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Modern Slavery Act

Statement of Mercedes-Benz Cars UK Ltd, Mercedes-Benz Trucks UK Ltd, Mercedes-Benz Vans UK Ltd and Mercedes-Benz Parts Logistics UK Ltd, Mercedes-Benz Financial Services UK Ltd (the Mercedes-Benz UK Companies) Pursuant to the Modern Slavery Act 2015

The Modern Slavery Act 2015 came into effect on 29th October 2015. This law requires manufacturers and retailers doing business in the UK which supply goods or services and have an annual turnover exceeding £36 million to disclose information regarding their policies to eradicate slavery and human trafficking from their supply chain and within their business.

The Mercedes-Benz UK Companies are proud of the integrity measures they take in this regard.

The Mercedes-Benz UK Companies' efforts to eradicate slavery and human trafficking in their supply chains and own businesses include the following:

Supply Chain

Written policies and procedures

The Mercedes-Benz UK Companies maintain written policies that strictly prohibit the use of slavery or human trafficking in their direct supply chains. These include the Mercedes-Benz UK Companies' brochure entitled "Ethical Business – Our Shared Responsibility" in which they communicate their ethical principles and associated expectations to their supply chain. Their supplier code of conduct requires all suppliers to the Mercedes-Benz UK Companies to sign up to a sustainability clause which details all requirements around forced labour, slavery and human trafficking. This can be found on the supplier portal as follows:

> [Supplier portal](#)

Supplier certifications

When a supplier signs up to the sustainability clause, it receives official certification to this effect. By this certification the suppliers that Mercedes-Benz UK Companies interact with confirm they will adhere to the guidelines and expectations that Mercedes-Benz would expect, focusing on but not limited to "Child Labour Avoidance", "Freely Chosen Employment", and "Freedom of Association" in line with the Modern Slavery Act. This agreement is mandatory and the Mercedes-Benz UK Companies do not deal with suppliers who do not sign up to this clause.

Third party audits

The Mercedes-Benz UK Companies have the right at any time to audit suppliers for compliance against the sustainability clause.

Violations

The Mercedes-Benz UK Companies have a zero tolerance policy towards violations of the laws banning forced labour, slavery and human trafficking. The Mercedes-Benz UK Companies' contractual agreements permit the termination of suppliers for a single violation.

Our own business

Written policies and procedures

Mercedes-Benz UK Companies' Integrity Code details the rules and procedures by which they should treat fellow employees. This includes:

- Transparent and fair behaviour, such as protecting human rights
- Compliance with legislation, including fundamental rights at work - in particular freedom of association and elimination of discrimination throughout employment.

Employee Training

- The Mercedes-Benz UK Companies conduct on-line and face to face training for all employees to emphasise the importance of acting with integrity and in line with their own internal Ethical Business Code.
- Compliance officers incorporate guidance regarding the Modern Slavery Act into regular company training sessions.

Human Rights

The Mercedes-Benz UK Companies regularly undertake a Human Rights Compliance Assessment to ensure that all areas of their businesses are compliant with their Ethical Business Code and international human rights standards and that all employees are treated in a fair and transparent manner. This includes adherence to the Working time Directive and the Minimum Wage.

Violations

The Mercedes-Benz UK Companies' disciplinary policies permit the termination of employees found to be involved in any breach of the law banning forced labour, slavery and human trafficking.

The Mercedes-Benz UK Companies will continue to update their policies and procedures as required to ensure they maintain appropriate safeguards against any mistreatment of persons involved in their supply chains or own businesses.



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