

DORMAN'S SUPPLIER CODE OF CONDUCT

This Supplier Code of Conduct (the "Code") establishes how we conduct business with our suppliers and business partners. Accordingly, this Code outlines both our requirements and our expectations for supplier relationships in areas related to labor and human rights, the environment, health and safety, responsible and lawful business practices, and other areas.

The Code applies to all Suppliers working on behalf of Dorman Products, Inc. and its subsidiaries and affiliates (collectively, "Dorman"). The term "Supplier" means any entity or individual that directly or indirectly provides goods or services to Dorman. "Supplier" includes, as applicable, the Supplier's parents, affiliates, subsidiaries, divisions, agents, employees, and representatives.

Dorman expects to only do business with suppliers that meet our standards and behave consistent with, and positively reflect, Dorman's values and culture. Dorman chooses its suppliers carefully, and we expect that they will satisfy contractual requirements, comply with laws and regulations, and conduct business with Dorman in compliance with the principles of this Code.

This Code also applies to all subcontractors, agents, and other third parties that are engaged by a Supplier to assist in the provision of goods or services to Dorman ("Supplier Subcontractors"). Suppliers must provide a copy of this Code to all Supplier Subcontractors prior to their start of work on behalf of Dorman. Suppliers must take reasonable steps to ensure that their Supplier Subcontractors understand and comply with this Code.

A Supplier's or a Supplier Subcontractor's failure to comply with this Code may result in termination of Dorman's relationship with the Supplier.

For additional information on Dorman's values, culture, and commitment to ethical business practices, Suppliers are encouraged to visit <https://investors.dormanproducts.com>.

LABOR & HUMAN RIGHTS

Forced Labor: Suppliers may not use any form of involuntary labor, including slavery or forced, bonded, indentured, trafficked or prison labor. Suppliers must ensure that all of their employees understand the terms of their employment and that they have the right to engage in work willingly, without surrendering identity documents, and without the payment of fees. Suppliers will not engage, directly or indirectly, in human trafficking.

If it is necessary for a Supplier to use a labor broker, then the Supplier must ensure that the broker employs ethical recruitment practices, complies with applicable laws, and does not withhold identity documents.

Underage Labor: Suppliers must comply with all age-related working restrictions in the countries in which they operate. We expect Suppliers to employ a workforce who are at or over the legal minimum working age in the countries in which they operate and comply with all age-related working restrictions as required by local laws.

Employment Conditions: Suppliers must comply with all laws regarding work hours, wages and benefits. Suppliers must pay accurate and timely wages and may not illegally deduct, garnish or withhold wages, whether as a disciplinary measure or due to termination of employment.

Harassment and Discrimination: Dorman expects its Suppliers to treat their employees with dignity and to prohibit any form of physical, sexual, psychological, or verbal harassment, coercion, or abuse. Suppliers must comply with all applicable laws that prohibit discrimination on the basis of race, sex, color, national origin, ethnicity, religion, age, disability (physical or mental), family medical history or genetic information, pregnancy, status as a parent, sexual orientation, gender identity, political affiliation, military service, or any other status protected by applicable law.

Freedom of Association: Suppliers must comply with applicable laws that recognize and respect

the rights of employees to freedom of association and collective bargaining.

HEALTH & SAFETY

Workplace Safety: Suppliers must provide a clean, healthy, and safe working environment for their employees that meets or exceeds local legal and regulatory requirements. Suppliers must maintain appropriate processes that detect and prevent risks to health and safety, including adequate safety procedures for their employees. Suppliers must provide appropriate personal protective equipment (“PPE”) at no cost to employees.

Safety Training / Reporting: Suppliers must provide training, postings, and communications regarding health and safety hazards in the workplace in languages understood by their employees. Records of completed training must be maintained. Suppliers should encourage employees to report health and safety concerns and provide safeguards against retaliation for making such reports.

ENVIRONMENT

Environmental Compliance: Suppliers must comply with or exceed all applicable environmental laws and regulations, including all relevant national, regional and local environmental rules, permits, and licenses.

Pollution Prevention and Resource Reduction: Dorman encourages its Suppliers to reduce any negative impacts their operations may have on the environment.

Hazardous Substances: Dorman has zero tolerance for Suppliers that engage in illegal waste dumping. Suppliers must implement processes to properly identify, manage, and dispose of toxic and hazardous substances in compliance with applicable laws, including providing adequate training and PPE for employees involved in disposal.

ETHICS & BUSINESS INTEGRITY

Compliance with Laws: Suppliers must operate in full compliance with all applicable laws, rules, and regulations, including those related to anti-competitive business practices, protection of intellectual property, and company and personal data.

Anti-Bribery and Anti-Corruption: Dorman is committed to compliance with all anti-bribery and anti-corruption (“ABAC”) laws. Dorman does not tolerate corruption or bribery in any form and expects its Suppliers to comply with the requirements of all ABAC laws in the countries in which they operate. This includes a prohibition on giving or receiving anything of value, including money, gifts or unlawful incentives to improperly influence negotiations or any other dealings with governments and government officials, customers, or any third party. Consistent with these prohibitions, Suppliers must never offer or give improper payments or anything of value to a third party to improperly obtain a favorable outcome in an audit or inspection, secure a permit or license, or promote the business interests of Dorman in any way.

Interactions with Dorman’s Employees and Customers: Suppliers are prohibited from providing gifts, meals, entertainment, or anything of value to an employee or contractor of Dorman or a Dorman customer in an effort to improperly obtain favorable treatment from Dorman. Dorman permits its Suppliers to provide normal business meals and inexpensive tokens of appreciation such as branded amenities (such as pens, hats, etc.) which are generally acceptable so long as they are modest, customary and infrequent. Business meals, tokens and entertainment provided by Suppliers must not violate local laws or regulations and must not create even the appearance of impropriety. Any gift, meal or other entertainment provided by a Supplier must be consistent with local custom and not violate either the Supplier’s or the recipient’s applicable policies. Additionally, business meals and entertainment provided by Suppliers may only be conducted in locations and establishments generally recognized as suitable for conducting business, and must be attended by both the Supplier host and the guests.

Insider Trading: Suppliers are prohibited from buying or selling Dorman securities when in possession of material and non-public information relating to Dorman. Material information includes anything that reasonable investors might consider important when they make an investment decision, like buying or selling stock. That information may include business plans, contracts, products and pricing, management changes, marketing plans, proprietary operating procedures and systems, books, records, financial and sales reports.

All Suppliers working with or otherwise interacting with Walmart or Intertek on behalf of Dorman are prohibited from providing any gifts, meals, entertainment, or anything of value to their employees under any circumstances.

Conflicts of Interest: Suppliers must disclose to Dorman all actual or potential conflicts of interest, whether business or personal, relating to their employees, Supplier Subcontractors, and Dorman competitors. For example, Suppliers must disclose to Dorman any situation in which a Supplier employee and a Dorman employee share a financial or other interest in a Supplier Subcontractor or other company involved with the Supplier's work for Dorman.

International Trade Compliance: Suppliers must ensure that all products, services, and shipments for Dorman adhere to all applicable laws, regulations, and standards that govern global trade, customs entry/export, country of origin, importation, licensing, and the sale of imported merchandise. This includes a prohibition on Suppliers engaging in direct or indirect commercial activity with U.S. sanctioned countries, territories, entities, persons, or sectors.

CTPAT: Suppliers must follow all applicable Customs-Trade Partnership against Terrorism ("CTPAT") processes, which allow for efficient and secure flow of imported and exported materials while protecting against the introduction of terrorists and weapons.

Business Records: Suppliers are prohibited from providing false or misleading information that could cause Dorman's books and records to be inaccurate. All Supplier invoices submitted to Dorman for payment or reimbursement must include adequate supporting documentation and may not mischaracterize or disguise any transaction or expenditure.

Compliance Program: Dorman expects its Suppliers to develop and implement a compliance program that includes internal business policies and processes sufficient to ensure compliance with applicable laws and this Code. If a Supplier violates this Code or fails to implement an appropriate compliance program, Dorman may review its business relationship and may investigate, audit, and/or take corrective actions up to and including termination of Dorman's business relationship with the Supplier.

REPORTING VIOLATIONS

Subject to any legal restrictions, Suppliers must timely report to Dorman any actual or suspected violations of this Code or applicable laws by anyone acting on Supplier's or Dorman's behalf in connection with work for Dorman, including any actual or suspected violations by Dorman's employees, officers, agents, subcontractors, or representatives.

In compliance with applicable laws and regulations, Suppliers must provide their employees with adequate reporting mechanisms that permit the safe and confidential reporting of workplace grievances and actual or suspected violations of this Code or applicable law. Suppliers will prohibit retaliation against their employees who submit such reports in good faith.

In addition, Suppliers and their employees are encouraged to report suspected violations of this Code, ask questions, or raise concerns through Dorman's Code Hotline:

1-866-384-4277

Email: www.ethicspoint.com

DORMAN POLICIES

This Code draws upon several of Dorman's policies. We encourage our Suppliers to familiarize themselves with the following Dorman policies, which are available on Dorman's [Investor Relations](#) website:

Dorman's Code of Ethics and Business Conduct

Dorman's Human Rights Policy

Dorman's Conflict Minerals Policy

Dorman's Environmental, Health and Safety Policy

Dorman's Prop 65 Compliance Statement