

Principles of Social Responsibility

at Daimler

Preamble

Daimler acknowledges its social responsibility and the 10 principles that form the basis of the Global Compact. In order to achieve these shared goals, Daimler has agreed on the following principles with the international employee representatives.

We support the United Nations' initiative and want to work with other companies and institutions to prevent the irreversible process of globalization from causing fear and alarm among the people all over the globe; we want to show the human face of globalization, among other things by creating and preserving jobs.

We are convinced that social responsibility is an important factor for the long-term success of our company. This also applies to our shareholders, business partners, customers and employees. Only then can we contribute towards world peace and prosperity in the future.

Heeding this responsibility, however, requires that we be competitive and remain so in the long term. Taking social responsibility is an indispensable component of our corporate culture.

The following principles, which are oriented to the conventions of the International Labor Organization, have been implemented by Daimler worldwide, and in establishing them, diversity in culture and social values have been duly acknowledged and heeded.

Human rights

Daimler respects and supports compliance with the internationally accepted human rights.

Forced Labor

Daimler condemns all forms of forced and compulsory labor.

Child Labor

Daimler supports the effective abolition of exploitative child labor.

Children must not be inhibited in their development. Their health and safety must not be adversely affected. Their dignity must be respected.

Equal opportunities

Daimler undertakes to uphold equal opportunities with respect to employment and to refrain from discrimination in any form unless national law expressly provides for selection according to specific criteria. Discrimination against employees based on gender, race, disability, origin, religion, age or sexual orientation is not acceptable.

Equal pay for equal work

Within the scope of national legislation, Daimler respects the principle of “equal pay for work of equal value”, e.g. for men and women.

Relations with employees and employee representatives

- Daimler acknowledges the human right to form trade unions.

During organization campaigns the company and the executives will remain neutral; the trade unions and the company will comply with basic democratic principles, and thus, they will ensure the employees can make a free decision. Daimler respects the right to collective bargaining.

Elaboration of this human right is subject to national statutory regulations and existing agreements. Freedom of association will be granted even in those countries in which freedom of association is not protected by law.

- Cooperation with employees, employees' representatives and trade unions will be constructive. The aim of such cooperation will be to seek a fair balance between the commercial interests of the company and the interests of the employees. Even where there is disagreement, the aim will always be to work out a solution that permits constructive cooperation in the long term.
- The aim of the company is to involve and inform the individual employees as directly as possible. Conduct towards and communication with employees shall be characterized by respect and fairness.

Working conditions

Daimler is opposed to all exploitative working conditions.

Protection of health

Daimler ensures health and safety at the workplace to a level no less than required by national legislation and supports the continuous improvement of working conditions.

Compensation

Daimler honors the right to reasonable compensation of a level no less than the legally established minimum-wage and the local job market.

Working hours

Daimler guarantees compliance with national provisions and agreements regarding working hours and regular, paid holidays.

Training

Daimler supports training of employees with the aim of good performance and high quality work.

Suppliers and sales partners

Daimler supports and encourages its suppliers and sales partners to introduce and implement equivalent principles in their own companies. Daimler expects its suppliers and sales partners to incorporate these principles as a basis for relations with Daimler.

Daimler regards the above as a favorable basis for enduring business relations.

Implementation procedure

These principles are binding for Daimler worldwide. For all employees, including executives, the principles will be set down in the Integrity Code and implemented.

These principles will be made available to all employees and their representatives in an appropriate form. The communication measures will be discussed in advance with the employee representatives.

The senior managers of each business unit are responsible for ensuring compliance with these principles; they will take appropriate measures in respect of implementation. They will designate contacts, for business partners, customers and employees in individual cases. Any complaint brought to the managers' attention in this way shall not result in adverse consequences for the complainant.

Corporate Audit will also examine compliance with these principles in its audits and will include them in the audit criteria.

In addition, Corporate Audit has established a central hotline as a point of contact for reports of non-compliance with these principles at a decentralized level. Upon indication of violations, Corporate Audit will take appropriate action.

The corporate management will regularly report to and consult with the international employee representatives on the exercise of social responsibility in the company and the implementation of these principles.

This agreement was signed in September 2002 by corporate management and the World Employee Committee – also on behalf of the International Metalworkers' Federation (IMF)–.*

Contact partners for queries, complaints or reports of non-compliance with these principles:

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Stuttgart, February 2012

Daimler (Board of Management)

World Employee Committee



Dr. Dieter Zetsche Wilfried Porth



Erich Klemm



Bob King

* Agreement of September 2002, updated in February 2012