

Equal Opportunity Policy



1. Scope

This policy is applicable to individual applicants and all salaried employees of John Deere India Pvt. Ltd., subject to the approval of Global HR Director.

Unit HR Head shall be responsible for maintaining and updating this policy. He/she, in consultation with Global HR Director shall be responsible for releasing this policy, in their respective units. Any changes to this policy will be approved by Global HR Director in consultation with Country Management.

For the scope of this policy, the term 'Unit' refers to the business units / entities where the policy is applicable.

The policy is classified as Unclassified as per the ([Information Classification Chart](#)).

2. References

2.1 Definitions

Refer to John Deere India Private Limited Definitions Policy for definitions of terms and acronyms

2.2 Documents

Document Number	Description	Revision/Date
JDIHR0001F1	Policy Template	2 Dec 2015
JDIHR0001	Definitions	Revision A
Deere & Company	Global Records Management Policy	Jul'2019
Deere & Company	Global Electronic Resources Policy	May'2020

3. Policy

John Deere India Private Limited (the "**Company**") is committed to providing equal opportunity in terms of recruitment, employment and conditions of service to all persons, without any discrimination on grounds including disability and gender. The Company is committed to comply with various obligations under the applicable laws including the Rights of Persons with Disabilities Act, 2016 and the rules framed thereunder ("**Disability Law**"). Accordingly, the Company has published this equal opportunity policy (this "Policy") to inform applicants and

employees of the Company's commitment to be an equal opportunity employer. This Policy is subject to applicable regulations, qualifications, eligibility based on job specific requirements and merit of individual applicants and employees.

3.1 Recruitment and Hiring

All qualified and eligible persons including persons with disabilities may apply to any post in the Company. The Company will recruit, hire, train and promote qualified and eligible individuals in all job titles, and ensure that all other personnel actions are administered without regard to any discrimination.

3.2 Working at the Company

As an equal opportunity employer, all the Company's employment decisions are made on the merit of an individual. The Company ensures that any decisions in relation to its employees including but not limited to promotions, compensation, benefits, transfers, layoffs, return from layoffs, Company-sponsored training, education, tuition assistance, social and recreational programs are administered without regard any discrimination on any count. Further, the Company has taken best efforts to make its workplace accessible to persons with disabilities and to ensure that persons with disabilities are able to effectively discharge their duties in the establishment.

3.3 Liaison Officer

The Company has appointed Global HR Director as a Liaison Officer to guide and provide clarifications to any persons with disabilities who wish to apply or have applied for a position in the Company. Further, employees with disabilities who believe that they might require specific assistance or amenities to help them carry out their job functions may contact the abovesaid Liaison Officer.

For additional details, please refer to the Company's:

- [Privacy Policy](#)
- [Anti-Discrimination Policy](#)
- [Retaliation Policy](#)
- [Code of Business Conduct](#)

4. In Case of Conflict

This policy is subject to management discretion and approval. In case of any deviations/dispute/grievance /redressal, Global HR Director's decision will be final and binding on the parties.

Management's Prerogative:

Management reserves the right to put on hold, alter, modify, review this Policy at any time and / or withdraw this Policy summarily without any notice.

5. Records Management and Retention

5.1 Records Management and Retention

This is a description of the records created by this policy, if any, and their retention guidelines.

5.2 Document Change Records

Document Change Records				
Sr. No.	Revision no./ date	Section Revised/ Page No.	Reason for change	Change Description
1				