

DAIMLER TRUCK

# Declaration of Principles on Social Responsibility and Human Rights at Daimler Truck

November 2022





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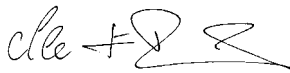
# Foreword

At Daimler Truck, we work for everyone who moves the world. We are an important part of the economy and society, and our responsibility is correspondingly great: for our employees who bring our trucks and busses onto the road; for our customers who trust our products and services; and for all people who come into contact with our economic activities.

We consciously accept this responsibility. Respect and support for human rights is a fundamental component of this. We are strongly committed to this in all our companies and expect our business partners to do the same.

We reaffirm our commitment in this **Declaration of Principles on Social Responsibility and Human Rights**. It supplements our obligation to respect human rights from our Code of Conduct and forms the basis for the perception of our social responsibility at Daimler Truck.


In doing so, we underline that we as Daimler Truck take our responsibility to respect human rights very seriously and we want to do everything we can to implement our commitment to the Declaration of Principles in our day-to-day activities.



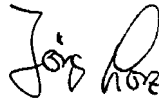
**Martin Daum**  
Chairman of the Board of Management  
Daimler Truck Holding AG



**Michael Brecht**  
Chairman of the European Works  
Council and the World Employee  
Committee



**Jürgen Hartwig**  
Human Resources and Labor Director  
Daimler Truck Holding AG



**Jörg Lorg**  
Vice Chairman of the European  
Works Council and the World  
Employee Committee



**Atle Høie**  
IndustriALL Global Union,  
General Secretary

# 1. Introduction

At Daimler Truck<sup>1</sup> we consider respect for human rights a fundamental component of responsible corporate governance.

This declaration incorporates and supplements the principles of our Code of Conduct. Already as a former part of Daimler AG, we were committed as a founding participant of the United Nations Global Compact to upholding human rights, respecting the rights of employees<sup>2</sup> and their representatives, as well as protecting the environment. At Daimler Truck, we respect internationally recognized human rights and take special consideration of the rights of vulnerable groups. In this context, we are committed to respecting the following international standards, among others:

- » Universal Declaration of Human Rights
- » International Covenant on Civil and Political Rights
- » International Covenant on Economic, Social and Cultural Rights
- » International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work
- » UN Guiding Principles on Business and Human Rights
- » 10 Principles of the UN Global Compact
- » OECD Guidelines for Multinational Enterprises<sup>3</sup>

At Daimler Truck, we commit to prevent, and as far as possible end and mitigate, adverse impacts on human rights within our business activities around the world. Beyond our Group companies, we act in accordance with the UN Guiding Principles on Business and Human Rights to ensure that our business partners, especially direct suppliers, respect human rights and work to ensure that indirect suppliers also respect human rights. Through our Human Rights Compliance Management System, we fulfill our human rights due diligence obligation with the involvement of relevant stakeholders in the process.

For us, social responsibility is an essential factor for the long-term success of our company; this also applies to our shareholders, suppliers, business partners and customers as well as our employees and social partners. We want to continue to contribute to social peace and global prosperity. Heeding this responsibility requires that we are competitive and remain so in the long term. It is part of our corporate culture to take joint responsibility for sustainability along the value chain—especially with a view to technological progress. This also applies with regard to a responsible transformation of the industry that is characterized by new drive technologies and digitization.

To achieve our common goals, we at Daimler Truck, our General Works Council, the World Employee Committee of Daimler Truck and IndustriALL Global Union have agreed on this Declaration of Principles that supplements the requirements on human rights compliance in our Code of Conduct. This Declaration of Principles was developed in cooperation with the responsible internal departments, Corporate Works Council and the World Employee Committee as well as external experts and stakeholders.

<sup>1</sup>“Daimler Truck” refers to Daimler Truck Holding AG, Daimler Truck AG, and all controlled Group companies of the Daimler Truck Group.

<sup>2</sup>For reasons of linguistic simplification for natural persons, only the masculine form is used. The content always refers to persons of all gender identities. The term “employee” also includes managers at all levels and members of managing bodies.

<sup>3</sup>Chapter IV on human rights in the OECD Guidelines for Multinational Enterprises.

## 2. Social Responsibility

At Daimler Truck, we are committed to adhering to internationally recognized human rights and reject all exploitative working conditions.

### Human Rights and Good Working Conditions

At Daimler Truck, we place particular importance on human rights and good working conditions, both in our own Group companies and among our suppliers and business partners. We are committed to respecting internationally recognized human rights and oppose all exploitative working conditions.

#### Abolition of Child Labor

At Daimler Truck, we are strictly against to any form of child labor as defined in the relevant ILO conventions<sup>4</sup> and are committed to the effective abolition of child labor. All employer practices at Daimler Truck must at least comply with the aforementioned ILO conventions. Children must not be inhibited in their development. Their dignity must be respected and their safety and health must not be impaired, but protected by appropriate measures.

#### Abolition of Forced Labor

At Daimler Truck, we are strictly opposed to forced or compulsory labor and all forms of slavery, including modern forms of slavery and human trafficking. All employer practices at Daimler Truck must at a minimum be in line with the ILO's Core Labor Standards.<sup>5</sup> Employment relationships are always based on voluntariness. All employment relationships may be terminated with reasonable notice.

#### Freedom of Association, the Right to Collective Bargaining and the Right to Strike

At Daimler Truck, we acknowledge the right of our employees to form employees' representative bodies, to collective bargaining for the regulation of working conditions and their right to strike, depending on applicable law.<sup>6</sup> Founding, joining or a membership of a trade union recognized under applicable law shall not be used as a reason for a lack of equal treatment or retaliation.<sup>7</sup> In the event of organization campaigns, the company and its executives shall remain neutral; the trade unions and the company will ensure that employees can make independent decisions.

At Daimler Truck, we ensure that our employees can openly and regularly exchange views on working conditions with corporate management in trade unions and workers' representative bodies in accordance with applicable law. If the principles set out here are not in accordance with local law, at Daimler Truck, we will find local solutions that take into account the relevant national legislation and our own guidelines.

Cooperation with employees and trade unions is on a constructive basis. It is our objective to involve and inform each individual employee as directly as possible. In doing so, a fair balance is sought between the economic interests of the company and the interests of our employees. Our conduct and tone towards employees is characterized by respect and fairness. Even in the event of contentious disputes, the aim remains to maintain sustainable constructive cooperation in the long term.

<sup>4</sup> ILO Convention No. 138 und No. 182.

<sup>5</sup> ILO Convention No. 29, No. 105 and Protocol of 2014 to the Forced Labor Convention.

<sup>6</sup> ILO Convention No. 87 und No. 98.

<sup>7</sup> ILO Convention No. 135.

**Equal Opportunity and Non-Discrimination**

At Daimler Truck, we are committed to maintaining equal opportunities among employees and preventing all forms of discrimination.<sup>8</sup> We stand for the fair treatment of all employees and do not tolerate any form of discrimination or unjustified unequal treatment, for example on the basis of characteristics such as gender, ethnicity, origin, nationality, religion or ideology, political, social or trade union activities, sexual identity and orientation, physical and/or mental disabilities or age. At Daimler Truck, Diversity and Inclusion are essential parts of our corporate strategy, shaping a conscious approach to differences and individuality. For this reason, we, as a part of the former Daimler AG, were an initial signatory to the Diversity Charter and continue to develop our diversity management.

**The Right to Health and Safety at Work**

In our role as employer, we at Daimler Truck ensure health and safety at work at least within the framework of the applicable law. We support the continuous improvement of working conditions, with the objective of having no occupational accidents and illnesses.

We at Daimler Truck have group-wide applicable policies and guidelines on occupational health and safety in place. They describe the structure, operation and continuous improvement of our management system for health and safety at work.<sup>9</sup> To ensure this, company representatives, employees, safety and health experts and employee representatives work together regularly, closely and concisely at all company locations. We foster a preventive approach according to which occupational accidents and illnesses generally have preventable causes. By creating an effective culture of prevention, these causes can be eliminated and occupational accidents, injuries and illness can be prevented. High technical and operational safety standards are the basis for our work. The aim is to prevent occupational accidents and work-related illnesses. At Daimler Truck, we comply with industrial safety regulations and use the required protective equipment. We also depend on the cooperation of our employees to report suspected safety and health risks. These industrial safety regulations also apply to workers from external employers (e.g. temporary workers).

**Working Time**

At Daimler Truck, we follow the principle that working hours comply with local legal requirements and respective industry standards. We ensure in accordance with applicable local law that safe and healthy working conditions prevail, as well as work breaks, appropriate limitations of working hours, and regular paid vacation are guaranteed. We also ensure compliance with the applicable international standards on working hours, but at least the relevant ILO conventions at the place of employment.

**Compensation and Benefits**

At Daimler Truck, we adhere to international standards, such as the principle of equal remuneration for work of equal value regardless of gender<sup>10</sup>, and fair, favorable working conditions.<sup>11</sup> We are committed, in particular, to paying an appropriate wage that is at least equal to the minimum wage established under applicable local law and, in addition, enables our employees to at least secure their livelihood. Otherwise, it is based on the law applicable at the place of employment. The cost of living and social benefits in the country concerned shall be taken into account. In the absence of applicable law or collective bargaining regulations, compensation and benefits are based on our corporate compensation policy, as well as our internal local regulations on compensation.

<sup>8</sup> ILO Convention No. 100, No. 111 und No. 190.

<sup>9</sup> ISO-Norm 45001 on Occupational Health and Safety

<sup>10</sup> ILO Convention No. 100.

<sup>11</sup> ILO Convention No. 100 und No. 111.

**Education and Training**

At Daimler Truck, we support the education and training of all employees in order to enable a high level of performance and high-quality work. Accordingly, we provide comprehensive education and training programs and support measures during all essential phases of employees' individual training and career paths. Thereby, we contribute to the employability of all employees and lifelong learning.

**Human Rights Protection in the Use of Security Personnel**

Where we use our own security personnel at Daimler Truck to protect our facilities, they are obliged to respect human rights and our Code of Conduct. If we contract a private security provider to protect our facilities, proper requirements and measures must be in place through corresponding specifications to ensure that security personnel respect internationally recognized human rights during their engagement.

**Respect for Human Rights Defenders**

At Daimler Truck, we are mindful of the important role of human rights defenders in respecting and promoting human rights and reject any threats, intimidation, defamation and criminalization against people defending human rights.

**Recognition and Respect of Minority Rights, the Rights of Local Communities and Indigenous Peoples**

At Daimler Truck, we are aware that members of minorities require particular protection. In addition, at Daimler Truck, we respect the rights of local communities and indigenous peoples that might be affected by our business operations<sup>12</sup> and take into account the local impact of our business activities.

**Handling Data**

At Daimler Truck, we respect data protection as a personal right. Personal data is used and processed only to the extent allowed under the law, regulations, the Daimler Truck-internal policies and as permitted by the data subjects. Our Data Protection Policy regulates the processing of personal data of employees, customers and partners within the scope of the General Data Protection Regulation. It ensures a uniform data protection and data security standard and provides the framework required for data transfer among the Group companies.

Our Global Data and Information Policy forms the basis for responsible, lawful and ethical handling of all data and information worldwide; for this purpose, it defines objectives, principles, organizational structures and measures. Our acknowledgement of data responsibility defines the responsible and lawful handling of data as a whole, whether data is personal or not.

In addition, using Artificial intelligence requires distinct orientation. Artificial intelligence is already being used in various areas in our industry and will continue to gain importance in the future.

In order to use Artificial intelligence sustainably, we follow ethical principles and adhere to data protection requirements. This sets the foundation for the responsible use, transparency, protection of privacy, safety and reliability of Artificial intelligence.

<sup>12</sup> ILO Convention No. 169.



## Human Rights and Environment

At Daimler Truck, we acknowledge our responsibility to protect the environment and are aware of the potential impact of our products, production and procurement processes on the environment and humans. For this reason, in addition to human rights due diligence, we also observe our environmental due diligence in our own Group companies, as well as with regard to our suppliers and business partners.

We strive to achieve an exemplary environmental and energy balance worldwide and, with our corporate policy on environmental and energy management, we are committed to acting in an environmentally responsible manner in all our activities. This includes using resources sparingly and extracting raw materials efficiently and sparingly in order to avoid and/or continuously minimize negative effects on the environment.

To this end, we have established environmental management systems at all production sites<sup>13</sup> and regularly conduct environmental risk assessments (environmental due diligence) at our sites. In addition, we define clear, overarching environmental protection standards and objectives and make our environmental impact transparent both internally and externally. In the event of any environmentally relevant incidents at Daimler Truck sites, we document and resolve possible deficiencies. By continuing the technological development of our products, we endeavor to reduce the impact on the environment from emissions and resource consumption. With the goals of long-term CO<sub>2</sub>-neutral production and CO<sub>2</sub>-neutral transport, we are implementing our commitment to the Paris Agreement and meeting further national and international climate protection requirements.

<sup>13</sup> Environmental and energy management standards ISO 14001, EMAS und ISO 50001.

# 3. Our Approach to Respecting Human Rights

At Daimler Truck, human rights are anchored as a focus topic in our sustainable business strategy.

As part of this, we have set out our human rights commitments with measurable targets and key indicators. With our Human Rights Compliance Management System, we fulfill our human rights due diligence obligation, based on requirements from internationally recognized standards, applicable law and regulations, as well as our shared understanding of values at Daimler Truck. In establishing and implementing the Human Rights Compliance Management System, we consider the interests of our employees and other stakeholders who may be directly affected in a protected legal position by our business operations. Our aspiration is to enter into an exchange in particular with affected rights holders or their representatives and to take their interests into account. As part of the Human Rights Compliance Management System, we conduct risk-based and systematic assessments on compliance with human rights in our controlled Group companies or our supply chains, and implement a variety of measures to prevent, end or minimize negative impacts on human rights within our business operations. We develop our Human Rights Compliance Management System continuously, for example, when a risk assessment is performed due to a new activity or relationship and before strategic decisions or changes in business operations. We also consult with external stakeholders and experts regarding the further development and monitoring of the Human Rights Compliance Management System.

## **Our approach to respecting and supporting human rights in seven steps.**

### **PRINCIPLES**

1. **Compliance Values:** Declaration of Principles on Social Responsibility and Human Rights as well as our Code of Conduct
2. **Compliance Objectives:** Respect for human rights and ensure the implementation of human rights due diligence
3. **Compliance Organization:** Our sustainability department works interdisciplinary with relevant departments, e. g. central purchasing department
4. **Compliance Risk:** Creating transparency with our risk analysis in our own Group companies and majority shareholdings as well as in the supply chains
5. **Compliance Program:** Supply chain due diligence and raw material analysis are an integral part of the Human Rights CMS; compliance measures are tailored to the identified human rights risk areas
6. **Communication and Training:** Conveying through mandatory and target group-specific web-based training for Daimler Truck employees, as well as raising awareness among our business partners
7. **Monitoring and Improvement:** Ongoing documentation of the individual process steps, as well as a regular effectiveness check of the Human Rights CMS

### **Daimler Truck and Controlled Group Companies**

As part of the Human Rights Compliance Management System, we at Daimler Truck have a risk assessment and measure set for our controlled Group Companies in place. This specific approach for a human rights related risk assessment is applied in all controlled Group companies. It aims to identify the individual risk for our controlled Group companies taking account of, among other points, country-specific factors. In addition, the risk analysis and the resulting measures are embedded in an annual cycle that defines human rights-related values and goals.

Based on the results of the risk assessment, compliance measures are provided for the controlled Group companies that address the individual results of the risk assessment. The respective entity is responsible for the implementation of the compliance measures. A separate department within Daimler Truck is responsible for the design and implementation of the compliance measures.

The introduction and implementation of the compliance measures are supported by dedicated communication and specific training courses that involve all relevant employees. In order to ensure the effectiveness, continuous improvement and further development of the compliance measures, corresponding monitoring and reporting processes are performed annually.

### **Business Partners**

Our aspiration and expectations for business partners are described in the Daimler Truck Business Partner Standards. Business partners are all those who do business with us. We and our partners respect and support in this document their compliance with internationally recognized human rights. Together, we attach particular importance to the rights stated in the International Bill of Human Rights<sup>14</sup> and the Core Labor Standards of the International Labor Organization, and are committed to prevent human rights violations within the framework of the business relationship, including with regard to other business partners and suppliers.

For us, adherence to these standards is the highest requirement for successful collaboration. Before entering into any contracts with new business partners, we subject them to screening to the extent permitted by law, using a transparent and risk-oriented integrity check. Our partners are also obliged to continue to comply with legal requirements after contract execution. Concerns about integrity, potential violations of law or the Daimler Truck Business Partner Standards will be examined together with our business partner. If they cannot be resolved, we will take appropriate measures that may include legal action up to the termination of the business relationship. We expect business partners to communicate the applicable law to their employees, in addition to the contents of the Daimler Truck Business Partner Standards and the associated requirements. We expect our business partners to share the contents of the Daimler Truck Business Partner Standards with their suppliers as well and to ensure compliance with them.

<sup>14</sup> Consisting of the Universal Declaration of Human Rights, the International Covenant on Civil and Political Rights and its two Optional Protocols and the International Pact on Economic, Social and Cultural Rights.

## **Suppliers**

At Daimler Truck, we commit to the responsible procurement of production and non-production materials and services. Clear requirements and expectations towards our suppliers are set out in specifically applicable contractual terms and standards towards suppliers that must be verified by the procurement staff.

All suppliers must respect internationally recognized human rights that can also be found in the contractual agreements with them. Within the framework of the contractual terms, we reserve the right to check adherence and, in the event of violations, exercise our rights that may also include legal action including potential termination of the business relationship.

Our aspiration is to set and communicate these requirements to all suppliers through our procurement departments. These requirements, which are based on the aforementioned binding basic principles, include good working conditions and compliance with human rights, environmental protection and safety as well as ethical business, data protection and compliance.

Direct suppliers are required to adhere to our standards regarding human rights and good working conditions, and to educate their own employees and to communicate their content to their own suppliers and to verify their adherence. We support our suppliers with specific information and training for the implementation of these requirements. Our central procurement departments conduct systematic reviews of compliance with the sustainability standards. New suppliers are evaluated with regard to sustainability topics, including human rights and labor standards—possibly also by way of on-site assessments.

### **More information**

Find out more on our website: Social ([daimlertruck.com](https://www.daimlertruck.com))

For information about our business partner standards visit:

Compliance of Our Business Partners: ([daimlertruck.com](https://www.daimlertruck.com))

## 4. Governance

All managing bodies, managers and employees at Daimler Truck must familiarize themselves with and adhere to the requirements of this Declaration of Principles.

The members of our managing bodies at Daimler Truck put this Declaration of Principles into practice. Local implementation is tasked to those responsible at the respective site.

This Declaration of Principles was adopted jointly by corporate management, Daimler Truck's General Works Council, the World Employee Committee and IndustriALL Global Union as binding requirement within Daimler Truck (worldwide) for the implementation of the core elements of human rights due diligence. It is a binding commitment and applies to all managers and employees of Daimler Truck and all controlled Group companies worldwide.

Corporate Audit monitors compliance with this Declaration of Principles as part of their audits, and includes these in their criteria for assessment. Corporate management reports on and discusses with the World Employee Committee the realization of social responsibility in the company and the implementation of this Declaration of Principles on a regular basis.

This Declaration of Principles is to be understood as a supplement to EU regulations and, where applicable, national laws. Controlled Group companies and their employees and members of managing bodies are not permitted to adopt regulations that deviate from the content and specifications of this Declaration of Principles, subject to local legal requirements. In the event of conflicting national legislation and the content of this Declaration of Principles, the central Compliance organization will work with the corresponding Group company to find a provision that comes closest to the intent of this Declaration of Principles.

### **Communication and Notification**

This Declaration of Principles will be made available to all our employees and their representatives in an appropriate form. The communication measures will be discussed in advance with the employee representatives.

## Steering

The Legal & Compliance division of Daimler Truck in direct reporting line to the chief executive officer is responsible for the overarching activities related to human rights.

Our procurement units provide information on their respective human rights compliance measures to the Board of Management members who are directly responsible for the units in question. Moreover, the respective specialist units report to the Sustainability Steering Committee. The implementation of this Declaration of Principles are monitored by the Corporate Sustainability Board that consists of the responsible Board of Management members.<sup>15</sup> For this purpose, on an annual and ad hoc basis, salient human rights issues and the status of implementation of this Declaration of Principles are reported and discussed in the Corporate Sustainability Board.

The entire Supervisory Board is updated by the Board of Management in regular meetings about sustainability issues, including human rights and labor standards.

At Daimler Truck, our cross-disciplinary teams work closely together to conceptualize appropriate preventive and mitigating measures. The teams include human rights and compliance experts along with the operational procurement units and—on an ad hoc basis—additional departments. The relevant departments are in charge of ensuring that these measures are implemented and monitored.

## Handling Violations

There are various channels for employees and external third parties to report suspected human rights violations and request assistance—as defined in the third pillar of the UN Guiding Principles on Business and Human Rights, “Access to Remedy”. These channels include in particular our World Employee Committee, IndustriAll Global Union, and our whistleblower system BPO (Business Practices Office).

### More Information

Read more on our website: Whistleblower System Business Practices Office @ Daimler Truck

## Miscellaneous

This Declaration of Principles enters into force upon signature and replaces the “Principles of Social Responsibility at Daimler”, which was adopted by the former Daimler AG. No individual or third party rights can be derived from this Declaration of Principles. This Declaration of Principles has no retroactive effects. The content-based design and orientation of the existing management systems are described in greater detail in dedicated guidelines for implementing this Declaration of Principles.

This Declaration of Principles is regularly reviewed and revised in accordance with the results of the risk assessment within the framework of the Daimler Truck Human Rights Compliance Management System. For example if a risk assessment is carried out due to a new activity or relationship, or before strategic decisions or changes in business activities.

<sup>15</sup> Within the framework of regular reporting and taking into account applicable law and company regulations, measures are discussed and, if necessary, improvements to existing processes are initiated in close cooperation between the company, the General Works Council, the World Employee Committee of Daimler Truck and, where indicated by this Declaration of Principles, with the involvement of IndustriALL Global Union.

**Assessment and Regular Reporting**

We at Daimler Truck will continue to make annual disclosures on our due diligence activities in the supply chain, including a disclosure of the results of the risk assessment in the supply chain and a detailed description of our measures to mitigate the risks identified and evaluate their effectiveness.

**Sustainability Report**

Read more about human rights in our latest Sustainability Report on our website:  
[Sustainability Reports - Daimler Truck](#)

## 5. Glossary

<b>Business Practices Office (BPO)</b>	Whistleblower system at Daimler Truck, which is open to all employees, business partners and third parties in order to address risks and high-risk violations. High risks include offenses such as violations of internationally recognized human rights, corruption, antitrust law violations and money laundering as well as violations of technical specifications or environmental regulations.
<b>Compliance Management System (CMS)</b>	Basic principles and measures to promote compliant behavior throughout the company. Our CMS is guided by national and international standards. Besides other objectives of our compliance activities, the CMS also aims to respect and protect human rights. The CMS consists of seven elements that build on one another: compliance values, compliance objectives, compliance organization, compliance risks, compliance programs, communication and training as well as monitoring and improvement.
<b>Core Labor Standards of the ILO</b>	Social standards created by the ILO within the world trade order to ensure decent working conditions and worker protection. The Core Labor Standards are part of the ILO's Declaration on Fundamental Principles and Rights at Work.
<b>Discrimination</b>	Applying categories (such as social background, gender, skin color, religion) to create, explain and justify unequal treatment without an objective reason.
<b>Diversity &amp; Inclusion</b>	Diversity stands for individual differences within a group of people including, for example, gender, age, origin, sexual orientation and other characteristics. Inclusion stands for the conscious, integrative and appreciative approach to diversity, with the objective of including and treating all employees in an equal and fair manner.
<b>Diversity Charter</b>	A voluntary commitment by companies published in 2006 with the aim of promoting the recognition, appreciation and inclusion of equal opportunities and diversity in Germany's working world.
<b>Environment and energy balance</b>	Ratio of energy consumption to energy use, especially in terms of the impact on the environment.
<b>Environmental risk assessments/ Environmental due diligence</b>	Regular risk assessments carried out by our experts at our production sites on the topics of emissions to the air, discharge of water, waste management, soil/groundwater contamination, use of materials and the environmental management system at the site. The assessment system is based on standardized interviews, random document checks and a targeted site inspection. These environmental risk assessments take into account factors such as knowledge of environmental regulations and compliance with them, technology used to safeguard against risks, organization of environmental protection aspects and consideration of the local environment and the immediate neighborhood. Finally, a report including a description of the status as well as specific recommendations for risk minimization is prepared for each environmental risk assessment performed.
<b>Equal opportunity</b>	Employ, promote and develop all employees according to their skills, abilities and performance regardless of gender, age, origin, religion or other individual characteristics.



Human rights are fundamental, inalienable rights that are inherent in all human beings from birth. These include, among others, human dignity and the right to life and physical integrity. They are subsumed under fundamental international standards such as the United Nations International Bill of Human Rights and the ILO Core Labor Standards. Human rights defenders, also known as human rights activists, are people and groups who work non-violently to protect and promote human rights.

**Human rights defenders**

Human rights due diligence refers to the obligations that a company has to respect human rights and counteract human rights risks in the course of its business activities.

**Human rights due diligence**

Populations that hold and practice their own ties between people and the environment or specific geographic areas. In particular, they are characterized by certain social, economic, political or spiritual characteristics that are distinct from those of the rest of the society in which they live.

**Indigenous people**

The oldest special agency of the United Nations, headquartered in Geneva. The ILO pursues the goals of promoting decent work and social protection as well as strengthening social dialogue. It is responsible for developing, formulating and enforcing binding international labor and social standards.

**International Labour Organization, ILO**

Communities that are or may be directly or negatively affected due to close proximity to our sites or a direct connection to our business activities.

**Local communities**

Mitigation is understood to be the processes by which negative human rights impacts are addressed as well as the crucial findings of these processes that then counteract the actual negative impacts, redress them or minimize the likelihood for potential negative impacts to occur.

**Mitigation**

Based in Paris, the Organisation for Economic Co-operation and Development (OECD) is an international organization encompassing 37 member countries that are committed to democracy and a market economy. The OECD Guidelines for Multinational Enterprises contain recommendations to companies for sustainable business conduct in the areas of transparency, working conditions, the environment, corruption, consumer protection, reporting, technology transfer, competition and taxation.

**Organisation for Economic Co-operation and Development (OECD) Guiding Principles for Multinational Enterprises**

All information directly or indirectly related to an individual including, for example, name, address and age.

**Personal data**

In the field of law, a rights holder is a person or other legal entity (organization or living organism) that has specific, legally recognized rights. In terms of human rights, rights holders are all people regardless of their personal characteristics.

**Rights holder**

Identification and assessment of all actual or potential adverse human rights impacts in which Daimler Truck is involved as a business enterprise, either through its own operations or through its business relationships.

**Risk assessment**

<b>Stakeholder</b>	A person or organization that actually or potentially influences, or is influenced by, our corporate activities and decisions.
<b>Supervisory Board</b>	Highest control committee at Daimler Truck, whose main purpose is to supervise the executive management, i.e. the Board of Management.
<b>Suppliers (direct/indirect)</b>	<p>Direct suppliers are those suppliers of products or services whose deliveries are necessary for the manufacturing of our products and the provision of our services and who have a direct contractual relationship with us for the delivery or service.</p> <p>Indirect suppliers are those suppliers whose deliveries are also necessary for the manufacturing of our products and the provision of our services, but who do not have a direct contractual relationship with us for the delivery or service.</p>
<b>Sustainability</b>	Both present and future-oriented operating principles aimed at reconciling economic, ecological and social aspects.
<b>Sustainability Steering Committee</b>	Our central management body for all sustainability issues that reports to the Board of Management of Daimler Truck. The Sustainability Steering Committee submits progress reports, as well as proposals for decisions regarding the areas of action that are part of the Group's sustainable business strategies, to the Board of Management.
<b>UN Global Compact</b>	United Nations initiative for responsible corporate management. The Global Compact pursues the objectives of an inclusive and sustainable world economy based on ten universal principles on human rights, labor standards, the environment, anti-corruption and sustainable development goals.
<b>United Nations Guiding Principles on Business and Human Rights</b>	The UN Guiding Principles on Business and Human Rights is a set of international guidelines for preventing human rights violations in the context of business activities. It also address the responsibility of business enterprises in this context.
<b>Universal Declaration of Human Rights by the United Nations</b>	The Declaration was proclaimed by the United Nations General Assembly on December 10, 1948 without legally binding effect. The Universal Declaration of Human Rights contains the fundamental, inalienable rights that are inherent in all human beings from birth and forms part of the International Bill of Human Rights of the United Nations.
<b>Value chain</b>	A company's value chain includes all activities related to the design, manufacturing, distribution, use and disposal of its products and the provision of its services.
<b>Vulnerable groups</b>	Persons or groups of persons particularly vulnerable to negative human rights impacts of a business activity, such as children. The persons or groups of persons may also be vulnerable if they are unable to deal with negative human rights impacts or have difficulty doing so.



