



**JOHN DEERE**

Deere & Company World Headquarters  
One John Deere Place, Moline, IL 61265 USA

**Samuel R. Allen**  
Chairman and Chief Executive Officer

1 August 2016

## **REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY**

For many years Deere & Company has followed a human resource policy aimed at assuring equal opportunity and treatment to all individuals regarding employment, rates of pay, and all other conditions of employment regardless of race, religion, color, sex, national origin, physical and/or mental disability, age, sexual orientation, gender identity or expression, or veteran status. Company policy also prohibits discrimination against employees or applicants because they have inquired about, discussed, or disclosed their own compensation or the compensation of another employee or applicant. Affirmative action to employ and promote qualified: women, minorities, individuals with disabilities, and protected veterans (disabled veterans, recently separated veterans, Armed Forces Service Medal veterans, or active duty wartime or campaign badge veterans) is also a long-standing policy.

It is the Company's policy that all human resource decisions are made in accordance with applicable law and the Company's equal employment opportunity policies. Selection techniques that would tend to discriminate against an individual because of race, religion, color, sex, national origin, physical and/or mental disability, age, sexual orientation, gender identity or expression, or veteran status have no place in the selection process. Employment decisions will be based on valid job requirements.

We intend that all matters related to recruiting, hiring, training, compensation, employee benefits, performance evaluations, and promotions or upgrading, transfers, social or recreational activities and all treatment on the job will be free of unlawful discriminatory practices. All managers and supervisors are responsible for ensuring compliance with the Company's Equal Employment Opportunity Policy.

Employees and applicants will not be subjected to harassment, intimidation, threats, coercion or discrimination because they have engaged in or may engage in any of the following activities: (1) filing a complaint; (2) assisting or participating in an investigation, compliance evaluation, or hearing related to the administration of any Federal, State or local law requiring equal opportunity for protected veterans or individuals with disabilities; (3) opposing any act of practice made unlawful by Section 4212 of the Vietnam Era Veterans' Readjustment Assistance Act of 1974 ("Section 4212"), Section 503 of the Rehabilitation Act ("Section 503"), or other laws protecting veterans and individuals with disabilities; or (4) exercising any other right protected by Section 4212, Section 503, or their implementing

regulations.

It is the Company's intent to maintain an environment where all employees can be fully utilized and can make maximum contributions and may reach their full potential.

As CEO, I support the Company's affirmative action programs. I have delegated overall responsibility, including auditing and reporting responsibility, for the affirmative action programs to the Company's Manager of Equal Employment Opportunity & Global Minority Leadership. Employees and applicants may review the non-confidential portions of the Company's affirmative action programs by contacting the Human Resource office and arrangements will be made to meet with you.

A handwritten signature in black ink, appearing to read "Samuel R. Allen". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Samuel R. Allen