



## Basic Working Conditions Guiding Principles

*The Company expects each of its facilities worldwide to provide working conditions that are appropriate under applicable law and that support and uphold The BorgWarner Beliefs.*

### General Principles:

- **Use of Child Labor is Prohibited.** In no event will the Company employ any person below the age of 15 except as part of a government allowed job training or apprenticeship program that benefits the participants.
- **Forced Labor is Prohibited.** The Company will not use forced labor in any form and will not tolerate physically abusive practices.
- **Freedom of Association.** Employees shall be able to communicate openly with management regarding working conditions without fear of retaliation, intimidation or harassment.
- **Compensation.** Compensation and benefits paid to employees shall be competitive and consistent with applicable law, including those relating to minimum wages, overtime hours and legally required benefits.
- **Working Hours.** The Company will comply with applicable laws regulating hours of work.