

EIKMASKIN AS – HUMAN RIGHTS POLICY

1 GENERAL

Eikmaskin AS («Eikmaskin») is committed to respecting universal human rights and decent working conditions as set out in the United Nations Guiding Principles on Business and Human rights (UNGP), the International Covenant on Economic, Social and Cultural Rights of 1966, the International Covenant on Civil and Political Rights of 1966 and the ILO's conventions on fundamental principles and rights at work (together “**International Human Rights**”). We have a responsibility to ensure that human rights are understood and observed in all aspects of our operations, including our employees, workers in our supply chain and others who may be affected by our activities.

Eikmaskin is informed and guided by the principles set out in the following international standards:

- UN Declaration of Human Rights
- UN Guiding Principles on Business and Human Rights
- The International Labour Organization's Fundamental Conventions
- OECD Guidelines for Multinational Enterprises

Where Eikmaskin's business activities may impact the human rights of particularly vulnerable groups, such as migrant workers, indigenous people, women, children and other minority groups, we are also guided by other international standards that elaborate on their rights.

2 SCOPE

This human rights policy (the “**Policy**”) applies to all employees of Eikmaskin, including part-time and temporary workers, together with independent contractors. Our commitment to respect human rights also extends throughout our value chain, and we use our relationships with our independent suppliers, and other business partners to encourage and promote the principles of this Policy throughout their networks. This Policy should be read in conjunction with all relevant Eikmaskin policies and guidance, and the policies of AGCO Corporations.

3 POLICY

3.1 Respecting Human Rights

While we recognize that governments are ultimately responsible for establishing the legal framework to protect human rights within their jurisdictions, we strive to foster safe, inclusive and respectful workplaces wherever we do business and respect the fundamental rights of Eikmaskin's employees. We strive for:

- A safe and healthy workplace, compliant with all applicable local health and safety laws and regulations;
- Equal opportunity, non-discrimination, and a workplace free from unlawful harassment and retaliation;
- Security at work for employees and when on business travel;
- Diversity as a key element to the success of our business strategy;
- Freedom to associate and collectively bargain;

- Prohibition of human trafficking, slavery, or any form of forced or involuntary labour as defined in Article 2 in the Forced Labour Convention 29 of the International Labour Organization; and
- Prohibition of any form of child labour defined as being under the legal working age in the appropriate jurisdiction or younger than 15 years of age – whichever reflects a more stringent standard.

We believe responsible supply chains must respect people and human rights, promote good agricultural practices, provide viable livelihoods, reduce environmental impacts, respect animal welfare, and produce safe products. Eikmaskin's Supplier Code of Conduct extends the principles set out in this Policy into the supply chain and sets expectations for our supplier partners.

Within the Supplier Code of Conduct, Eikmaskin requires suppliers to respect the human rights of their employees and the communities in which they operate, as well as to comply with all relevant national or local legislation, regulations and directives. Suppliers must prohibit the use of forced labour and child labour and respect labour rights including non-discrimination, non-harassment and the right to collective bargaining and give workers, whether local or migrant, the right and the ability to leave employment when they choose.

3.2 Supporting communities

Finally, our commitment to human rights also includes improving agricultural prosperity and supporting marginalized farmers and vulnerable populations in developing countries where our activities contribute to addressing adverse human rights impacts. Through the AGCO Agricultural Foundation as well as AGCO's brand and regional engagement activities, we support a variety of non-profit organizations and local community-based organizations. To learn more about the steps we are taking to further our commitments, see AGCO's latest Sustainability report and the [AGCO Agricultural Foundation website](#).

3.3 Materiality analyses

Eikmaskin will carry out scoping exercises to identify the most significant risks for violation of human rights and decent working conditions amongst Eikmaskin's own business operations, including the activities of the supply chain and business partners. The initial screening is based on risk factors such as high-risk areas, high-risk industries and products. Eikmaskin will carry out more thorough assessments of the most significant risk areas, based on the severity and scale of the risk, Eikmaskin's contribution to the risk, and Eikmaskin's possibility to use leverage towards the supplier or business partner in question. If adverse impact on human rights or decent working conditions is identified, Eikmaskin will implement suitable corrective measures in order to help cease, prevent and mitigate future potential and actual adverse impact.

3.4 Governance and Engagement

We will consult with relevant internal employees and external stakeholders to understand any human rights related concerns raised with us and remediate activity that is inconsistent with this Policy. We will assess and escalate to the appropriate level of management any human rights issues and concerns regarding our business activity within the context of applicable law, this Policy, and AGCO's Global Code of Conduct.

The legal structures governing human rights, and the level of enforcement, vary widely across the countries which we operate in. Where conflicts exist between national and international standards, we adhere to the applicable national or local law, while seeking ways to respect international human rights principles. We commit to comply with the objectives of the Norwegian Transparency Act.

We intend to develop and implement awareness and/or training on this Policy for employees and business partners, and report on our progress in our annual report in accordance with the Norwegian Transparency Act.

3.5 Reporting

All employees are required to comply with the provisions of this Policy. If any employee become aware of any action that they believe is not consistent with this Policy, the applicable law, or AGCO's Global Code of Conduct, or Supplier Code of Conduct, they should seek assistance by contacting their immediate supervisor or anyone in their chain of command.

In addition, any concerns can be raised through the AGCO Alertline, details of which are contained on Inside AGCO and in the Global Code of Conduct. All concerns are promptly, impartially, and confidentially investigated and appropriate action taken without any retaliation against anyone who reports any concern in good faith. Eikmaskin will not tolerate retaliation against anyone for reporting or providing information that he or she reasonably believes relates to a violation of law, a breach of this Policy or AGCO's Global Code of Conduct.

3.6 Policy Governance and Oversight

Management is responsible for implementing, reviewing and ensuring that the colleagues reporting to them are aware of the provisions in this Policy. This Policy should be read in conjunction with all other relevant Eikmaskin and AGCO policies and guidance.