

Magna

Employee's Charter

Magna is committed to an operating philosophy, which is based on fairness and concern for people. This philosophy is part of Magna's Fair Enterprise culture in which employees and management share in the responsibility to ensure the success of the company. It includes these principles:

- **Job Security**

Being competitive by making a better product for a better price is the best way to enhance job security. Magna is committed to working together with you to help protect your job security.

To assist you, Magna will provide:

- Job Counselling
- Training
- Employee Assistance Programs

- **A Safe and Healthful Workplace**

Magna strives to provide you with a working environment, which is safe and healthful.

- **Fair Treatment**

Magna offers equal opportunities based on an individual's qualifications and performance, free from discrimination or favouritism.

- **Competitive Wages and Benefits**

Magna will provide you with information, which will enable you to compare your total compensation, including total wages and total benefits with those earned by employees of your competitors, as well as with other plants in your community. If your total compensation is found not to be competitive, then your wages will be adjusted.

- **Employee Equity and Profit Participation**

Magna believes that every employee should share in the financial success of the company.

- **Communication and Information**

Through regular monthly meetings between management and employees and through publications, Magna will provide you with information so that you will know what is going on in your company and within the industry.

- **The Hotline**

Should you have a problem, or feel the above principles are not being met, we encourage you to call the **Hotline** or use the self-addressed Hotline Envelopes to register your complaints. You do not have to give your name, but if you do, it will be held in strict confidence. Hotline Investigators will answer your call. The Hotline is committed to investigate and resolve all concerns or complaints and must report the outcome to Magna's Global Human Resources Department.

Hotline Number: 00800 26 31 69 10

- **Employee Relations Advisory Board**

The Employee Relations Advisory Board is a group of people who have proven recognition and credibility relating to humanitarian and social issues. This Board will monitor, advise and ensure that Magna operates within the spirit of the *Magna Employee's Charter* and the principles of *Magna's Corporate Constitution*.

