

Mercedes-Benz Australia/Pacific

Modern Slavery Statement

30 June 2021

Mercedes-Benz
The best or nothing.



Contents

Section 1

Introduction page 4

Section 2

Overview of supply chain page 6

Section 3

Identifying potential risks in
our supply chains page 9

Section 4

Actions taken to assess and
address identified risks page 12

Section 5

How we assess the effectiveness
of actions taken page 17

Section 6

Process of consultation with subsidiary
entities in preparing the statement page 18

A message from our Directors



Mercedes-Benz Australia/Pacific Pty Ltd (“**MBAuP**”) is pleased to provide our first Modern Slavery statement under the *Modern Slavery Act 2018* (Cth) (“**Act**”), in recognition of the global concern about Modern Slavery in supply chains.

MBAuP is part of the wider Daimler group of companies (“**Daimler Group**”) and has locally incorporated and enacted global initiatives that have been spearheaded by our ultimate parent company, Daimler AG (“**Daimler**”).

MBAuP and the Daimler Group recognise that Modern Slavery cannot be eradicated instantaneously, however, we remain committed to meeting our human rights obligations and conforming with the general objectives of the Act.

People are at the core of our business. Our aim is to ensure that their fundamental human rights are respected in our own business, as well as by our business partners and suppliers.

To assist us to uphold these values, we set out our standards and expectations with each of our suppliers, including in our Integrity Code, Supplier Sustainability Standards, tender processes and supplier agreements.

MBAuP is committed to continually improving and developing best practices in identifying, monitoring, managing and reporting on Modern Slavery in our operations and supply chains. This statement was approved by MBAuP’s Board of Management on 8 June 2021.

Florian Seidler
Managing Director, Mercedes-Benz Cars
CEO, Mercedes-Benz Australia/Pacific

Diane Tarr
Managing Director, Mercedes-Benz Vans

Section 1

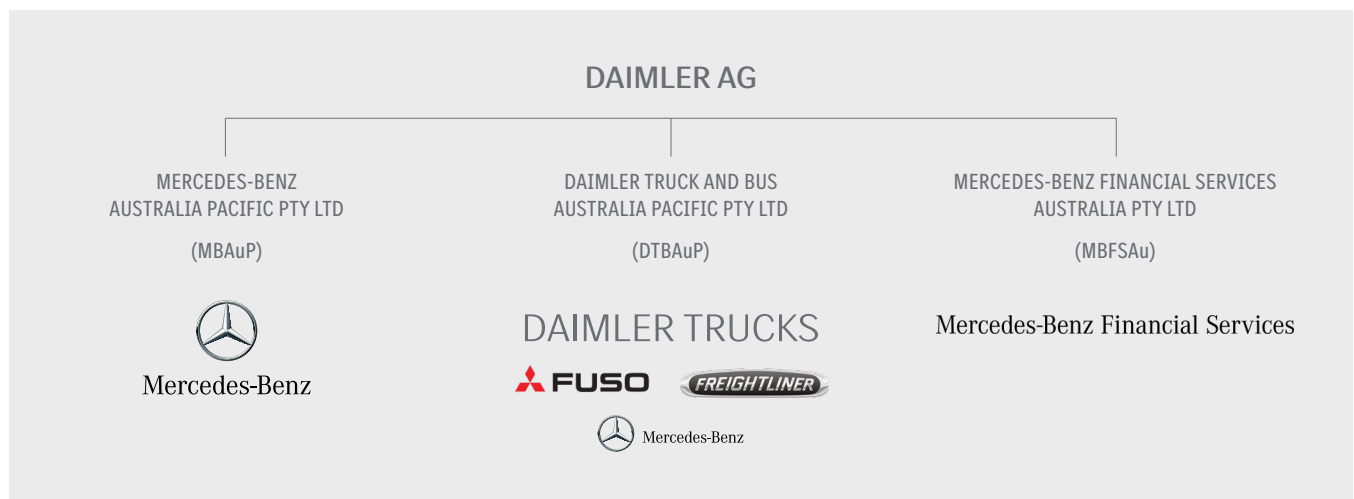
Introduction

This inaugural Modern Slavery statement covers MBAuP's activities over the financial year ending 31 December 2020. It has been prepared to comply with the requirements of the Act, in order to meet the mandatory criteria as outlined in the Australian Border Force publication *Commonwealth Modern Slavery Act 2018: Guidance for Reporting Entities*.

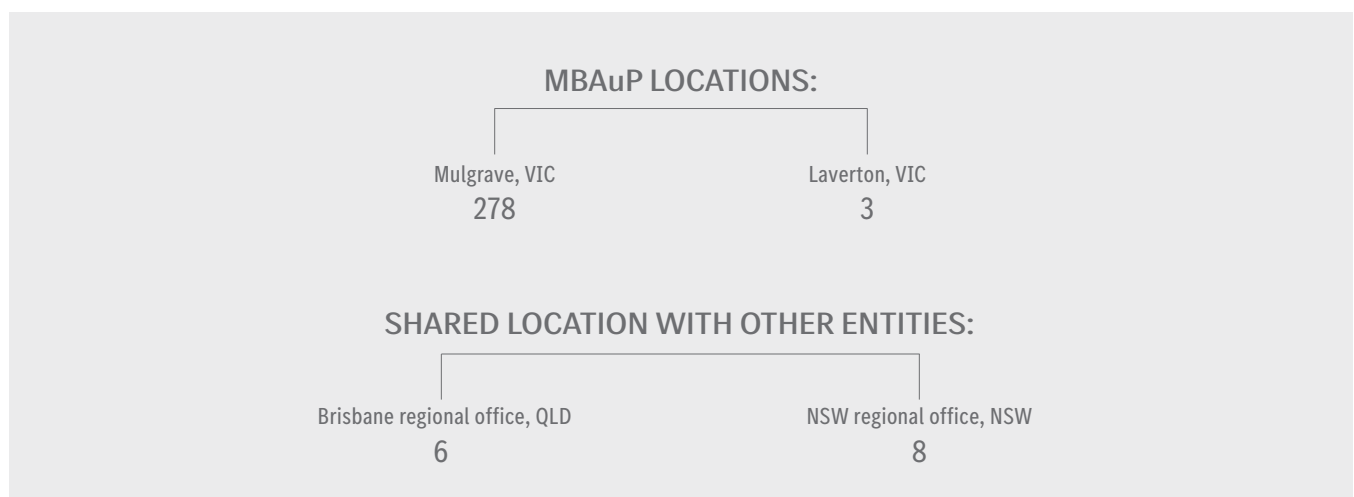
MBAuP has been operating in the Australian market since July 1958 and is responsible for importing, distributing, retailing and wholesaling vehicles, component parts, accessories and merchandise to Australian businesses and consumers.

Locally, MBAuP also operates alongside Daimler Truck and Bus Australia Pacific Pty Ltd and Mercedes-Benz Financial Services Australia Pty Ltd. The ultimate parent company of all three entities is Daimler, and as such, all three entities are part of the worldwide Daimler Group.

Overview of Corporate Structure in Australia



MBAuP Employee overview in Australia



For the purposes of this statement, the term “**Modern Slavery**” is used to describe the most serious forms of exploitation and encapsulates, but is not limited to:

- **Child slavery** – includes child trafficking, child soldiers, child marriage and child domestic slavery. Child slavery is often confused with child labour. Whilst child labour is harmful for children and hinders their education and development, child slavery occurs when a child is exploited for someone else’s gain.
- **Debt bondage** – occurs when people borrow money they cannot repay and are required to work to pay off the debt. This causes people to lose control over the conditions of both their employment and the debt.
- **Descent-based slavery** – occurs when people are born into slavery because their ancestors were captured and enslaved and therefore they remain in slavery by virtue of descent.
- **Domestic servitude** – when employees work in private homes and are forced or coerced into serving and/or fraudulently convinced that they have no option to leave.
- **Forced and early marriage** – when someone is married against their will and cannot leave the marriage. Child marriages can be considered a form of slavery.
- **Forced labour** – involves any work or services which people are forced to do against their will under the threat of some form of punishment.
- **Human trafficking** – involves transporting, recruiting or harbouring people for the purpose of exploitation, using violence, threats or coercion.
- **Sex trafficking** – involves people, including children, being forced into the commercial sex industry and held against their will by force, fraud or coercion.

As a result of modern slavery, there are an estimated...

21-40 MILLION PEOPLE enslaved around the world,
with women and girls disproportionately represented, making up **71%**.

Between 2015-2017, there were an estimated...

1,900 VICTIMS OF MODERN SLAVERY in Australia,
where **4 OUT OF 5 VICTIMS** are going undetected.

Globally, it is Daimler’s goal to bring transparency to its supply chains. This presents a great challenge, as transparency cannot be achieved at the press of a button. For this reason, experts from various specialist internal departments at a global level, such as Procurement & Supplier Quality, Compliance and Corporate Responsibility, work very closely together to progress the topic from a variety of perspectives. This strategy, both globally and locally, puts us on an excellent path towards ensuring respect for human rights in our supply chains.

This statement outlines the measures we have taken in 2020 to strengthen our local policies and procedures to ensure we play our part in the detection and mitigation of Modern Slavery risks within our supply chains.

Section 2

Overview of supply chain

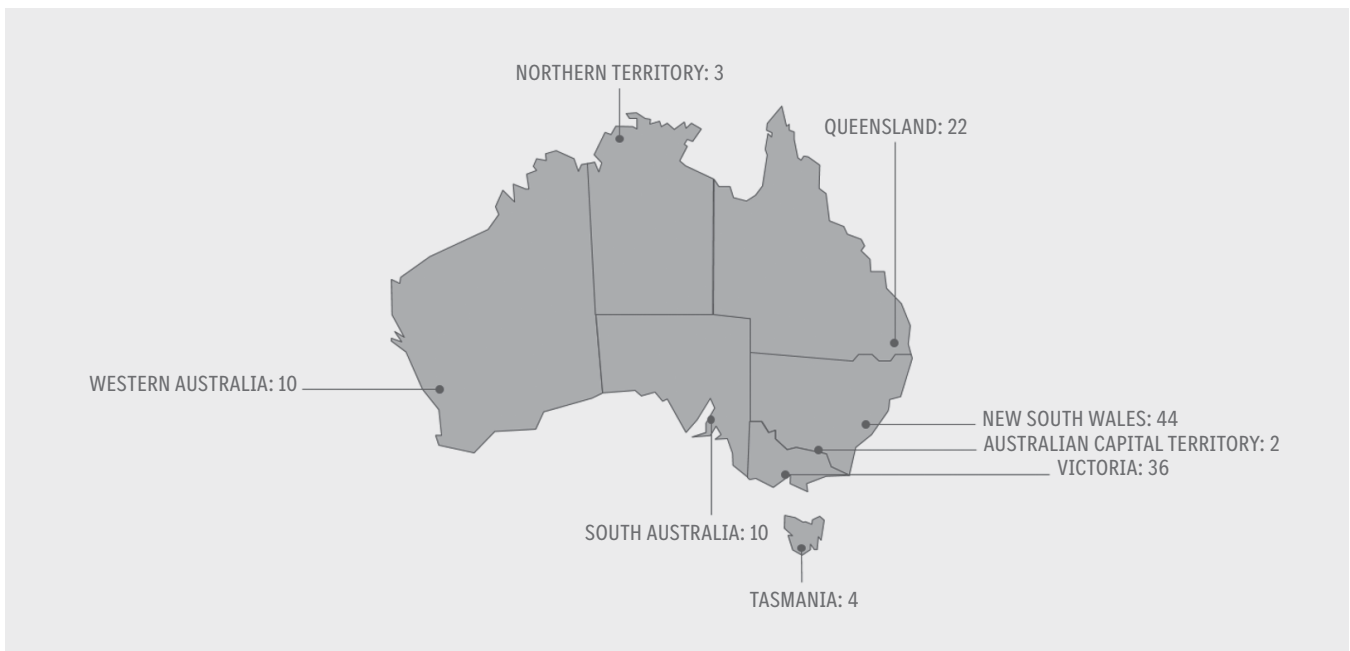
MBAuP are committed to upholding respect for human rights, which is a central aspect of its sustainable business strategy. MBAuP endeavours to ensure these fundamental rights are respected and measures are implemented to address Modern Slavery both within its own business and throughout its supply chain.

The Daimler Group are the importers, distributors and wholesalers of a range of component parts and vehicles.

Mercedes-Benz Passenger Car and Van parts are distributed to MBAuP's warehouse in Laverton, Victoria and our vehicles are stored in various Vehicle Processing Centres across Australia before they are distributed to Retailers as point of sale.

MBAuP Car and Van Retailer Network

There are 131 Mercedes-Benz Car and Van Retailers Australia wide.



Passenger Cars

The passenger car product range includes:



Mercedes-Benz



MERCEDES-EQ

Component parts and vehicles are sourced from Mercedes-Benz Germany (Affalterbach, Berlin, Bremen, Hamburg, Kamenz, Arnstadt, Rastatt, Sindelfingen and Stuttgart plants), Beijing Benz Automotive Co., Ltd, Mercedes-Benz Tuscaloosa, Mercedes-Benz East London, Mercedes-Benz Mexico, Mercedes-Benz Romania (Sebes and Cugir Plants), Mercedes-Benz Kecskemét (Hungary) and Mercedes-Benz Jawor (Poland).

Vans

The Mercedes-Benz Vans product range includes the Sprinter van and midsize Vito in the commercial segment and the V-Class MPV and the Marco Polo recreational and camper vans in the private segment.



Mercedes-Benz

Vans. Born to run.

Component parts and vehicles are sourced from Mercedes-Benz Germany (Düsseldorf, Ludwigsfelde, Stuttgart plants) and Mercedes-Benz Vitoria (Spain).

From an operations perspective, MBAuP works collectively with suppliers for goods and services located both domestically and overseas.

Worldwide supply partners



Overview of operations

Suppliers play an essential role in MBAuP's internal operations as they help support business units, which include but are not limited to:



Goods and services are sourced through a policy-defined process. For internal purchasing requirements, every purchase begins as a Purchase Requisition raised and approved by the respective business unit's Manager and Controller.

The Procurement department will undertake a sourcing process for Purchase Requisitions within their scope where a Purchase Order or Purchase Contract will be issued to the selected third-party supplier.

Meanwhile, for Purchase Requisitions outside Procurement's scope, including small and special buys, the requesting business unit undertakes the sourcing process following the policy. Once the respective business unit's Manager and Controller have reviewed this, a Purchase Order is issued to the selected third-party supplier.

Section 3

Identifying potential risks in our supply chains

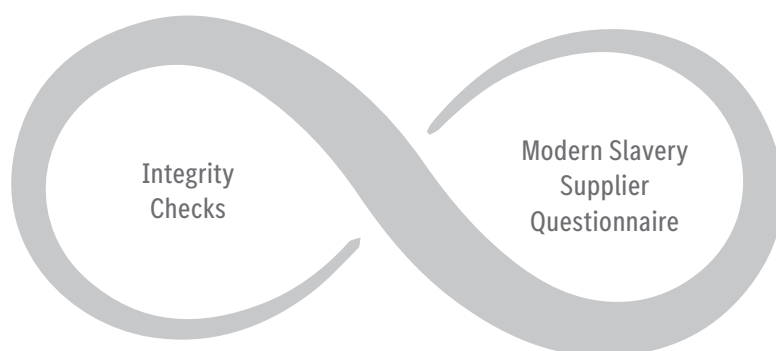
MBAuP have not identified any severe risk of Modern Slavery in our local supply chains to date.

Generally, there is a low risk in our direct product line, however, we consider there to be risks when procuring services such as clothing, food, vehicle parts and electronics.

Below is a snapshot of some potential risks Daimler considers may be associated with our global supply chain:

Risk	Description
Raw materials	There are a range of raw materials used in our products, such as steel, rubber, plastic and mica. Some of these materials have a heightened risk of Modern Slavery, such as child labour and debt bondage.
Lack of visibility	We recognise we have decreased visibility over contracted and subcontracted labour and third party manufacturing, which increases the risk of Modern Slavery, such as forced labour. Following the COVID-19 pandemic, we expect this risk to have increased.
Labour exploitation	Although not direct risks, we are aware and recognise the risks of labour exploitation in various sectors we are associated with, such as the resources sector.

Locally, MBAuP continually aims to identify potential risks of Modern Slavery within its immediate supply chain. As part of this process, all new suppliers, as well as continuing suppliers, are subject to MBAuP's due diligence processes which include the following:



Integrity Checks

As a part of our compulsory pre-screening process, MBAuP conducts Integrity Checks on suppliers to ensure they are not listed on any international sanctions lists. If there are any concerns raised by the Integrity Check, these are escalated to our Compliance team, and then to our Board of Management, who will decide on a case by case basis, depending on mitigating factors, whether or not to engage with the prospective supplier.

Modern Slavery Supplier Questionnaire

After completing our Integrity Checks, but before entering into any new agreement to conduct business with a prospective supplier, the supplier must complete a Modern Slavery Supplier Questionnaire (“**Questionnaire**”) as part of a compulsory pre-screening process to ensure all Modern Slavery risks are identified prior to engagement.

MBAuP also requires its existing suppliers to complete the Questionnaire annually to ensure MBAuP are continually able to identify and assess Modern Slavery risks. This includes at the time of renewing any agreement with existing suppliers, to ensure no new risks have developed within the existing supplier’s operations.

The Questionnaire assesses whether the supplier is aware of or has identified, assessed and addressed any risks of Modern Slavery within its supply chains. If a supplier indicates any risk of Modern Slavery within its supply chains, this is escalated to our Legal team, and then to our Board of Management, who will decide on a case by case basis, depending on mitigating factors, whether or not to engage with the prospective supplier.

Questionnaire Response Analysis

In 2020, we sent out Questionnaires to 2516 local suppliers.

83% of respondents were not required to submit a Modern Slavery statement as they were sole traders, small business or New Zealand based companies. The responses of these suppliers consistently indicated that they were not subjected to the same risks as those that came with a larger number of employees or more extensive supply chains.

Only 21 suppliers responded saying they may have potential risks of Modern Slavery in their supply chain, however, these were only in reference to low risks which were actively being assessed or in consideration for suppliers being utilised in higher risk countries. The majority of respondents were not aware of any specific risks. Only two respondents raised previous instances of Modern Slavery within their supply chains, however, these had been investigated and remediated.

Many respondents, regardless of their obligation to submit a Modern Slavery statement, confirmed that they had implemented ongoing measures to continuously identify, assess and address Modern Slavery. These included, but were not limited to, measures such as:

- having a human rights and/or Modern Slavery policy in place;
- having a Code of Conduct in place;
- ethical sourcing policies;
- due diligence processes;
- on-boarding and audit processes;
- contract requirements in standard templates; and
- training.

Global Risk Analysis

At a global level, Daimler has implemented processes to assist in identifying risks in its global supply chains. Daimler published a Sustainability Report for 2020 ("**Report**") which outlined processes forming part of the Daimler Group's risk management strategy, which have been locally adopted by MBAuP. As part of Daimler's general risk assessment, it was found that twenty four (24) critical raw materials presented potentially higher risks of Modern Slavery and required a more in-depth risk analysis. This comprehensive human rights assessment on raw materials is a longer-term project, with the aim of completion by 2028.

Daimler values human rights and have also implemented the following initiatives across the Daimler Group:

(1) **Human Rights Respect System ("HRRS")**

This allows for risk-based and systematic assessments of human rights in the Daimler Group and its supply chains.

(2) **Social Compliance Department**

This is the area set up specifically to lead the implementation of Daimler's human rights due diligence approach for the Daimler Group.

(3) **Integrity Code**

This provides all Daimler Group employees with information about human rights and raises general awareness of the corresponding risks.

Both locally and globally, there is a continual expansion and improvements to the due diligence processes to protect human rights, and ensure potential risks of Modern Slavery are identified within our supply chains.

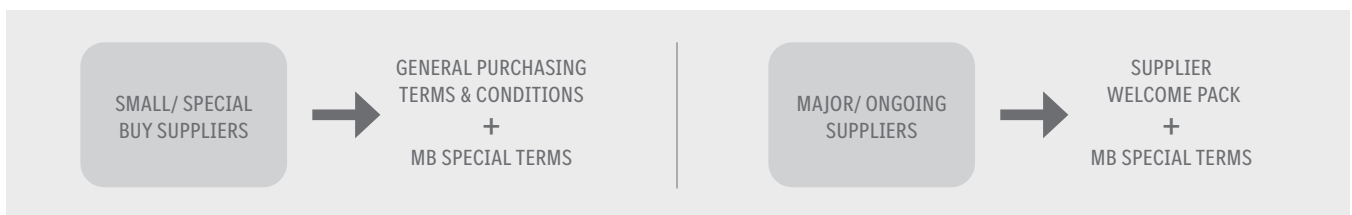
Section 4

Actions taken to assess and address identified risks

MBAuP has implemented the following processes, policies and practices to assess and address any potential and identified Modern Slavery risks.

Purchasing

All new suppliers, as well as continuing suppliers, are subject to our due diligence process.



Supplier Welcome Pack

After a supplier passes the compulsory integrity check outlined in Section 3 of this statement, they are issued with a 'Supplier Welcome Pack'. This pack contains information regarding the Daimler Group's Integrity Code (further information below), the Daimler Sustainability Standards and our General Purchasing Terms and Conditions.

Daimler Sustainability Standards (DSS)

Daimler's expectations for sustainability management in the supply chain is outlined in the DSS. The expectations are grounded in reliability, transparency, communication and sustainability. The purpose of the DSS is to establish a common standard of performance, to educate and to encourage commitment to responsible business operations.

The DSS sets standards and clearly describes our expectations with regard to:



Our suppliers must ensure that the DSS is observed by all their subcontractors and suppliers. We rely on direct suppliers to communicate and actively promote the DSS through their entire supply chain.

The DSS refers to international standards such as the United Nations Global Compact and the International Labour Organisation's International Labour Standards. Whenever the provision of national or international laws, industry standards and the DSS address the same subject, the stricter regulation applies.

General Purchasing Terms and Conditions

Supplier engagement is generally governed by our General Purchasing Terms and Conditions.

This document contains a clause expressly prohibiting suppliers from engaging in Modern Slavery and/or child and forced labour. At the time of publication of this statement, suppliers are required to warrant that they:

1. **Will NOT ENGAGE IN MODERN SLAVERY** in performing services;
2. **DO NOT PROCURE GOODS OR SERVICES** from organisations that **engage in, or are reasonably believed to engage in,** Modern Slavery;
3. Will **implement appropriate measures** to **CONTINUOUSLY IDENTIFY, ASSESS AND ADDRESS RISKS** of Modern Slavery in their supply chains;
4. **Will PROMPTLY NOTIFY US** if they become **aware of suspected or actual** Modern Slavery in their supply chains, in which case they will **TAKE ALL REASONABLE STEPS TO PROPERLY ASSESS AND ADDRESS** the actual or suspected Modern Slavery to our reasonable satisfaction; and
5. Will place **SIMILAR CONTRACTUAL OBLIGATIONS** on their own suppliers and subcontractors.

Similar warranties have also been included in our standard form supplier agreement and tender documentation and process to ensure that any new suppliers and relationships align with the DSS.

The Supplier Welcome Pack and our contractual clauses relating to Modern Slavery are continuously reviewed and updated to ensure they meet legal and regulatory requirements and to ensure the latest regulations and expectations of MBAuP are reflected.

Mercedes-Benz Special Terms

Daimler have introduced Mercedes-Benz Special Terms (“**MBST**”), which must be implemented by MBAuP and form part of our contracts with our suppliers. MBST define the standards and criteria that Daimler’s suppliers must meet, including the prohibition of child labour and forced labour. The supplier must certify that no exploitative child labour is or was involved in producing the products or services to be delivered to or used by the relevant Daimler entity. The MBST further mandates that a supplier must not employ anyone against their will or force them to work, and that employees must be free to leave their employment with the supplier on provision of reasonable notice. The supplier must also forward the DSS to its suppliers, placing similar contractual obligations on their own suppliers and subcontractors and further monitor and assess compliance in their own supply chain.

MBST provides MBAuP with audit rights to confirm a supplier’s compliance with their Modern Slavery obligations.

Daimler Group policies & training

Daimler Integrity Code

The Daimler Integrity Code (“**Code**”) was enacted by Daimler worldwide in November 2003.

The Code covers all laws and regulations related to our business as well as providing a guideline for corporate principles and behaviour. The Code includes guidelines on:

- respect for human rights;
- environmental protection;
- protection of personal data;
- maintaining appropriate relationships with government officials and suppliers;
- protection of company assets; and
- corporate social responsibility.

Whistleblowing / Treatment of Violations Policy

The Daimler Whistleblower System was established by Daimler in 2006.

In addition, as mandated by section 1317AI of the *Corporations Act 2001* (Cth) (“**Corporations Act**”), MBAuP has a Whistleblowing Policy outlining the protections that will be afforded to employees, directors and/or suppliers who report serious wrongdoing at MBAuP in accordance with Part 9.4AAA of the Corporations Act.

The Whistleblowing Policy supports employees and third parties reporting concerns regarding unethical or illegal conduct, including in relation to Modern Slavery.

Employees may elect to report violations to their manager, or if they wish to remain anonymous, employees and external whistleblowers are able to report to our Business Practices Office in Stuttgart, Germany (“**BPO**”), via phone, email or an online portal.

After receipt of the report, the BPO conducts an initial risk-based assessment of the potential violation. For all high-risk reports to the BPO, an initial legal review of the report is carried out. If the review finds that the suspicions are substantiated, the case is assigned to the appropriate Daimler investigative unit with specific orders to conduct an investigation into and report on the matter.

All staff training on the Code and Treatment of Violations Policies

Every MBAuP employee must complete a compulsory e-Learning module on the Code and Whistleblowing / Treatment of Violations Policy once every two years.

In addition, every MBAuP employee must sign a confirmation that they will comply with the Code before commencing their employment.

Specialised training for Procurement Team

The 'front-line' nature of the work of our procurement team makes them one of the most important layers of protection for MBAuP in assessing the risk of Modern Slavery to our business. As such, we recognise the need to educate and empower our team to identify risks or instances of Modern Slavery and take the actions required to assess and/or escalate these findings appropriately.

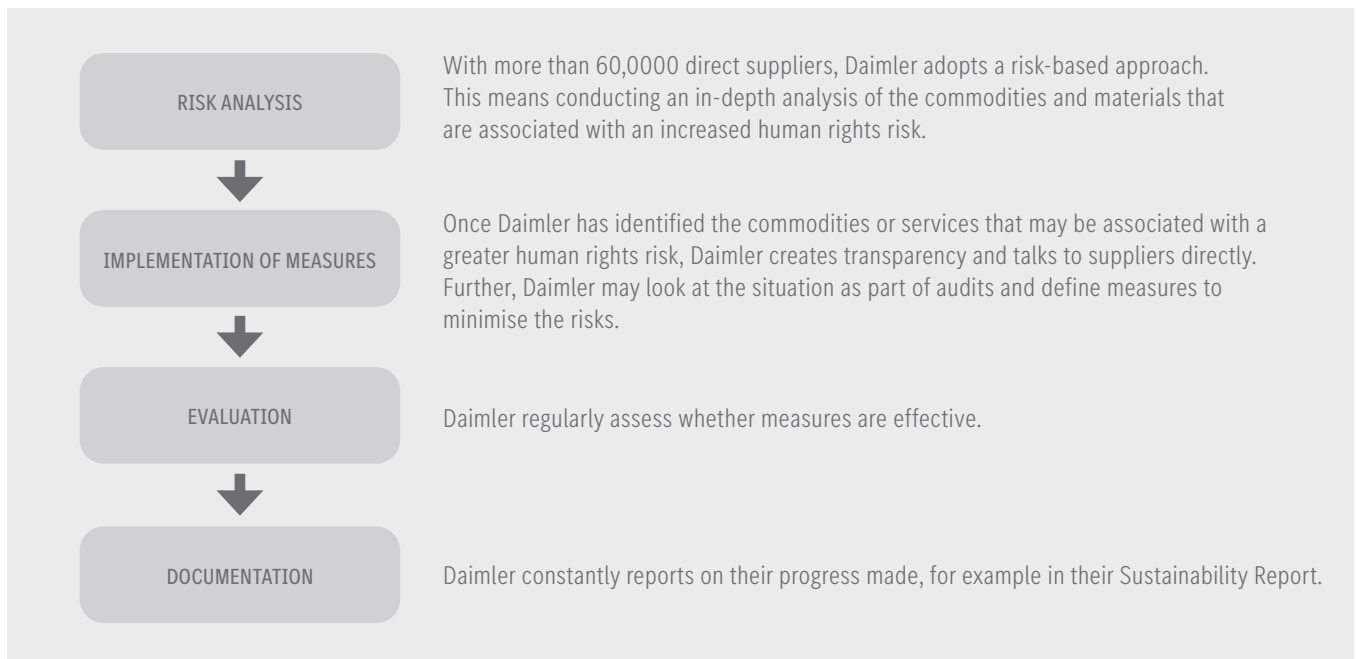
We provided our Procurement team with an inaugural tailored training on Modern Slavery risk identification and due diligence processes in 2020. The training covered the following:

- An **OVERVIEW OF MODERN SLAVERY** and the forms this can take;
- The **NEW LEGISLATION and MANDATORY REPORTING CRITERIA** in Australia;
- A snapshot of our **CORE MANUFACTURER PARENT COMPANY INITIATIVES** in Germany, North America and Japan;
- **GENERAL UPDATES** to **internal documents** and **supplier terms**; and
- The **ESCALATION PROCESS** if any Modern Slavery risks are identified.

The Daimler HRRS

As mentioned in Section 3 above, Daimler has developed a HRRS that helps the Daimler Group identify and avoid systemic risks in our supply chains and potential negative consequences of our business activity on human rights.

The HRRS is based on our group-wide Compliance Management System. Daimler conduct audits as part of this, through a risk based approach. It comprises four steps in order to make the highly complex issue of human rights easier to manage:



Section 5

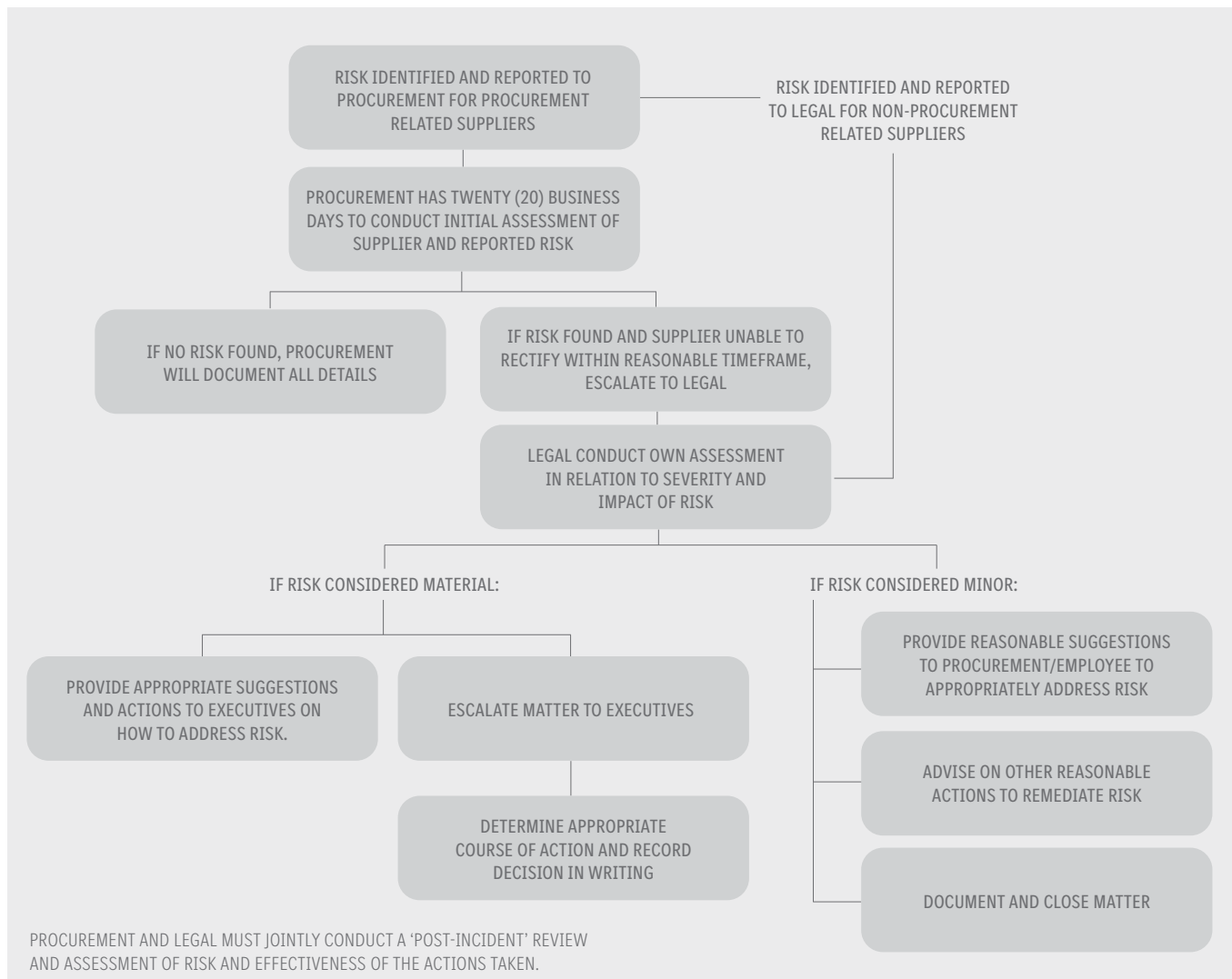
How we assess the effectiveness of actions taken

While MBAuP and the Daimler Group are taking a multifaceted approach to mitigating the risks of Modern Slavery within our supply chains, there are currently no agreed units of measurement or international standards to effectively and credibly measure the efficacy of our approach.

Modern Slavery Risk Reporting Process

Notwithstanding this challenge, MBAuP has implemented a Modern Slavery Risk Reporting process and conducts active and ongoing reviews of every Questionnaire response we receive from a supplier, as outlined in Section 3 above.

MBAuP is committed to investigating, assessing, and appropriately handling Modern Slavery risks within its business, including any infiltration through its supply chain. Our Modern Slavery Risk Reporting Process has been developed to provide a uniform understanding on what constitutes a Modern Slavery risk and the process for reporting and handling such risks.



Section 6

Process of consultation with subsidiary entities in preparing the statement

MBAuP consulted with representatives from the Daimler Group in preparing this statement.

MBAuP and the Daimler Group recognise the need for a coordinated approach to addressing the risk of Modern Slavery in its distinct and shared work force and supply chains.

