

# Human Rights Policy



Since its founding in 1928, Genuine Parts Company (GPC) has set a high standard for ethics and values in all of our divisions, subsidiaries, and affiliates. These ethics and values underscore GPC's ongoing commitment to respect Human Rights as set forth in this Human Rights Policy. GPC commits to respect the fundamental principles of Human Rights as defined by the Universal Declaration of Human Rights.

## Scope of Policy

GPC's approach to Human Rights begins with understanding how our activities, and the activities of our business partners, may impact, either positively or negatively, our stakeholders. These stakeholders include our customers, employees, suppliers, supply chain workers, local communities, and our society as a whole. GPC also expects its suppliers, partners, and affiliates to respect Human Rights.

GPC's commitment to respecting Human Rights begins with an affirmative commitment to non-discrimination. In line with this commitment, GPC opposes all forms of discrimination, harassment, and retaliation based on protected status or activity. Whether an individual is an applicant, employee, customer, partner, affiliate, or guest, GPC will not tolerate any mistreatment based on sex, race, ethnicity, creed, color, religion, marital status, national origin, citizenship status, age, pregnancy, sexual orientation, gender identity or expression, genetic information, disability, military status, status as a veteran, participation in union activities such as collective bargaining, or any other protected characteristic or activity under applicable law.

## Our People

As part of GPC's commitment to equal treatment, the Company strives to provide an inclusive, safe, and rewarding work environment for all of its employees. In every market and region that GPC serves, the Company is committed to recruiting and retaining a diverse and talented workforce and to providing a healthy and safety-driven work environment. All new hires are expected to review and acknowledge the Company's anti-discrimination and anti-harassment policies, as well as the Company's Code of Conduct. In addition, current employees receive regular anti-discrimination and anti-harassment training and regularly verify compliance with GPC's Code of Conduct. Every year all employees either review and verify the Code of Conduct or they are required to participate in interactive training on various matters within the Code of Conduct to ensure understanding of the expectations detailed therein. Both GPC and its employees adhere to the Code of Conduct, which outlines GPC's commitment to providing a discrimination and harassment-free workplace. GPC's Code of Conduct also requires honesty and integrity by GPC and its employees in all aspects of GPC's business.

At GPC, the protection and promotion of our employees' health and safety is also a top priority. GPC complies with all applicable employee protection and safety legislation. In line with applicable legislation, the managers responsible for safety issues take their duties very seriously. They ensure that all employees are regularly instructed on the relevant aspects of occupational health and safety. To support them in these responsibilities, employees receive regular safety-related training. In addition, GPC actively promotes the physical and psychological wellbeing of its employees through health management initiatives. By

implementing adequate security measures, GPC makes every effort to keep employees, customers, and visitors safe at all of its locations.

## **Our Supply Chain**

GPC is committed to ending Human Rights abuses in every aspect of its business. GPC will not tolerate child labor, forced labor, or human trafficking, and we do not purchase parts or services from or maintain relationships with companies that do. Further, GPC continues to take affirmative steps to ensure that its vendors, suppliers, and service providers are compliant with all applicable laws and with GPC's standards regarding Human Rights and equality. Where national law and international Human Rights standards differ, GPC will follow the higher standard; where they are in conflict, GPC will adhere to national law, while seeking ways to respect international human rights to the greatest extent possible.

We require our suppliers to adhere to our Social Responsibility Standards and Policy, which describes our standards and expectations in the area of Human Rights. We commit ourselves to respecting and upholding Human Rights and require our suppliers, partners, and affiliates to do the same. As part of GPC's Code of Conduct, we are keenly focused on strengthening our commitment to responsible and sustainable sourcing through identifying and selecting partners who share similar values as GPC, as well as ensuring we deliver safe and high-quality products for our customers.

Offshore direct import private brand suppliers in higher risk areas must undergo a full audit process before becoming a partner of GPC. To determine what areas are considered high risk, our global supply chain leaders use their decades of experience in the global supply chain function to assess and analyze each region in which GPC operates; after such assessment and analysis, a collective decision is made regarding the risk level of each particular region. The audit process includes on-site surveys conducted by GPC personnel, full quality assurance audits, and social audits whereby suppliers' compliance with the expectations of this Policy shall be assessed. Social audits are performed exclusively by third-party compliance audit specialists to obtain an unbiased overview of working conditions, labor practices, compensation, health and safety, and potential discrimination within the supplier's location. During each social audit, company records are reviewed to identify potential gaps in local regulatory compliance and employee compensation. Additionally, factory management teams and plant employees are interviewed to discuss topics such as working hours, working conditions, and compensation. A thorough audit report is provided by the audit firm to the supplier and GPC, including a recommended corrective action plan, if needed. If a supplier fails a social audit or obtains an unsatisfactory grade, GPC will direct the audit firm to initiate corrective action by the supplier to improve worker conditions and labor practices, to remedy compensation issues and/or otherwise fix the problematic issues noted in the audit. A follow-up audit is then performed to confirm that appropriate corrective measures were taken by the supplier, identifying an appropriate remedy for any workers harmed by the suppliers' practices where applicable. GPC's audit process is ongoing and is updated regularly to ensure suppliers meet GPC's high social and Human Rights standards. If a supplier is unwilling to cooperate or improve its practices or respect for Human Rights, GPC will discontinue its business relationship with that supplier.

## **Policy Development, Implementation, and Dissemination**

In implementing this Policy, GPC commits to continually identifying, assessing, preventing, mitigating, and remedying Human Rights impacts associated with our business. GPC will formally review this Policy on an annual basis and will supplement this Policy to address any

new areas of vulnerability. GPC conducts training and development programs with its employees to foster open communication, inclusion, and to ensure equal employment opportunities in line with this Policy. GPC remains steadfast in its commitment to ensure that its business relationships with suppliers, partners, and affiliates reflect GPC's values and commitment to respecting fundamental Human Rights.

GPC will ensure that this Policy remains publicly available and accessible. GPC will also ensure that this Policy is communicated internally and externally to all personnel, business partners, and to any potentially affected stakeholders. These efforts shall include actively communicating this Policy to entities with which GPC has contractual relationships, including GPC's suppliers.

## **Remedy**

GPC places a high importance on the provision of effective remedies wherever Human Rights impacts occur through Company-based grievance mechanisms. GPC continues to build the awareness and knowledge of our employees and workers on Human Rights issues, including labor rights, encouraging them to speak up, without retribution, about any concerns they may have, including through our grievance channels. GPC is committed to continue increasing the capacity of our management to effectively identify and respond to concerns. We also promote the provision of effective grievance mechanisms by our suppliers.

## **Responsibility and Accountability**

Paul D. Donahue, GPC's Chairman and Chief Executive Officer, is accountable for Human Rights at GPC. The Executive Team of GPC assumes a shared responsibility to govern practices that respect Human Rights throughout GPC's businesses. The Executive Team's efforts in this regard are supported by the Compensation, Nominating, and Governance Committee of the Board of Directors.

## **Report A Concern**

GPC takes all reports of Human Rights-related concerns seriously, and all concerns will be fully investigated. GPC encourages anyone with a Human Rights-related concern to please call GPC's Reporting Hotline at 1-800-620-8589 or use GPC's anonymous Web Reporting service at [gpc.ethicspoint.com](http://gpc.ethicspoint.com). For concerns involving a Director or Executive Officer of GPC, please call the GPC Legal Department or GPC's Executive Vice President & Chief Human Resources Officer at 1-678-934-5000.

GPC has a zero tolerance policy for retaliation against any party as a result of raising an issue in good faith pursuant to this reporting process, and GPC does not tolerate any reprisal by any individual against any party for raising a concern or making a report in good faith.