

Linamar Corporation

Basic Code on Working Conditions

Linamar Corporation's principles are consistent with the following human rights frameworks and charters:

- The United Nations Universal Declaration of Human Rights
- The United Nations Global Compact
- The Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises
- The Global Sullivan Principles of Social Responsibility

Linamar operates globally and as such a statement on working conditions must be general in nature. Local legislation, labour requirements and other contractual and non-contractual arrangements may modify portions of this policy. Nevertheless, Linamar believes in these guiding principles which support the success of our business.

This policy is supported by a reporting program that allows not only company personnel but also shareholders, customers, suppliers and the community to file concerns utilizing our on-line system (www.ethicspoint.com). Linamar will seek the assistance of third parties to verify compliance with this Code. The Global VP of Human Resources is responsible for interpreting this policy with concurrence, as appropriate, of our Executive Vice President Human Resources, General Counsel and Corporate Secretary.

Linamar will not use child labour. Linamar will not employ any person below the age of 15, unless this

is part of a government-authorized educational program, job training or apprenticeship program.

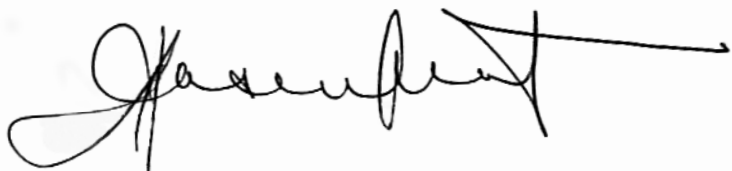
Linamar does not use forced labour in any form. Linamar believes in fostering an environment of opportunity and mutual respect. In such an environment the use of physically abusive disciplinary practices is unacceptable.

Linamar believes employees should have the right to not join or join a union free of intimidation, harassment or undue influence. Two-way communication is a critical success factor for the organization and the Company will strive to always provide an opportunity for employees concerns to be heard.

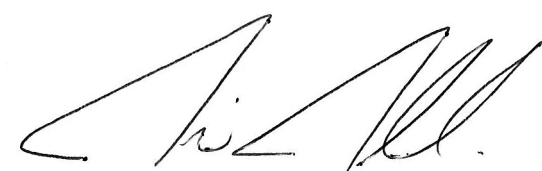
Linamar will comply with applicable legislation regulating hours of work.

Linamar is focused on Customer, Employee and Financial (shareholder) satisfaction. Linamar recognizes the community and indigenous populations are important stakeholders in projects and activities. Concerns from these groups can be directed through our on line site (www.ethicspoint.com).

Linamar will abide by all applicable environmental laws. Linamar is committed to pollution prevention, and waste minimization. All manufacturing facilities are to obtain and / or maintain ISO 14001 Certification.



Linda Hasenfratz
Chief Executive Officer



Jim Jarrell
President and Chief Operation Officer