

A & I Products Supplier Code of Conduct

Division of ATI Products Inc

OVERVIEW

Since 1980, ATI Products Inc has been a responsible and successful company that focuses on providing the genuine value to customers, employees, dealers, suppliers and the communities where we do business. A&I Products is guided by its core values of integrity, quality, innovation and commitment.

ATI Products Inc is committed to integrity and social responsibility extends to its diverse and worldwide supply base. To ensure that suppliers conduct business with a high degree of integrity and in a socially and environmentally responsible manner, all of ATI Product Inc suppliers are expected to adhere to this Supplier Code of Conduct.

General Responsibility

Suppliers are expected to do what is necessary to comply with this code without delay. Suppliers are expected to be familiar with the business practices of their suppliers and subcontractors and ensure they operate within the guidelines of this code. Failure to comply with this code may result in discontinuance of business relationships.

KEY EXPECTATIONS

Gifts and Gratuities

ATI Products Inc and its employees are not permitted to accept gifts from current or potential suppliers. This includes gifts of nominal value. Although giving gifts is acceptable in some cultures, ATI Products Inc requests that suppliers respect its policy of not accepting gifts.

Improper Payments

ATI Products inc conducts business with high integrity and within the bounds of the law. Bribery and kickbacks are illegal and subject to criminal penalties in many countries, including the United States. Bribes, kickbacks and similar payments to government officials, ATI Products Inc employees or agents acting on ATI Products Inc's behalf are strictly prohibited. This prohibition also applies in areas where such activity may not violate local law.

Child Labor

ATI Products Inc will not engage in or support the use of child labor. Suppliers are expected to comply with applicable local child labor laws and employ only workers who meet the applicable minimum legal age requirement for their location. In the absence of local law, suppliers shall not employ children under the age of 14.

Forced Labor

ATI Products Inc will not engage in or support the use of forced or involuntary labor. ATI Products Inc will not purchase material or services from a supplier utilizing forced or involuntary labor. Compensation and Working Hours ATI Products Inc pays employees a competitive wage. Suppliers are expected to comply with all applicable wage and hour labor laws and regulations governing employee compensation and working hours.

Discrimination

ATI Products Inc supports diversity and equal opportunity in employment. Unlawful discrimination in the workplace is not tolerated. Suppliers are expected to comply with all applicable local laws concerning discrimination in hiring and employment practices.

Environment

ATI Products Inc respects the environment and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to conduct their operations in a way that protects the environment. Suppliers are expected to comply with all applicable environmental laws and regulations in the countries in which they operate.

Health and Safety

ATI Products Inc is committed to the safety and health of its employees and conducts its operations in compliance with applicable laws and regulations. Suppliers are expected to provide a safe working environment that supports accident prevention and minimizes exposure to health risks. Suppliers are expected to comply with all applicable safety and health laws and regulations in the countries in which they operate.

Confidential Information

ATI Products Inc is dedicated to complying with applicable laws concerning proprietary, confidential and personal information. Suppliers are expected to comply with all applicable laws and regulations governing the protection, use and disclosure of proprietary, confidential and personal information.

CONTACT INFORMATION

For questions or comments on the ATI Products Inc Supplier Code of Conduct, please contact your Supply Management representative or the Manager, Supply Chain Value Assurance at 90SMCompliance@JohnDeere.com.

NON-COMPLIANCE REPORTING

The ATI Products Inc Supplier Code of Conduct is based on the Deere & Company Business Conduct Guidelines, which can be found online at [John Deere Supplier Code of Conduct](#)

Violations of the ATI Products Inc Supplier Code of Conduct should be reported using one of the following confidential options:

Telephone: 1-800-933-3731 (US and Canada only)

Post Office: Compliance Hotline Committee
Post Office Box 1192
Moline, Illinois 61266-1192
USA

ONLINE VERSION

The ATI Products Inc Supplier Code of Conduct is available online at: <http://www.aiproducts.com/terms.html>

Please refer to this website for changes to the ATI Products Inc Supplier Code of Conduct.

3/17/25