

## **Declaration regarding the protection of human rights 2024**

in accordance with Section 6 (2) of the Supply Chain Due Diligence Act (German: LkSG)

AGCO/Fendt stands for sustainable management, safe working practices and respectful behaviour. The company endeavors to continuously improve its activities and supply chains. This declaration applies to AGCO GmbH and its locations in Germany as well as affected affiliated companies of the AGCO Group in other European countries.

### **Foreword by the management of AGCO GmbH**

AGCO GmbH and the Fendt brand have supported sustainable business practices, a safe and healthy working environment and the respectful treatment of employees and business partners since the company was founded. AGCO/Fendt is equally committed to respecting human rights and assumes responsibility for the value chain as well as the effects of business activities and actions on society and the environment. AGCO/Fendt respect internationally recognised human rights and strives to continuously improve its own operational activities and those of its supply chains in this regard. This declaration applies to AGCO GmbH and its locations in Germany as well as affected affiliated companies of the AGCO Group in other European countries.

### **Standards and guidelines**

Our commitment to respecting human rights and protecting the environment is based on the principles set out in the following internationally recognised human rights frameworks and standards, among others:

- OECD Guidelines for Multinational Enterprises
- Charter of Fundamental Rights of the European Union
- United Nations Universal Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights (UNGPR)
- Conventions and recommendations of the International Labour Organization (ILO) on Labour and Social Standards
- Principles of the United Nations Global Compact (UNGC)
- UN Convention on the Rights of the Child
- UN Convention on the Elimination of All Forms of Discrimination against Women ("Women's Rights Convention")
- International Covenant on Civil and Political Rights / Economic, Social and Cultural Rights
- Minamata Convention on Mercury
- Stockholm Convention on Persistent Organic Pollutants (POPs Convention)
- Basel Convention on the Control of Transboundary Movements of Hazardous Wastes and their Disposal (Basel Convention)

These fundamental standards and values are also reflected in the AGCO guidelines and therefore contains a framework of action for employees, business partners and suppliers (see "Measures").

In order to respect human rights with appropriate care, we strive for the following, among other things:

- A safe and healthy workplace that complies with all applicable local health and safety laws and regulations
- Equal opportunity, non-discrimination and a workplace free from unlawful harassment and retaliation
- Safety for employees in the workplace and on business trips
- Diversity as an element for the success of the business strategy
- Freedom of association and the right to collective bargaining
- Prohibition of human trafficking, slavery or any form of forced labour
- Prohibition of any form of child labour as defined in the applicable jurisdiction or a minimum working age of 15 years as defined by AGCO/Fendt

AGCO/Fendt encourages and supports its employees, business partners and suppliers to fulfil their duty of care to respect human rights and to pass this on to their subcontractors.

### **Risk management**

AGCO GmbH recognises that various risks to people and the environment can arise in the course of the business activities of an internationally operating company and along its supply chains. It is part of AGCO/Fendt's duty of care to recognise these risks and to counteract them.

To this end, AGCO GmbH has systematically added human rights and environmental issues to its risk management system for its own business activities and supply chains. As a result, relevant risks can now be better recognised and managed and potential breaches of duty can be prevented, terminated or their extent reduced.

This management process also takes into account human rights and environmental information and reports of incidents from employees and external third parties via the whistleblower system.

### **Risk analysis**

The analysis of human rights risks and their impact is updated annually and on an ad hoc basis in the event of significant changes to the company profile or business activities.

Discrimination and harassment will not be tolerated at AGCO/Fendt; and the laws and regulations governing equal opportunity employment free from discrimination, victimisation or harassment related to any legally protected ground will be complied with.

The environment is very important to AGCO/Fendt and is therefore part of our corporate strategy. We are constantly striving to reduce emissions from agricultural equipment, raise environmental awareness, promote animal welfare, and support practices that reduce the environmental footprint of farmers through product innovation, in particular by developing and investing in solutions. We are also focusing on resource efficiency to reduce our own environmental footprints in our operations, products and services.

To determine the specific risks, AGCO/Fendt carries out an annual risk analysis so that any human rights and environmental risks in its own business area and in the supply chain can be recognised.

In the course of the abstract risk analysis, AGCO/Fendt identified the following risk categories as priority areas for action in the supply chain by combining country and industry risks:

#### **Human rights risks (in accordance with LkSG)**

- Disregard of freedom of association, freedom of association and the right to collective bargaining (§ 2 para. 2 no. 6)
- Violation of the prohibition of unequal treatment in employment (§ 2 para. 2 no. 7)
- Violation of the prohibition of withholding an appropriate wage (§ 2 para. 2 no. 8)
- Violation of the prohibition of forced labour and all forms of slavery (§ 2 para. 2 no. 3 & no. 4)
- Violation of the prohibition of child labour (§ 2 para. 2 no. 1 & no. 2)
- Disregard for occupational health and safety and work-related health hazards (§ 2 Para. 2 No. 5)
- Violation of the prohibition on the commissioning or use of private/public security personnel that could lead to impairment due to lack of instruction or control (Section 2 (2) no. 11)
- Unlawful infringement of land rights (§ 2 para. 2 no. 10)
- Violation of the prohibition of an (...) act or omission contrary to duty which is directly capable of impairing a protected legal position (= further human rights) in a particularly serious manner and the unlawfulness of which is obvious when all relevant circumstances are reasonably assessed (§ 2 para. 2 no. 12)

#### **Environmental risks (in accordance with LkSG)**

- Destruction of the natural basis of life through environmental pollution (§ 2 para. 2 no. 9)
- Violation of a prohibition resulting from the Minamata Convention (§ 2 para. 3 no. 1-3)
- Violation of the ban on the production and/or use of substances within the scope of the Stockholm Convention (POPs) and non-environmentally sound handling of waste containing POPs (§ 2 para. 3 no. 4 & no. 5)
- Violation of the ban on the import and export of hazardous waste within the meaning of the Basel Convention (§ 2 para. 3 no. 6-8)

The results of this analysis are incorporated into the company's decision-making processes with regard to supplier selection, business partner management and product responsibility and development. The risk analysis forms the basis for taking further measures to protect human rights and environmental concerns. The results are used as a basis for the creation and, where necessary, adaptation of internal regulations, processes and training in order to meet the changing requirements of our due diligence obligations.

#### **Measures**

To manage potential and actual risks, AGCO GmbH uses a variety of different measures. The aim is to prevent or at least minimize any potential adverse human and environmental impacts.

One of the measures for preventing violations of human rights and environmental obligations is to provide employees with a binding framework for action and to encourage suppliers and business partners to comply with our guidelines. AGCO/Fendt has therefore issued the following guidelines and standards as preventive measures:

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- **Code of Conduct:** binding guidelines for our own actions and decisions when dealing with internal and external third parties - revised in 2023 with regard to greater respect for human rights and environmental concerns
- **Supplier Code of Conduct:** the basis for cooperation with suppliers
- **Human Rights Policy (2021):** Commitment to respect and improve human rights
- **Animal Health and Welfare Guiding Principles:** Commitment to respect and improve animal welfare standards
- **Health Safety Policy (2021):** Willingness to observe and improve the health and safety of employees - also extends to the supply chain
- **Environment and Climate Change Policy (2021):** Detailing AGCO's endeavours to reduce or avoid adverse environmental impacts
- **Conflict Minerals Policy (2013):** Implementation of a responsible sourcing strategy
- **GHG Emissions and Environmental Activity Reporting (2024):** Regulation of environmental reporting with regard to the reduction of greenhouse gas effects

We ensure that all decisions within the company (including purchasing decisions in relation to suppliers) are made in accordance with our guidelines and in consideration of human rights and environmental protection.

### **Complaints mechanism**

A functioning complaints mechanism is essential for the successful identification of any violations in human rights and environmental law. This enables those affected or observers of risks or violations to draw attention to them.

AGCO/Fendt operates a whistleblower system that provides a confidential communication channel for internal and external potentially affected parties worldwide to report possible violations of human rights and associated laws or regulations.

The complaints system is available both as an online reporting system and as a telephone hotline; reports can also be made anonymously. It is managed by a professional third-party provider and thus ensures that every report is handled neutrally and impartially. This ensures that complaints are handled confidentially and fairly.

We are constantly working to improve our performance in relation to human rights and the environment. For this reason, key findings from the grievance mechanism are used to further develop our systems and minimise risks.

The **AGCO/Fendt whistleblower reporting system** can be reached via the following contact details:

**WEBSITE:** [www.agcoalertline.ethicspoint.com](http://www.agcoalertline.ethicspoint.com)

**ONLINE - MOBILE:** [www.agcoalertline.navexone.com](http://www.agcoalertline.navexone.com)

**TELEPHONE:** 08001822266 (for Germany)

## Reporting

For AGCO/Fendt, a transparent approach to its own business activities and supply chains as well as external communication is an important part of its corporate values and social responsibility. As AGCO GmbH, we report annually on the fulfilment of our due diligence obligations and any existing risks as well as additional measures taken by the company. The corresponding annual reporting on the Supply Chain Due Diligence Act (LkSG) is carried out via the Federal Office of Economics and Export Control (BAFA) and is also published on the AGCO GmbH and AGCO Corporation websites. The BAFA currently provides for publication by 31 December 2025 at the latest.

## Responsibilities for human rights and environmental due diligence obligations

The overall responsibility for the implementation of the human rights and environmental due diligence obligations lies with the management of AGCO GmbH and the management of the affiliated companies concerned.

The Human Rights Officer function is responsible for the operational management of the annual risk analysis process and is organisationally part of the Compliance department. The tasks of the Human Rights Officer include initiating the risk analysis, monitoring its implementation, checking the results and reporting on them. The process for the annual risk analysis is documented and forms part of AGCO GmbH's Integrated Management System (IMS).

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**Walter Wagner**

Management AGCO GmbH 2024

## Annual overview of past policy statements

As part of our commitment to respect human rights in accordance with Section 6 (2) LkSG, we are making the previous declarations available for download below.

**[DECLARATION 2023](#)**