create equal opportunities and counteract biases in all forms. We are an equal opportunity employer making no discrimination on the grounds of age, gender, sexual orientation, race, national origin, religion, or physical or mental disability. We provide trainings and offer support processes aimed at avoiding biases. Bucher Industries adheres to the practice of equal pay for equal qualifications in accordance with local laws and regulations. We believe in hiring locally and promoting from within for all levels of employment and explicitly for leadership positions.

With our whistle-blower system, employees and business partners are encouraged to report violations or breaches of any laws, regulations or internal rules. Bucher Industries also follows up on anonymous reports and reporting in good faith does not result in any disadvantage to the reporting employee.

7 Empowerment of employees

Bucher Industries' success in designing, engineering, manufacturing, distributing and supporting specialised machinery and vehicles is based on the excellent work of its employees worldwide. All our employees are key to the long-term success of Bucher Industries and are provided with the means to make the best use of their skills, qualifications, strengths and expertise.

The involvement of employees through various feedback systems and regular appraisal interviews fosters a diverse and inclusive leadership culture. Our feedback culture is supported by the consistent provision of information, training and development of employees, as well as the proactive exchange of views and constructive feedback between employees and management.

We foster a performance-based culture with performance reviews, provide on- and off-the-job training and challenge employees with additional or new responsibilities to develop leaders from within.

8 Labour relations

We are committed to an active social dialogue with employee organisations. We have an open dialogue culture with regular employee briefings and informal meetings to update employees on the course of business, followed by question-and-answer sessions. We ensure freedom of association, the right to collective bargaining and effective labour relations through engagement and social dialogue, all in accordance with local applicable laws and regulations.

9 Disclaimer

This Employee Policy 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. The legal relationship between employee and Bucher Industries and its affiliates is exclusively governed by the employment agreement in conjunction with local applicable laws.

10 Implementation and entering into force

Each division president is responsible for implementing this policy in his/her division. The management of each division ensures that the items covered by this policy are included in their corresponding regulations and practices.

The Bucher Industries board of directors has approved this policy. It enters into force on 1 October 2022.

Bucher Industries AG



Philip Mosimann
Chairman of the Board



Jacques Sanche
CEO