

Carparts.com Labor Rights Policy

Introduction

Carparts.com is an equal opportunity employer. Our responsibility is to ensure fairness, including equal hiring, promotion, training, compensation, termination, and corrective activities among all employees and potential employees. This policy applies to persons who work for the Company on an hourly or salary basis, including full-time, part-time, and temporary employees and interns. We also encourage our suppliers to implement these guidelines for their employees.

Our Commitment

We are committed to the spirit of success. The way to build success is through cooperation, coordination, initiative, respect, commitment, and execution. All positions in this Company, from the warehouse to the front office to the executive offices, are critical to our collective success.

Carparts.com has an open-door policy. Employees are always welcome to speak to their supervisor or any member of our management team. Employees are encouraged to express their concerns, suggestions, and comments to the Company directly so we can better understand each other. We believe strongly in the principal of open and direct communication. We encourage employees to raise and seek answers to questions that may be on their mind so we can address concerns in a timely manner. We are proud of the relationship we have built between our management team and our employees, yet we recognize there is always room for improvement. We will consider employees' concerns, and we are interested in employees' thoughts and opinions. While we cannot guarantee we will always give an employee the answer they want, we will do our best to listen and address their concerns. Carparts.com employees embody our Company vision and mission. Together, we live the Core Values that are so critical to our success.

For more information on CarParts.com or its policies, please visit our [investor relations](#) page.