



Environmental, Health and Safety Policy

Adopted February 19, 2021

Dorman Products, Inc. and its subsidiaries (collectively, “Dorman,” the “Company” or “we”) are committed to policies and practices that support the health and safety of our employees (known as our “Contributors”), contractors and the community, and the protection of the environment in the communities where we operate. We recognize that our operations impact the communities in which we operate and we are committed to protect the environment by meeting relevant environmental legal requirements and our commitments in this Policy.

We believe that work-related illnesses, injuries, and environmental incidents are preventable. Our objective is to have our Contributors and contractors working safely and in an environmentally responsible manner while achieving our business goals.

Our Commitment

Through management leadership and Contributor engagement, Dorman strives to:

- Conduct business in a manner that ensures compliance with applicable environment, health and safety (“EH&S”) laws and regulations and Dorman’s EH&S requirements;
- Foster a culture designed to prevent work-related injuries, illnesses and safety and environmental incidents;
- Continually improve upon our EH&S performance;
- Provide our Contributors with the training and resources necessary to work safely and in an environmentally sound manner, and hold Contributors accountable;
- Engage with our stakeholders regarding EH&S commitments and expectations;
- Identify and implement solutions designed to reduce the impact of our operations on the environment while achieving our business goals;
- Expand upon existing initiatives that reduce the environmental impact of our operations, including designing and selling remanufactured products or products that contain recycled parts, where appropriate; and
- Collaborate with our suppliers to reduce risk and improve EH&S programs and performance.

EH&S Oversight

Our EH&S programs are led by management, but we ask that all of our Contributors be active participants in fulfilling our commitment. We provide the Company’s Board of Directors with updates on our EH&S programs and compliance with applicable laws and regulations where deemed necessary or appropriate.

Any questions regarding this policy should be directed to the Legal Department at Legal@dormanproducts.com or 215.997.1800.