

CarParts.com Vendor Code of Conduct

CarParts.com and its subsidiaries (collectively, "CarParts.com") strive to achieve and maintain high standards of corporate integrity and ethical behavior. CarParts.com and its employees adhere to the CarParts.com Code of Ethics and Business Conduct (the Code). We encourage our vendors to follow the same workforce guidelines that we have outlined for our employees. This Code of Conduct explains CarParts.com's expectations of all vendors participating in CarParts.com's operations.

Forced Labor

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

Fair Working Conditions

CarParts.com assumes that vendors fulfill the Code's commitment to maintaining a safe and healthy working environment. As part of this commitment, CarParts.com expects vendors to comply with laws and regulations relating to minimum living wages, maximum working hours, and (where appropriate) acceptable living conditions.

Non-Discrimination

This commitment includes promoting a workplace that is free from discrimination or harassment based on race, color, religion, sex, age, national origin, disability, or other factors that are unrelated to our business interests.

Consequences for Violation

CarParts.com takes the issues of slavery, human trafficking, discrimination, and fair working conditions very seriously and will continue doing its part by responsibly managing its supply chains to eradicate these risks. 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.

California Transparency

CarParts.com is committed to maintaining a high standard of ethics within the company's supply chain whenever possible. In addition to this document, CarParts.com has published a [California Transparency in Supply Chains Act Disclosure](#) (CTSC), covering the California Transparency in Supply Chains Act of 2010 (SB 657).