

# John Deere's Support of Human Rights in Our Business Practices



The California Transparency in Supply Chains Act and the U.K. Modern Slavery Act are examples of regulations aimed at eliminating slavery and human trafficking from product supply chains. Each also requires that companies make disclosures regarding their efforts to ensure that their supply chains are free from slavery and human trafficking.

John Deere is known for its commitment to social responsibility, both as an employer and in how we conduct our business. The Ethisphere Institute has included John Deere in its list of the world's most ethical businesses since 2007, when it first began recognizing social responsibility at a corporate level.

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 through the following:

## **Supplier Code of Conduct:**

- Our [Supplier Code of Conduct](#) clearly establishes guidelines for the standard of ethical behavior expected from our suppliers. It states that suppliers may not use child, slave or forced labor. The code of conduct was introduced in 2005, and communicated to employees and suppliers at, and since, that time. As new suppliers enter our supply base, it is our standard practice to review the code of conduct with them. The code of conduct is available to the public on JohnDeere.com and to employees and suppliers through our JD Supply Network supplier portal. In addition, the code of conduct is periodically 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](#), which are available on our supplier portal, state that the, "Seller shall comply with the John Deere Supplier Code of Conduct," with a link to the document.

## **Risk-based assessments and audits:**

- Suppliers who want to enter our supply base must certify that they do not use child or slave labor, or engage in human trafficking.
- We conduct periodic audits of our suppliers to identify risks and unethical behavior, including a supplier's use of illegal employment practices.

## **Training for John Deere employees and leaders:**

- Annually, all John Deere salaried employees are required to review our Code of Business Conduct (the "Code") and certify that they comply with it. The Code states the company's commitment to human rights, including that company, employees, representatives, licensees and agents are "expected to not use any form of forced or indentured labor or child labor in the production or manufacture of goods."
- Salaried employees receive training on the Code every two years. Additional training courses focus on individual sections of the Code as needed.

Supplier code of conduct training is available for 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 hot line: 1-800-933-3731
- Compliance mailbox: [90SMCompliance@JohnDeere.com](mailto:90SMCompliance@JohnDeere.com)
- By mail:
  - Compliance Hotline Committee
  - Post Office Box 1192
  - Moline, Illinois 61266-1192

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