



JOHN DEERE

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John Deere Supplier  
Code of Conduct  
**How We Run**

# Introduction

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

John Deere suppliers must comply with the laws, rules, regulations, and John Deere policies of the countries and locations in which they operate. Suppliers are expected to be familiar with the business practices of their suppliers and subcontractors and hold them accountable for adhering to all the principles and requirements of this Supplier Code of Conduct. John Deere may discontinue its relationship with suppliers who fail to comply with this code.

# Health and Safety

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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.

# Environment

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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. Suppliers are expected to demonstrate a responsible corporate citizenship within the communities in which they operate. 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.

Throughout the world, laws and regulations (e.g., EU RoHS, EU REACH, California Proposition 65, U.S. TSCA) prohibit or restrict certain substances and/or require manufacturers and suppliers to provide information about substances in their products. Suppliers are expected to comply with John Deere's Restricted Materials List and all relevant applicable laws and regulations that pertain to products or materials supplied to, or manufactured for, John Deere. Upon request, suppliers are expected to provide regulatory compliance documentation including declarations and full material disclosures.



# Labor and Human Rights

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## LABOR AND HUMAN RIGHTS

At John Deere, we honor human rights and respect the individual dignity of all persons globally. This commitment is consistent with John Deere values and practices. We strive to ensure that human rights are upheld for all workers in our supply chain and expect our suppliers to do the same.

## CHILD LABOR

Suppliers must not employ workers under the age of 15 and must comply with International Labor Organization regulations. If local law establishes a higher minimum age, suppliers must comply accordingly. Workers under the age of 18 may not perform work likely to jeopardize their human rights, health, safety, or education.

## FORCED LABOR

Suppliers must comply with laws governing labor. Suppliers are prohibited from engaging in practices that constitute modern slavery, such as human trafficking; using forced, involuntary, or slave labor; or purchasing materials or services from entities that use forced, involuntary, or slave labor. Suppliers must be able to certify that materials included in their products comply with the labor and modern slavery 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. Requirements include that suppliers respond to information requests on the source and origin of conflict minerals in the parts, components, or materials provided to John Deere.

[Conflict Minerals Policy](#)

## 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 provide equal opportunity for all workers including the rights to freedom of association and collective bargaining. Suppliers must also prohibit discrimination based on age, race, color, religion, sex, sexual orientation, gender, gender identity or expression, maternity, marital or partnership status, family status, genetic information, ancestry, geographic background, citizenship, nationality, disability, union membership, military or veteran status, or any other class or status protected by applicable country, state/province, or local law.

## SUPPLIER DIVERSITY

Suppliers are encouraged to support diversity, equity, and inclusion in their workplaces. Suppliers are also encouraged to adopt a supplier diversity sourcing program with goals to source with small and/or disadvantaged business enterprises.

## HARASSMENT

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.

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.



# Ethics

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## GLOBAL TRADE COMPLIANCE

Suppliers must comply with applicable sanctions, export control, and import laws, rules, and regulations. Suppliers must not provide John Deere with parts, materials, or services from embargoed countries or sanctioned parties. Suppliers must also respond timely and accurately to John Deere's information requests related to country of origin and free trade agreements.

## 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 from suppliers. This assures fair and impartial judgements for the best interest of John Deere.

## CONFLICTS OF INTEREST

Suppliers are expected to avoid any situation that may involve a conflict or the appearance of a conflict between their personal interests and the interests of John Deere. Examples of potential conflicts include:

- A supplier employs a current John Deere employee to perform work for the supplier
- A supplier is partially or fully owned by a John Deere employee or family member
- A supplier is engaged or overseen by a John Deere employee with whom they have a close personal relationship.

Actual or potential conflicts of interest should be disclosed immediately to a John Deere Supply Management representative.

## 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 and personal information is critical to the success of both John Deere and our suppliers. Suppliers must collect and process information in compliance with laws and regulations. Suppliers must protect all confidential information - including data, personal information, and intellectual property - with appropriate controls, safeguards, and information security measures that are proportionate to the sensitivity of the confidential information, and which are at least as protective as they use on their own similar information. Suppliers may receive, access, use, and distribute confidential and personal information only as explicitly authorized and agreed to by John Deere and for the purposes for which the confidential and personal information was provided. Our suppliers can expect John Deere to similarly protect their confidential and personal information. Suppliers may not use John Deere intellectual property, trademarks, images, and other copyrighted materials unless explicitly authorized by John Deere. If suppliers obtain confidential information not meant for them, they are expected to delete that information immediately and not use it for inappropriate leverage with John Deere or their suppliers.

[Global Supplier Communications Policy →](#)



# Sustainable Procurement

## 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, health, and safety management system (EHS), such as ISO 14001 or ISO 45001 is strongly recommended for EHS compliance.

## SUPPLY CHAIN TRANSPARENCY

Supply chain transparency is required to confirm compliance to this code of conduct. If there is a known and validated concern affecting John Deere business, John Deere may 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. Suppliers are also expected to provide appropriate documentation of compliance of its supply chain to this Supplier Code of Conduct upon request.

## COMMUNICATION

Suppliers are expected to assist John Deere in enforcing this Supplier Code of Conduct by communicating its principles to their supervisors, employees, and supply chain and holding them accountable for compliance. Suppliers are also expected to assure their supply chain is aware of the John Deere non-compliance reporting information and to report any concerns or activities of non-compliance to this Supplier Code of Conduct to the John Deere Compliance Hotline.



# Non-compliance Reporting

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Any supplier may direct questions or comments about this code of conduct to his/her John Deere Supply Management representative or the Manager of Supply Chain Compliance at [90SMCompliance@JohnDeere.com](mailto:90SMCompliance@JohnDeere.com).

Supplier employees are expected to work through internal questions and issues within their organization. However, behavior that conflicts with the Supplier Code of Conduct or unethical behavior by a John Deere employee may be reported confidentially to a John Deere manager or through the John Deere Compliance Hotline available online at <https://johndeere.ethicspoint.com>.

Local country phone numbers can also be found by visiting the Hotline website. Anonymous reporting is available where allowed by law. The John Deere Compliance Hotline is available 24 hours a day, seven days a week.

