International Reporting on Modern Slavery, Forced Labour, and Child Labour

Australia

Introduction and Identification of Reporting Entities

The United Kingdom (UK), Australian and Canadian governments have legislation in force aimed at combatting modern slavery in supply chains:

- UK - *Modern Slavery Act 2015*
- Australia - *Modern Slavery Act 2018 (Cth)*
- Canada - *Fighting Against Forced Labour and Child Labour in Supply Chains Act*

The UK, Australian, and Canadian governments recognise that organisations operating internationally may be subject to reporting obligations in multiple jurisdictions. Deere has therefore elected to use the optional reporting template designed to support reporting across the UK, Australia, and Canada.

This report is prepared on a consolidated basis for Deere & Company (Deere) and its subsidiaries for the fiscal year ended November 2, 2025, except where otherwise noted, and is intended to support compliance with the applicable reporting requirements in each of the UK, Australia, and Canada.

While prepared at the consolidated level, this report is filed in accordance with the Modern Slavery Act 2018 (Cth) (Act) and is intended to comply with the requirements of the Act in relation to the operations of the following Australian subsidiaries of Deere:

- Chamberlain Holdings Limited (**CHL**) and its wholly owned subsidiaries John Deere Limited (**JDL**) and Wirtgen Australia Pty Ltd (**WAPL**); and
- John Deere Financial Limited (**JDF**).

Organizational Structure, Operations, and Supply Chains

Org Structure

Deere is incorporated under the laws of Delaware, listed on the New York Stock Exchange (NYSE) under the trading symbol “DE”, and has its headquarters in Moline, Illinois, USA. A public listing of all locations can be found here (Worldwide Locations | John Deere US).

As noted above, JDL and WAPL are wholly owned subsidiaries of CHL. CHL is a holding company which is ultimately a wholly owned subsidiary of Deere, which is the ultimate parent company of the Deere Group.

JDF is also ultimately a wholly owned subsidiary of Deere, but has a different intermediate holding company to CHL and a separate board of Australian directors to CHL.

WAPL was acquired by Deere in 2017 as part of its acquisition of the Wirtgen Group, which was a German based manufacturer and distributor of construction equipment worldwide.

CHL, JDL, JDF and WAPL are referred to as the "Deere Group" in this statement (although it should be noted that there are other subsidiaries of Deere & Company which are not included in this definition).

Operations

Deere is an original equipment manufacturer (OEM) and technology provider that integrates equipment, embedded software, connectivity, data platforms, aftermarket support, and financing to deliver lifecycle value for customers across our equipment business segments Production & Precision Agriculture (PPA), Small Agriculture & Turf (SAT), and Construction & Forestry (CF). The model is enabled by John Deere Financial (FS), which expands access to equipment and services and supports remarketing at end-of-use. We believe we create value by (i) designing and manufacturing high-quality machines and precision technologies, (ii) connecting those machines to digital platforms that optimize jobs and resource use, and (iii) partnering with an independent dealer/distributor network to sell, service, upgrade, and support equipment throughout its life.

For additional information on overall products, sectors and services, please refer to our annual report (https://investor.deere.com/sec-filings/default.aspx)

In Australia, JDL and WAPL import and distribute products, parts and accessories manufactured by Deere and its subsidiaries overseas. CHL is a holding company which does not import or distribute products or interact with dealers or retail customers.

JDL does this by way of its authorized dealer network and WAPL sells 'Wirtgen', 'Vogele', 'Benninghoven', 'Kleemann', 'Streumaster', Hamm', 'Ciber', 'Betek' and other Wirtgen Group branded products directly to customers.

JDF provides retail finance to purchasers of Deere products from authorized dealers and wholesale finance to the Deere dealer network in Australia and New Zealand.

Supply Chain

Deere and its subsidiaries acquired component parts (such as steel, plastic, rubber, and other raw materials) from sources throughout the globe that have typically been audited through Deere's supplier due diligence process which aims to minimize the risks of human rights violations in the supply chain by ensuring that Deere suppliers comply with relevant Deere policies and controls as outlined in more detail below.

FS is a captive financier who provides financial products to Deere dealers, purchasers of Deere goods (and some second hand non-Deere goods) from accredited Deere dealers. FS acquires a number of services from global suppliers, including IT services, credit and identity verification services and security registration. These services are acquired from reputable global vendors, and given the profile of the services acquired, risks of any modern slavery occurring in the supply chain relating to the provision of these services is considered to be low.

The Deere Group also acquired a range of services in carrying out its local operations. The services acquired include IT services, postage and delivery services, advertising and marketing support, and professional services (accounting and tax advice, legal services, and other professional support).

For additional information on overall sourcing, please refer to Deere's annual report (https://investor.deere.com/sec-filings/default.aspx).

Policies

Deere has implemented policies in relation to modern slavery, forced labour and child labour that apply throughout the company globally, including the Deere Group in Australia. Deere's workforce-related policies are informed by internationally recognised frameworks, including the UN Guiding Principles on Business and Human Rights, the OECD Guidelines for Multinational Enterprises on Responsible Business Conduct, and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work. These frameworks guide how Deere identifies, prevents, mitigates, and manages adverse impacts on its own workforce and support a consistent, global approach to labour and human-rights governance.

Code of Business Conduct

The Code of Business Conduct provides specific guidance to all employees. The Code of Business Conduct outlines how employees must conduct business in accordance with the highest ethical standards and in accordance with law and policy. This code is available on Deere's website under "Governance" (https://investor.deere.com/governance/).

The Code of Business Conduct sets forth Deere's respect for human rights and states Deere does not tolerate human rights abuses, such as forced labour, unlawful child labour or human trafficking. The Code of Business Conduct states Deere suppliers and distribution channels must adhere to all applicable laws and act ethically anywhere they do business and that it is especially important they protect human rights, health and safety, and the environment. The Code of Business Conduct states employees will require suppliers, and distribution channels to obey applicable labour laws, and will report concerns about or violations of human rights to the legal or compliance departments, or the John Deere Compliance Hotline.

Supplier Code of Conduct

The Supplier Code of Conduct establishes clear guidelines for the standard of ethical behaviour expected from suppliers to Deere and its subsidiaries. It prohibits suppliers from using child, forced, involuntary, or slave labour. In addition, they require respect for workers' rights to freedom of association and collective bargaining, prohibit discrimination and harassment, and establish expectations for fair compensation, lawful working hours, and humane working conditions. Suppliers are further expected to provide a safe and healthy workplace and to comply with applicable occupational health and safety regulations.

The Supplier Code of Conduct is available on our website under "Governance" (https://investor.deere.com/governance/) and to employees and suppliers through our John Deere Supply Network. As new suppliers enter the Deere supply base, our standard practice is to require suppliers to review and acknowledge their agreement with the Supplier Code of Conduct. In addition, the Supplier Code of Conduct is periodically reviewed and updated as appropriate.

Support of Human Rights in Our Business Practices

Deere has issued a statement on Support of Human Rights in Our Business Practices. The statement affirms the Company's commitment to respecting internationally recognised human rights throughout the value chain, including the prevention of forced labour, child labour, human trafficking, and other labour-related human-rights risks.

As a responsible corporate citizen, Deere strives to ensure that human rights are upheld for our employees and all workers in our supply chain. We strive to ensure that slavery and human trafficking are absent from our supply chain. This statement is available on Deere's website under "Governance" (https://investor.deere.com/governance/).

Dealer Code of Conduct

The Dealer Code of Conduct applies to all dealers, distributors and sub-dealers of the Deere Group and requires dealers to conduct business ethically, in compliance with all applicable laws and with a high degree of integrity and in a socially and environmentally responsible manner. This code is available on our website under "Governance" (https://investor.deere.com/governance/).

Supply Chain Risk Management

Deere has instituted a structured, enterprise risk management approach to facilitate its strategic business objectives. The Board of Directors' Audit Review Committee oversees the enterprise risk assessment and management program. Deere uses its internal expertise and leverages third-party global leaders in Corporate Social Responsibility ratings to further assess the sustainability performance of suppliers in its supply chain. Labour and Human Rights are a core theme in these assessments. Deere uses the results of these assessments as the baseline in its procurement processes and sourcing decisions.

To identify and manage risks related to labour practices and human rights in the supply chain, Deere has established a Supply Chain Risk Management process that assesses risks across its supplier base. This process considers factors such as compliance, financial stability, quality, delivery performance, and supplier resiliency, and is designed to identify heightened risks, including human rights-related risks, within both tier-one suppliers and, where relevant, sub-tier supply chains.

As part of these efforts, Deere utilizes inherent risk assessments, sustainability scorecards, internal audits, and third-party sustainability evaluations to develop supplier risk profiles that inform ongoing monitoring and follow-up actions. Where risks or non-compliance are identified, Deere may require suppliers to implement corrective action plans, provide additional verification, or take other remediation steps. In cases where issues cannot be satisfactorily addressed, Deere may reduce or discontinue business relationships with non-compliant suppliers, consistent with its supplier-management processes.

Deere has identified the following potential focal risk areas for forced labour or child labour in its supply chain:

- Deere operates in, and sources materials from, a global supply base covering countries that may have different laws, regulations, and labour conditions.
- Deere sources materials from a large and diverse supplier base.
- Only a small percentage of materials that Deere sources globally are subject to legally required regulatory tracking and reporting mechanisms, such as is the case with conflict minerals.

While the above risk areas do exist and are inherent to the nature of Deere's supply chain, Deere considers that globally the risk of forced labour or child labour existing in its supply chain is low.

Organizationally, Deere strives to eliminate the risks of human rights violations in its supply chain and has put in place several enterprise level controls to mitigate the risks of forced labour, child labour, or other human rights violations occurring in its supply chain. The actions taken to avoid forced labour or child labour in Deere's supply chain (as described above) are robust and implemented across Deere's global operations.

Due Diligence and Remediation

Due Diligence

Deere strives to eliminate the risks of modern slavery, forced labour and child labour in its supply chain. Deere takes the following specific actions to assess and address those risks:

- Deere has implemented the above discussed Code of Business Conduct, Supplier Code of Conduct, and Dealer Code of Conduct which apply to the company's business operations globally including its subsidiaries and controlled affiliates, authorized dealers, and suppliers, and require compliance with all labour laws and regulations, and prohibit the use of child, forced, involuntary, or slave labour.
- Suppliers who want to enter Deere's supply base must acknowledge through Deere's Supplier Code of Conduct that:
    - They will comply with laws governing labour and will not use forced, involuntary, or slave labour, or engage in human trafficking.
    - They will not purchase materials or services from entities that use forced, involuntary, or slave labour.
    - They will take into account John Deere's expectations for the protection of human rights in their supply chain.
    - Materials used in their products comply with labour laws and modern slavery laws of the countries in which they do business.
    - They will 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.

- Deere employees regularly discuss the Supplier Code of Conduct with suppliers during supplier conferences, meetings, and performance reviews.
- The majority of Deere's standard contract templates contain language incorporating the Supplier Code of Conduct and requiring compliance with that code as a condition of the contract.
- Deere's purchasing terms and conditions, which apply to the majority of purchases made by Deere globally are available on the John Deere Supply Network and require that the "Seller shall comply with the John Deere Supplier Code of Conduct".
- Deere uses a third-party global leader in Corporate Social Responsibility ratings to further assess the sustainability performance of key suppliers in our supply chain. Labour and Human Rights is a core theme in these assessments. Deere uses the results of these assessments in our supplier evaluations, procurement processes, and sourcing decisions.
- Deere conducts periodic audits of its suppliers to identify certain risks and unethical behaviour. These can include labour, safety and human rights-related topics. If violations of human rights are identified in its supply chain, Deere will develop tailor-made action plans with concerned suppliers. These action plans allow its suppliers to eliminate or minimize such violations to limit the risk of modern slavery in the supply chain. If any supplier fails to adequately address any matter escalated by Deere, it may take further actions, including placing the supplier on hold or termination of the relationship.
- Deere works with its supplier-related employees to ensure they know how to identify and report any labour and human rights related concerns and issues (Eyes and Ears Strategy).
- Deere has implemented an employee Code of Business Conduct and Dealer Code of Conduct that require compliance with labour and modern slavery rules and regulations, which applies throughout the Deere Group globally.
- Deere uses a structured risk management process to identify, categorize, and escalate risks, including those relating to labour and human rights.

On a global basis, Deere is subject to, and complies with, a number of legislative regimes requiring companies to analyze the risk of the presence of modern slavery in their supply chains and to make disclosures regarding their efforts to ensure that their supply chains are free from slavery and human trafficking. Examples of these laws in various jurisdictions include the California Transparency in Supply Chains Act, the German Supply Chain Due Diligence Act, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act and the U.K. Modern Slavery Act.

No fines, penalties, or compensation for damages related to incidents of human rights incidents involving the Company's own workforce were recognised in the Company's financial statements during the reporting period.

Global Reporting Policy

The Global Reporting Policy applies to everyone working for or on behalf of Deere and its subsidiaries, including all employees and allows individuals to raise compliance concerns.

Any employee, supplier, or concerned individual can confidentially (and anonymously, where allowed by law) report a potential ethical, legal or Deere policy violation (including forced labour or child labour), through the John Deere Compliance Hotline available online (https://johndeere.ethicspoint.com). Administered by an independent company, the hotline is available to receive confidential reports from anyone within or outside the company. To access country-specific hotline information, employees can view the posters on display at each company location or visit the John Deere intranet. The John Deere Compliance Hotline website is listed in the Code of Business Conduct, the Dealer Code of Conduct, and the Supplier Code of Conduct. The John Deere Compliance Hotline is available 24 hours a day, seven days a week. The Global Reporting Policy refers to the Global Policy Against Retaliation, which strictly prohibits retaliation against any individual who reports or participates in any investigation, audit, or legal proceeding related to such matters.

Allegations are reviewed and/or investigated by an internal team that includes Supply Management representatives. Allegations found to be credible are dealt with as appropriate. Suppliers that are found in violation of the Supplier Code of Conduct may be eliminated from Deere's supply base. At the time of publication, there are no known incidents of modern slavery, forced labour, or child labour.

In addition to its global reporting policies and procedures, the Deere Group has an Australian whistleblower policy which complies with the requirements of the *Corporations Act 2001 (Cth)* and which allows employees, directors and other third parties of the Deere Group to raise compliance concerns.

Remediation Measures

If Deere identifies human rights abuses (including modern slavery, forced labour or child labour) in its supply chain, it develops tailor-made action plans with the impacted suppliers. These action plans allow the suppliers to eliminate or minimize the occurrence of human rights violations and increase their awareness. As a last resort, Supply Management may place the supplier on hold or terminate the relationship when no improvement is made.

Remediation of Loss of Income

Deere has not identified that vulnerable families have experienced loss of income as a result of steps Deere has taken to eliminate modern slavery, forced labour or child labour risks and accordingly measures have not been taken in this area.

Training

Annually, all Deere salaried employees are required to review Deere's Code of Business Conduct and certify that they comply with it. Additional training courses focus on individual sections of the Code as needed. New employees are assigned the Code of Business Conduct training promptly upon joining the company.

The Code of Business Conduct sets forth the company's commitment to human rights with all of its business partners, including that the company does not use or condone the use of any form of forced or indentured labour or human trafficking in the supply chain, manufacturing, or distribution of our products. The Code of Business Conduct makes clear that the company complies with child labour laws, expects others to do the same, and will consider compliance with such laws in its selection of suppliers.

Supplier Code of Conduct training is also available to all employees. This training is mandatory for all Supply Management and Logistics employees and covers various topics, including human trafficking.

Effectiveness & Review

Deere assesses the effectiveness of the above controls to prevent modern slavery, forced labour, child labour, and other human rights violations in its supply chain through a combination of internal reviews, supplier assessments, audit activities and feedback from internal and external stakeholders. These assessments involve Deere supply management, compliance, and other personnel.

Deere also uses a third-party global leader in Corporate Social Responsibility ratings to further assess the sustainability performance of key suppliers in our supply chain. Labour and Human Rights is a core theme in these assessments. Deere uses the results of these assessments in our procurement processes and sourcing decisions.

Based on these assessments, Deere considers that its controls are generally effective and appropriate to address Deere's risks globally and it's local operations. Deere is committed to continual improvement of its practices and to ensuring that it eliminates the risk of human rights violations, including modern slavery, forced labour or child labour in its supply chain.

Other Relevant Information

Globally, Deere strives to take proactive steps to eliminate the risk of slavery or forced labour in its supply chain. To this effect, it has to date:

- Continued Deere's assessment of supply chain-related risks, including those related to labour and modern slavery.
- Ensured Deere's Supplier Code of Conduct include specific labour and modern slavery-related requirements and commitments.

- Implemented a Dealer Code of Conduct that requires compliance with labour and modern slavery rules and regulations.
- Participated in a number of sustainability reporting and ranking processes with external parties to demonstrate Deere's commitment to compliance in this area.
- Formed an inter-disciplinary group within Deere that assesses and evaluates Deere's risks and processes in the area of human rights, including labour and modern slavery.

Deere identified and implemented these initiatives as core components of the controls to ensure that the risks of modern slavery or forced labour in our supply chain are eliminated. .

This report was prepared by Deere's global sustainability reporting department in consultation with the Australian entities covered by this report and relevant internal stakeholders to support the accuracy of the disclosures on modern slavery risks and related actions.

Approval and Date

Approved by the board of directors of Chamberlain Holdings Limited (on behalf of CHL and its subsidiaries).

Luke Chandler
Managing Director

Approved by the board of directors of John Deere Financial Limited.

Mark Ferres
Managing Director

23 July 2026