

Joint Declaration on Human Rights and Working Conditions in the BMW Group

Preamble

The increasing globalisation of the goods and capital markets is enabling international companies to create global production and sales networks. The creation of these global networks goes hand in hand with a social responsibility to respect the basic principles for the ways in which people live and work together.

The Group Management and the national and international employee representatives acknowledge their social responsibility and their commitment to the basic principles of the "Global Compact". The BMW Group supports this United Nations initiative and undertakes to do what it can to realise the vision of a sustainable, homogenous world economy.

On the basis of a values-oriented company management, the opportunities for corporate and employment success are to be used and possible risks limited. This is ultimately also important if international competitiveness is to be maintained, and thus the future of the BMW Group and its employees secured.

The Group Management and the national and international employee representatives have adopted the following objectives and implementation principles for the worldwide business activities of the BMW Group. These will be realised in accordance with the laws applicable in the various countries and locations and in full recognition of the different cultures involved.

1. Objectives

The following basic objectives and implementation principles are orientated on the basic principles of the International Labour Organization (ILO) and take into account not only the national laws but also, and in particular, ILO Conventions no. 29, 87, 98, 100, 105, 111, 138 and 182.

The internationally recognised human rights are respected in the BMW Group.

1.1. Free choice of employment

Employment in the BMW Group is freely chosen. Forced and compulsory labour (including bonded labour or non-voluntary prisoner labour) as defined in ILO Conventions no. 29 and 105 is rejected.

1.2. No discrimination

Equal opportunities and equal treatment, irrespective of ethnic origin, skin colour, gender, disability, religion, nationality, sexual orientation, social origins or political beliefs in so far as these are based on democratic principles and tolerance of people who think differently, are guaranteed in the BMW Group.

Employees are not shown preference or disadvantages for belonging to a trade union or company employee representative body.

1.3. No child labour

On the basis of ILO Conventions no. 138 and 182, children should not be restricted in their development; their dignity must be respected and their health and safety may not be adversely affected.

The general requirements on the minimum age for employment are respected in the BMW Group.

1.4. Freedom of association

The right of all employees to form collective employee representations and to run collective negotiations to settle working conditions is recognised.

The BMW Group and the various employee representations work together constructively and on a basis of mutual trust. Even in the case of disputes, the objective is still to maintain sustainable cooperation in the long term.

1.5. Remuneration

The remuneration paid in the BMW Group – irrespective of gender – complies with the statutory guaranteed minimum payments, the minimum standards of the relevant national sectors of industry and is guided by the labour market in question.

1.6. Working hours

In the BMW Group, the various national regulations and agreements on working hours and regular paid holidays are followed.

1.7. Health and safety at work

In the BMW Group, safety at work and the protection of health in the workplace are guaranteed at least within the scope of the national regulations. Health, safety at work and humane working conditions are important elements in corporate policy. This also includes an active, appropriate preventive policy, such as the present activities relating to information and protective measures aimed at preventing HIV/Aids.

1.8. Training

In the BMW Group, employees are basically selected, employed and promoted on the basis of their qualification for a particular function and their skills. The specifically targeted continuous training of employees is supported in order in this way to allow a high level of performance and a high standard of work.

2. Implementation principles

The objectives and implementation principles in this Joint Declaration apply in the BMW Group worldwide. Like the Personnel Policy Guidelines and the Associate and Leadership Model, they are an integral part of the corporate culture of the BMW Group.

2.1. Communication

The contents of this Joint Declaration will be communicated in suitable form within the BMW Group.

2.2. Inclusion of business partners and suppliers

Business partners and suppliers of the BMW Group are supported and encouraged to introduce comparable principles in their companies, to implement these and to incorporate them into their company policy. The BMW Group expects its business partners and suppliers to apply these principles as the basis for mutual relations and regards this as a suitable criterion for lasting business relations.

2.3. Regular discussions

There are regular discussions in the EURO Forum about the fulfilment of these objectives and the realisation of the implementation principles in this Joint Declaration. An initial exchange of experience in this context will be held by the end of 2006 at the latest.

2.4. Final provisions

This Joint Declaration becomes effective on the date when it is signed. It may not form the basis for any individual claims or claims by third parties.

The German version of this declaration is the only version that is binding.

Munich, 13.12.2010

For the BMW Group



Dr. Norbert Reithofer
Chairman of the Board of Management of BMW AG



Harald Krüger
Member of the Board of Management of BMW AG,
Human Resources, Industrial Relations Director

For the employee representative bodies



Manfred Schoch
Chairman of the
EURO Works Council of the BMW Group



Berthold Huber
President of the
International Metalworkers' Federation- IMF