

# Human Rights Policy

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## INTRODUCTION

Advance Auto Parts, Inc. (“Advance”) supports and respects the protection of human rights within the company’s sphere of influence and conducts our business consistent with the principles contained in the United Nations’ Universal Declaration of Human Rights.

Advance’s Human Rights Policy aligns with our Cultural Beliefs, Code of Ethics and Business Conduct and business policies covering diversity, environment, health and safety and employee relations.

Individuals at all levels of our company, as well as our suppliers, are expected to adhere to the guidelines set forth in this Human Rights Policy, including:

- All employees and officers of Advance and its wholly owned subsidiaries (our team members)
- All members of the Advance Board of Directors
- Any parties who conduct business with or on behalf of Advance

## RESPECT FOR HUMAN RIGHTS

We must treat each of our team members, customers, vendors, suppliers and any other parties with whom we do business with dignity and respect. Team members must be provided a work environment that is safe and free from discrimination or harassment of any type. Advance strictly prohibits discrimination on the basis of race, color, religion, gender, pregnancy, age, national origin, ancestry, ethnicity, citizenship status, disability, marital status, sexual orientation, gender identity or expression (including transgender status) or any other legally protected status. This applies to all areas of employment, including hiring, placement, training, advancement, compensation, discipline, demotion, layoff and termination.

Advance believes that dignity and respect are fundamental rights of every individual and is committed to upholding basic human rights in all areas of our business. We do not condone human trafficking, forced labor, child labor, harassment or abuse of any kind, and we expect our vendors and others with whom we do business to operate consistently with these principles.

Advance’s commitment to human rights is communicated to all team members and is included in our Code of Ethics.

## REPORTING CONCERNS

Advance has developed and communicated reporting procedures and systems to encourage all team members, officers, directors and other interested parties to ask questions about this policy or to report a violation. These systems include:



- Contacting the appropriate Human Resources and/or Asset Protection partner; and/or
- Contacting the Advance Auto Parts Team Member Hotline by telephone (US/Canada: 1-800-277-2900, India: +000 800 9190 901 or Taiwan: +00801-13-7956) or online ([www.ethicspoint.com](http://www.ethicspoint.com)). The anonymity of callers using the Team Member Hotline will be respected.

Advance will not retaliate and strictly prohibits retaliation against any party for reporting in good faith any suspected violation of the Human Rights Policy, or any other company policy/procedure or federal, state or local law or regulation. Similar protection extends to anyone giving information in relation to an investigation conducted by Advance or a governmental agency.

## **CONSEQUENCES FOR VIOLATIONS OF THE HUMAN RIGHTS POLICY**

Advance will promptly and thoroughly investigate all complaints of Human Rights Policy violations. Violations of the policy by team members, officers or directors will result in discipline, up to and including termination of employment or removal from office. Violations of this policy by vendors, suppliers or other outside parties may result in termination of their relationship(s) with Advance. If applicable, Advance may also pursue civil or criminal prosecution.

*Approved March 27, 2023*

