

CNH Industrial Slavery and Human Trafficking Statement 2022



Our Corporate Structure

CNH Industrial N.V. is a Dutch company with its principal office in the United Kingdom. CNH Industrial N.V. is the parent company of industrial and financial services companies located in 32 countries and a commercial presence in approximately 170 countries.

For purposes of the UK Modern Slavery Act, this statement is made on behalf of CNH Industrial N.V. and its United Kingdom (UK) subsidiaries and sets out the steps we took to prevent modern slavery occurring within our business or our supply chains as part of our commitment to ESG best practices.

Unless otherwise indicated or the context otherwise requires, the terms “CNH Industrial”, “we”, “us”, “our” or “the Company” refer to CNH Industrial N.V. together with its consolidated subsidiaries

Our Business

CNH Industrial is a leading equipment and services company engaged in the design, production, marketing, sale and financing of agriculture and construction equipment.

For more information please see 2022 Sustainability Report, CNH Industrial at a Glance, page 9, at this [link](#).



Our Commitment

CNH Industrial is committed to the creation of long-term sustainable value for all our stakeholders and believes that respect for fundamental human rights is a prerequisite for achieving this objective.

Our Code of Conduct

The Company's commitment is summarized in our Code of Conduct, which addresses the ethical aspects of economic, social, and environmental issues. Explicit reference is made to the UN's Declaration on Human Rights, the relevant International Labor Organization (ILO) Conventions, and the Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Companies.

Please visit our Code of Conduct at this [link](#).



Our Human Rights Policy

Our **Human Rights Policy** supplements the Code of Conduct. This policy outlines CNH Industrial's commitment to prevent human trafficking and slavery, including in its supply chain, in compliance with, among others, the California Transparency in Supply Chains Act, the Human Trafficking Prevention Act, the UK Modern Slavery Act 2015, the Australia Modern Slavery Act 2018 and similar laws.

CNH Industrial prohibits the use of child labor, slavery, forced or mandatory labor, human trafficking or sex trafficking by any covered person.¹

¹ Covered persons collectively include: CNH Industrial N.V. and its subsidiaries; the directors, officers, and employees of such entities; and those acting for or on behalf of such entities, comprising all parties the Company conducts business with, including, but not limited to: suppliers, service providers, sales representatives, agents, consultants, dealers, distributors, importers, resellers, and joint venture partners.

Our Supply Chain

Our products are highly complex, typically containing thousands of parts from many direct suppliers. The Company has relationships with a vast network of suppliers throughout the world. Our purchases are managed by our Purchasing function, which operates globally through dedicated regional purchasing organizations in EMEA, North America, LATAM, and APAC, by product line and commodity group.

SUPPLIERS IN NUMBERS



CNH Industrial worldwide

	2022
Direct material purchases ^a (% of the total volume of CNH Industrial purchases)	83
Direct material suppliers (no.)	3,011
Value of purchases from direct material suppliers ^b (\$billion)	8.2
Value of purchases from indirect material suppliers ^c (\$billion)	1.7
Local suppliers (%)	63

^(a) Refers to the value of purchases.

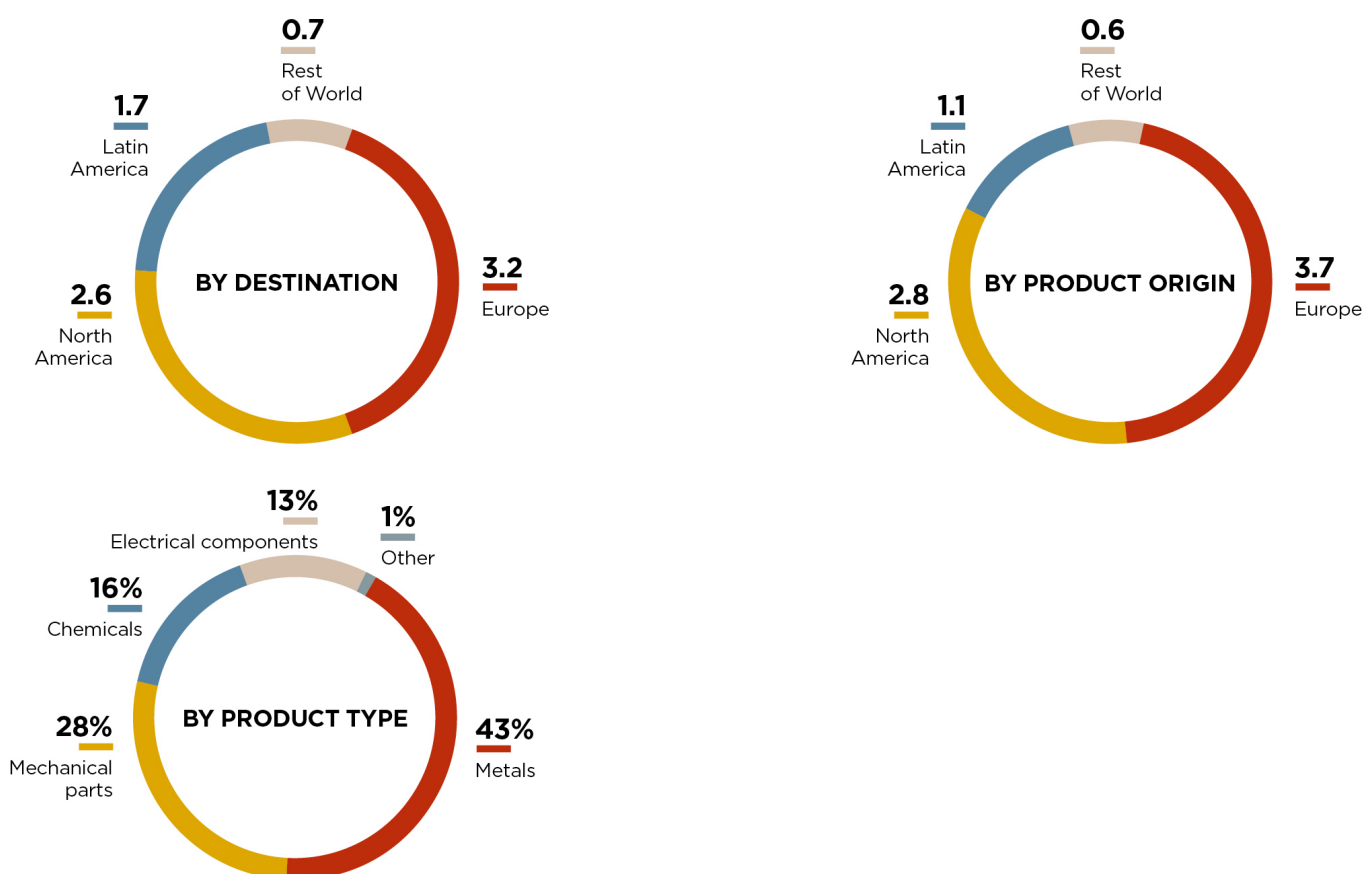
^(b) Direct materials are preassembled components and systems used in assembly. The value of raw material purchases is considered marginal.

^(c) Indirect materials are services, machinery, equipment, etc.

PURCHASES^a



CNH Industrial worldwide (\$billion)



^(a) Refers to the value of direct material purchases.

For more information please see 2022 Sustainability Report, Supplier Profile, page 129 at this [link](#).

Our Supplier Code of Conduct

Together with the CNH Industrial Code of Conduct, the Company implemented its Supplier Code of Conduct to provide a framework for responsible supply chain management. Besides compliance with local legislation, the Supplier Code of Conduct stipulates respect for labor and human rights, environmental protection, trade restrictions/ export controls and business ethics, including prohibiting all forms of human trafficking.

As highlighted in the Supplier Code of Conduct, suppliers are required to work with CNH Industrial to enforce the Code itself, and to pass on its principles to their respective employees, subsidiaries, affiliates, and subcontractors. Training for suppliers on CNH Industrial's Supplier Code of Conduct is available on the Company's Supplier Portal.

Any violation of the Supplier Code of Conduct can alter the business relationship with CNH Industrial and may result in contract termination.

Please visit our Supplier Code of Conduct at this [link](#).

Supplier Selection

Environmental and social sustainability standards are part of CNH Industrial's supplier management program. Selecting and codifying new suppliers is an operational phase of the procurement process that is regulated by specific internal procedures. It is based not only on the quality and competitiveness of supplier products and services, but also on compliance with CNH Industrial's social, ethical, and environmental principles.

The assessment process is built on objective criteria and tools designed to ensure fairness and equal opportunities for all parties involved. This process is also a way to engage suppliers while promoting high sustainability standards, and thus continuous improvement. The supplier assessment process is managed annually by the Purchasing functions and is overseen by the Purchasing Leadership Team.

For more information please see 2022 Sustainability Report, Supplier Selection, page 131, and Supplier Assessment, page 132, at this [link](#).



Risk Assessment, Due Diligence and Steps to Mitigate Risks

We monitor respect for human rights within the Company's operations and across its supply chain and customer base. Risks linked to the violation of human rights are included in our Enterprise Risk Management (ERM) system. CNH Industrial's ERM methodology defines risk as any event that could affect the Company's ability to meet its objectives. The methodology enables the timely identification of risks and the evaluation of their significance and allows action to be taken to mitigate and if possible, eliminate such risks.

For more information please see 2022 Sustainability Report, Human Rights Assessment, page 33, at this [link](#).

Our Workforce

As regards its internal operations (joint ventures in which CNH Industrial holds at least a 51% interest are included in the perimeter), CNH Industrial's Internal Audit function has, since 2013, sent an impact assessment survey each year to the Human Resources functions of the geographic area selected on a rotational basis, to assess the following human rights aspects:

- non-discrimination (including, among others, indigenous people, and migrant labor)
- child labor and young workers
- forced labor
- harassment
- freedom of association
- occupational health and safety.

The impact assessment also focuses on local communities, namely on the promotion of their social and economic development based on specific needs. The most recent impact assessment survey was conducted in 2021, and in the past 3 years, the assessment has covered 78% of employees of the global workforce.

For more information please see 2022 Sustainability Report, Human Rights Assessment, page 37, at this [link](#).



Supplier Assessment

To minimize risk related to the Company's supply chain, sustainability audits are performed at suppliers' plants by either CNH Industrial Supplier Quality Engineers (SQEs) or independent third-party auditors. Audits, which are organized in agreement with the suppliers, aim at checking the information submitted via the self-assessment questionnaires and at defining possible improvement plans where necessary.

For more information please see 2022 Sustainability Report, Supplier Assessment, page 132 at this [link](#).

Compliance Helpline

We have established a procedure to ensure that our employees and third parties can report situations in which they have a good-faith belief that any circumstance or action has violated our Code of Conduct, global policy or applicable law, including the respect for Human Rights. Our Compliance Helpline is operated by an independent company and is available worldwide. Reports can be submitted (also on an anonymous basis, where permitted by law) through the dedicated Internet website (www.cnhindustrialcompliancehelpline.com), by telephone through dedicated phone lines (to a call center managed by a third party), or in person to a manager or other Company representative.

This statement was approved by CNH Industrial N.V.'s Board of Directors and covers all activities undertaken by CNH Industrial's U.K. entities and operations prior to December 31, 2022.

A handwritten signature in black ink, appearing to read 'Scott W. Wine', with a stylized, flowing script.

Scott W. Wine
Executive Director and Chief Executive Officer