

	POLICY GUIDE	NUMBER <b>HR-004</b>
	SUBJECT Modern Slavery Statement	EFFECTIVE DATE  29 <sup>th</sup> March 2021
COVERAGE  All Legal Entities in Australia	ADMINISTRATIVE RESPONSIBILITY  Managing Director, MF & AGCO Operations ANZ & Far East	NEW Revision: 28 June 2022 Revision: 18 May 2023
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### **Modern Slavery Statement for the Australian Modern Slavery Act of 2018**

This is the modern slavery and human trafficking statement of the purposes of the Australian Modern Slavery Act 2018 (the “Australian Act”) of AGCO Australia Limited, which is the relevant reporting entity under the Australian Act (referred to in this statement as “**AGCO Australia**” or the “**Company**”). This statement was prepared for the fiscal year 2022.

This statement has been approved by the directors of AGCO Australia.

#### **Entities Covered by This Statement**

For the purposes of the Australian Act, entities included in the coverage of this statement include AGCO Australia, Sparex Australia PTY Limited, and any other or potential legal entities incorporated in Australia as part of the AGCO Group (as defined below). We are in regular communication and consultation with affiliated companies in Australia to ensure awareness and compliance with both the Australian Act and this statement.

#### **Organisation Structure, Operations and Supply Chain**

AGCO Corporation is a leader in the design, manufacture and distribution of agriculture solutions and has subsidiaries globally (the “AGCO Group”). AGCO Australia sells agricultural machinery, equipment and spare or replacement parts, which has been designed and manufactured within the AGCO group, to wholesale customers across Australia. Our ultimate parent company is AGCO Corporation which has its head office in the United States of America. Our supply chain consists mainly of other AGCO Group companies together with certain other local suppliers. The vast majority of products supplied by AGCO Group Companies are agricultural equipment for onward sale to wholesalers and re tailers in Australia.

AGCO Australia oversees the operations of the Australian based subsidiaries of Sparex Australia Limited as well as our offshore subsidiaries AGCO Australia Limited (Taiwan Branch), located in Taiwan. Each entity and their respective policies and procedures are included in the contents of this statement.

#### **Modern Slavery, Risk Areas and Due Diligence**

The term ‘modern slavery’ is used to describe a range of situations in which coercion, threats or deception are used to exploit individuals and undermine their freedom. These situations can include slavery, servitude, forced marriage, forced labour, debt bondage, deceptive recruiting for labour and the worst forms of child labour. ‘Human Trafficking’ occurs when a person arranges or facilitates the travel of another person with a view to the other person being exploited.

We have assessed our risk areas as follows:

- J Our People. The knowledge, skills and integrity of our employees are our most important asset. We have considered our recruitment, retention, remuneration and employment practices and the nature of our workforce as indicators to assess the risk of modern slavery within our workforce.
- J Our Customers. Our core business involves providing products and services to our clients. AGCO Australia faces the risk of entering into an arrangement with a customer who may be implicated in modern slavery practices.
- J Our Suppliers. AGCO Australia engages with suppliers and outsourced service providers (collectively vendors) locally and globally. Certain products and services may have a higher risk of modern slavery because of the way they are produced, provided or used. AGCO Australia is committed to understanding the risk of modern slavery that may be prevalent amongst our vendors to ensure we consider the risk and reputational impact of doing business with a vendor.

Our approach to due diligence and measuring the effectiveness of how we assess and manage modern slavery-related issues continues to evolve. Currently, we monitor compliance with our policies and procedures through our onboarding, auditing and monitoring programmes for employees, customers and suppliers. We are committed to communicating transparently as part of these processes.

### **AGCO's Policies to Ensure Compliance**

AGCO Australia remains committed to ensuring that there is no slavery or human trafficking in our supply chain or in any part of our business. We strive to protect and manage our own workforce and also collaborate with our suppliers to ensure that they support the same standards in terms of ensuring a safe, legal and healthy workforce.

The AGCO Group, including AGCO Australia, is committed to respecting human rights in all aspects of our global operations. We believe that we have a responsibility to ensure that human rights are understood and observed in every region that we operate. AGCO is informed and guided by the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Fundamental Conventions
- OECD guidelines for multinational enterprises

Where AGCO's business activities may impact the human rights of particularly vulnerable groups, such as migrant laborers, indigenous peoples, women, children and other minority groups we are also guided by other international standards that elaborate on their rights. We have implemented an enterprise wide human rights policy which applies to all employees of AGCO, including part-time and temporary workers, together with independent contractors and can be found at:

<https://www.agcocorp.com/commitment/sustainability/approach/governance.html>

AGCO recognizes the importance of health and safety to business success. It is the policy of AGCO to operate in a safe, responsible manner that respects the health and safety of our employees, our customers and the communities in which we operate. We will continually strive to 'Work Safe, Every day, Every way'.

The AGCO Group's Global Code of Conduct, which has been rolled out by AGCO Corporation, is aimed at our internal business and contains various sections including sections which are dedicated to building a culture of respect and fostering a safe and respectful workplace. This Global Code of Conduct is kept under review by AGCO Corporation to ensure its content meets the needs of both the business and legislative requirements.

In line with and as part of AGCO's Global Code of Conduct, we encourage employees to speak up if they should happen to see actions or behaviour that may not comply with applicable standards or legal and regulatory requirements. The AGCO Alertline process enhances the protections in place for those reporting any concerns in relation to illegal, unethical or inappropriate behaviour and describes how AGCO ensures that those who speak up are fairly treated and protected.

### **Compliance Within Our Supply Chain**

We are committed to labor conditions and human rights standards that not only comply with local regulations but also with our own, often-higher, expectations. AGCO strives to protect and manage our own labor pool and work with suppliers that support the same standards to ensure a safe, legal, and healthy labor force. All suppliers are encouraged to agree to our Supplier Code of Conduct, and AGCO trains employees on these important expectations. As part of our supplier quality programs, we also audit select suppliers to verify acceptance and knowledge of the principles.

Our Supplier Code of Conduct, which mirrors the content of the Global Code of Conduct, establishes a foundation for the relationships that we create with suppliers. Within the Supplier Code of Conduct, AGCO requires suppliers to respect the human rights of their employees and the communities in which they operate as well as to comply with all relevant legislation, regulations and directives in the countries and communities in which they operate. Suppliers must prohibit the use of forced labor and child labor and respect labor rights including non-discrimination, non-harassment and the right to collective bargaining and give workers, whether local or migrant, the right and the ability to leave employment when they choose.

### **Measuring the Effectiveness of AGCO's Actions**

Suppliers are audited regularly, including on topics related to supply chain transparency and child labor, through our Supplier Quality Audits. Suppliers are monitored for any risks in the supply chain related to sustainability through risk methods. Should a sustainability problem, incorporating modern slavery, be discovered, the buyer is immediately notified via email and appropriate action taken.

In addition, AGCO is able to undertake a high level assessment of its effectiveness based on the following measures:

- Analysis of whistleblowing hotline data.
- The fact that no modern slavery incidents relating to the Company have been identified during the 2022 calendar year.

### **Training**

AGCO University provides opportunities for employees to develop the competencies they need for ongoing success. It is the goal of AGCO University to provide our employees with skills, education and continuing development to be successful within AGCO. We provide mandatory training to our workforce on various policies and issues including the Global Code of Conduct, to ensure adherence to all its principles. Completion of the training is a condition of engagement or employment at AGCO. We also provide various mandatory Human Resources and other trainings to employees including on the AGCO Core Values of Accountability, Integrity, Respect, Team Spirit and Transparency.

## Approval

This statement was approved by the Directors of AGCO Australia on 21 June 2023.



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**Name: James Haarhoff**

**Title: Managing Director, MF & AGCO Operations ANZ & Far East**

**Date: 21 June 2023**