



Equal Employment Principles

As an Equal Opportunity Employer it is our objective to recruit, hire, train, and promote individuals who are qualified for any position by reason of education, training, experience, and personal achievement, without regard to race, age, color, religion, sex, national origin, sexual orientation, veteran, disability, marital status, or any other legally protected status.

General Principles: In the recruitment and selection of employees, BorgWarner seeks talented and competent individuals who are suited for the available position by reason of education, training, interpersonal skills and general ability. In line with our employment practices, *we will:*

- Further our policy by our commitment to providing and maintaining a work environment which is free from discrimination against any employee or prospective employee on the grounds of race, age, color, religion, sex, national origin, sexual orientation, disability or any other legally protected status. BorgWarner will also comply with the requirements of all relevant laws relating to discrimination.
- Ensure employees are treated with respect and their abilities and differences are recognized.
- Ensure employees are aware they must refrain from any conduct considered discrimination.
- Develop and promote individuals based on their ability, past performance, qualifications to perform the additional functions and/or assume additional responsibilities as determined by objective standards.
- Communicate our policy to all employees and to all recruitment sources used by BorgWarner.