

Bucher Municipal Ltd
Modern Slavery Policy Statement 2026

Organisation

This statement applies to Bucher Municipal Ltd (referred to in this statement as "the Organisation" or "Bucher"). The information included in the statement refers to the financial year 2025

Definitions

The Organisation considers that modern slavery encompasses:

- human trafficking
- forced work, through mental or physical threat
- being owned or controlled by an employer through mental or physical abuse or the threat of abuse
- being dehumanised, treated as a commodity or being bought or sold as property
- being physically constrained or to have restriction placed on freedom of movement.

Commitment

The Organisation acknowledges its responsibilities in relation to tackling modern slavery and commits to complying with the provisions in the Modern Slavery Act 2015. Bucher understands that this requires an ongoing review of both its internal practices in relation to its labour force and, additionally, its supply chains.

Bucher does not enter into business with any other organisation, in the United Kingdom or abroad, which knowingly supports or is found to involve itself in slavery, servitude and forced or compulsory labour.

The organisation is absolutely committed to preventing slavery and human trafficking in its corporate activities, and to ensuring that its supply chains are free from slavery and human trafficking.

Our Mission

"We are aware of our responsibility to society and the environment for ensuring roads and public spaces are kept clean and safe, and we live up to it by focusing on functional engineering, environmental integrity, and driving comfort."

Organisational structure

Bucher Municipal Ltd is a world leading manufacturer of outdoor surface cleansing equipment. The company is owned by Bucher Industries AG based in Zurich, Switzerland and is located in the United Kingdom at Dorking in Surrey with six regional service centres across the UK. Bucher Municipal sells its road sweeping products to over 80 countries worldwide providing a full range of road cleansing solutions, parts and after sales support.

Policies

Recruitment policy: The organisation requires an individual's eligibility to work in the UK be ascertained before an offer of employment is made.

The organisation takes its legal responsibility seriously to ensure employees have the right to work in the UK and appropriate documents and records are maintained.

Whistleblowing policy: The organisation operates a Whistleblowing policy that can be found within the Company Handbook supplied to all employees. Individuals are encouraged to report wrongdoing which extends to human rights violations like modern slavery.

Employee code of conduct: The organisation's code makes clear to employees the actions and behaviour expected of them when representing the organisation. The organisation strives to maintain the highest standards of employee conduct and ethical behaviour when operating abroad and managing its supply chain.

All employees receive a copy of the organisation's Code of Conduct. It is mandatory that upon receipt they sign and return an acknowledgement slip to confirm understanding and compliance with this directive. Selected employees also receive mandatory e-training within the first year of their employment.

Equality and diversity: This policy champions equality, diversity and human rights as defining values of society. It promotes equality of opportunity for all, giving every individual the chance to achieve their potential, free from prejudice and discrimination.

Supply chain

Bucher Municipal purchases materials and components from a wide supplier base including companies based outside the European Union. Where relationships exist, these suppliers will be expected to confirm that they are in compliance with the Modern Slavery Act 2015.

Supplier code of conduct: Our Supplier Code of Conduct defines the required social standards and business ethics that we expect from our suppliers including the prevention of modern slavery. Formal acceptance of this code of conduct is a mandatory requirement of doing business with Bucher Municipal Ltd.

Due diligence in relation to modern slavery

Bucher Municipal carries out due diligence processes in relation to ensuring slavery and/or human trafficking does not take place in its organisation or supply chains, including conducting a review of the controls of its suppliers using a sustainability software package.

All suppliers are screened to identify ESG risk, including human rights and labour compliance.

Staff awareness

Staff are able to view and download a copy of the Modern Slavery Policy Statement from our company website.



Samantha Taylor
HR Director



Steve Hurst
Purchasing Director

January 2026