



AGCO CORPORATION
California Transparency in Supply Chains Act

AGCO Corporation (“the Company”) supports the initiatives embodied in the State of California’s Transparency in Supply Chains Act, designed to encourage public disclosure of Company activity aimed to prevent the use of human trafficking and encourage responsible labor practices in the supply chain.

As AGCO continues to expand globally, we are committed to labor conditions and human rights standards that are not only compliant with local regulations, but ones which also meet our own, often-higher, expectations. We strive to protect and manage our internal labor pool and also collaborate with suppliers that support the same standards in terms of ensuring a safe, legal, and healthy labor force.

We verify that our supply chain understands our expectations on labor and human trafficking.

- AGCO approved our [Supplier Code of Conduct](#) in 2011 and published it on our website in 2012. The Supplier Code of Conduct establishes a foundation for the relationships that we forge with our suppliers. AGCO requires strict adherence to tenets in this Code by our Tier 1 suppliers, any company within our supply chain, and any entity that seeks to do business with the Company.
- Physical copies of the Supplier Code of Conduct were mailed to Tier 1 direct material suppliers to confirm receipt and understanding of the Code.
- AGCO sends periodic sustainability surveys to our top spend suppliers, and this survey asks suppliers to renew their commitment to abide by the Supplier Code of Conduct.
- New suppliers must agree to accept our Supplier Code of Conduct in order to move forward in the supplier selection process. A supplier that is not willing to follow the Code’s tenets will not be a supplier to AGCO.

We evaluate supplier compliance to our labor and human trafficking expectations.

- AGCO’s Quality department leads on-site audits of suppliers to determine if new and existing suppliers meet quality and process requirements in order to (continue to) do business with the Company. These audits include verifying with the supplier that it agrees to the Company’s Supplier Code of Conduct.
- Internal Purchasing and Quality employees regularly visit supplier manufacturing facilities, and these employees are trained in our Supplier Code of Conduct. Should a Code violation be noted, a corrective action plan is developed.

AGCO requires direct material suppliers to certify that they abide by our expectations on forced labor.

- New suppliers must sign a document stipulating that they agree to our Supplier Code of Conduct and comply with all relevant labor laws. Failure to sign the document results in the termination of the business relationship.
- AGCO's supplier scorecard requests suppliers to certify their acceptance of the Company's labor expectations. Inclusion of this topic in the scorecard ensures that this human rights topic is regularly discussed.

We provide training on AGCO's supply chain labor expectations to Company employees and management with direct responsibility for supply chain management, with the aim to mitigate the risk of poor labor practices within our global supply chain.

- Purchasing and Quality employees hold the strongest influence and relationships with our Tier 1 suppliers. Mandatory Supplier Code of Conduct training is provided to this group of global employees so that they are vigilant when visiting suppliers, as well as understand the best approach to address concerns.
- AGCO's [Global Code of Conduct](#) summarizes the principles for our business conduct and ethical behavior. It confirms the expectation that AGCO employees are expected to "always employ the highest ethical business practices in source selections, negotiation, determination of awards, and the administration of all purchasing activities." Global employees receive mandatory training on this Code periodically to ensure understanding. New salaried employees receive this training within 30 days of hire.

Our employees are held accountable to ensure that AGCO's labor and human rights standards are met.

- Global Purchasing and Quality business processes ensure that suppliers meet our labor expectations prior to engaging in a business relationship.
- 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 and/or Supplier Code of Conduct may have been violated or breached, this person/persons may anonymously report such activity to:
 - AGCO Alertline: <https://agcocorp.alertline.com>
 - Phone: 866-680-3083
 - AGCO Headquarters: 4205 River Green Parkway
Duluth, GA 30096