

# Supplier Code of Conduct

The BorgWarner Beliefs serve as a guide for our employees on the way we conduct our business – with our customers, our employees, our suppliers and our communities. These beliefs, which are deeply rooted in our culture, also serve as a framework for the standards of business conduct we expect of any supplier that does business with us. Compliance with these standards will be a mandatory component of our purchase contracts worldwide and must also apply to your subcontractors.

## 供应商行为准则

在我们工作中——无论是对我们的用户、我们的同事、我们的供应商、亦或是我们整个集团，我们都将博格华纳公司的信条作为我们员工的指导准则。这些信条，深深地植根于我们的公司文化中，同时也作为框架性的业务执行准则，是要求所有与我们有业务往来的供应商必须严格遵循的。恪守这些准则是我们在全球范围内所有采购合同中必须强制执行的部分，亦同样适用于所有次承包商。

### Respect for Each Other

BorgWarner operates in a climate of respect, courtesy and impartiality. The same fairness and impartiality should be extended to all legitimate suppliers who wish to compete for BorgWarner's business. We expect open, honest and timely communication. BorgWarner suppliers should encourage a positive and diverse workplace by not tolerating harassment or discrimination, including that involving race, color, religion, gender, age or disability.

### 互相尊重

博格华纳必须在开放、信任和合作的环境中运作，我们的每个人都应受到礼貌及尊重的对待，同时待人以德，处人以礼。我们期望公开、诚实和及时交流意见和信息。博格华纳的供应商应当创造一个积极向上、平等多元的工作氛围，不论种族肤色、宗教信仰、年龄和能力，没有苛责，没有歧视。

### Power of Collaboration

Successful business relationships are the result of mutual goals and values. We encourage differentiating technologies that challenge the status quo and help support BorgWarner's product leadership model. We view every supplier relationship as an opportunity to extend our enterprise and grow our business. Information given to us must be accurate, and when requested, we will treat as confidential, information that is so designated.

### 协作配合

真正的团结不仅仅是将各种自我利益融合在一起，它更表现为大家追求相同的目标和信仰并自然形成团结的大集体。我们鼓励发展不同的技术来挑战和维护博格华纳的产品领先地位。我们同每一个供应

商的关系都是扩展我们集团影响拓展公司业务的契机。我们期待并且信任按要求提供给我们的每个信息都是正确无误的。

## Passion for Excellence

BorgWarner seeks to be a leader – in serving our customers, advancing our technologies, and rewarding all who invest in us. To extend our competitive position, we expect our suppliers to relentlessly improve their own performance and to bring urgency to every business challenge and opportunity.

## 追求卓越

通过努力服务客户、开发技术和提高投资人回报，博格华纳立志成为产业领袖。为保持产业领袖地位，我们不遗余力地提高我们的业绩，认真应对每一个挑战，抓住每一个机会，主动预测市场变化并及时调整企业目标。我们鼓励供应商发挥聪明才智，积极创造革新，共同培育企业健康成长。

## Personal Integrity

We at BorgWarner demand uncompromising ethical standards in all we do and say – we expect our suppliers to do the same. Our policies prohibit the acceptance of gifts, services or anything of such value that the good judgment of the recipient might be influenced, or that a third party might reasonably perceive as influencing that judgment. Payments of money, property, or services for the purpose of obtaining business or special consideration are prohibited. If a BorgWarner employee solicits a gift or entertainment opportunity from a supplier for their personal use, the request is to be declined. We discourage our employees from purchasing goods or services from BW suppliers for their personal use, even though paid for by the employee.

BorgWarner recognizes that in some cultures, business gifts and business entertainment are considered an important part of the development of business relationships. Any gift or entertainment must be evaluated to insure it is in the best interest of BorgWarner, consistent with BorgWarner policies and the law and in accordance with local custom.

No listing of ethical guidelines can be considered complete. It is incumbent upon those affected by this policy to avoid the misconception that if it is legal, it is ethical. Appropriate conduct must reflect good judgment, fairness and high standards.

## 正直守信

博格华纳坚定奉行企业道德标准，要求员工严格约束自己的言行，我们也希望我们的供应商能够同样如此。我们的公司制度严格禁止任何对产品质量产生影响或者造成第三方关系介入的礼品、服务。任何为了获取业务或者某些特别情形下的钱、物和有偿服务都是严格禁止的。如果博格华纳的员工索取私人财物，这种要求都应当予以拒绝。我们决不鼓励我们的员工从博格华纳的供应商那里获得个人财物或者由供应商职员支付的服务。

博格华纳十分清楚在某些国家文化中，商业礼物和娱乐服务是发展商业关系的重要的一部份。所有的礼物和娱乐服务必须谨慎衡量，保证不违反博格华纳的规章制度、不逾越当地的法规和习俗。

没有细则的风俗习惯将被视为是可接受的。我们不希望造成这样一种误解，即合法的行为都是适当的习俗。正当的行为应当是明辨是非、公平正直、品格高尚。

## Responsibility to Our Communities

We are committed to good corporate citizenship. We expect our suppliers to abide by all applicable employment, environmental, health and safety laws and regulations. We will not allow the use of any forced, involuntary or child labor by suppliers who provide goods or services to us. We also believe that suppliers should provide wage and benefit levels to their employees that address the basic needs of people in light of local conditions.

## 社会责任

博格华纳立志做良好的企业公民。我们希望我们的供应商也能遵守劳动法、环境政策、健康和安全等各项法规，决不允许我们的供应商雇佣任何童工或暴力强迫劳动。我们也详细我们的供应商将根据当地基本生活水平标准支付雇员相应的劳动报酬和福利待遇。

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We expect your cooperation in ensuring adherence to our Supplier Code of Conduct. If you or anyone in your company believes that a BorgWarner employee or other supplier, has violated this policy, please contact the BorgWarner Compliance Office by phone (248) 754-0656, or use the complaint handling process outlined at [www.bwauto.com](http://www.bwauto.com) under Corporate Governance.

我们期望你们能够共同坚持遵守我们的供应商行为准则。如果你或者你们公司里的任何人确信博格华纳的员工或者其他供应商有违反此行为准则的行为，请联系博格华纳条例遵循办公室 001-248-7540656，或者登录[www.bwauto.com](http://www.bwauto.com) 使用博格华纳集团管理的投诉受理程序。