

Occupational Health and Safety Principles of DaimlerChrysler

Preamble

Holistic, integrated health and safety protection is a major part of our overall entrepreneurial responsibility. This basic approach is oriented to the targets of the DaimlerChrysler Vision and is a binding yardstick for our actions and is to be seen within the scope of the Corporate Social Principles of DaimlerChrysler.

- Protecting our employees from occupational health hazards, accidents and diseases forms part of our corporate targets and is therefore an integral part of our value-based corporate strategy.
- In keeping with the Principles, efforts to avoid work-induced health hazards are continued systematically.
- The principles serve the purpose of positioning the holistic, integrated health and safety protection within the framework of value-based corporate management.
- The principles are binding for all members of management and employees and form a basis for truthful cooperation within the company.
- The required resources and investments will be made available to accomplish these principles within our financial capacity.
- We ensure this compliance through consultancy and monitoring with employees' representatives.

Principle 1

We have established standardized processes that promote the protection of our employees' safety and health and in turn positively impact morale.

- The ability and readiness of our employees to perform effectively are promoted by ergonomic work process design.
- We want to take the individual abilities and attributes of our employees into account.
- We attend to health and safety with the aim of facilitating work, improving productivity, and enhancing quality and performance.

Principle 2

We endeavor to practice and further develop qualitatively advanced, holistic and integrated health and safety processes and systems. Prevention is one of our top targets within OHS.

- We stand for ground-breaking developments in motor vehicle engineering. Products that meet our quality and safety standards can particularly be produced through work processes which are systematically oriented toward health and safety protection.

- We pursue the vision of healthy employees in a system which promotes “Zero Tolerance for Injuries”. This involves compliance in our facilities with safety regulations by internal and external personnel. We ensure this compliance through consultancy and monitoring.

Principle 3

Proper ergonomic design of work systems is promoted through standardized ergonomic engineering guidelines that are regularly revised to reflect current ergonomic knowledge.

- The basis for holistic health and safety protection is formed by clearly structured production processes, orderliness, cleanliness, medical and safety engineering services as well as the training of our employees and of our management.
- Failure-free work processes are a precondition not only for economic efficiency and quality but also the avoidance of health hazards and injuries.
- The designers and planners of products and working systems are provided with suitable methods and instruments for the design of safe and healthy workplaces.

By drawing up analyses of potential hazards and implementing the measures derived from these analyses, we promote the process of continuous improvement and ensure that our facilities machinery and workplaces meet our standards.

Principle 4

We obligate our management to act responsibly and in an exemplary manner in keeping with the principles of health and safety protection, and support them in doing so in order to obtain optimal safety results.

- The expectation is for our leadership to behave in a manner that exemplifies a commitment to a safe work environment for all workers on-site.
- We provide management with continuous information and training on relevant developments in health and safety protection so that they are able to carry out their responsibilities.

Principle 5

Ultimately all employees must take personal responsibility for health and safety by performing work in a safe manner. We acknowledge the right of employees to remove themselves from work situations that they have reasonable justification would present an imminent and serious danger to their lives or their state of health, with protection from undue consequences. We involve our employees in the design of their workplaces, their working environment and their work processes with the aim of achieving continuous improvement.

- Our employees are familiar with the processes and tasks associated with their workplaces and assignments. This familiarity is facilitated by the

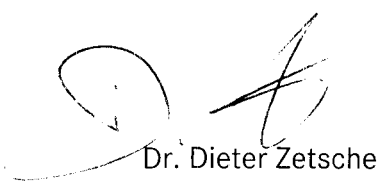
employees' right to know about the materials and processes used according to federal law. Together with safety and health professionals, technical experts and, where appropriate, the corporate medical team, employees support the continuous improvement of the work systems and processes.

- We hold our employees accountable for safety and health conscious behavior within the company. We also support adoption of these behaviors outside of the work environment by all our employees.

Stuttgart-Möhringen, im Februar 2006

DaimlerChrysler

für DC-Weltarbeitnehmervertretung und
für die International Metalworkers' Federation (IMF)



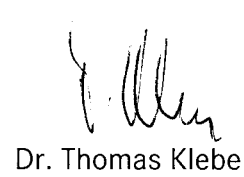
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