



JOHN DEERE

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

Samuel R. Allen
Chairman and Chief Executive Officer

1 August 2018

REAFFIRMATION OF EQUAL EMPLOYMENT OPPORTUNITY POLICY

Commitment to Equal Opportunity and Non-Discrimination

Deere & Company is committed to the principles of equal employment opportunity and anti-discrimination for all individuals regardless of race, color, religion, age, sex, sexual orientation, gender, gender identity or expression, national origin, geographic background, physical and/or mental disability, veteran status, or any other classification protected by applicable law. The company strives to maintain an environment where all employees can be fully utilized, make maximum contributions, and reach their full potential.

Company policy requires that all employment decisions are made in accordance with applicable laws and the company's equal employment opportunity policies. The company will not discriminate on the basis of any protected characteristic in matters related to recruiting, hiring, training, compensation, employee benefits, performance evaluations, promotions, transfers, social or recreational activities, and all other terms and conditions on the job. Employment decisions are based on valid job requirements. All managers and supervisors are responsible for ensuring compliance with the company's equal employment opportunity policies.

Employees and applicants will not be subjected to discrimination or retaliation for (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 or 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 related regulations.

Pay Transparency Notice: The company will not discharge or in any other manner discriminate against employees or applicants because they have inquired about, discussed, or disclosed their own pay or the pay of another employee or applicant. However, employees who have access to the compensation information of other employees or applicants as a part of their essential job functions cannot disclose the pay of other employees or applicants to individuals who do not otherwise have access to compensation information, unless the disclosure is (a) in response to a formal complaint or charge, (b) in furtherance of an investigation, proceeding, hearing, or

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action, including an investigation conducted by the employer, or (c) consistent with the company's legal duty to furnish information.

As CEO, I fully support the company's affirmative action programs. I have delegated overall responsibility for affirmative action programs to the company's Manager of Equal Employment Opportunity Compliance. Employees and applicants may review the non-confidential portions of the company's affirmative action programs by contacting Human Resources to schedule an appointment during regular business hours.

A handwritten signature in black ink, appearing to read "Samuel R. Allen". The signature is fluid and cursive, with the first name "Samuel" being more prominent than the last name "Allen".

Samuel R. Allen