



CNH SLAVERY
AND HUMAN
TRAFFICKING
STATEMENT
2023

Our Corporate Structure

CNH Industrial N.V. is a Dutch company incorporated as a public limited liability company (naamloze vennootschap) under the laws of the Netherlands with its principal office located at Cranes Farm Road, Basildon, Essex, SS14 3AD, United Kingdom.

For purposes of the United Kingdom Modern Slavery Act, this statement is made on behalf of CNH Industrial N.V. and its United Kingdom 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.

For purposes of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, this statement is made by CNH Industrial N.V.'s Canadian subsidiaries, including without limitation CNH Industrial Capital Canada Ltd. and CNH Industrial Canada, Ltd., and sets out the steps we took to prevent forced and child labour occurring within our business or our supply chains as part of our commitment to ESG best practices and compliance with the Fighting Against Forced Labour and Child Labour in Supply Chains Act.

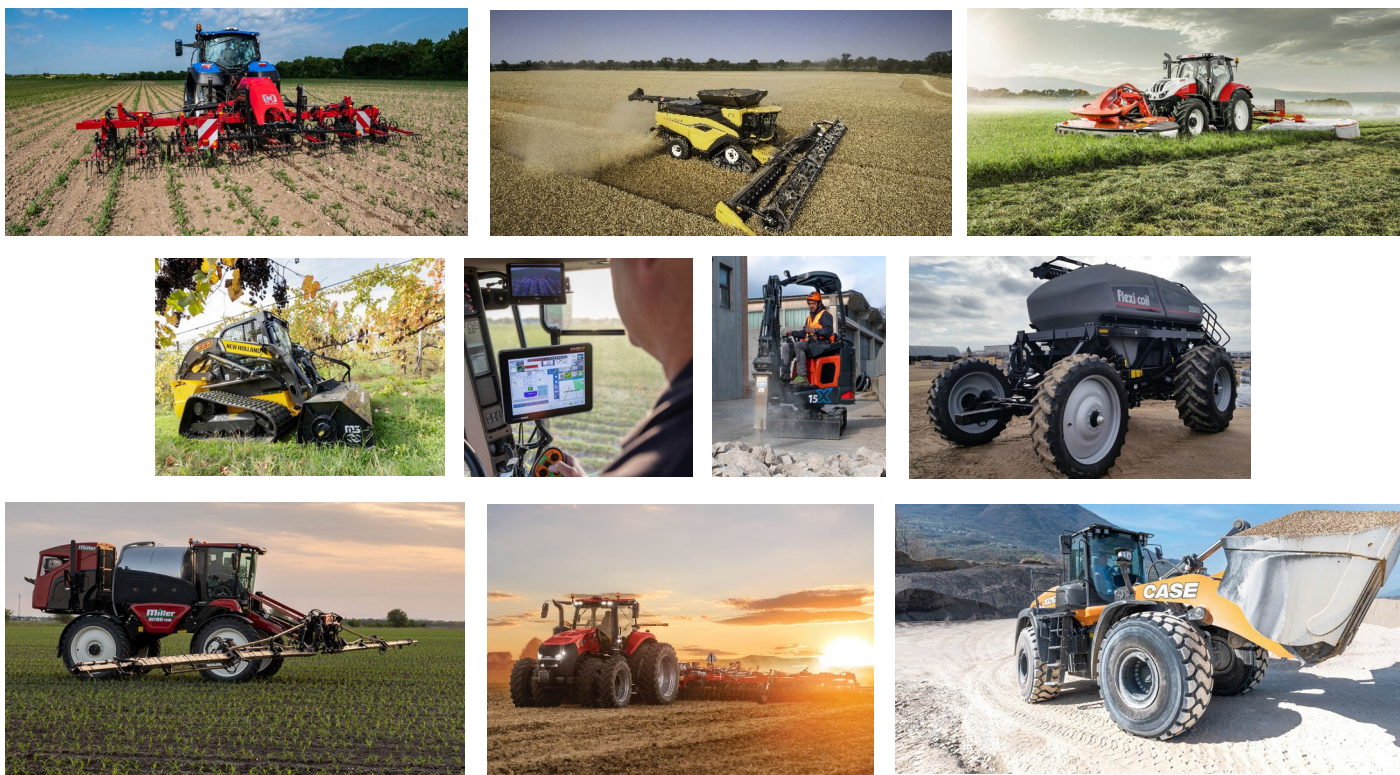
For the purposes of section 14 of the Modern Slavery Act 2018 (Cth) in Australia, this statement constitutes the Modern Slavery Statement made by CNH Industrial Australia Pty Limited (ACN 000 031 130) jointly with its fully owned subsidiary CNH Industrial Capital Australia Pty Limited (ACN 069 132 396) (which is a non-reporting entity under this Act) (together, CNH AU Group, however, for these purposes, interchangeably with the definitions of CNH below for Australia as context requires).

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

Our Business

CNH is a leading equipment and services company engaged in the design, production, marketing, sale, and financing of agricultural and construction equipment and have industrial and financial services companies located in 32 countries and a commercial presence in approximately 164 countries.

For more information please see 2023 Sustainability Report, page 8 at [this link](#).



Our Commitment and Code of Conduct

CNH supports the protection of fundamental human rights in all its operations and seeks to promote respect for these principles to all entities and individuals with whom it has a business relationship. CNH's commitment is summarized in our Code of Conduct, in the Human Rights Policy that supplements it and in the Supplier Code of Conduct.

The human rights principles included in these documents are consistent with the spirit and intent of the UN Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises and the relevant Declaration on Fundamental Principles and Rights at Work of the ILO.

Our Code of Conduct and policies apply to all the Company's Directors, officers and employees, as well as to those acting for or on behalf of all CNH companies worldwide.

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



Our Human Rights Policy

We implement specific procedures to monitor respect for human rights within our operations, assessing the potential impact of those operations on human rights and implementing mitigating and preventative measures where needed.

Our [Human Rights Policy](#) supplements the Code of Conduct. This policy outlines CNH'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 United Kingdom Modern Slavery Act 2015, the Australia Modern Slavery Act 2018, the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act, and similar laws.

CNH prohibits the use of child labour, slavery, forced or mandatory labour, human trafficking or sex trafficking by any covered person¹.

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 approach to the management of human and labour rights focuses on 8 main areas:



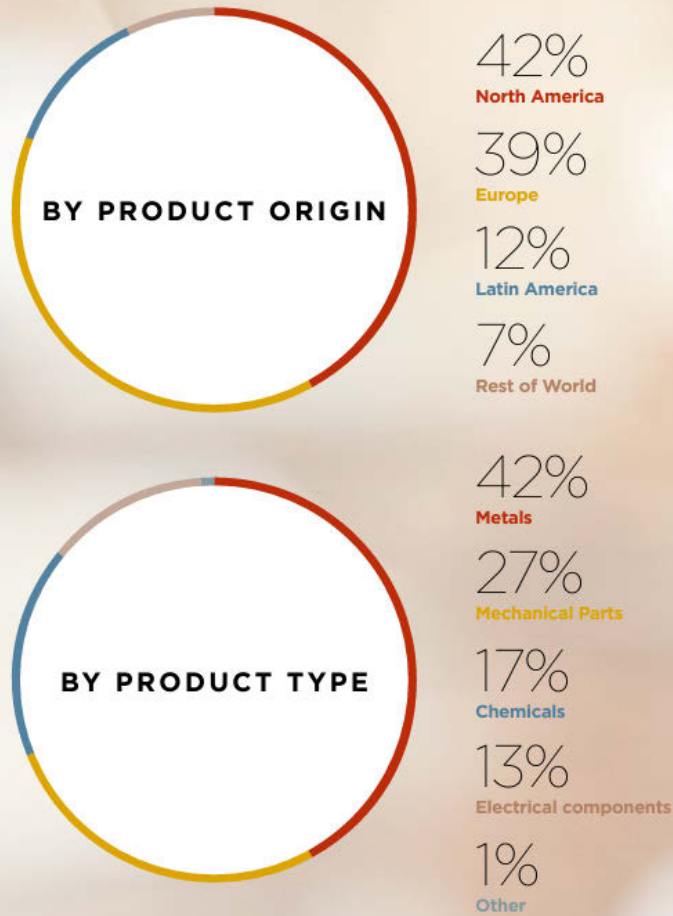
Our Supply Chain

CNH spends approximately \$10 billion with a network of 3,192 direct suppliers. Our top 150 suppliers are considered strategic, not only because they account for 62% of our total spend, but also because of the length of the relationships, the extent of their production capacity and management of spare parts.

Besides supporting our strategic suppliers, we are also committed to supporting small and local suppliers² and minority-owned businesses. In 2023, we signed contracts with local suppliers accounting for 64% of our procurement costs. We also set targets for developing local skills, transferring technical and managerial expertise, and strengthening local businesses.

² Local suppliers are those operating in the same country as the CNH plant in question.

PURCHASES^a CNH worldwide



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

For more information please see 2023 Sustainability Report, Supplier Profile, page 57, at this [link](#).

Our Supplier Code of Conduct

CNH's Supplier Code of Conduct is our framework for responsible supply-chain management. Suppliers are required to work with us to enforce the Code and to pass on its principles to their respective employees, subsidiaries, affiliates, contractors and subcontractors.

Suppliers can access appropriate training through our Supplier Portal; in 2023, 388 users did so. Any violation of our Supplier Code of Conduct may alter the business relationship 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's supplier management program. Selecting and codifying new suppliers is an operational phase of the procurement process 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 specific social, ethical, and environmental elements determined by CNH.

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 2023 Sustainability Report, Sustainable Supply Chain, page 57-60, at this [link](#).

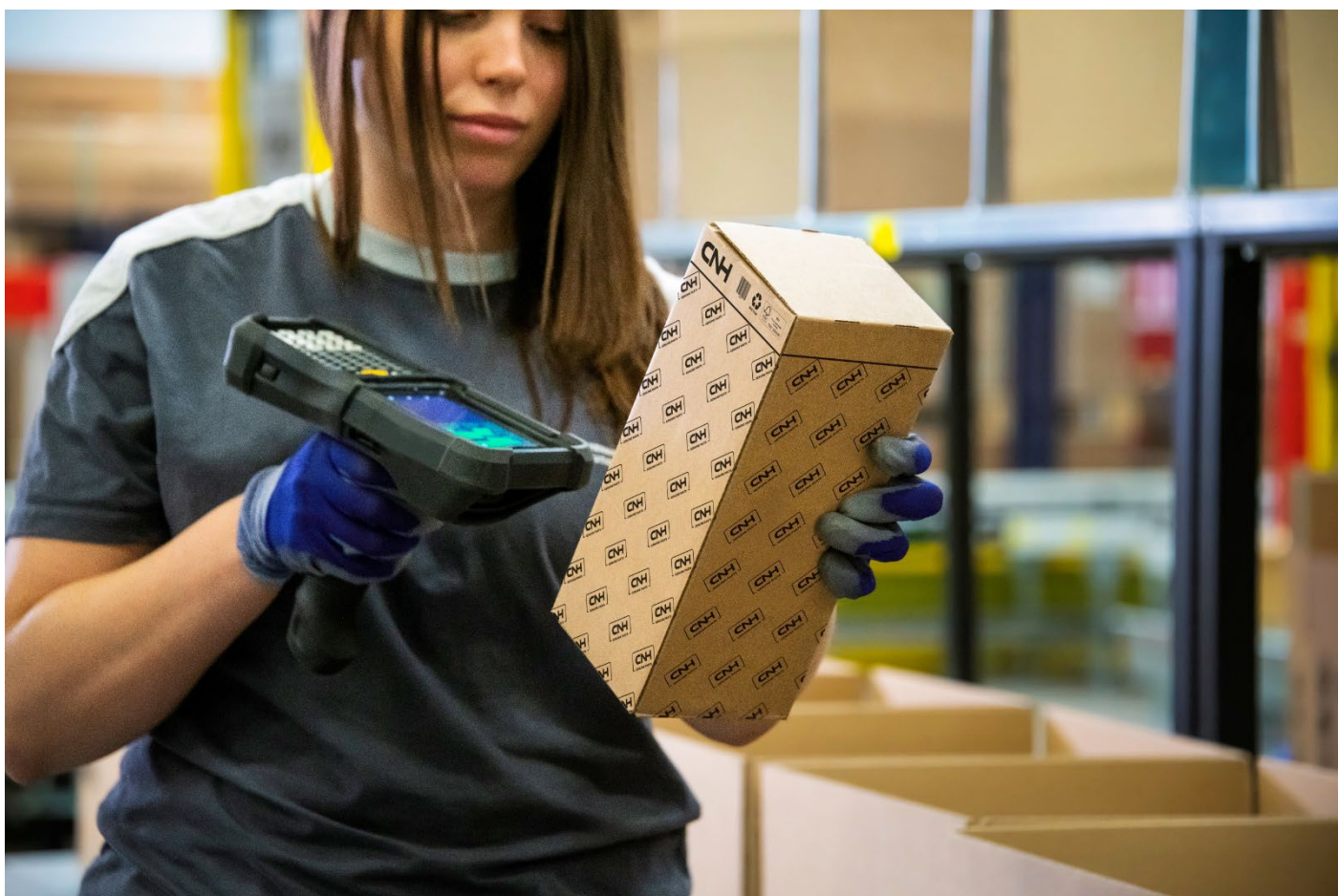


Supplier Assessment

To minimize risk related to the Company's supply chain, sustainability audits are performed at suppliers' plants by either CNH 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 2023 Sustainability Report, Supplier Assessment and Supplier Development pages 58-60, at this [link](#).



Human Rights Assessment

We monitor respect for human rights within our operations and across our supply chain and customer base. As regards our internal operations, CNH's Internal Audit function has conducted impact assessment surveys with the Human Resources functions of the geographic area selected. The impact assessment also focuses on local communities, namely on the promotion of their social and economic development based on their specific needs.

We conduct our Human Rights Assessments at least every 3 years and will conduct our next assessment in 2024. The most recent assessment confirmed the presence of policies and controls designed to ensure respect for human rights, in line with local legal requirements, and did not identify any concerns or issues, including in relation to child or forced labour and freedom of association.

The assessments complied with the requirements of Articles 17 and 18 of the UN Guiding Principles on Business and Human Rights, 2014 (Ruggie Framework). CNH also assesses the entire workforce and all its legal entities with regard to child labour.

For more information please see 2023 Sustainability Report, Human Rights Assessment, page 78, 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, corporate 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.cnhcompliancehelpline.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 all relevant CNH entities and operations prior to December 31, 2023.³



Scott W. Wine
Executive Director and Chief Executive Officer

³ This statement was also approved by the Board of Directors of the CNH AU Group and covers all activities undertaken by the CNH AU Group prior to December 31, 2023.