

# John Deere Supplier Code of Conduct



This code of conduct applies to all businesses that provide products or services for John Deere and its subsidiaries, joint ventures, divisions, or affiliates. John Deere requires suppliers and their employees to commit to this code of conduct as a condition of doing business.



# GENERAL RESPONSIBILITIES

*John Deere suppliers must comply with the laws, rules, regulations, and John Deere policies of the countries and locations in which they operate. They are expected to be familiar with the business practices of their suppliers and subcontractors, and ensure they operate according to this code of conduct. John Deere may discontinue its relationship with suppliers who fail to comply with this code.*

## KEY EXPECTATIONS

### LABOR AND HUMAN RIGHTS

#### CHILD LABOR

In the absence of local law, suppliers may not employ workers under the age of 14. Workers under the age of 18 may not perform work likely to jeopardize their health, safety, or education.

#### FORCED LABOR

Suppliers must not facilitate or participate in human trafficking; use forced, involuntary, or slave labor; or purchase materials or services from companies using forced, involuntary, or slave labor. They must be able to certify that materials included in their products comply with the slavery and human trafficking laws of the country or countries in which they do business.

#### CONFLICT MINERALS

Suppliers are expected to comply with John Deere's Conflict Minerals Policy whose requirements include their response to information requests on the source and origin of conflict minerals in the parts, components or materials provided to John Deere.

#### HIRING AND EMPLOYMENT PRACTICES

Suppliers' hiring practices must include verification of workers' legal right to work in the country and ensure that all mandatory documents, such as work permits, are available.

John Deere suppliers are expected to support diversity and equal opportunity in their workplaces.

Suppliers must also prohibit discrimination based on race, color, gender, nationality, age, disability, union membership, maternity, sexual orientation, marital status, gender identity or expression.

#### HARASSMENT

John Deere suppliers must treat all workers with respect and dignity. They may not subject workers to corporal punishment, physical, sexual, psychological, or verbal harassment or abuse.

In addition, suppliers must provide an environment that allows employees to raise concerns without fear of retaliation.

Where it is allowed by law, suppliers should have a system that allows employees to anonymously report their concerns.

#### COMPENSATION AND WORKING HOURS

Suppliers must comply with applicable wage and hour labor laws and regulations governing employee compensation and working hours. Suppliers should conduct operations in ways that limit overtime to a level that ensures a humane and productive work environment.

#### HEALTH AND SAFETY

Suppliers must provide workers with a safe and healthy work environment. They should take proactive measures that support accident prevention and minimize health risk exposure. They must ensure their operations comply with all laws related to health and occupational safety.



## ENVIRONMENT

Suppliers are expected to conduct their operations in a way that minimizes the impact on natural resources and protects the environment, customers, and employees. They must ensure their operations comply with all applicable laws related to air emissions, water discharges, toxic substances, and hazardous waste disposal.

Throughout the world laws and regulations (e.g., RoHS and REACH) prohibit or restrict certain substances and/or require manufacturers and suppliers to provide information about restricted substances in their products. Suppliers must, therefore, comply with the most recent version of John Deere's Restricted Materials List (for suppliers) and, when requested by John Deere, provide regulatory compliance declarations for identified products.

## ETHICS

### GIFTS AND GRATUITIES

Suppliers must not offer gifts to John Deere employees. This includes gifts of nominal value. Although giving gifts is acceptable in some cultures, John Deere requests that suppliers respect its policy of not accepting gifts.

### IMPROPER PAYMENTS

Bribes, kickbacks, and similar payments are strictly prohibited. This ban applies even when local laws may permit such activity.

Employees, suppliers, and agents acting on behalf of John Deere are strictly prohibited from accepting or giving such considerations under any circumstances.

### CONFIDENTIAL INFORMATION

Proper management of confidential information is critical to the success of both John Deere and suppliers. Suppliers must protect all John Deere information, electronic data, and intellectual property or Deere technologies with appropriate safeguards.

Any transfer of confidential information must be executed in a way that secures and protects the intellectual property rights of John Deere and its suppliers. Suppliers may receive our confidential information only as authorized by a confidentiality or non-disclosure agreement and must comply with their obligations to not disclose the confidential information, to not use the information except as permitted by the agreement, and to protect the information from misuse or unauthorized disclosure. Our suppliers can expect John Deere to similarly safeguard their confidential information when authorization is provided to John Deere. Suppliers may not use the John Deere trademark, images, or other materials to which John Deere owns the copyright, unless explicitly authorized.

### SUPPLIER MANAGEMENT SYSTEM

Suppliers are expected to have a management system that ensures they comply with applicable laws, regulations, and John Deere policies; conform to this Supplier Code of Conduct; and identify and reduce operational risks related to this code. The system should also promote continuous improvement and compliance with changing laws and regulations. An environmental management system (EMS), such as ISO14001, is strongly recommended for environmental compliance.

### SUPPLY CHAIN TRANSPARENCY

Supply chain transparency is required to confirm compliance to this code of conduct. To monitor this, John Deere will request documentation, conduct onsite audits, review and approve corrective action plans, and verify implementation of corrective action. This includes, but is not limited to, supporting John Deere's reporting requirements pertaining to restricted substances and Conflict Minerals.

### COMMUNICATION

Suppliers are expected to assist John Deere in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees, and suppliers.

# CONTACT INFORMATION

Any supplier may direct questions or comments about this code of conduct to his/her Supply Management representative or the Manager, Supply Chain Compliance.

## **NON-COMPLIANCE REPORTING**

Violations of the John Deere Supplier Code of Conduct can be reported confidentially any of the following ways:

Telephone: 1-800-933-3731 (U.S. and Canada only)

Additional global Hotline phone numbers are posted on the John Deere Supply Network Compliance page.

Website: <https://www.compliance-helpline.com/johndeere.jsp>

Mail: Compliance Hotline Committee  
Post Office Box 1192  
Moline, Illinois, USA 61266-1192

