

BORGWARNER

Basic Working Conditions (Human Rights Policy)

1.0 Purpose

BorgWarner Inc. and its subsidiaries (“BorgWarner” or “Company”) respects and reinforces human rights throughout our operations, the communities in which we operate, and our global supply chain.

This Policy is guided by the international human rights principals related to forced labor as set forth under the International Labour Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work (the ILO Core Conventions); the UN Guiding Principles on Business and Human Rights; and the UN Global Compact.

Each BorgWarner location will provide working conditions that are appropriate under applicable law and that support and uphold the *BorgWarner Beliefs*.

2.0 Scope

This Policy applies to BorgWarner, as well as all parties who act on the Company’s behalf, including employees, officers, directors, consultants and agents. It is to be implemented in accordance with the laws and regulations governing the markets and sites concerned. Where local legal requirements conflict with any individual aspects of the Policy, BorgWarner will seek to apply the highest possible priority to human rights within the applicable legal framework.

3.0 Global Labor Standards

BorgWarner respects the human rights of our employees and provide working conditions that meet or exceed applicable legal requirements. This includes the following standards:

a. Child Labor

BorgWarner prohibits the use of child labor and complies with applicable laws regarding minimum age for employment in the countries and regions where we conduct business. In no event will we employ any person below the age of 15, except as a part of a government-allowed job training or apprenticeship program that primarily benefits the participants. In addition, no one under the age of 18 will be permitted to perform work that is hazardous or could be harmful to their health and safety.

b. Forced or Compulsory Labor

Employment at BorgWarner is voluntary. We do not use forced or compulsory labor of any kind, including bonded, indentured or exploitive prison labor, and will not tolerate physically or psychologically abusive practices or activities intended to restrict employees’ freedom of

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movement. Employees are not required to surrender government-issued identification, passports or work permits as a condition of employment. We follow ethical recruiting practices and do not permit employees to be charged recruitment fees or mislead or defraud potential employees about the nature of the work.

c. Freedom of Association and Collective Bargaining

BorgWarner respects the rights of employees as established by local law to associate freely, seek representation, join or be represented by Works Councils, and join or not join labor unions. Employees are neither shown preference nor disadvantaged for either belonging or choosing not to belong to a trade union or employee representative body. We promote a regular dialogue between the workforce and management regarding working conditions, without fear of retaliation, intimidation or harassment. Where a facility has recognized employee representatives, we are committed to maintaining a constructive dialogue and negotiating in good faith to promote the interests of employees.

d. Equal Opportunity and Protection from Discrimination and Harassment

BorgWarner values diversity, equity and inclusion, and strives to maintain a respectful work environment where employees feel safe and are empowered to pursue personal and professional growth. We prohibit discrimination against employees or applicants based on race, color, creed, age, religion, political opinion, sex or gender, gender identity or expression, national origin or ancestry, ethnicity, sexual orientation, marital status, physical or mental disability, citizenship status, military service or veteran status, genetic information or any other legally protected categories. Workplace violence and harassment are also prohibited, including any form of physical, sexual, psychological or verbal abuse. We maintain multiple informal and formal channels to report discrimination or harassment concerns and have strong anti-retaliation policies protecting victims, witnesses and whistleblowers from retaliation for reporting concerns or participating in investigations in good faith.

e. Occupational Health and Safety

BorgWarner takes the health and safety of its employees seriously and is committed to providing working conditions that meet or exceed all applicable national and international standards for occupational safety and health. Every employee is required to understand and comply with the specific health and safety standards associated with their position and immediately report any hazards or concerns to help avoid accidents and injuries. No employee will be subjected to retaliation or reprisal for reporting a hazard or concern, and no employee will be required to return to a work situation following a reported concern if there is a continuing imminent and serious danger to life or health. BorgWarner provides proper Personal Protective Equipment (PPE) and emergency preparedness training when necessary

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to their employees. Hazard and risk analysis systems are implemented to minimize the potential for incidents or accidents.

f. Compensation and Working Hours

BorgWarner strives to provide competitive compensation and benefits that align with market standards. At a minimum, we comply with applicable wage and hour laws and regulations, including those governing equal pay, minimum wage and overtime, and provide all legally mandated benefits. We provide reasonable hours of work within industry practices to safeguard the health and well-being of our employees and comply with applicable laws and regulations relating to hours of work, meal and rest breaks, vacations, sick time and holidays.

g. Use of Private or Public Security Forces

Any private or public security forces engaged to protect the Company or its employees shall not violate our human rights policy nor impair the rights to organize.

4.0 Community Responsibility

BorgWarner supports the communities in which it operates and is committed to good corporate citizenship. We strive to supply goods and services of superior value to our customers, to create jobs that provide meaning for those who do them, and to contribute generously of our talents and our wealth in the communities in which we do business. We employ a corporate philanthropy program with a strategy based on the pillars of education, economics, environment and equity. We avoid forced eviction and the deprivation of land, forests, and waters in the acquisition, development or other use of land, forests, and water.

5.0 Resources

BorgWarner has an established Compliance and Ethics Program and maintains multiple platforms, including a global compliance hotline, to facilitate internal and external parties to report directly or anonymously any activities that may violate the law or our policies. All reports are taken seriously and resolved using appropriate investigation procedures and strict anti-retaliation policies. At the conclusion of each investigation, remedial action is assessed and, where necessary, requisite corrective actions or process modifications are made. If it emerges or is suspected that any of our business activities have adversely impacted or contributed to an adverse impact on anyone's human rights, whether directly or indirectly through, for example, one of our business relationships, we will work to address those impacts in line with international standards.

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APPROVALS

Policy Committee

December 2023

Corporate