

Compliance Hotline Process Description

Last Reviewed: July 2023



JOHN DEERE

John Deere (the company) is dedicated to its core values of integrity, quality, commitment, and innovation. The company is grounded in its value of integrity through its policies and the Code of Business Conduct along with the Codes of Conduct applicable to suppliers and dealers (Codes).

The Compliance Hotline is a channel that helps support and maintain the company's ethical culture. It allows anyone to report a potential compliance concern. Human rights and environmental violations or risks related to direct and indirect suppliers may be reported through this channel.

The reporter will receive confirmation of receipt within seven working days after submission.

The company reviews the concerns raised in each Compliance Hotline report and determines next steps. The company may contact the reporter for more information. Reports requiring investigation are referred to designated persons who are bound to confidentiality and to acting impartially and independently.

The company assesses the findings of the investigation which may result in corrective, remedial, and/or disciplinary actions.

The processing time may vary depending on the nature and scope of the allegation. To the extent required by law or company policy, the reporter will be informed of the processing status of the report or receive information on the outcome.

The company strictly prohibits retaliation against any individual who reports a concern or who is involved in an investigation.