

General Motors Europe and the European Employee Forum

agree on

Principles of Social Responsibility

Preamble

We define sustainable development as our commitment to integrate economic, environmental and social objectives into our long-term strategic planning, as well as our daily business decisions.

General Motors Europe (GME) and its European Employee Forum (EEF), as part of General Motors Corporation, believe that the products we make, the services we provide and the conduct we operate under, earn our reputation.

General Motors Europe aims to leverage its extraordinary European network of people who have the vision, values and capabilities to compete in the marketplace, preserve the environment and strengthen the communities where we do business.

It is in this spirit that we together endorse the following principles in line with the Corporation's endorsement of the Global Sullivan Principles and our "Winning with Integrity" Values. Our integrity transcends borders, languages and cultures.

The objectives of the Global Sullivan Principles are to support economic, social and political justice, to support human rights and to encourage equal opportunity for all employees.

An essential aspect of the corporate culture at GME is respectful co-operation. Our basic principles include equality of opportunity, tolerance and fairness in our dealings with each other. We have practiced these principles for many years and will continue to practice them in the future.

As responsible members of society we apply these principles with consistent integrity and we work together to ensure their implementation throughout our organization.

Human Rights

We support universal human rights and, particularly, those of our employees, the communities within which we operate, and parties with whom we do business.

Equal Opportunity Policies

We promote equal opportunity for our employees with respect to issues such as color, race, gender, age, ethnicity, nationality, social status, disability, sexual orientation and political or religious beliefs. We believe equal opportunity is a principle that must be respected and, as such, we ensure its protection.

We, also, within each of the countries that we operate, respect the principle of equal pay for equal work, e.g. irrespective of gender.

We seek integration not exclusion, tolerance not rejection.

Integration of People with Disabilities

We recognize that people with disabilities are an integral part of our society and business life. Their support and integration in the organization, equal treatment and respectful cooperation are basic principles of GME's culture.

Voluntary Employment

We do not make use of forced or compulsory labour in any form and we respect the principles of voluntary employment.

Children's Rights

We do not tolerate the exploitation of children and we respect the rights of children.

Fair Treatment

We do not tolerate unacceptable worker treatment such as physical punishment, female abuse, involuntary servitude, or other forms of abuse. Any behaviour that can be construed as intimidation, harassment, or a hostile social work environment will not be tolerated.

Relations with Employees and Unions / Employee Representatives

We respect the right of collective bargaining and acknowledge employees' freedom of association. Employees are not advantaged nor disadvantaged as a result of their membership in employee organizations or trade unions. We seek to cooperate with our partners in an atmosphere of trust and respect aiming for solutions that permit constructive cooperation in the long term.

Compensation

We compensate our employees to enable them to thrive and grow, and provide the opportunity to improve their skills and capabilities. Wages, salaries, benefits, working hours and regular, paid holidays are fair and consistent and follow standards required by law or regulations or respective country or local agreements.

Training

We recognize and support measures designed to enable employees to attain skills and abilities to acquire and extend their job related and professional knowledge. In line with our business goals and in order to ensure our competitiveness in the market employee training seeks to sustain the company's viability in the ever-increasing global environment.

Health & Safety

The safety of our workers is our number one priority. We ensure health and safety conditions at the workplace to a level no less than required by national legislation and we strive to be benchmark in our industry. We believe that all accidents are preventable and put in place supportive, proactive systems to ensure a safe and ergonomic workplace that is free from known hazards.

Environment, Energy and Technology

We have a long-standing commitment to preserve and protect the environment and we strive to improve the living standards of the communities in which we operate.

Our Environmental Principles reflect our views about our environmental responsibilities and provide a focal point for the numerous environmental initiatives underway throughout General Motors Europe.

Community and Governments

We work with governments and the communities in which we do business to improve the quality of life in those communities. The EEF is proud of its joint charitable contributions and will continue to support such activities.

Fair Competition

We promote fair competition including respect for intellectual and other property rights, and do not offer, pay or accept bribes.

Business Partners

We support and encourage the application of these principles by those with whom we do business. The principles will be shared with our business partners as a solid basis for a sustainable business relationship.

They shall comply with all applicable laws and regulations that relate to wages, hours & conditions of employment, discrimination and occupational health & safety.

Under contracts with GME, our suppliers represent and signify that they will not utilize forced or involuntary labor in the supply of goods or provision of services to GME.

Commitment

The joint endorsement of these principles and guidelines begins with open and transparent communication to all of our employees.

All employees have an obligation to follow the principles outlined in this document.

The GME Internal Control Audits, which are conducted on the local levels on an annual basis, ensure the adherence to the principles. Status and compliance issues will be shared and if necessary discussed with the EEF at the regularly scheduled meetings.

All employees have the opportunity to raise issues that may arise in relationship to these principles and will not be disadvantaged in any way for doing so.

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