Ethical Business. Our Shared Responsibility.
»We see behaving with integrity as an essential prerequisite for trusting partnership and cooperation.«

Dr. Christine Hohmann-Dennhardt
Member of the Board of Management of Daimler AG
Integrity and Legal Affairs
Contents.
Dear Business Partners,
Ladies and Gentlemen,

As a company with global operations and an automotive tradition stretching back for more than 125 years, Daimler has a social responsibility. This responsibility is a precondition for, and also the result of, value-based corporate management.

As our business partners, you contribute significantly to our success. Your commitment plays a large part in enabling us to realize our visions and to offer our customers fascinating products and first-class solutions. In the future as well, together with our partners, we aim to shape the development of the automobile and of mobility – sustainably and successfully. To do that, it is important to have shared values and a shared understanding of ethical behavior.

Integrity is one of our four corporate values and forms the foundation of our business activities. An integral part is that as a matter of course, we abide by the law, respect basic ethical values, and behave in a sustainable manner. Because we will only be successful in the long term if we play by the rules. I am convinced that communities of values are always the better communities of value creation.

We base our entrepreneurial activities on the principles of the United Nations’ Global Compact. As a founding member of this initiative started by Kofi Annan, we play a significant part in shaping those principles and have been a member of the LEAD Group since 2011. Our guidelines, in particular the Integrity Code, are based on the principles of the Global Compact and are in conformance with Daimler’s corporate values. Our rules also give due consideration to the principles, which we formulated together with our employees, for behaving with integrity at the company and in our interactions with you as our business partners. These guidelines provide a benchmark for our actions and oblige us to observe and maintain human rights and employee rights, and also to protect the environment and fight against corruption.

We are guided by the conviction that entrepreneurial responsibility does not end at the company gates. Our standards are therefore the same benchmarks that we use to assess our partners. In dialogue with you, we want to help spread the awareness that only business based on values and integrity leads to sustained economic success.

This brochure includes a compact description of our principles and expectations with regard to integrity. It is intended to help you to live up to our shared responsibility in the complex situations of day-to-day business.

We can only meet our ethical standards if we all pull together in the same direction. Please pass on this attitude to your contract partners and make efforts to ensure that they also act in accordance with the principles described in this brochure.

Thank you for your support.

Sincerely,

Dr. Christine Hohmann-Dennhardt
Member of the Board of Management of Daimler AG
Integrity and Legal Affairs
Our Principles.

Companies with global operations need universally applicable values and standards of conduct, which provide support and show the way in day-to-day business. It is about a collective understanding of right and wrong – regardless of the field we work in or the continent where we operate.

Going beyond pure adherence to the rules, Daimler strives to establish an ethical corporate culture in which employees act in accordance with shared values. We expect such conduct from all our employees as well as from our business partners. This includes contractual partners such as joint venture partners, authorized dealers, general distributors, suppliers and body builders, as well as sales, marketing and sponsorship partners.


Further important guidance for our actions is provided by the United Nations Global Compact, which was implemented at Daimler through the »Principles of Social Responsibility« among other initiatives. At the time of joining the initiative in the year 2000, Daimler pledged to abide by and actively promote the principles of the Global Compact in the areas of human rights, labor standards, environmental protection, and anti-corruption.

The principles described in this brochure, which are also based on the International Labour Organization (ILO) conventions, set binding standards of business conduct for employees and business partners around the world.

Furthermore, Daimler expects its business partners to abide by all applicable regulations and laws. Since ignorance is no excuse, each individual is personally responsible for becoming informed about the relevant regulations. If national or international laws or industry standards cover the same topics, the more stringent provisions always apply.
For us, entrepreneurship and social responsibility belong together. As a global company, we are present in many countries with our production plants and dealerships. As an employer and client, we have manifold contacts with regional representatives. Accordingly, we have the duty and opportunity to actively help shape the local social environment and to set standards. We are aware that our business success depends on the skills and commitment of our employees. We therefore strive to have the best possible working conditions, and we expect the same of our partners.

Observance of human rights. Daimler and its partners respect and support the observance of internationally accepted human rights.

Free choice of employment. Daimler and its partners do not permit forced or compulsory labor. Employees must have the freedom to terminate their employment in accordance with a reasonable period of notice.

Ostracism of child labor. Daimler and its partners support the effective abolition of child labor. Children must not be inhibited in their development. Their health and safety must not be adversely affected.

Equal opportunities. Daimler and its partners pledge to uphold equal opportunities with respect to employment and to refrain from discrimination. Discriminatory treatment of employees due to gender, race, disability, national or ethnic origin, religion, age, sexual orientation or gender identity is prohibited.

Freedom of association. Daimler and its partners ensure that employees can openly discuss working conditions with management without fear of disadvantages. They respect the right of employees to come together in groups, join a trade union, appoint a representative and be elected as a union representative.

Fairness in pay, working hours, and social benefits. Daimler and its partners pay wages and provide social benefits in accordance with the basic principles regarding collectively agreed minimum wages, current overtime working regulations and social benefits required by law. At a minimum, working hours must comply with the applicable laws, industry standards, or International Labour Organization (ILO) conventions – depending on which regulation is more stringent.

Health and safety at the workplace. Daimler and its partners ensure health and safety at the workplace at a minimum in line with the valid national regulations, and support the continuous improvement of working conditions. Work must be organized so as to enable all employees to perform their jobs safely and without endangering their health. This includes occupational health and safety as well as ergonomic aspects and health promotion at the workplace.

We want to set standards with our outstanding products and services, as well as with ethically impeccable conduct. Against the backdrop of complex business relationships, we are responsible for our own conduct as well as for the activities of our partners – both in a moral sense and with respect to the law. We can uphold our high ethical standards only if all partners pull together and have a shared understanding of values.

Avoidance of conflicts of interests. Daimler and its partners make decisions solely on the basis of objective facts and do not allow themselves to be influenced by personal interests.

Prohibition of corruption. Daimler and its partners do not tolerate any corrupt practices and take action against such practices. The highest degree of integrity is expected for all business activities and relationships.

Caution when commissioning partners. Daimler and its partners are responsible for their own actions as well as for the activities of their business partners. Before entering into a contractual commitment with new partners, a risk-based integrity check must be performed. For existing partnerships, this check is to be performed on a regular basis and always when doubts about integrity arise or significant changes occur, e.g. in the ownership structure.

Strict export controls. Daimler and its partners ensure adherence to all applicable laws concerning the import and export of goods, services and information.

Comprehensive data protection. Daimler and its partners observe all applicable laws on protecting the personal data of employees, customers, suppliers and business partners.

Fair competition. Daimler and its partners ensure fair competition. They observe applicable laws for the protection and promotion of competition, in particular antitrust laws. Agreements with competitors or other measures which impede the free market are prohibited.

Safeguarding of trade secrets. Daimler and its partners require their employees to safeguard trade secrets. Confidential information may not be released, passed on to third parties or made available in any other way without authorization.
Our Principles.


Environmental compatibility must be ensured to the greatest possible extent at each stage of production. In the interest of sustainable development, the company also feels obliged to actively and consistently advance environmental protection with a view to further reducing any negative environmental impact. In this process, special importance is attached to the application and further development of technologies that help to save energy and water, and to reduce emissions and waste.

Sets benchmarks for environmentally friendly production. The Mercedes-Benz plant in Rastatt.

As a pioneer in the automotive industry, we want to shape future mobility in cooperation with our partners safely and sustainably. Daimler considers itself a trendsetter for the advancement of sustainable products and production methods. It is also strongly committed to improving the quality of life and the environment at its business locations. In this regard, safety, health and environmental protection are not isolated from other goals, but form an integral part of the company strategy geared towards long-term value creation.

Environmentally friendly production. Daimler and its partners are committed to protecting the environment for current and future generations, and to abiding by all applicable laws and regulations. Environmental compatibility must be ensured to the greatest possible extent at each stage of production. In the interest of sustainable development, the company also feels obliged to actively and consistently advance environmental protection with a view to further reducing any negative environmental impact. In this process, special importance is attached to the application and further development of technologies that help to save energy and water, and to reduce emissions and waste.

Environmentally friendly products. All products must comply with the environmental protection standards for their market segments. This includes the complete product lifecycle as well as all materials used. Chemicals and other substances which can pose a risk if released into the environment must be identified and controlled through a system of hazardous substance management, so as to enable their safe handling, transport, storage, recycling or reuse and disposal.

Product safety and quality. Upon delivery, all products and services must meet the contractually defined criteria for quality as well as active and passive safety standards, and must be safe to use for their intended purpose. Daimler and its partners are obliged to notify users of their products in a suitable manner about the use and possible risks involved in handling the product. The legal product liability requirements are technically and legally assessed and assured in an approval process.
For Daimler, ethical principles are not optional, but serve to guide our conduct. We subscribe to the view that no business deal can ever justify putting our company’s reputation at risk. We expect the same of our partners.

Our partners undertake to base their own actions on unanimously agreed value standards and to continually reflect upon them. Partners are encouraged to communicate these principles and the related responsibilities to their employees. They are free to adopt more extensive regulations with higher requirements for ethical business conduct.

Information resources. In addition to this brochure, further sources of information are available to you. At daimler.com → Company → Corporate Governance → Compliance you can learn more about the Daimler Compliance organization and our Standards of Business Conduct. You can find the Daimler Sustainability Report at sustainability.daimler.com. For suppliers, the Daimler Supplier Portal is the main communication platform. In addition to the latest news, suppliers can find all relevant regulations and valuable information about their cooperation with Daimler at daimler.covisint.com. The following link provides information on the United Nations Global Compact: www.unglobalcompact.org

Training opportunities. Daimler offers training sessions on important contents of this brochure to its business partners. The sessions are carried out as either web-based training or classroom training sessions. Business partners are informed about and invited to them by Daimler.

Point of contact in cases of misconduct. In the interest and for the protection of Daimler and its partners, we must investigate any breaches of regulations. If the irregular conduct concerns serious infringements by our employees, please contact Daimler’s Business Practices Office (BPO).

If you notice any specific indications of irregular conduct by your employees concerning the cooperation with Daimler, investigate them immediately and inform us in the event of serious infringements.

You find the contact data of the BPO on our website at daimler.com → Company → Corporate Governance → Compliance → The Business Practices Office (BPO).
Our brands.

Mercedes-Benz Cars

Daimler Trucks

Mercedes-Benz Vans

Daimler Buses

Daimler Financial Services