Ethical business: Our expectations of business partners
“At Daimler Compliance and Integrity are key elements of our business life. We expect this attitude not only from all our employees but also from our partners.”

Renata Jungo Brüngger, Member of the Board of Management of Daimler AG, Integrity and Legal Affairs
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Companies with global operations need universally applicable values and standards of conduct. They 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.
Integrity is one of our four corporate values and forms the foundation of our business activities. An integral part of this is that as a matter of course, we abide by the law, respect basic ethical values, and behave in a sustainable manner. At Daimler, we promote a corporate culture in which we act in accordance with this shared value concept. We expect integrity 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 comes from the United Nations Global Compact, which was implemented at Daimler through the "Principles of Social Responsibility" among other initiatives. Since 2000, as one of the first signatories, Daimler has been working 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 Labor 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.
Our Working Standards

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 – based in particular on the requirements of the International Labour Organization (ILO) – and we expect the same from 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 safety and health must not be adversely affected.

Equal opportunities/Ban on discrimination
Daimler and its partners pledge to uphold equal opportunities with respect to employment and to refrain from all types of discrimination. Discriminatory treatment of employees due to origin, background and nationality, religion and ideology, political or union activity, gender and sexual orientation, age, disability or illness 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 provisions, 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.
Our Business Relationships

We want to set standards not only with our outstanding products and services, but also 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.
We can uphold our high ethical standards only if all partners pull together and have a shared understanding of values.
Avoidance of conflicts of interest
Daimler and its partners make decisions solely on the basis of objective facts. Daimler employees and employees of our partners do not allow themselves to be influenced by personal and financial 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.

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.
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 that impede the free market are prohibited.

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

Compliance with tax laws
Daimler and its partners ensure adherence to all applicable tax laws.
Our Responsibility for the Environment & Safety

As pioneers 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 the most 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, environmental protection, safety and health 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 fundamentally 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 that 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 evaluated and assured in an approval process.
Compliance with Our Principles

For Daimler, ethical principles are not optional, but serve to guide our conduct. After all, no business deal can ever justify putting our company’s reputation at risk. We expect the same from our partners.
Our partners undertake to base their actions on these value standards and to continually reflect upon them. They 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.

Our suppliers agree to share these principles with their vendors, to obligate them accordingly and to ensure compliance.
Information resources

In addition to this brochure, further sources of information are available to you.

At daimler.com → Company → Corporate Governance → Compliance and daimler.com → Sustainability → Integrity you can learn more about the Daimler Compliance organization and the principles of our conduct.

You can find Daimler AG’s Sustainability Report at daimler.com → Sustainability

For suppliers, the Daimler Supplier Portal is the main communication platform. In addition to the news as a supplier you can find all relevant regulations and valuable information about your cooperation with Daimler AG 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 content of this brochure to its business partners. These sessions are carried out as web-based training or classroom training sessions. Business partners are informed about and invited to them by Daimler.
Point of contact in case of misconduct

In the interest and for the protection of Daimler and its partners, we want and we need to look at the matter further in case of any breach of rules. If the misconduct concerns severe violations by our employees, Daimler’s BPO Whistleblower System (Business Practices Office) is in charge.

If you notice any specific indications of misconduct by Daimler employees or your employees concerning the cooperation with Daimler, please inform us.

You find the current contact data of the BPO on our website at daimler.com ➔ Company ➔ Corporate Governance ➔ Compliance ➔ The BPO Whistleblower System.
Our Brands and Divisions
Daimler Trucks

- AMG
- MAYBACH
- smart
- Mercedes me
- Western Star
- Freightliner
- Fuso
- BharatBenz

Mercedes-Benz Vans

- Freightliner

Daimler Buses

- Sietra

Daimler Financial Services

- Mercedes-Benz Bank
- Mercedes-Benz Financial Services
- moovel
- Car2go
- mytaxi