

DAIMLER TRUCK

Southern Africa

Company Email

SpeakUp @Daimler Truck Whistle Blower System



Dear Colleagues,

To strengthen the speak up culture, we are proud to announce the renaming of the worldwide whistleblowing system from Business Practices Office (BPO) to “SpeakUp”.

The whistleblowing system *SpeakUp* is an advancement of our previous trusted BPO process.

It ensures the highest confidentiality and guarantees an independent process at all times. It attaches importance to fairness in dealing with both people who report a rule violation and employees affected by an allegation. Within the protected *SpeakUp* platform, all employees can contact our whistleblowing system *SpeakUp* in encrypted form.

The whistleblowing system *SpeakUp* classifies reports received according to the risk posed to the company and its employees. [Violations posing a major risk](#) include, for example, corruption, antitrust and money laundering offenses,

severe violations in connection with engineering specifications and/or technical safety as well as severe cases of sexual harassment, discrimination and racism. For a listing of all major risk violations that fall under *SpeakUp*'s area of responsibility, please refer to our [Treatment of Violations Policy A 31](#).

If you observe or suspect rules or regulations being violated do not hesitate to address it. Your manager, the responsible HR department, the employee representatives, social counseling, the colleagues in the Legal and Compliance department and the central whistleblowing system *SpeakUp* are available to you for this purpose.

How do I reach [SpeakUp@Daimler Truck](mailto:SpeakUp@DaimlerTruck.com)?

- *SpeakUp* can be reached worldwide at any time (24/7) via the protected [SpeakUp platform](#)
- E-mail: speakup@daimlertruck.com
- SA Hotline: 0800991526 (Access Code : 06411)
- Mail: Daimler Truck AG
TL/GCB
001/DTF04
Postfach 10 01 54
70745 Leinfelden-Echterdingen

Please also refer to the [Social Intranet](#) for information on the process, responsibilities and further contact details of our whistleblowing system: *SpeakUp*.

Signed off by the Sandown Motor Holdings (Pty) Ltd Executive Management Committee (Excom)
