

CarParts.com Human Rights Policy

Introduction

CarParts.com's human rights policy aligns with our [Code of Ethics](#), Business Conduct (the Code), and [California Transparency in Supply Chains Act Disclosure](#). CarParts.com supports the protection of human rights within the scope of the Company's influence. Accordingly, we align our business practices with the United Nations' Universal Declaration of Human Rights principles.

We continue to improve our approach to human rights and actively engage with stakeholders at all levels of the organization to adhere to and uphold the guidelines set forth within this Human Rights Policy, including:

- All members of CarParts.com's Board of Directors
- All employees and managers

We strongly encourage the following parties to uphold the principles listed in this Policy, including:

- All suppliers
- Any parties who conduct business with or on behalf of CarParts.com

Respect for Human Rights

We commit to treating our employees, managers, suppliers, and any other parties with whom we do business with dignity and respect. We must provide a work environment that is safe and free of discrimination and harassment of any kind. CarParts.com strictly prohibits discrimination based on race, religious creed, color, age, sex, sexual orientation, national origin, religion, marital status, medical condition, physical or mental disability, military service, pregnancy, childbirth and related medical conditions, or any other classification protected by federal, state, and local laws and ordinances.

Our management team implements this policy for hiring, placement, promotion, transfer, demotion, layoff, termination, recruitment advertising, pay, and other forms of compensation, training, and general treatment during employment. Carparts.com also prohibits the discrimination against or harassment of any individual on any of the protected bases listed above.

CarParts.com commits to upholding basic human rights across all business units. We believe that dignity and respect are fundamental rights of every individual. Accordingly, we do not tolerate human trafficking, forced labor, child labor, harassment, or abuse of any kind. We expect our suppliers and others to operate consistently with these principles with whom we do business.

Implementation

CarParts.com's commitment to human rights is communicated to all employees and included in our Employee Handbook. Employees review the handbook upon In addition, CarParts.com is in the process of conducting awareness training on anti-slavery and anti-human trafficking for its employees and management, who have direct responsibility for supply chain management, particularly for mitigating risks within its supply chain.

Implementation within the Supply Chain

CarParts.com expects its suppliers to conduct their businesses legally and comply with the high standards of integrity and ethics outlined within the [California Transparency in Supply Chains Act Disclosure](#).

CarParts.com expects that its suppliers must not support, promote, or engage in the practice of slavery or human trafficking. This policy requires suppliers to comply with the anti-slavery and anti-human trafficking laws of the country or countries in which they are doing business.

Reporting Concerns

All reports will be treated confidentially to the extent possible. It is our policy not to allow reprisal or retaliation of any kind against a director, officer, or employee who acts in good faith in reporting any known or suspected illegal or unethical behavior or who asks any questions regarding this policy or appropriate actions considering this policy. All directors, officers, and employees must fully cooperate in internal misconduct investigations.

Employees who believe that they may have experienced harassment or discrimination or observe harassment or discrimination of another must notify their manager, supervisor, or Human Resources immediately. If the manager or supervisor is involved in the misconduct or otherwise desires, they may report the conduct to Human Resources before speaking with a manager or supervisor.

Employees may report violations in writing to our Audit Committee through <http://www.openboard.info/prts/>. The Audit Committee will identify and forward the violation report to the appropriate person or persons not involved in the matter giving rise to the violation, who have sufficient status and authority within the Company to deal with the potential violator of the policy adequately.

Consequences for Violations of the Human Rights Policy

CarParts.com takes the issues of discrimination, harassment, slavery, child labor, and human trafficking very seriously and will continue doing its part by responsibly managing its supply chains and corporate operations to eradicate human rights violations.

CarParts.com will investigate all reports of alleged violations. If the result of an investigation indicates that corrective action is required, CarParts.com will decide the appropriate steps to take, including discipline, dismissal, and possible legal proceedings. Disregarding or deliberate ignorance of the law is not tolerated and may lead to disciplinary action.