

Please find more comprehensive information on our efforts for Sustainability and Human Rights on our website or in our annual Sustainability Report:

<http://sustainability.daimler.com/reports/daimler/annual/2014/nb/English/0/home.html>

<http://www.daimler.com/sustainability>

- 1) Does your company have investments or operations in Myanmar or is it seriously considering investing or operating there? If so, please provide information on the nature of these investments, and which geographic areas and communities they will affect.

We welcome the improvement of the political situation in Myanmar since 2012 which has also resulted in the suspension of sanctions (for instance by the EU and the USA). As from Q3 2013 we therefore operate in Myanmar via our general agent Jardine Cycle & Carriage. Through our contractual partner C&C we can offer MB Cars, Trucks and Buses as well as Fuso Buses. We also ensure respective after sale services.

Specifically we run a showroom and a garage in Yangon and opened a (temporary) second showroom in Mandalay in January 2015.

- 2) Do you have policies and procedures in place to prevent your business activities or investment from contributing to human rights abuse and social conflict in Myanmar (including, for example, human rights due diligence measures)? Please specify whether these policies and procedures apply to your company in general, or specifically to your Myanmar investment. If you have human rights policies and procedures regarding investing or operating in Myanmar, are you willing to share them for posting on our website? If so, please send them as a Word or PDF file, or, if available, as a hyperlink.

We assign a very high priority to recognizing and protecting human rights. We therefore have incorporated this responsibility in the Daimler Integrity Code as a central element for all employees. Human rights are also covered in the Daimler Supplier Sustainability Standards, in suppliers' contracts with our business partners.

As for our general human rights approach: In 2011 we started a risk assessment on human rights issues in countries with Daimler production sites in majority ownership. For this due diligence process on human rights, we use the Human Rights Compliance Assessment (HRCA)-Tool from the Danish Institute for Human Rights to identify possible country-specific risk factors for the observance of human rights. The following countries have been assessed

- 2012: Germany, Mexico, and Egypt.
- 2013: Japan, France, Hungary, South Africa, Brazil, India, Spain, and the U.S.
- 2014: Argentine, Indonesia, Canada, Czech Republik and Turkey

In 2015 the last tranche, Portugal, Rumania and the UK will be assessed

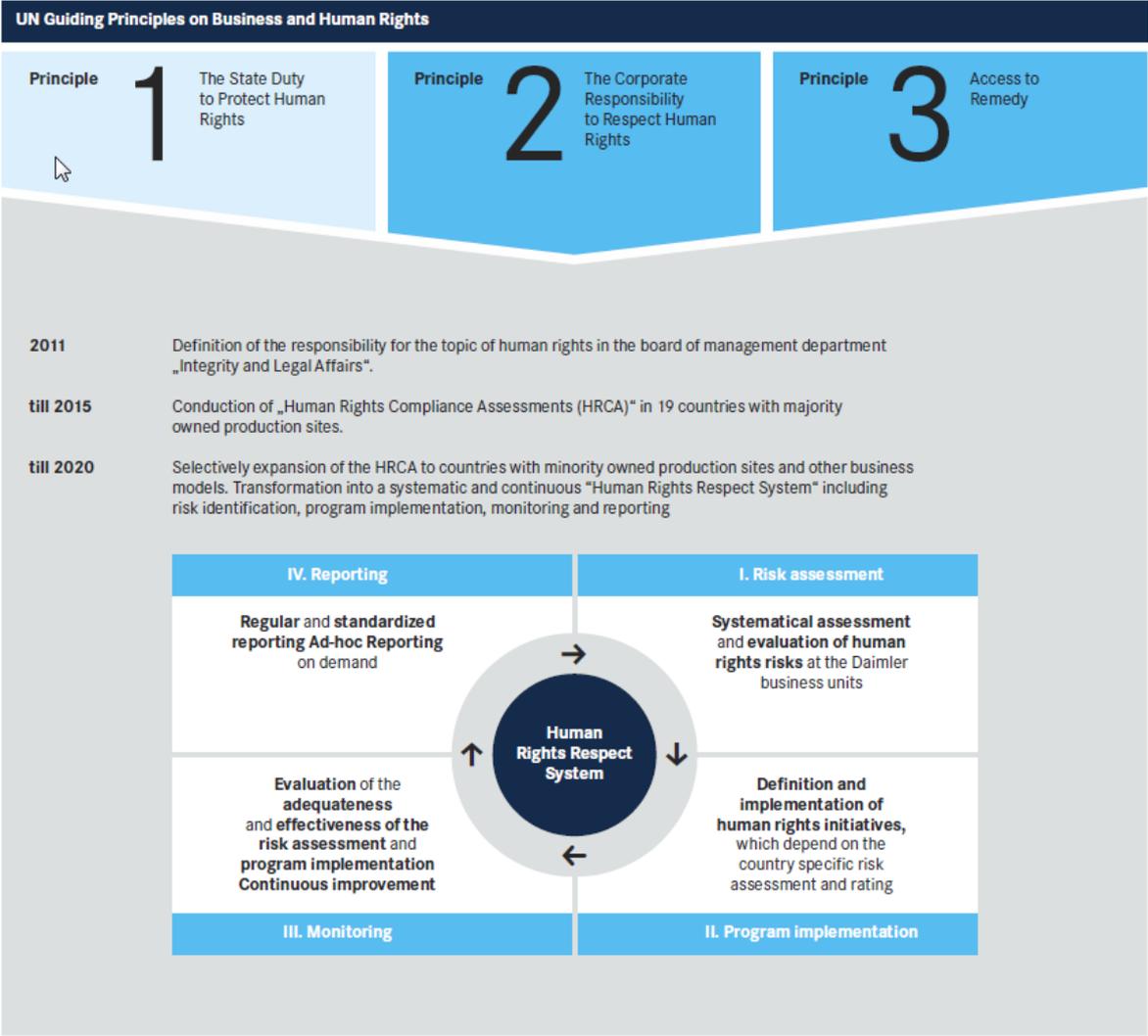
Human rights are an integral component of the Supplier Sustainability Standards and the contractual terms of direct Daimler suppliers. With a view to additionally addressing the issue of human rights in the highly complex supply chain, on which we have only an indirect influence, we employ appropriate communication and training measures. We examine the observance of the sustainability standards by our suppliers in a multistage process based on a risk analysis which we conduct according to country and merchandise group.

3) Who in your leadership is responsible for ensuring compliance with the policies and procedures in no. 2?

The Responsibility for compliance with policies and procedures are within the “Integrity and Legal Affairs” function of the Group’s Board of Management, headed by Dr. Christine Hohmann-Dennhardt.

4) If you do not yet have human rights policies and procedures in place, do you have plans to develop them? If so, what efforts are you currently engaged in or plan to engage in on this regard?

Daimler started early on (2005) discussing and developing a human rights risk management process, which went along with the development of the UN Guiding Principles on Business and Human Rights. Based on our initial experiences with the Human Rights Compliance Assessments (analysing 19 countries with Daimler production sites in majority ownership, see above), we currently develop a, how we call it, **Daimler Human Rights Respect System**, which intended to start in 2016 and roll out until 2020 (see graph below).



- 5) How does your company try to prevent or mitigate conflicts that affect its operations or the surrounding communities (including armed conflict, inter-communal conflict and violence, etc.)? Could you please list your policies, procedures or concrete activities in this regard, including community engagement and dialogue measures and revenue sharing

Prevention and mitigation measures are central element of the “Human Rights Respect System”. Effective ways of integrating rights holders are also currently discussed within our stakeholder dialogue process.

The relevant policies/dialogue measures include:

- Integrity Code (including human rights):
http://www.daimler.com/Projects/c2c/channel/documents/1031150_Daimler_Integrity_Code.pdf
- Supplier Sustainability Standards
(http://sustainability.daimler.com/daimler/annual/2014/nb/English/pdf/601_Supplier_Standards_ENG.pdf)
- Business Partner Brochure (“Ethical Business. Our Shared Responsibility.”):
http://www.daimler.com/Projects/c2c/channel/documents/2143150_Daimler_Business_Partner_Brochure_20120315_en.pdf
- Human Rights working group at the annual Daimler Sustainability Dialogues
Discussed topics and results see here:
<http://sustainability.daimler.com/reports/daimler/annual/2014/nb/English/202020/participants-and-topics-of-the-daimler-sustainability-dialogues.html>

To deal with cases of suspected human rights violations, we have a system for investigating tips from internal and external whistleblowers, the whistleblower system Business Practices Office (BPO). For our suppliers, who are obligated by the Daimler procurement standards to respect human rights, there is also an established complaint management process that is handled by the World Employee Committee.

- 6) Who should communities or civil society groups contact if they have questions or concerns about your investment or operations in Myanmar? Please provide their contact information.

For questions on human rights contact Dr. Wolfram Heger (wolfram.heger@daimler.com)

- 7) We further invite you to respond to questions specific to your industry. Does your company have policies and procedures in place to address each of the following areas? If so, please provide details:
- a. Freedom of association and collective bargaining
 - b. Living wages
 - c. Workplace health and safety
 - d. Child labour
 - e. Forced labour
 - f. Anti-discrimination (whether based on race, gender, religion, nationality, etc.)
 - g. Environment
 - h. Land rights
 - i. Relocation

We have policies and procedures in place to address each of the listed areas. For us as an automaker, the emphasis is on employee rights, fair working conditions, and the rejection of every form of discrimination, forced labor, and child labor. They are all covered in the mentioned policies and guidelines.