



## **Labor and Human Rights Policy Statement**

**December 2020**

Standard Motor Products, Inc. and its subsidiaries (collectively, “SMP,” the “Company” or “we”) are committed to policies and practices that support internationally recognized labor and human rights standards. This policy applies to the Company globally and including all operations, suppliers, vendors and partners. Our directors, officers and employees play an active role in fulfilling this commitment.

In this policy, we strive to conform to the standards of the OECD Guidelines for Multinational Enterprises, the United Nations Guiding Principles on Business and Human Rights, the International Labour Organization’s Fundamental Principles and Rights at Work and the Universal Declaration of Human Rights, including the International Bill of Human Rights.

### **Responsibilities**

As part of SMP’s initiative to respect labor and human rights we prioritize the below responsibilities:

- Protecting the rights of minority groups and women.
- Complying with laws against harassment, discrimination, forced labor, child labor and human trafficking.
- Fostering diversity by protecting against discrimination based on gender, sex, race, ethnicity, sexual orientation, gender identity and/or expression, religion, creed, nationality, citizenship, age, physical or mental disability, genetic information, military service, or any other characteristic protected by applicable law.
- Allowing freedom of association and collective bargaining.
- Respecting the privacy rights of individuals by implementing appropriate and reasonable practices in our handling of personal information.
- Ensuring the safety of our employees and property through ethical security arrangements that respect human rights of the greater community.
- Recognizing the right to water is a fundamental human right.

- Developing and implementing due diligence processes to identify potential impacts on human rights.
- Raising awareness of our human rights commitment and furthering compliance with this policy by training employees on human rights matters.
- Endeavoring to support the communities in which we operate by engaging with our stakeholders and taking into account their views pertaining to our business.
- Reporting potential violations of our human rights policy through the appropriate channels.

## **Reporting**

In order to monitor our compliance with this policy, we encourage reporting of violations, and our non-retaliation policy ensures that one can do so without fear of retaliation. Employees, suppliers, contractors, or others can report any incidents or concerns through one of our reporting channels, which are all available 24 hours a day, 7 days a week. For a description of these reporting channels, please refer to our Code of Ethics – Reporting Concerns.

*Any questions regarding this policy should be directed to the Legal Department at [Legal@smpcorp.com](mailto:Legal@smpcorp.com) or 718-392-0200.*