

**BORGWARNER Employee Action Report
(BW EAR)
Complaint Submission and Handling
Policy**

Policy:

BorgWarner maintains a procedure for (a) the receipt and treatment of reports concerning violations and suspected violations of law and corporate policies; (b) the receipt, retention and treatment of complaints received by the Corporation regarding accounting, financial, internal accounting controls or auditing matters; and (c) the confidential, anonymous submission by employees of concerns regarding questionable auditing matters.

Applicability:

This policy applies to BW and its subsidiaries worldwide.

Procedures:

1. The Corporation has a process in place for the receipt, retention and treatment of reports of serious concerns on all subjects described above through its Compliance with Laws and Policies Program. Reports can be made to the employee's supervisor, local Compliance Coordinator, Subsidiary Compliance Officer, Human Resources Department or the Corporation's Compliance Office or the Law Department. Reports can be made by collect telephone call to 248-754-0656 or by e-mail or letter to:

Complianceoffice@bwauto.com

or

Compliance Office
3850 Hamlin Road
Auburn Hills, MI 48326

Anonymous reports can be made through the internet to www.mysafeworkplace.com or by toll-free call to 1-800-461-9330.

Other than complaints or reports relating to accounting or auditing (which will go directly to the Audit Committee as described below), all reports or complaints will be reviewed by the Compliance Office, which will determine whether an investigation into the subject raised is warranted. In consultation with the Law Department, Human Resources and the business unit or corporate function as appropriate, the Compliance Office will ultimately determine whether any remedial action is required by such reports. The Compliance Office will maintain a database of all reports received and the

status of investigation of those reports, if any. Files on reports and their disposition will be maintained for a period of five years.

2. Complaints or reports relating to accounting, financial, internal accounting controls or auditing matters (regardless of the amount cited in the report) may be made anonymously in the manner described above and will be submitted directly to the Audit Committee. The Audit Committee, at its discretion, may request assistance from the Law Department, the Audit Director or outside legal or financial experts.
3. The Finance & Audit Committee Chair or the Finance & Audit Committee as a whole, may also request special treatment for any specific complaint, including the retention of outside counsel.
4. Interested parties may also make concerns known directly to the non-management directors on-line at www.mysafeworkplace.com or by toll-free call to 1-800-461-9330.