



## **Standard Motor Products, Inc.**

### **Modern Slavery and Human Trafficking Report**

#### **Introduction**

This Modern Slavery and Human Trafficking Report (the “Report”) is made by Standard Motor Products, Inc., on behalf of itself and its wholly-owned subsidiary, SMP Motor Products, Ltd. (collectively, “SMP”). This Report addresses the period from January 1, 2024 to December 31, 2024, and is made in compliance with SMP’s reporting obligations under the Canada *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “Canada Act”) and the California *Transparency in Supply Chains Act* (the “California Act”).

SMP does not tolerate any form of human trafficking, forced labor, unlawful child labor, or slavery in the manufacture, distribution or sale of its products, and SMP does not tolerate the use of such practices by its direct suppliers. This Report sets out the steps that SMP has taken in an effort to prevent and reduce the risks of such practices in the production of its goods.

#### **About Our Business**

Standard Motor Products, Inc. is headquartered in Long Island City, New York and is a leading manufacturer and distributor of premium replacement parts in the automotive aftermarket and a custom-engineered solutions provider to vehicle and equipment manufacturers in diverse non-aftermarket end markets. Our business is organized into four operating segments: *Vehicle Control*, *Temperature Control*, *Nissens Automotive*, and *Engineered Solutions*. Our *Vehicle Control*, *Temperature Control* and *Nissens Automotive* operating segments supply the automotive aftermarket with premium replacement parts in largely non-discretionary categories. Our *Engineered Solutions* segment offers a broad array of conventional and future-oriented technologies in markets for commercial and light vehicles, construction, agriculture, power sports, marine, hydraulics, and lawn and garden. We sell our products primarily to retailers, warehouse distributors, original equipment manufacturers and original equipment service part operations in the United States, Canada, Europe, Asia, Mexico and other foreign countries. We do business with a global network of suppliers principally in North America, Europe, and Asia, from whom we source various types of raw materials, component parts, finished goods, and equipment.

## **Our Policies and Due Diligence Processes**

### **Policies and Due Diligence Processes**

Inherent in our values and our commitment to good corporate citizenship is a respect for ethical labor practices, which are irreconcilable with human trafficking and forced or child labor. Our Code of Ethics and Labor and Human Rights Policy articulate our values and are designed to ensure our compliance, in all material respects, with all applicable laws, rules and regulations, and the recognition of human rights and ethical labor practices in all aspects of our business.

Additionally, our Vendor Code of Conduct sets out our expectation that our business partners and their affiliates, employees, officers, directors, agents and representatives, are likewise committed to ethical and legal conduct in all aspects of their business in accordance with the Canada Act and the California Act.

As part of SMP's initiative to establish operating procedures to mitigate the risk of human trafficking, forced labor, unlawful child labor, and slavery, 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 a positive culture by protecting against all forms of discrimination.
- 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.
- Exploring additional steps to create a due diligence process 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.

## Training

We develop and train our employees on policies that are designed to ensure that we operate our business in compliance, in all material respects, with all applicable laws, rules and regulations. To this end, all of our employees receive mandatory specialized training in compliance topics on critical human rights issues such as no forced labor, no child labor, the ability of employees to assemble and organize, anti-bribery, anti-harassment, and anti-discrimination.

## Whistleblower Policy

Our Whistleblower Policy provides for confidential and anonymous communication channels for our employees, customers, suppliers, and any other interested persons to report actions that they perceive to be unlawful, unethical, or in violation of our policies. We proactively communicate the contact information for this hotline in our various public policies as well as by posting in SMP employee common areas.

## **Risk Identification, Assessment and Remediation in our Operations and Supply Chains**

SMP engages in various activities to prevent and reduce the risk that human trafficking, forced labor, unlawful child labor, and slavery is used in the production of our goods, as set out more fully below.

### Our Operations

In our business operations, we take the following actions to prevent and reduce the risk of human trafficking, forced labor, unlawful child labor, and slavery in the production of our goods: (i) we make responsible business conduct an integral part of our corporate policies, practices and management systems; (ii) we comply with applicable laws and regulations in the jurisdictions in which we operate, including employment standards and human rights legislation; and (iii) we encourage employees and other stakeholders to report any concerns, including those related to forced and child labor.

We seek to continuously improve our efforts to prevent and reduce the risk of human trafficking, forced labor, unlawful child labor, and slavery in our business operations. To this end, we are planning to conduct an internal risk assessment to identify such risks related to a particular sector of our operations or the production of a particular product.

### Our Supply Chains

We expect that our business partners adhere to ethical principles and values similar to our own, and comply with all applicable laws and regulations. To mitigate the risk that employees working in our supply chain are at potential risk of forced labor or child labor, we follow a due diligence approach that includes the following:

- Verification. Our efforts to manage the risks of our direct suppliers engaging in human trafficking, forced labor, unlawful child labor, and slavery primarily consists of communicating our commitment to ethical labor practices to these suppliers and establishing and maintaining mutually beneficial, long-term relationships with suppliers who demonstrate a commitment to such practices.
- Audit. We do not currently conduct third-party audits of our direct suppliers to evaluate their compliance with our Code of Ethics and Vendor Code of Conduct. However, if we determine that a particular supplier should be evaluated more closely, we may assess and implement reasonable and appropriate measures to mitigate any identified risks, including by conducting independent and/or unannounced audits of the supplier to evaluate their compliance with these requirements.
- Certification. In the ordinary course of business and as a condition of conducting business with SMP, we require our direct suppliers to agree to comply with all applicable laws, rules and regulations, including those prohibiting human trafficking and slavery. However, we do not currently require our direct suppliers to certify that materials incorporated into products supplied to us specifically comply with laws regarding human trafficking and slavery in the country(s) in which they are doing business. As discussed above, if we determine that a particular supplier should be evaluated more closely, we may require the supplier to make such a certification if we determine the measure to be reasonable and appropriate to mitigate the identified risks.

#### Risk Management Program Assessment

As part of our governance process, we monitor compliance with our policies and review any concerns raised through our Whistleblower Policy on an ongoing basis. In our 2024 fiscal year, we did not undertake action other than monitoring our whistleblower hotline and addressing any concerns raised therein to assess the effectiveness of our efforts to prevent and reduce forced labor and child labor in our activities and supply chains. However, we intend to periodically review our risk assessment and management processes and to explore additional steps for enhancing our process to respond to such risks in our supply chain.

#### Remediation

In our 2024 fiscal year, we did not discover any instances of human trafficking, forced labor, unlawful child labor, or slavery in our business or supply chains. Consequently, we did not take any measures to remediate adverse impacts of such activities nor did we take measures to remediate the loss of income to families as a result of measures to prevent such activities in our business and supply chains.

## Approval

This Report was approved by the Board of Directors of Standard Motor Products, Inc. on April 24, 2025, on behalf of itself and its wholly-owned subsidiary, SMP Motor Products, Ltd.

In accordance with the requirements of the Canada Act, and in particular Section 11 thereof, I attest that I have reviewed the information contained in this Report for SMP. Based on my knowledge, and having exercised reasonable diligence, I attest that the information in this Report is true, accurate and complete in all material respects for the purposes of the Canada Act, for the reporting year listed above.

I have the authority to bind Standard Motor Products, Inc. and SMP Motor Products, Ltd.



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Eric Sills

Chairman of the Board

April 24, 2025

## *Forward-Looking Statements*

*This report may contain forward-looking statements within the meaning of Section 27A of the Securities Act of 1933 and Section 21E of the Securities Exchange Act of 1934. Forward-looking statements in this Report are indicated by words such as “anticipates,” “expects,” “believes,” “intends,” “plans,” “estimates,” “projects,” “strategies” and similar expressions. These statements represent our expectations based on information and assumptions as of the date hereof and are inherently subject to risks and uncertainties. Our actual results could differ materially from those which are anticipated or projected as a result of certain risks and uncertainties, many of which are difficult to predict and generally beyond our control. Such risks and uncertainties include risks noted in reports that we file with the Securities and Exchange Commission, including the Risk Factors identified in our Annual Report on Form 10-K for the year ended December 31, 2024, as well as additional factors we may describe from time to time in other filings with the U.S. Securities and Exchange Commission. Forward-looking statements are made only as of the date of this report, and SMP undertakes no obligation to update or revise the forward- looking statements, whether as a result of new information, future events or otherwise except as required by law. In addition, historical information should not be considered as an indicator of future performance. Statements regarding our policies, guidelines or goals are aspirational in nature. They are not promised to be delivered nor guaranteed for achievement.*

*Unless otherwise indicated, references to “Standard Motor Products”, “the Company”, “we”, “our” and “us” in this report refer to Standard Motor Products, Inc. and SMP Motor Products, Ltd. The content of this report generally covers subject matter for the 2024 calendar year unless otherwise noted and is limited to operations owned and/or operated by Standard Motor Products.*