



# ***Human Rights Policy***

***March 27,2026***

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## **Company Locations:**

- **USA**
- **Canada**
- **China**
- **India**
- **Malaysia**
- **Mexico**
- **Singapore**

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## **Confidentiality Notice:**

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## **1. Introduction**

Motorcar Parts of America is committed to the highest standards of human rights across our operations in the USA, Canada, China, India, Malaysia, Mexico, and Singapore. We believe that respect for human rights is essential to our business' integrity and success. This policy outlines our commitment to uphold and promote human rights for our employees, contractors, suppliers, and the communities we impact.

## **2. Scope**

This Human Rights Policy applies to all employees of Motorcar Parts of America, including part-time, full-time, and temporary workers, as well as independent contractors. Our commitment to human rights extends to all individuals in our value chain, including suppliers, business partners, and local communities.

## **3. Our Commitments**

### **3.1. Respect for Human Rights**



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- **International Standards:** We adhere to internationally recognized human rights standards, including the Universal Declaration of Human Rights and the International Labor Organization’s (ILO) Declaration on Fundamental Principles and Rights at Work. This includes rights related to freedom of association, collective bargaining, non-discrimination, and fair treatment.
- **Local Laws:** Where local laws fall short of international standards, we will be guided by a higher standard, encouraging our suppliers and partners to do the same.

## **3.2. Non-Discrimination and Equality**

- **Equal Opportunity:** We offer equal opportunities in recruitment, promotion, and compensation regardless of race, color, gender, age, nationality, religion, disability, sexual orientation, or any other characteristic protected by law.
- **Diversity and Inclusion:** We actively foster a diverse and inclusive work environment where everyone is treated with respect and dignity. We provide training on non-discrimination and diversity to all employees.
- **Human Rights and Women’s Rights:** We are committed to protecting the human rights of our employees, vendors, customers, as well as each of their employees and customer base. In addition, we strive to empower women in each step of our process.

## **3.3. Safe and Healthy Work Environment**

- **Workplace Safety:** We are committed to providing a safe and healthy workplace. We adhere to all applicable health and safety laws and regulations and continually assess and mitigate risks in our operations.
- **Employee Well-being:** We promote a culture of safety, encouraging employees to report unsafe conditions without fear of retaliation. We also provide resources for mental health support and work-life balance.

## **3.4. Fair Labor Practices**

- **No Forced Labor:** We prohibit all forms of forced labor, including bonded labor, involuntary prison labor, and human trafficking. All work must be voluntary, and workers must have the freedom to terminate their employment at any time.



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- **No Child Labor:** We follow local and international laws on child labor, ensuring that no individual under the legal minimum working age is employed at any level of our operations.
- **Fair Wages and Working Hours:** We ensure that all employees receive fair wages that meet or exceed the applicable legal standards. We also ensure compliance with local laws on working hours, overtime, and rest periods.
- **Freedom of Association:** We respect the rights of employees to form and join trade unions and bargain collectively. We engage in open dialogue with worker representatives to address and resolve workplace issues.

### **3.5. Environmental Responsibility**


- **Sustainable Practices:** We recognize the connection between environmental management and human rights. We strive to minimize our environmental footprint through sustainable practices, including responsible sourcing, energy efficiency, and waste reduction.
- **Community Impact:** We work to protect the rights of communities affected by our operations, particularly those related to land use, access to clean water, and the preservation of natural resources. We believe the right to water is a basic human right.

### **3.6. Grievance Mechanisms**

- **Reporting Channels:** We provide multiple channels for employees, suppliers, and other stakeholders to report grievances or violations of this policy. These channels include a confidential ethics hotline managed by an independent third party.

#### **Ethics Hotline Numbers/ Web Portal**

- **USA/Canada: 866-477-7930**
- **China: 800-243-9715**
- **India:00-117-866-477-7930**
- **Maylasia: 800 243-8017**
- **Mexico: 800-613-2737**
- **Singapore 800-595-6117**
- **<https://mpaethicshelpline.ethicspoint.com/>**

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- **Investigation and Remediation:** All reported complaints are investigated promptly and thoroughly. We are committed to taking proper corrective actions, including remediation, to address human rights violations.

### **3.7. Continuous Improvement**

- **Human Rights Due Diligence:** We conduct regular human rights impact assessments across our operations to identify, prevent, and mitigate potential human rights risks. We also conduct social compliance audits of our suppliers and business partners.
- **Stakeholder Engagement:** We actively engage with external stakeholders, including NGOs (Non-Governmental Organizations), community organizations, and industry groups, to stay informed of emerging human rights issues and best practices.
- **Training and Awareness:** We provide regular training on human rights issues for employees at all levels of the organization. This includes specialized training for roles that may directly impact human rights, such as procurement, human resources, and health and safety.

### **3.8 Security Forces**

Motorcar Parts of America is committed to ensuring that any use of private or public security forces in connection with our operations is conducted in a manner that respects human rights and the dignity of all individuals.

- **Human Rights Alignment:**  
All security personnel, whether employed directly or contracted, are expected to operate in accordance with internationally recognized human rights principles, including the UN Guiding Principles on Business and Human Rights.
- **Appropriate Conduct:**  
Security personnel must treat all individuals with respect and must not engage in harassment, intimidation, discrimination, or any form of abuse.
- **Use of Force:**  
Any use of force must be lawful, necessary, and proportionate to the situation. The use of excessive force is strictly prohibited.
- **Training and Awareness:**  
Where applicable, we seek to ensure that security personnel are appropriately trained in human rights standards and the responsible use of force.



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- **Public Security Forces:**  
Where public security forces are engaged, we seek to communicate our expectations regarding human rights and encourage conduct consistent with these principles.
- **Accountability and Reporting:**  
Any concerns or allegations regarding misconduct by security personnel may be reported through our grievance mechanisms and will be investigated promptly. Appropriate corrective and remedial actions will be taken where necessary.

## **4. Governance and Accountability**

### **4.1. Oversight**

- The implementation of this Human Rights Policy is overseen by the Human Resources and Sustainability teams at Motorcar Parts of America. Our senior leadership team, including the CEO, is responsible for ensuring that our operations follow this policy. The Board Compensation Committee has ultimate oversight of this policy.

### **4.2. Reporting**

- We report on our human rights performance as part of our broader sustainability reporting. This includes updates on our progress toward key human rights goals, as well as any significant challenges or incidents.

## **5. Conclusion**

Motorcar Parts of America is committed to fostering a culture of respect, responsibility, and accountability, ensuring that human rights are upheld across all areas of our business. We will continue to review and update this policy to reflect new developments in human rights and ensure our practices remain aligned with global standards.