

Global Environmental, Health, and Safety Policy

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JOHN DEERE

Purpose

Deere & Company is committed to sustainable outcomes by providing a safe and healthy work environment and reducing the environmental footprint within our operations and for our customers. We work to fully comply with legal and company requirements, often targeting performance more stringent than the law requires.

This policy outlines responsibilities and expectations necessary to deliver on the commitment to sustainable outcomes related to Environmental, Health and Safety.

Applicability

This policy applies to the company's business operations globally and to all employees, contingent workers, and contractors. The company is defined as Deere & Company and its subsidiaries and controlled affiliates.

Policy

Environmental, Health, and Safety (EHS) responsibilities for all applicable include:

- Abide by applicable EHS legal requirements, policies, and procedures as related to their job.
- Manage resources responsibly at work, such as conserving use of water and energy in the workplace and reducing the amount of waste created.
- Involve the appropriate EHS resources in decision making, ensuring EHS factors are considered.
- Report EHS risks identified so they can be eliminated, reduced, or controlled.

In addition, leaders are required to:

- Provide a safe and healthy workplace and support initiatives to improve employees' overall well-being.
- Develop, implement, and continually improve EHS management systems to assure legal compliance, drive risk reduction, and set aggressive EHS goals.
- Provide suitable financial and human resources for all EHS programs.
- Ensure effective employee participation, consultation, and engagement in EHS initiatives at all levels of the organization.
- Prioritize EHS considerations in business planning and decision making.

- Design and develop products and services to minimize negative EHS impacts and maximize positive benefits at each lifecycle stage.
- Continually evaluate the impact in the communities in which we operate through sustainable resource use and protection of ecosystems.
- Take actions to reduce identified EHS risks through elimination or mitigation.
- Develop, maintain, and adhere to appropriate emergency preparedness plans in conjunction with emergency services, relevant authorities, and the local community.

Consequences for Policy Violations

Violations of this policy may result in disciplinary action, up to and including termination, in accordance with applicable Human Resources policies.

Reporting Responsibilities

Report any violations of our Global Environment, Health, and Safety Policy to an Environmental, Health and Safety professional, a manager, Human Resources or Labor Relations contact, a member of the Legal Department, or the John Deere Compliance Hotline consistent with the Global Reporting Policy.

Commitment to Non-Retaliation

Retaliation against any employee for reporting an incident under this policy or for participating in any investigation regarding an incident is a violation of this policy and is prohibited. Retaliation can include any negative job action, such as demotion, discipline, termination, salary reduction, or job or shift reassignment. Retaliation can also be more subtle and may be any conduct that would reasonably deter another person from reporting. More information can be found in the Global Policy Against Retaliation.

Additional Information/Contacts

Contact the Center for Global Business Conduct with general policy questions and with requests for clarifications related to specific business situations.