



Human Rights 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 internationally recognized human rights standards. Our commitment is in support of our various stakeholders, including our investors, customers, suppliers, and employees (known as our “Contributors”), and the communities in which we operate.

This policy applies to the Company and our Contributors across all of our sites globally, and how we strive to work with suppliers, contractors, business partners and other third parties who share our commitment. Our directors, officers and Contributors play an active role in fulfilling this commitment.

This policy is informed by international human rights principles encompassed by the United Nations Guiding Principles on Business and Human Rights and the Universal Declaration of Human Rights, including the International Bill of Human Rights, as well as the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

This policy has been adopted by the Company’s Board of Directors, which has assigned responsibility for its day-to-day oversight to the Company’s Chief Executive Officer and Chief Human Resources Officer. We provide the Company’s Board of Directors with updates on this policy as necessary or appropriate.

Community and Stakeholder Engagement

We recognize that we and our Contributors are part of the communities in which we operate. We engage with our Contributors and our communities on matters that are important to them, such as human rights, access to jobs, counseling and healthcare. Our aim is to ensure through dialogue that we are listening to their views as we conduct our business.

Diversity and Inclusion

We value diversity and inclusion. We are committed to equal opportunity and are intolerant of discrimination and harassment. We strive to maintain workplaces that are free from discrimination or harassment 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. The basis for recruitment, hiring, placement, development, training, compensation and advancement at the Company is qualifications, performance, skills and experience.

We do not tolerate inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace or in any work-related circumstance outside the workplace.

Freedom of Association and Collective Bargaining

We respect that our Contributors have the right to join, form or not to join a labor union, subject to applicable law.

Safe and Healthy Workplace

The safety and health of our Contributors is our top priority. We strive to provide and maintain a

safe, healthy and productive workplace and we comply with applicable safety and health laws and regulations.

Workplace Security

We are committed to maintaining a workplace that is free from violence, harassment, intimidation and other unsafe or disruptive conditions due to internal and external threats.

Privacy

We respect the privacy rights of individuals by implementing appropriate and reasonable practices in our handling of personal information.

Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

Child Labor

We prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

Work Hours, Wages and Benefits

We compensate Contributors competitively relative to the industry and local labor markets in which we operate. We strive to ensure full compliance with applicable wage, work hours, overtime and benefits laws.

Water Resources

We recognize that the need for safe drinking water is a fundamental human right and provide access to safe drinking water at our facilities.

Guidance and Reporting for Employees

We strive to create workplaces in which open and honest communications among all Contributors are valued and respected. We are committed to complying with applicable labor and employment laws wherever we operate.

Any Contributor who believes that there is a conflict between the language of Dorman's Human Rights Policy, and the laws, customs and practices of the place where he or she works, or who has questions about this policy or would like to confidentially report a potential violation of this policy, should raise those questions and concerns with local management, Human Resources or the Legal Department.

Employees can also report suspected policy violations through the EthicsPoint Hotline (Toll-Free in the United States: 1-866-384-4277; International callers call Collect: 1-866-737-6850) or by filing a report at <https://secure.ethicspoint.com>. No reprisal or retaliatory action will be taken against any Contributor who in good faith raises concerns under this policy. The Company will investigate, address and respond to the concerns of Contributors and will take appropriate corrective action in response to any violation.

The Company reserves the right to amend this policy at any time. Nothing in this policy says or implies that a contract exists between the Company and its Contributors or that participation in this program is a guarantee of continued employment with the Company.