



## Human Rights Policy

### Introduction

General Motors Company (GM) understands that long-term success starts with a company's value system and a principled approach to doing business. This policy strives to make clear and transparent how we define, approach, govern and support universal human rights and dignity of people throughout our operations, our communities in which we operate, and our global supply chain.

### Guidance

This policy reinforces our values, principles, policies, and practices and is guided by the UN Global Compact which GM became a signatory to in December, 2015. This policy also acknowledges internationally recognized human rights principles and is informed by the United Nations Guiding Principles on Business and Human Rights and its foundational principles for business enterprises, including those expressed in the International Bill of Human Rights and the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

### We Do What's Right

As a company, we work to protect the rights of everyone working for and with GM. We appreciate the contributions of every member of our team and maintain a workplace where employees are treated with dignity and respect and free from harassment and unlawful discrimination. We look to partner with companies that share our values and position on human rights. We support the communities in which we operate and are committed to engage with our stakeholders taking into account their views as we conduct our business.

We employ ethical recruitment practices and prohibit recruiters from charging recruitment fees to potential employees and from withholding identity documents. Where our employees have employment contracts, we provide access to those contracts. We pay fair wages.

We view diversity and inclusion as a strength. We respect what each individual brings to our team, including background, education, gender, race, ethnicity, working and thinking styles, sexual orientation, gender identity and/or expression, veteran status, religious background, age, generation, disability, cultural expertise, and technical skill.

We recognize that around the world women face discrimination, lack access to skills and training, and often lack protection of basic rights and laws. We support women's rights and economic inclusion, including support for equal pay.

We are committed to respecting the privacy of individuals, including employees and customers. We follow globally recognized privacy principles and strive to implement reasonable and appropriate practices in our collection, use, and sharing of personal information about

individuals.

We comply and expect our suppliers and other business partners to comply with laws that promote safe working conditions and individual security; laws prohibiting slave and forced labor; prohibitions on the employment of underage children; prohibitions on human trafficking; prohibitions on harassment and unlawful discrimination; and laws that ensure freedom of association and the right to engage in collective bargaining.

### Monitoring & Reporting

We put in place several reporting mechanisms and have strong anti-retaliation policies. We monitor our operations, our partners and our suppliers for potential violations and take action if violations occur, up to and including termination of employment or contract. Employees, suppliers, contractors, or others can report any incidents or concerns using GM's [Awareline](#) 24 hours per day, 7 days per week by phone, Web, email, postal service or fax.

We report our actions and engagement on human rights in our annual sustainability report. We also make public on our website our values, principles, policies, and practices that this policy reinforces.

Executive in Charge:  
Senior Vice President, Global Human Resources