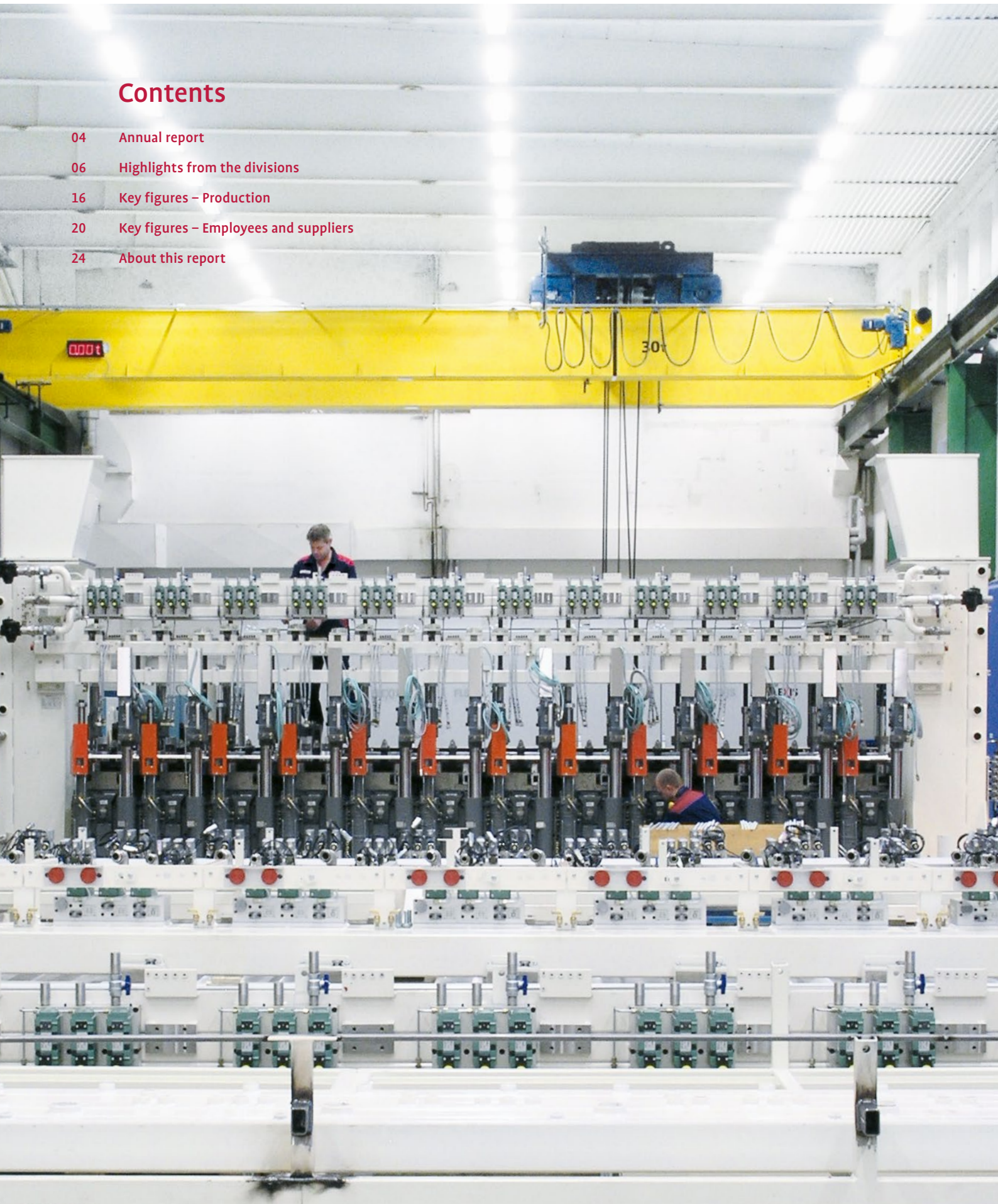


Sustainability Report 2014



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For Bucher, the concept of sustainability stands for corporate management with a long-term perspective

The present sustainability report and those published between 2011 and 2013 were prepared in accordance with the G3 standard of the Global Reporting Initiative (GRI), Application Level C. Under “Division highlights”, we report on selected sustainability projects, while the “Key figures” section has details of the indicators relevant to the company, covering the environment, employees and suppliers. As in previous years, the GRI Index related to this sustainability report is available as a separate document. All the documents relevant to Bucher sustainability reporting can be downloaded at <http://www.bucherindustries.com/en/about-us/sustainability>.

Image:
Bucher Emhart Glass
AIS-glass-forming machine.

Annual report

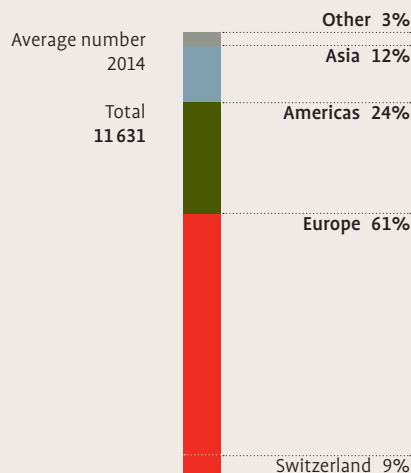
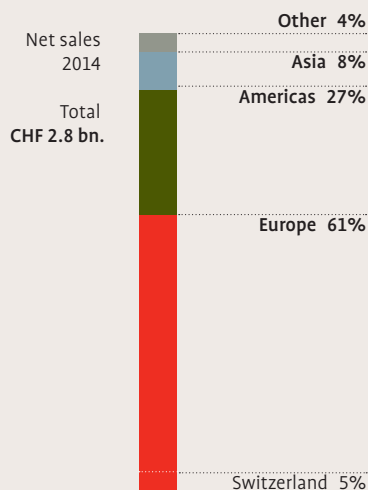
Dear readers

This is the fourth year in which Bucher Industries has published a sustainability report, so the Group can now monitor the progression of key figures relating to production and employees over four years. The impact of investments in sustainable projects is not immediate; the effect is long-term. The next challenge for Bucher Industries is to understand this effect and work out appropriate measures that make economic and ecological sense. Apart from the 2014 key figures relating to the environment and employees, this year's report presents selected sustainability projects from our various divisions. The separate GRI Index has details of the GRI indicators.

Energy consumption across the Group decreased year on year by 6%, in spite of a 4% rise in sales in the 2014 reporting year. Compared with the respective sales figures, all divisions recorded a decrease in energy consumption. This positive trend was due to the energy-saving measures implemented and the mild winter in Europe. Examples of the energy-saving measures are the introduction of a new energy management programme and a new

paint-spraying facility at a Bucher Municipal plant in Great Britain and an innovative building management system at a Kuhn Group plant in France. The 2% decrease in CO₂ emissions was less pronounced than the fall in energy consumption. This was due to the rising energy requirements at plants in countries with higher CO₂-intensive production, above all China and Malaysia.

Key figures relating to employees showed no significant changes compared with 2013. The ratio of permanent to temporary employees was practically unchanged, as was that of full-time to part-time staff. The distribution of age groups showed no significant changes at Group level. Demographic and social trends reflected those in the respective countries. For example, our works in Malaysia and China employ far fewer over-50s than our plants in Europe and the USA. Similarly, the ratio of female to male employees hardly changed. The proportion of women was around 14% – the same as last year. This quota is normal in mechanical engineering manufacturing.



Data source:
Bucher Group,
31 December 2014

It is planned to implement the new GRI G4 guidelines in time for the next sustainability report in 2015. The GRI Guidance on Defining Report Content and associated principles have been applied as far as possible in the reporting process since 2013. Already in 2012, more than 50 managers from across the Group took part in a workshop on issues and questions relating to sustainability. Those attending determined which topics and indicators are essential for Bucher. The topics defined on that occasion were prioritised as follows: economic performance, energy, water, emissions and waste, employees (diversity, training and continuing education), compliance (combating corruption), customer safety and customer satisfaction. With a view to the forthcoming implementation of the GRI G4 guidelines, the priorities will be reviewed in the course of the current year through internal discussion and also in dialogue with stakeholder groups.

Niederweningen, 30 June 2015



Philip Mosimann
CEO Bucher Industries AG

CHF million		change in			
	2014	2013	%	% ¹⁾	% ²⁾
Order intake	2 742.1	2 718.2	0.9	2.3	-0.4
Net sales	2 805.6	2 690.8	4.3	5.8	2.7
Order book	788.9	850.4	-7.2	-6.2	-6.4
Operating profit (EBITDA)	349.8	371.1	-5.7		
As % of net sales	12.5%	13.8%			
Operating profit (EBIT)	257.2	287.1	-10.4		
As % of net sales	9.2%	10.7%			
Profit/(loss) for the year	189.7	196.2	-3.3		
As % of net sales	6.8%	7.3%			
Average number of employees during year	11 631	10 788	7.8		4.2

Data source:
Bucher Group,
31 December 2014

¹⁾ Adjusted for currency effects

²⁾ Adjusted for currency, acquisition and disposal effects

Kuhn apps: because less is more

Kuhn apps help farmers adjust their Kuhn spraying or tillage machinery with maximum efficiency. Kuhn apps make it easier for farmers to get seed, fertiliser and crop-protection agents into the ground economically.

Kuhn Group has developed a number of apps which farmers can download to their smartphones and use to facilitate adjustments to their Kuhn seed drills (app: Kuhn Seeders Calibration Assistant) or precision-drilling machines (app: Kuhn PreciSeed). The apps guide them through the wide range of settings available for their machinery. Parameters that can be inputted into the app include the model and working width of the machine, the number of seed rows and the spacing between them, the type and quantity of seed, the density and depth of drilling, or the desired amount of fertiliser or plant chemical to be applied. The apps then display the optimum settings for the machine. The setting is tested by the farmer in the field and adjusted where necessary. Then the farmer can save the setting, and the next time the machine is used for the same job, one click is all it takes to display the preferred setting.

Apps increase efficiency for both the farmer and Kuhn Group. If the apps weren't there to help, farmers would have to invest valuable time gathering the necessary information whenever they needed to alter or optimise the

settings for their crop sprayer or seed drill. This would involve an Internet search or telephone calls to Kuhn dealers or Kuhn Group directly. This is where the apps offer advantages for all concerned, reducing workload and saving time.

Apps reduce the risk of overspraying or overfertilising. Thanks to the precise settings of the machinery, reduced quantities of fertiliser and crop protectants can be accurately applied. Seed can also be used more sparingly. Seeds, fertiliser and crop protectants, are very costly agricultural commodities. Using them as economically as possible has the additional advantage of reducing farmers' expenditure.

The first apps, designed to determine the settings for Kuhn crop sprayers and seed drills, were launched by Kuhn Group in November 2011 and August 2012 respectively. The latest updates for these apps were introduced in May 2014. The apps are very popular with farmers. To date, Kuhn Group has registered around 27 000 downloads. The app for setting up precision-drilling machines (Kuhn PreciSeed) has been available since March 2014 and has already been downloaded about 3 000 times. These numbers qualify the benefits that these apps procure to the farmers, which equally mean advantages for our environment. The next app being developed is Kuhn SpreadSet. With just a few clicks, farmers will be able to enter the optimum settings on their Kuhn fertiliser spreader for any type of fertiliser used.

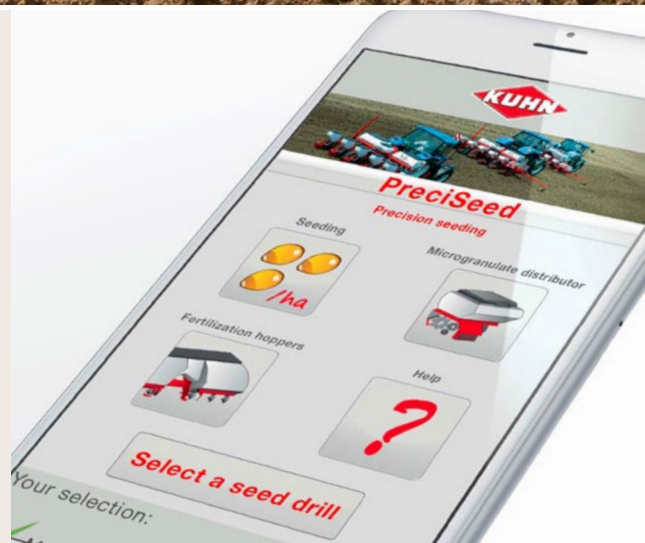
Examples of specifications with Kuhn PreciSeed app

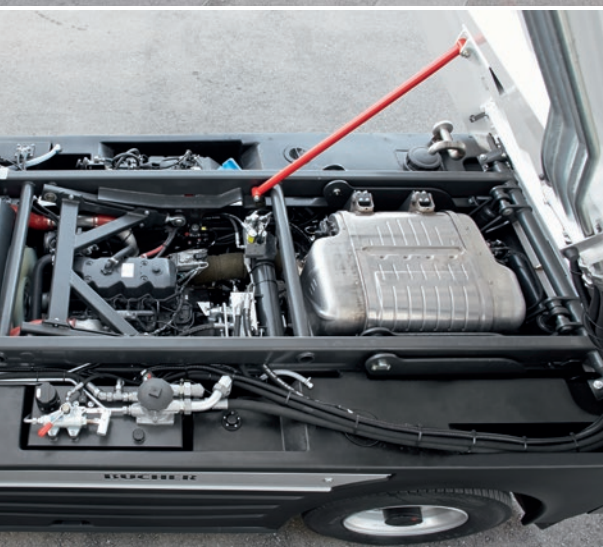
1	Optimal setting for seeding density, distance between seeds and gearbox ratio
2	Setting of best outlet opening for microgranulator
3	Setting of exact amount of fertiliser per determined area
4	Deviations of optimal settings



1
The Kuhn power harrow
and seed drill combination
“Combiliner Venta”.

2/3
Kuhn “Preciseed” app installed
on a smartphone.





1/2
CityCat 5006:
cleverly integrated,
high-volume exhaust
gas purification system.

3
Reduced noise levels
in the ergonomically
designed driver's cab.



CityCat 5006: new sweeper with lower emissions

Bucher Municipal scored a world first in 2014 when it launched compact sweepers with lower fuel consumption and noise emissions, compliant with the Euro 6 emission standard.

A survey conducted by Bucher Municipal among major customers running fleets of at least 30 vehicles showed the wide range of demands placed on sweepers: lowest possible maintenance and running costs, reduced polluting exhaust and noise emissions as well as greater driving comfort. The satisfaction of these requirements was the goal of the engineers at Bucher Municipal when they were developing the new compact sweeper CityCat 5006.

The CityCat 5006 sets new standards as well as complying with the rigorous Euro 6 emission regulations. It achieves this thanks to a low-emission diesel engine with AdBlue injection and exhaust-gas aftertreatment. Diesel consumption was reduced from 11 to 6 litres per working hour. This alone is enough to greatly reduce the vehicle's operating costs. The use of hydraulic pipes made of stainless steel instead of hoses reduces wear and tear on parts and has a positive impact on maintenance costs.

Early compliance with the Euro 6 emission standard, whose lower emission limits can only be achieved with significantly reduced fuel consumption, was particularly important to Bucher Municipal. The challenge facing the development team consisted in fitting the large-volume exhaust-gas purification system as compactly as possible into the CityCat 5006 without greatly increasing the vehicle's size, while achieving the same level of performance as the previous generations of sweepers. At the same time, the vehicle had to match the driving comfort of a standard commercial vehicle cabin as well as offering reduced wear and tear on parts and lower noise emissions. Simple, intelligent solutions and a new chassis build met customer demands to the full.

The noise level in the driver's cab is only 63 dB(A), a perceived volume that is roughly half that of comparable traditional models. The driver's cab is fitted out to the latest ergonomic standards and extensively glazed. It offers a high level of comfort and unparalleled low levels of noise and vibration. Drivers can get all the information essential for their work from a simple, at-a-glance readout on the large, seven-inch central display. The usual sweeper routes and other self-programmed data can be pre-set. The CityCat 5006 also has a self-cleaning function.

The CityCat 5006 was launched in May 2014 at the IFAT in Munich. The new compact sweeper was extremely well received by customers. Demand has exceeded all expectations, with orders exceeding those achieved in previous years by the predecessor model.

CityCat 5006 data	(predecessor model in brackets)
Weight	5000 kg payload (5000 kg)
Fuel consumption	6 litres per working hour (11 litres per working hour)
Sound power level	63 dBA in the cab (70 dbA)
Hopper	5 m ³ (4 m ³)
Water tank	880 litres (730 litres)

India: new experience for employees

Since 2014 Bucher Hydraulics has been operating a modern production site it owns near New Delhi with state-of-the-art working conditions. Employee involvement in the construction and relocation stages as well as the introduction of the latest production processes offered a unique opportunity for staff to learn more about modern technologies and processes.

The new, division-owned production plant in Gurgaon near New Delhi has 4 800 m² for production operations and 1 200 m² of office space, as opposed to 1 500 m² for production and half as much space for administration at the old, rented works. The layout of the new plant was elaborated by the local management in collaboration with specialists from locations of Bucher Hydraulics in Europe. Today, the production facilities in India are deploying wherever possible the same or similar processes, manufacturing technology and quality standards as the Bucher Hydraulics plants in Europe and the USA.

Working conditions for employees were significantly improved as a result of the relocation. The factory area and offices have generously proportioned windows which

admit plenty of daylight into the indoor spaces. The offices and outdoor lighting are equipped with low-energy LED light technology. A ventilator and air-filter system ensures cool, even temperatures and good air quality. These factors significantly improve the working conditions of the employees and reduce fatigue. The new, well-defined material flow enables employees to complete tasks efficiently and safely, and so prevents accidents.

Modern production technologies and processes were introduced in the new plant. The employees were fully involved in the installation of new machines and equipment and the implementation of new procedures. They were also given training in the operation of the new machines, with the insourcing of the processing of parts being one example. This practical training course is of great benefit. The establishment and operation of a new plant with state-of-the-art technology has enabled the employees in India to acquire a great deal of new experience and know-how. They are proud to be a part of this success.

Customers and suppliers also responded very positively. The investment by Bucher Hydraulics in the new, modern plant in India impressed suppliers and customers there in equal measure. This visible proof of the division's whole-hearted and long-term commitment significantly strengthened confidence in the seriousness of the professional partnership with Bucher Hydraulics. Audits by major customers were consistently positive.

New production plant in Gurgaon, India

Total investments	CHF 3.9 million
Production area	1 500 m ²
Offices	600 m ²
Personnel by end of 2014	82



1
Modern technology
for quality assurance of
hydraulic components.

2/3
In the light-filled produc-
tion buildings, ventilator
and air-filter systems
ensure pleasant working
conditions.

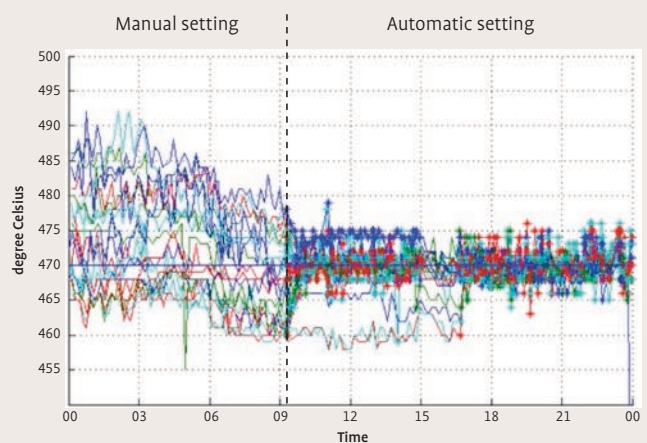




1
Manual temperature control on the glass-forming machine entails risk of injury.

2
The graph shows that the FlexIS Blank Cooling Control system significantly reduces temperature fluctuations compared with manual measurement (see graph).

Fluctuations in temperature of blank



Product innovation: increased safety and productivity

Manual interventions in operations with glass-forming machinery give rise to a risk of injury. The introduction of automation solutions using servo technology makes operation of the machinery safer and increase productivity and product quality.

Glass container manufacture is a delicate process. The mass of molten glass to be formed reacts immediately to fluctuations in temperature. To ensure that the glass container produced is of high quality, the temperature of the blank mould is monitored during the glass-forming process. These checks involve the customer's operating personnel turning off the relevant section of the glass-forming machine and taking manual temperature readings on the hot machine. There is a loss of productivity with every switch-off, and handling the hot machine endangers the operating personnel.

Increased safety and productivity is offered by the innovative monitoring system FlexIS Blank Cooling Control. The system automatically monitors and regulates the target temperature of the glass container blank. It is no longer necessary to turn the machine off, with a resulting loss of productivity, nor for customer personnel to carry out manual temperature readings on the hot machine. As a result, the productivity of the glassworks

is increased and the risk of injury to personnel reduced. The quality of the glass containers is improved thanks to the constant temperature of the blank. And the incidence of rejects in the glass-forming process is reduced, which has a positive effect on energy usage.

The FlexIS Blank Cooling Control system from Bucher Emhart Glass was developed in collaboration with Jetter AG, Germany. The system is based on servo-electric and sensor technology using closed control loops. The customer's operating personnel can enter the target temperature of the glass container blank via a screen. The control system takes continuous readings and compares these with the programmed target temperature. If there are any discrepancies, the system automatically calculates the correction required and applies it by modulating the air cooling. As a result, fluctuations in the temperature of the blank are significantly reduced in comparison with manual control (see table), improving the quality of the glass container.

Bucher Emhart Glass launched FlexIS Blank Cooling Control in 2013. This system can be retrofitted to the customer's Bucher Emhart Glass IS-glass-forming machinery or delivered as an additional, built-in option on new machines. The system was very well received in the market, initially by European customers. The positive experience in Europe led to a worldwide market breakthrough in 2014, with orders from customers in the Americas and South Africa.

Advantages for customers

+ Increased safety for personnel operating machine
+ Higher quality of glass containers
+ Fewer rejects and lower energy usage
+ Higher productivity

Energy targets: Bucher Unipektin supports municipalities

Many municipalities in Europe have set themselves targets for energy consumption. In support of their efforts, Bucher Unipektin has developed its largest-ever press for dewatering sewage sludge, with a capacity of 12 000 litres.

Constantly improving energy efficiency in the operation of municipal facilities is a key factor for local authorities in the drive towards achievement of energy targets. To help them reach these targets, Bucher Unipektin has developed its largest-ever sludge press, HPS 12007, with a capacity of 12 000 litres. It can be deployed for dewatering municipal sewage sludge or industrial sludges. The HPS 12007 consumes 18 kW, only slightly more than the previous models with capacities of 6 000 and 7 500 litres respectively. Thanks to the much greater throughput of the new model, the specific energy consumption for sludge dewatering is reduced by 35–45%.

The great advantage of the HPS sludge presses is the low water content of the dewatered sludge. The lower the water content of the press filter cake, the more suitable it is for incinerating directly, without additional energy input, and the lower the transport costs as a result.

In this respect, Bucher Unipektin's sludge presses are unique. They outperform all conventional technologies: in conventional municipal sewage sludge they achieve a dry matter content in the filter cake of up to 35%; in thermally pre-treated municipal sewage sludges up to 45%.

Thanks to innovative technologies, the new HPS 12007 delivers a high level of energy efficiency and outstanding performance. Bucher Unipektin uses an innovative hydraulic system combined with a hydraulic power unit that performs all the hydraulic functions of the press through independently working, highly efficient components and control systems. By optimising the configuration of the components on the basis of complex finite-element calculations, the Bucher Unipektin engineers were able to reduce the specific weight of the HPS 12007 by 20% compared with the older models, a further contribution to conserving resources and lowering primary energy consumption.

Up to 15% lower capital expenditure for investment in a sludge dewatering system using the HPS 12007 system is a further advantage for customers. In addition to the improved price-performance ratio for machine installation, the significant reduction in the space required and the resulting lower building costs also contribute to improving cost effectiveness.

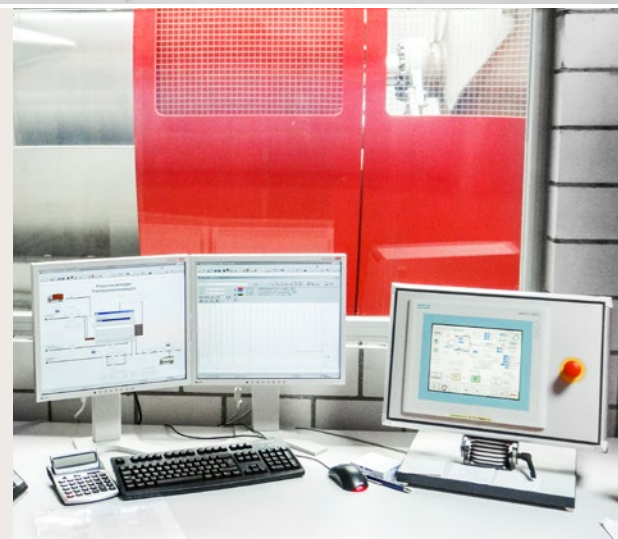
HPS 12007 data

Weight	27 tonnes
Volume	12 000 litres
Throughput	25 t/h
Energy consumption	18 kW
Dry matter in filter cake	
conventional municipal sewage sludge	up to 35%
thermally pre-treated municipal sewage sludge	up to 45%



1/2
Bucher Unipektin's HPS sewage sludge press produces a filter cake with very high dry matter content.

3
Process visualisation of the control system in a fully automated HPS press.



Key figures: production

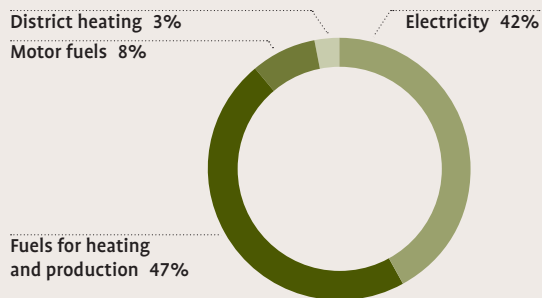
Production sites The world map shows all 42 of the Group's production plants. For the present report, data collection for the key performance indicators took in 32 important production sites, where 80% of sales are generated and 90% of employees work.

Data source: 31 December 2014



Energy consumption by activity

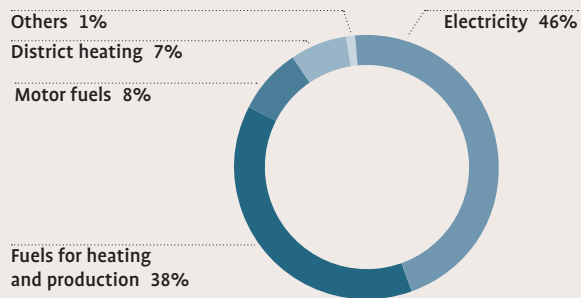
Total: 347 471 MWh



Data source: 32 Group production sites

Greenhouse gas emissions by activity

Total: 91 074 tCO₂e



Environmental indicators Worldwide data collection for the environmental indicators was standardised. In the reporting year, Jetter AG was included for the first time and the 2013 sustainability key figures were restated to include Jetter AG.

Bucher Group environmental indicators

	in %	2014	in %	2013	change
Energy consumption in MWh total		347 471		367 834	– 6%
Electricity	41%	143 814	39%	141 911	+ 1%
District heating	3%	11 362	3%	9 573	+ 19%
Heating fuels total	47%	164 488	51%	188 619	– 13%
Heating oil		8 422		11 318	
Natural gas		143 495		164 791	
LPG/propane		11 581		11 651	
Wood		664		535	
Diesel (emergency power)		326		324	
Motor fuels total	8%	27 808	8%	27 731	+ 0%
Diesel		15 439		15 672	
Petrol		6 910		5 578	
LPG/propane		5 165		6 175	
Biodiesel		25		31	
Bioethanol		268		275	
CO₂ emissions in tCO₂e total		91 074		93 241	– 2% ¹⁾
Scope 1 total	47%	42 784	51%	47 860	– 11% ²⁾
Heating fuels		34 673		39 859	
Motor fuels		7 037		6 996	
Volatile gases		1 006		936	
Process emissions		67		69	
Scope 2 total	53%	48 290	49%	45 381	+ 6% ³⁾
Electricity		42 011		40 482	
District heating		6 279		4 899	
Biogene CO₂ emissions		347		298	
Third-party sales of energy		– 690		– 780	
Water consumption in m³ total		399 120		371 382	+ 7%
Drinking water		205 928		200 683	
Process water		93 192		79 143	
Collected rainwater		100 001		91 556	
Waste water in m³ total		366 852		341 610	+ 7%
Communal wastewater treatment plant		365 353		339 872	
Seepage water		657		1 050	
Release into water bodies		435		360	
External processing		407		328	

¹⁾ Greenhouse gas inventory: calculated in accordance with the Greenhouse Gas Protocol and ISO-standard 14064-1

²⁾ Scope 1: emissions from direct energy usage and non-energetic processes

³⁾ Scope 2: emissions from indirect energy usage Note: At US locations, the more up-to-date emission factors of US EPA were used; as a result the CO₂ emission levels for 2013 have been adjusted. Jetter AG was added as a new location

Divisional environmental indicators

Kuhn Group					Bucher Municipal				
		2014	2013	change		2014	2013	change	
Energy consumption in MWh	total	199 372	219 817	– 9%	Total MWh	25 129	27 430	– 8%	
Electricity		78 814	79 642	– 1%		9 498	8 802	+ 8%	
District heating		–	–			–	–		
Heating fuels		101 896	121 345	– 16% ¹⁾		10 879	14 067	– 23% ³⁾	
Motor fuels		18 662	18 831	– 1%		4 752	4 560	+ 4%	
CO₂ emissions in tCO₂e	total	41 869	45 702	– 8%	Total tCO₂e	7 993	8 474	– 6%	
Scope 1		25 678	29 657	– 13%		4 180	4 968	– 16% ³⁾	
Scope 2		16 190	16 045	+ 1%		3 813	3 506	+ 9%	
Water consumption in m³	total	228 108	201 802	+ 13% ²⁾	Total m³	46 082	35 358	+ 30% ⁴⁾	
Waste water in m³	total	205 392	185 451	+ 11% ²⁾	Total m³	45 669	33 830	+ 35% ⁴⁾	
Bucher Hydraulics					Bucher Emhart Glass				
		2014	2013	change		2014	2013	change	
Energy consumption in MWh	total	40 690	40 227	+ 1%	Total MWh	70 602	68 069	+ 4%	
Electricity		28 120	26 592	+ 6%		23 359	22 925	+ 2%	
District heating		427	417	+ 2%		10 935	9 156	+ 19% ⁶⁾	
Heating fuels		10 695	11 792	– 9%		35 789	35 487	+ 1%	
Motor fuels		1 449	1 426	+ 2%		519	501	+ 4%	
CO₂ emissions in tCO₂e	total	15 218	14 709	+ 3%	Total tCO₂e	23 324	21 537	+ 8%	
Scope 1		3 093	3 271	– 5%		7 777	7 715	+ 1%	
Scope 2		12 125	11 437	+ 6%		15 547	13 822	+ 12% ⁶⁾	
Water consumption in m³	total	27 629	32 929	– 16% ⁵⁾	Total m³	90 688	95 684	– 5%	
Waste water in m³	total	20 780	21 081	– 1%	Total m³	88 399	95 639	– 8%	
Bucher Specials									
		2014	2013	change					
Energy consumption in MWh	total	11 678	12 291	– 5%					
Electricity		4 023	3 951	+ 2%					
District heating		–	–						
Heating fuels		5 229	5 928	– 12% ⁷⁾					
Motor fuels		2 427	2 412	+ 1%					
CO₂ emissions in tCO₂e	total	2 670	2 820	– 5%					
Scope 1		2 056	2 249	– 9%					
Scope 2		614	572	+ 7%					
Water consumption in m³	total	6 612	5 608	+ 18% ⁸⁾					
Waste water in m³	total	6 612	5 608	+ 18%					

¹⁾ Kuhn Group: Decrease in heat requirements due to a milder winter in Europe and energy-saving measures.

²⁾ Kuhn Group: Increase in water consumption at certain locations for various reasons, including higher output.

³⁾ Bucher Municipal: Decrease in heat requirements owing to a milder winter in Europe and energy-saving measures, e.g. in building insulation and production processes.

⁴⁾ Bucher Municipal: Higher water consumption, primarily because of an underground leak, which was repaired during 2014.

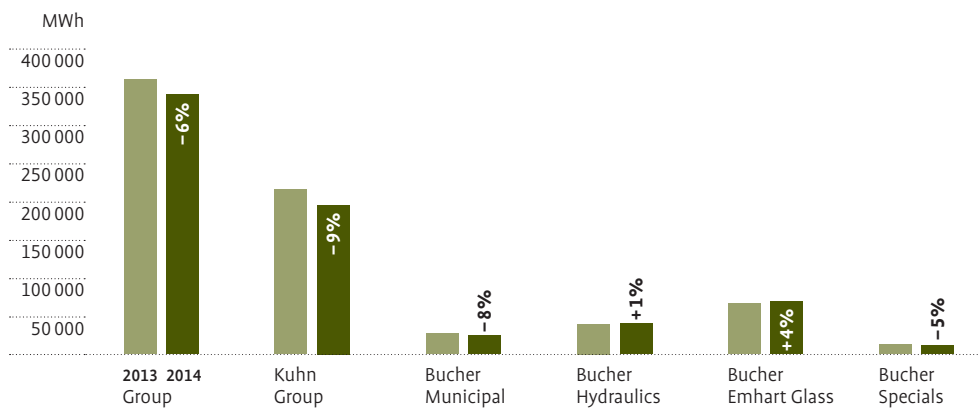
⁵⁾ Bucher Hydraulics: Decrease in water consumption thanks to an improvement in the cooling process at one location.

⁶⁾ Bucher Emhart Glass: Increase in district heating requirements because of new paint-spraying facility with a drying process.

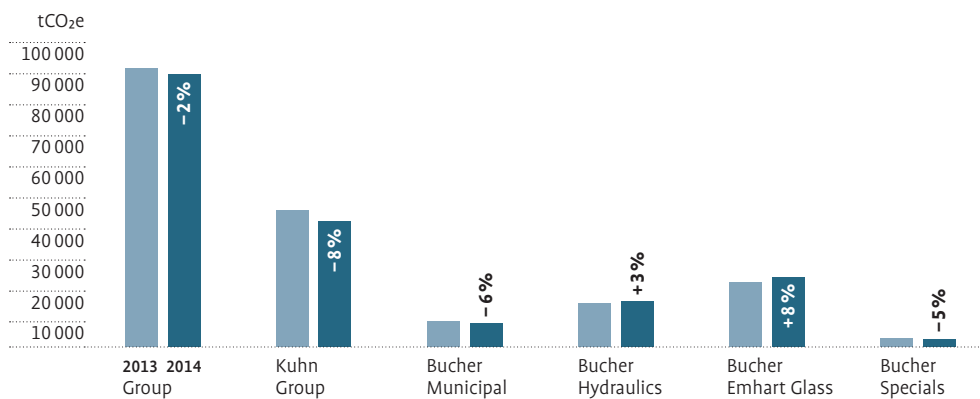
⁷⁾ Bucher Specials: Increased heat requirement due to the harsher winter in Europe and North America as well as higher output.

⁸⁾ Bucher Specials: Increase in water consumption owing to production of a new grape press.

Energy consumption – Group and divisions In the reporting year, energy consumption at Group level fell by 6%, despite a 4% increase in sales. This encouraging development is based on energy-saving measures at Kuhn Group, Bucher Municipal and Bucher Specials, as well as a mild winter in Europe. Costs for Group energy consumption remained at the same level as the previous year, although the average price per MWh rose by 5%.



Greenhouse gas emissions – Group and divisions The 2% decrease in CO₂ emissions was less pronounced than the fall in energy consumption. This was due to the rising energy requirements at plants in countries with more CO₂-intensive production. Kuhn Group achieved the highest reduction in energy consumption, followed by Bucher Municipal and Bucher Specials. The use of building management systems at a Kuhn plant in France was an important factor in this.

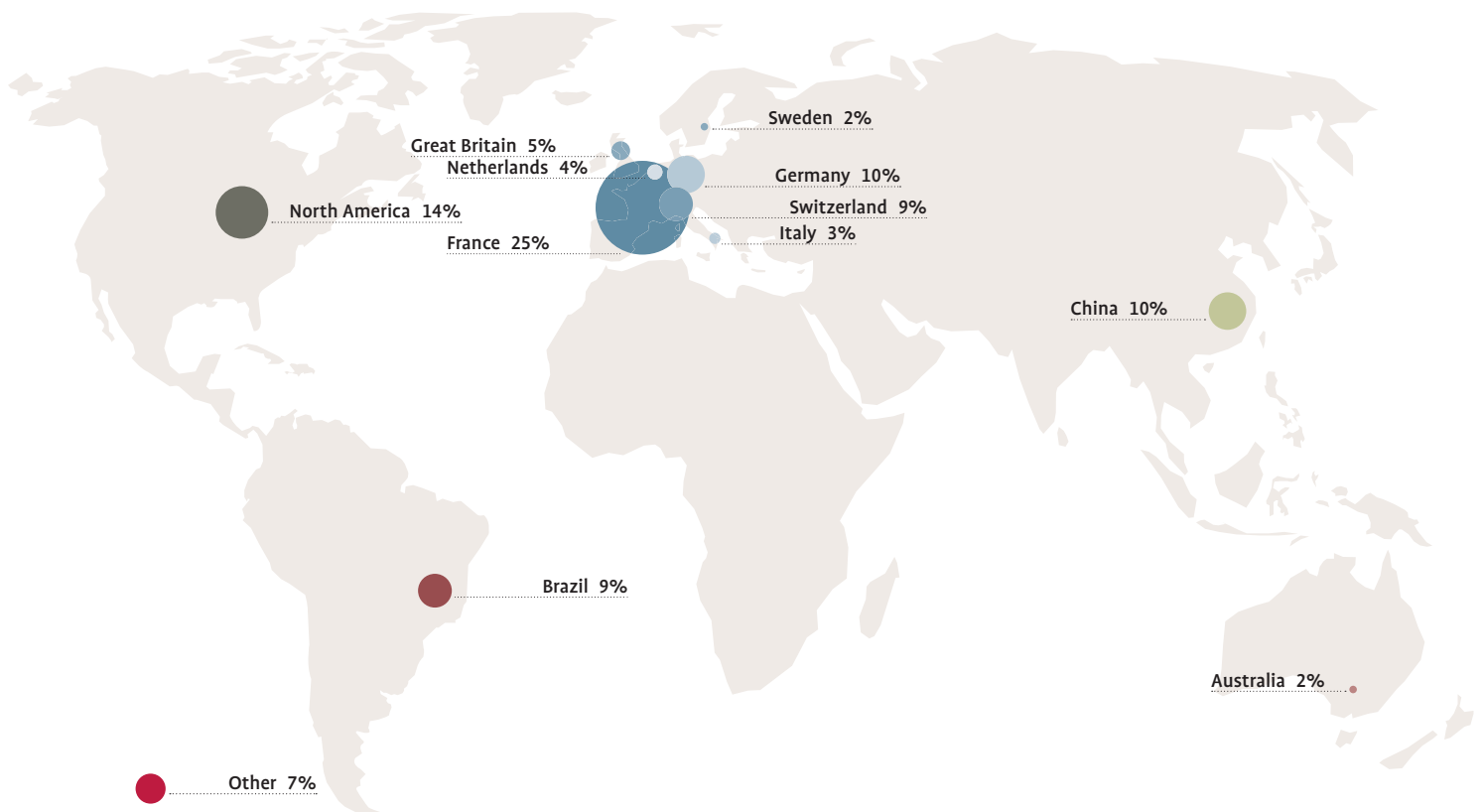


Environmental incidents In the reporting year, there were no incidents involving releases of chemicals or emissions and no pending legal proceedings involving significant environmental incidents. The Group invests continuously in the maintenance and modernisation of its production plants. The volume of this investment in the reporting year was CHF 112 million.

Key figures: employees and suppliers

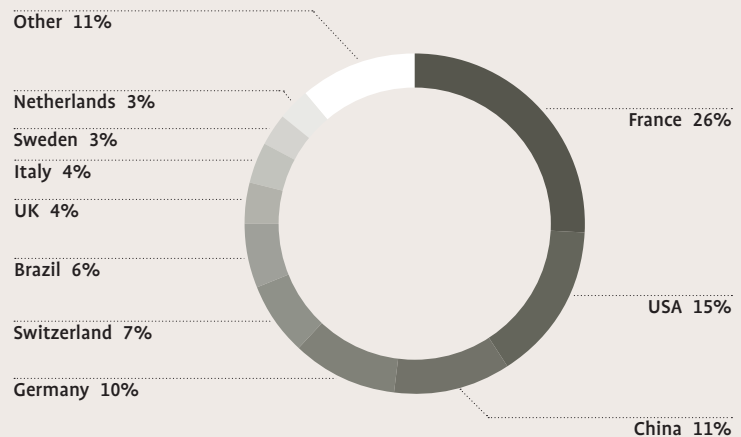
Number of employees 2014 by region The information on the world map relates to the Group's entire workforce. For the present report, data collection for the key performance indicators took in 32 important production sites, where 80% of sales are generated and 90% of employees work.

Data source: 31 December 2014



Top ten nationalities

The ten top nationalities account for a total of 90% of the employees in 32 production sites. Employees in France represent 26% of the workforce, the highest proportion worldwide. Most of these work at Kuhn Group.

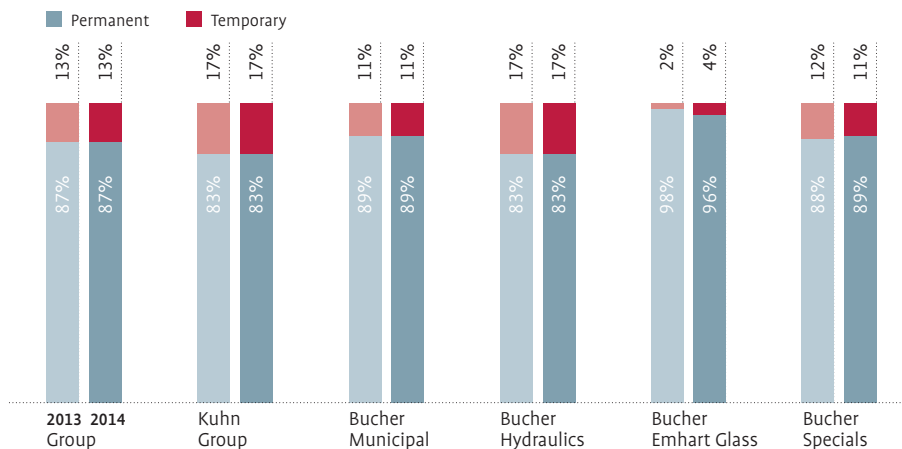


We see ourselves as a business with a long-term perspective and as a fair partner for our stakeholders. We offer our committed and skilled employees attractive workplaces, with selective professional development opportunities. Their know-how and experience are a key to our long-term success.

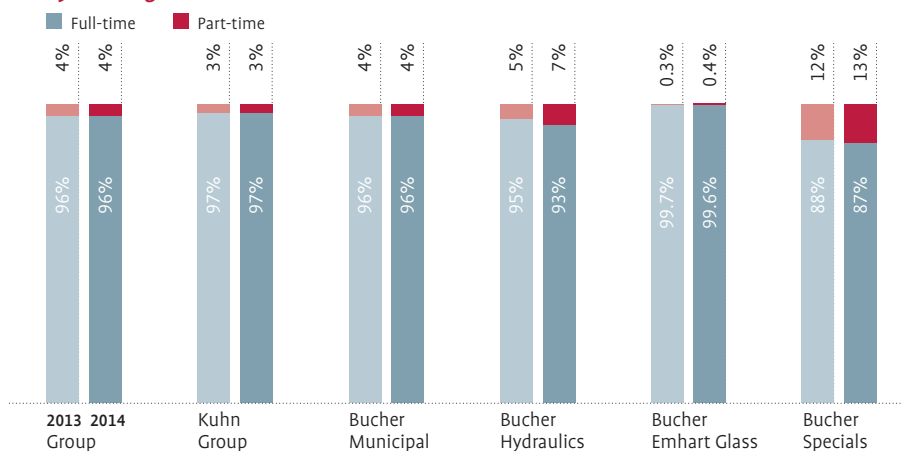
Key figures – employees All key figures for employees relate to annual averages. In 2014 the average headcount for the 32 key production sites was 10 029 employees (Group average: 11 631); in 2013 it was 9 953 employees (Group average: 10 788). In the reporting year, Jetter AG was included for the first time and the 2013 sustainability key figures were restated to include Jetter AG.

Compared with 2013, there were no significant changes regarding unlimited and limited employment contracts, full- and part-time working-hours models and the proportion of male and female employees in the workforce.

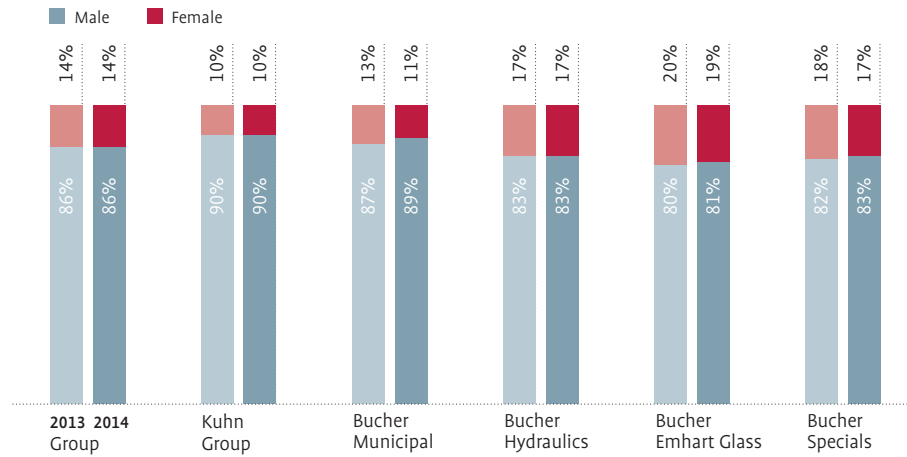
By type of contract



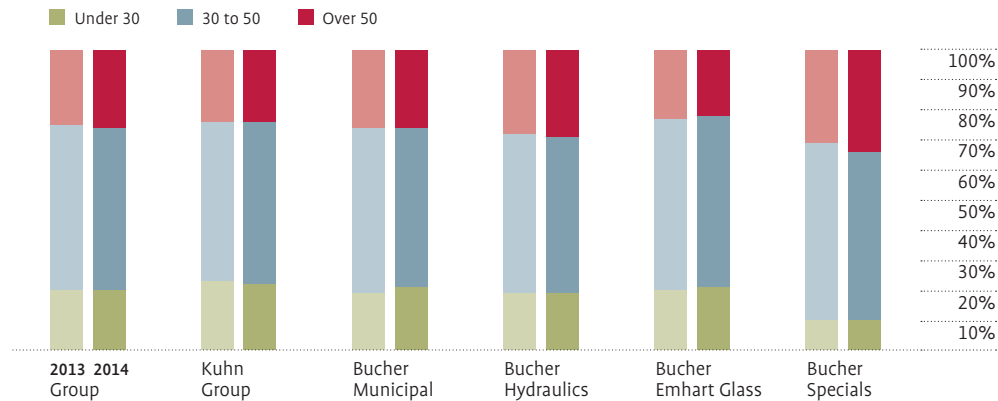
By working hours model



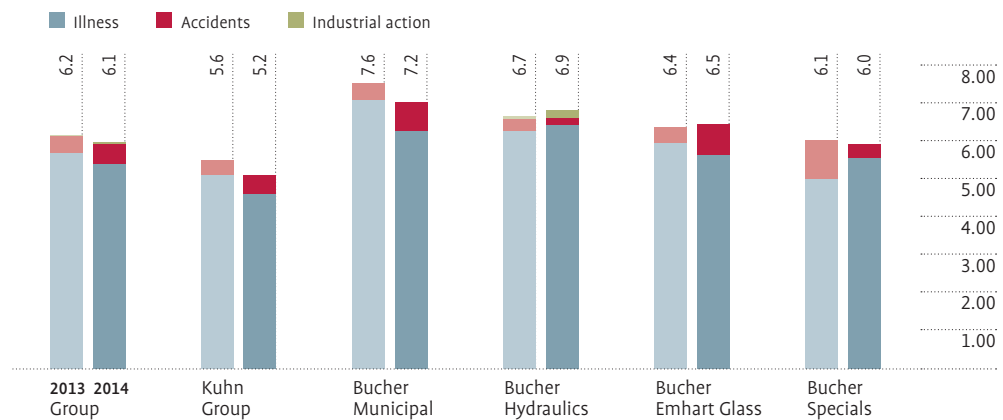
By gender



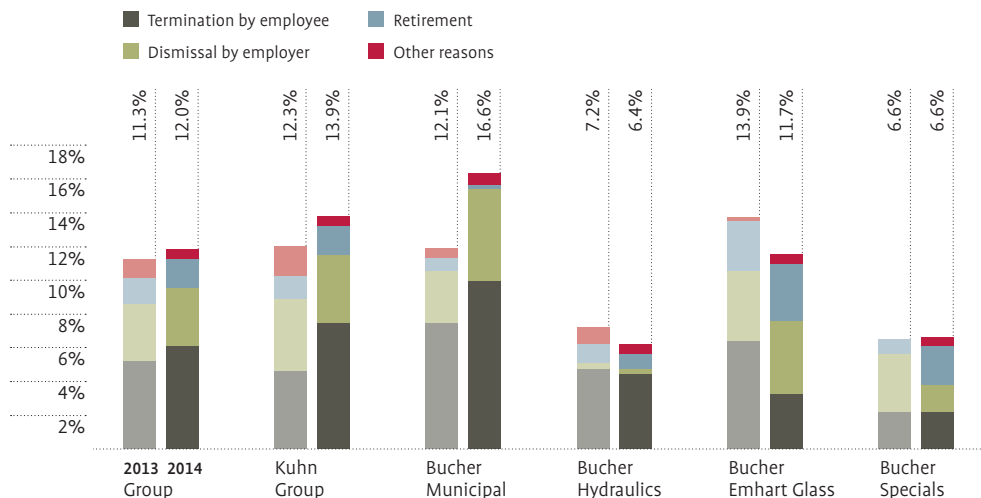
By age group



Days lost per employee At Group level, the number of days lost per employee decreased by 6.1 days, a slight reduction year on year. Overall, the Group recorded 60 700 days lost.



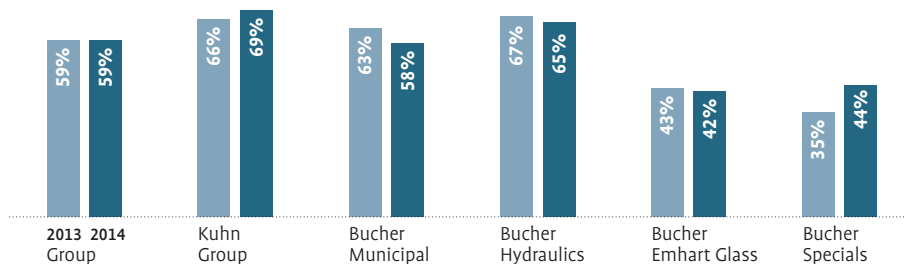
Turnover rate Compared with the previous year, the turnover rate for the Group as a whole decreased slightly by 0.7% to 12%. The merger of two Bucher Municipal production plants in Great Britain as well as a marked fall at a Kuhn Group tillage machinery manufacturing facility in the USA contributed to this trend.



Average training per employee The time spent in internal and external training courses was 17 hours per employee, lower than the previous year's level (19 hours). The increased number of hours per employee at Bucher Hydraulics and Bucher Emhart Glass was not sufficient to offset the decrease at other divisions.

Key figures – suppliers The Group practices active supply chain management based on fairness and aimed at building long-term relationships. This principle is laid down in the Code of Conduct (see: <http://www.bucherindustries.com/en/investor-relations/corporate-governance>).

Share in spending on locally based suppliers At Group level, the share of orders to suppliers based in the relevant country remained stable compared with 2013.



About this report

This fourth sustainability report from Bucher Industries AG draws on data from the 2013 and 2014 reporting years. A reporting year covers the period from 1 January to 31 December of the relevant year. Since 2012, the reports have presented key data relating to production, employees and suppliers from the divisions as well as from the Group. For the 2014 reporting year, the basis for data collection was extended by one production site (Jetter AG), making 32 altogether. The basis for data collection covers about 80% of Group sales and 90% of all employees. To ensure comparability of the data, all sustainability key figures for 2013 were restated.

The Bucher Industries sustainability report is published once a year: the present report in June 2015, the previous one in June 2014. Bucher has compiled this report on the basis of the G3 standard of the Global Reporting Initiative (GRI). It is planned to base next year's report on the new GRI G4 Guidelines. GRI is the world's leading index. More information can be accessed at www.globalreporting.org. GRI confirms that the sustainability report and the complementary GRI Index, which are published as two separate documents, were prepared according to the GRI 3 guidelines of Application Level C.

Application of GRI (G3) Level C guidelines requires information relating to:

- all points in the 'G3 Profile Disclosures' covering strategy and analysis, organisational profile, reporting parameters, governance, commitments and engagement
- at least ten performance indicators relating to economic (EC), environmental (EN), human rights (HR), labour (LA), social (SO) and product responsibility (PR) issues.

The GRI Guidance on Defining Report Content and associated principles were applied as far as possible in the reporting process. In 2012, more than 50 members of management from right across the Group attended a workshop to discuss questions of sustainability and related matters at the Bucher Group. They helped determine which topics and indicators are important for the report and the data that should be gathered. By this means, the following topics were defined as important and prioritised: economic performance, energy, water, emissions and waste, employees (diversity, training and continuing education), compliance (combating corruption), customer safety and customer satisfaction. With a view to the forthcoming implementation of the GRI G4 guidelines, these priorities will be reviewed in the course of the current year both through internal discussion and in dialogue with stakeholder groups (cf. GRI Index, stakeholder dialogue, p. 12–13).

The GRI Index that is published annually in addition to the sustainability report contains a table summarising what information is published and where it can be found. The GRI Index also contains information on profile disclosures and performance indicators not already published in the annual report, sustainability report or on the Bucher Industries website.

Contact:
Vanessa Ölz
Head of Group legal and communication
Bucher Management AG
Flughafenstrasse 90
P.O. Box 52
CH-8058 Zurich
www.bucherindustries.com

The sustainability report and the GRI Index are available exclusively online at <http://www.bucherindustries.com/en/about-us/sustainability>.

