



SUPPLIER CODE OF CONDUCT



OVERVIEW

AGCO and its Employees are held to the highest standards of Professionalism, Ethical Behavior and Adherence to the Law.

These same standards are expected of the AGCO supply base. This Supplier Code of Conduct is intended to establish a foundation for the crucial relationships

AGCO forges with its supply base. AGCO requires strict adherence to the following elements by its entire supply base, tier supply base and any company seeking to do business with AGCO.

AGCO has made a firm commitment to these standards and expects all its Suppliers and sub-suppliers to adopt and take aggressive measures to achieve the same level of conduct committed to by AGCO. With a joint level of participation, AGCO and our supply base can go further, together.



WORKPLACE AND HUMAN RIGHTS

Child Labor

- *AGCO Suppliers and its sub-suppliers are fully expected to comply with all local laws applicable to the minimum age of employees.*
- *The minimum age of all workers must meet or exceed local laws for an employment age and must comply with International Labor Organization regulations.*
- *In no case shall any employee be under the age of 14.*

Forced Labor

- *AGCO Suppliers and its sub-suppliers will not in any case utilize any form of involuntary or forced labor, slavery or human trafficking, inclusive of prison, bonded or indentured labor.*

Harassment

- *AGCO Suppliers and its sub-suppliers will offer a workplace that respects the dignity and human rights of all employees. In no event shall employees be subject to physical, sexual or verbal harassment.*

Further no employee shall be held to corporal punishment or use of monetary penalties as an act of punishment.

- *All AGCO Suppliers and its sub-suppliers shall treat its employees with respect and courtesy and shall not discriminate or harass other employees based on race, religion, color, nationality, gender, age, disability, military status, sexual orientation or any other statute protected by law.*

Hours of Work

- *AGCO Suppliers and its sub-suppliers will ensure that its employees working hours per week, inclusive of overtime, comply with local laws governing regular work hours and over time work hours.*

Wage and Benefits

- *AGCO Suppliers and its sub-suppliers are expected to pay their employees the minimum compensation required by local laws inclusive of regular wages, overtime pay and benefits that are legally mandated.*



HEALTH & SAFETY AND ENVIRONMENT

Health and Safety

- *AGCO Suppliers and its sub-suppliers will ensure that their employees have a safe and healthy work environment. It is expected that employees are afforded the opportunity to work in a safe environment with safety preventative procedures and equipment that meet all local laws and regulations.*

Environment

- *AGCO strongly believes the environment is paramount to its customers and all its employees. AGCO gives the utmost respect for the environment and expects its Suppliers and its sub-suppliers to conduct their operations in the highest of environmental standards while at minimum complying with local and regional laws regulating environmental controls. Moreover changes or trends in each local law should be anticipated and considered.*



ETHICAL STANDARDS

Gifts, favors and improper payments

- *It is AGCO's policy to conduct its business affairs fairly and impartially in an ethical and proper manner. Business decisions made by employees of AGCO should be made on the basis of quality, service, price and similar competitive factors.*
- *Employees of AGCO must avoid any decisions that are, or give the appearance that any decisions are or were influenced by business courtesies. A business courtesy is a gift or favor for which fair market value is not paid by the recipient. It might be a tangible or intangible benefit and would include, but is not limited to, such items as meals, drinks, entertainment, all forms of hospitality, recreation, transportation, discounts, tickets, passes, promotional material and the recipient's use of the donor's time, material or equipment.*
- *Social amenities customarily associated with legitimate business relationships are permissible. These include the usual forms of entertainment such as lunches or dinners as well as occasional gifts of modest value. While it is difficult to define "customary," "usual" or "modest" by stating a specific amount, common sense should dictate what would be considered extravagant or excessive.*

- *Employees will not accept anything that would influence or is intended to influence their exercise of their independent judgment in pursuit of the best interests of AGCO. If a disinterested third party would be likely to infer that it affected our judgment, then it is too much. All of our business dealings must be on arms-length terms and free of any favorable treatment resulting from the personal interest of our employees.*

Bribery and integrity

- *AGCO Suppliers and its sub-suppliers will not engage in any corruption, kickbacks, bribery to government or ranking officials in connection to business related to supplying of AGCO product or services. All US Foreign Corrupt Practices Act and local laws must be abided as a condition of supplying AGCO.*
- *AGCO Suppliers and its sub-suppliers shall comply with all applicable laws governing competitive practices, such as antitrust and price control laws.*



COMPLIANCE, MONITORING AND REPORTING

Compliance & confidentiality

- *AGCO Suppliers and its sub-suppliers will comply with the law of each country and region inclusive of compliance with competition and export laws in each country.*
- *All AGCO Suppliers and its sub-suppliers shall respect AGCO's proprietary information, obtained by the employee in the performance of his/her work, preventing misuse, informal discussion or disclosing of such information to unauthorized persons and refrain from, with knowledge, making false or improper records of any document. Further AGCO suppliers should ensure that any personal data held is processed in compliance with all applicable protection laws and regulations.*
- *AGCO suppliers are free to decide what information to make available to AGCO. AGCO shall not force a supplier to disclose the supplier's business secrets.*

Monitoring and record keeping

- *AGCO Suppliers and its sub-suppliers in accordance with complying with all of AGCO's Supplier Code of Conduct will maintain the necessary documentation to support its compliance and will allow AGCO the right of inspection and/or review of the respective documentation for assurance of the AGCO Supplier Code of Conduct.*

- *AGCO reserves the right to audit either announced or unannounced of any Suppliers facility and the Supplier must make available the necessary Supplier representative to effectively supply the compliance documentation.*

Reporting misconduct

- *In the event a Supplier, sub-supplier, prospective supplier or any other persons or group believe that any of the listed elements of the AGCO Code of Conduct have been violated or breeched, this person(s) may report such activity with strict confidentiality / anonymously:*

AGCO ETHICS LINE:

- Phone : 866-680-3083
AGCO Alertline: <https://agcocorp.alertline.com>
AGCO Headquarters: 4205 River Green Parkway
Duluth, GA 30096