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.