

German Supply Chain Due Diligence Act

Addendum to Support of Human Rights in our Business Practices

Issued: October 2022



Purpose

The purpose of this addendum is to supplement the John Deere Support of Human Rights in Our Business Practices for John Deere in accordance with the German Supply Chain Due Diligence Act (SCDDA) from 16 July 2021 (German: Lieferkettensorgfaltspflichtengesetz vom 16. Juli 2021 (BGBl. 2021 I S. 2959)) and to highlight John Deere's due diligence measures during the procurement process which are encompassing the key issues and core elements of the German Federal Government's National Action Plan (NAP).

Applicability

This policy appendix applies to the company's business operations globally serving John Deere GmbH & Co. KG, Wirtgen Group, and its German subsidiaries, as well as to all employees, contingent workers, and contract workers involved in bringing products and services, as defined by the John Deere GmbH & Co. KG and Wirtgen scope of business, to the German market. The company, in the following referred to as "John Deere", is defined as John Deere GmbH & Co. KG and its subsidiaries and controlled affiliates.

Policy

This addendum defines how the company fulfills its human rights and social responsibility due diligence obligations with the involvement of relevant stakeholders in the process as mentioned below:

1. Supply Chain: social, ethical, and environmental assessments and evaluation
2. Analysis of the inherent risk and implementation of countermeasures to minimize the residual risk
3. Continuous monitoring of the effectiveness and suitability of the countermeasures
4. Regular and standardized reporting

1. Supply chain sustainability assessments

John Deere has established a defined working team and governance structure. The established team includes cross functional team members from areas of the business responsible for ensuring Human Rights and Environmental obligations are met. The governance structure includes senior members of the John Deere GmbH & Co. KG Leadership team to provide guidance and oversight.

John Deere uses its internal expertise and leverages third-party global leaders in Corporate Social Responsibility ratings to further assess the sustainability performance of suppliers in its supply chain. Labor and Human Rights are a core theme in these assessments. John Deere uses the results of these assessments as the baseline in the procurement processes and sourcing decisions.

2. Analysis of inherent risk and implementation of countermeasures to minimize residual risk

Should John Deere discover environmental risks or violation of human rights in its supply chain, it will develop tailor-made action plans with concerned suppliers. These action plans allow its suppliers to eliminate or minimize occurrence of human rights or environmental violations and increase their awareness. As a last resort, Supply Risk Management may place the supplier on hold or terminate the relationship when no improvement is made.

3. Continuous monitoring of effectiveness and suitability of countermeasures and corrective actions

The established team includes cross functional team members from areas of the business responsible for ensuring Human Rights and Environmental obligations are met. The governance structure includes senior members of the John Deere GmbH & Co. KG Leadership team to provide guidance and oversight.

John Deere is committed to eliminating the risks of Human Rights and Environmental violations in its supply chain and its own units/facilities by identifying priority risks with reference to international agreements.

John Deere takes the following specific actions to assess and address those risks (although, not all actions noted below are yet undertaken at all levels of the former Wirtgen Group supply chain, which is still integrating its practices with those of the global John Deere supply chain):

- All suppliers that enter John Deere's supply base (including those to former Wirtgen Group companies) must certify through John Deere's Supplier Code of Conduct that:
 - They will comply with laws governing labor and will not use forced, involuntary, child, or slave labor, or engage in human trafficking.
 - They will not purchase materials or services from entities that use forced, involuntary, child, or slave labor.
 - They will address John Deere's expectations concerning protection of human rights and environment in their supply chain.
 - Materials included in their products comply with labor and modern slavery laws of the countries where they do business.
 - Suppliers are expected to conduct their operations in a sustainable 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 soil conservation,

- air emissions, water discharges, toxic and hazardous substances, packaging, and waste disposal.
- Suppliers must provide workers and visitors 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.
 - John Deere employees regularly discuss the Supplier Code of Conduct with suppliers during supplier conferences, meetings, and performance reviews.
 - Most John Deere's standard contract templates contain language incorporating the Supplier Code of Conduct and requiring compliance with that code as a condition of the contract.

4. Regular and standardized reporting

After the end of John Deere's fiscal year (starting November 1 and ending October 31), John Deere will conduct an annual review concerning its compliance with the SCDDA, including the effectiveness of implemented preventive measures and corrective actions for suppliers.

The results of this review will be used to prepare an annual report on fulfilment of John Deere due diligence obligations under SCDDA in the previous fiscal year. The report, after approval by the management of John Deere, will be submitted to the Federal Office for Economic Affairs and Export Control (the Bundesamt Für Wirtschaft und Ausfuhrkontrolle) within four months after the end of the previous fiscal year by the John Deere Human Rights officer/ R2 SCDDA Process lead.

The report will follow the statutory legal requirements. The report shall be drafted in German language and shall be kept on-line for a period of 7 years. The annual report shall not contain any confidential information or trade secrets of John Deere. Furthermore, the results of this review should be used to improve overall John Deere compliance with the SCDDA.