

# Support of Human Rights in Our Business Practices



JOHN DEERE

John Deere is known for its commitment to social responsibility, both as an employer and in how we conduct our business. John Deere regularly appears in the Ethisphere Institute's list of the World's Most Ethical Companies.

As a responsible corporate citizen, John Deere strives to ensure that human rights are upheld for our employees and all workers in our supply chain. We strive to ensure that slavery and human trafficking are absent from our supply chain.

Increasingly, governments are adopting laws aimed at eliminating slavery and human trafficking from product supply chains. These laws require companies to analyze the risk of the presence of modern slavery in their supply chains and to make disclosures regarding their efforts to ensure that their supply chains are free from slavery and human trafficking. Examples of these laws include: the California Transparency in Supply Chains Act, the U.K. Modern Slavery Act and the Australian Modern Slavery Act 2018.

John Deere is committed to compliance with applicable laws in these areas, and John Deere engages in the following to address issues related to forced labor, slavery, and human trafficking:

## Supplier Code of Conduct:

- Our John Deere [Supplier Code of Conduct](#) establishes clear guidelines for the standard of ethical behavior expected from our suppliers. It prohibits suppliers from using child, forced, involuntary, or slave labor. As new suppliers enter our supply base, our standard practice is to require suppliers to review and acknowledge their agreement with the Supplier Code of Conduct. The Supplier Code of Conduct is available to the public on JohnDeere.com and to employees and suppliers through our JD Supply Network. In addition, the Supplier Code of Conduct is periodically reviewed and updated as appropriate.
- Our employees regularly discuss the Supplier Code of Conduct with suppliers during supplier conferences, meetings, and performance reviews.
- Many of our standard contract templates contain language incorporating the Supplier Code of Conduct.
- Our [purchasing terms and conditions](#), available on our JD Supply Network, provide that the "Seller shall comply with the John Deere Supplier Code of Conduct," with a link to it.

## Risk-based Assessments and Audits:

- Suppliers who want to enter our supply base must certify that they do not use child, forced, involuntary, or slave labor, or engage in human trafficking.

- We conduct periodic audits of our suppliers to identify certain risks and any unethical behavior, including illegal employment practices or those that do not comply with the Supplier Code of Conduct.

## **Supply Chain Sustainability Assessments:**

- John Deere uses a third-party global leader in Corporate Social Responsibility ratings to further assess the sustainability performance of key suppliers in our supply chain. Labor and Human Rights is a core theme in these assessments. John Deere uses the results of these assessments in our procurement processes and sourcing decisions.

## **Training for John Deere Employees and Leaders:**

- Annually, all John Deere salaried employees are required to review our Code of Business Conduct and certify that they comply with it.
- The Code of Business Conduct sets forth the company’s commitment to human rights with all of its business partners, including that the company does not use or condone the use of any form of forced or indentured labor or human trafficking in the supply chain, manufacturing, or distribution of our products. The Code of Business Conduct makes clear that the company complies with child labor laws, expects others to do the same, and will consider the compliance with such laws in its selection of suppliers.
- Salaried employees regularly receive training on the Code of Business Conduct. Additional training courses focus on individual sections of the Code as needed. New John Deere employees are assigned the Code of Business Conduct training immediately upon joining the company.
- Supplier Code of Conduct training is also available to all employees. This training is mandatory for all Supply Management & Logistics employees and covers various topics, including human trafficking.

## **Internal Accountability and Controls:**

Any John Deere employee, supplier, or concerned individual can anonymously report a potential ethical violation, including human trafficking by a John Deere supplier, through any of the following methods:

- Compliance Hotline: 1-800-933-3731
- Compliance Hotline website: <https://johndeere.ethicspoint.com/>
- Compliance mailbox: [90SMCompliance@JohnDeere.com](mailto:90SMCompliance@JohnDeere.com)
- By mail:  
Compliance Hotline Committee  
Post Office Box 1192  
Moline, Illinois 61266-1192

Allegations are thoroughly reviewed or investigated by an internal team that includes Supply Management representatives. Allegations found to be credible are dealt with as appropriate. Suppliers that are found in violation of the Supplier Code of Conduct may be eliminated from our supply base.