



MOTORCAR PARTS OF AMERICA, INC.

DIXIE ELECTRIC LTD.

SUPPLIER CODE OF CONDUCT

EFFECTIVE DATE: SEPTEMBER 1, 2023

Statement of Policy

The Supplier Code of Conduct (the “Supplier Code”) reflects the commitment of Dixie Electric Ltd. to the highest standards of quality products, starting with quality sourcing. In doing business with Dixie Electric Ltd., foreign and domestic suppliers are expected to meet these standards and comply with the Supplier Code.

The Supplier Code supplements, but does not modify or supersede, any rights or obligations established in the purchase order terms and conditions or in any agreement Dixie Electric Ltd. may have with any of its suppliers. Dixie Electric Ltd. reserves the right to terminate its relationship with a supplier due to its failure to comply with the Supplier Code.

The Supplier Code of Conduct Policy is available on the Dixie Electric Company website, under the “Company” tab, [Dixie Electric Ltd – New and Remanufactured Starters, Alternators, Generators and Components \(dixie-electric.com\)](https://www.dixie-electric.com).

Ethics

Dixie Electric Ltd. expects its suppliers to read and comply with its Supplier Code of Conduct.

- Dixie Electric Ltd. has adopted an Ethics Reporting Policy for the reporting of concerns regarding financial improprieties and unethical activities and, in conjunction with adopting this policy, has implemented an ethics phonenumber. Third parties who conduct business on behalf of Dixie Electric Ltd. and customers, suppliers, vendors and investors of Dixie Electric Ltd. may report their concerns via this phone line. The phone line is administered by an outside, independent service provider. It is accessible 24/7/365 via telephone or internet and in English, Spanish, and Mandarin. The telephone numbers are USA and Canada – 866.447.7930; Mexico – 001.800.613.2737; Singapore – 800.595.6117; Malaysia – 800.243.8017; and China– 10.800.243-9715. The website address is: [EthicsPoint - Motorcar Parts of America, Inc.](https://www.ethicspoint.com)
- Known or suspected violations of the Supplier Code will be reported in the manner set forth in the Code of Ethics for the reporting of known or suspected violations of the Code of Ethics.



Monitoring

- Suppliers are encouraged to provide Dixie Electric Ltd. with reasonable access to information and facilities for the purposes of monitoring and assessing the suppliers' adherence to the Supplier Code.
- If Dixie Electric Ltd., its Audit Committee, or its designee determines that this Supplier Code has been violated in any manner by a supplier, such supplier will be re-evaluated and its relationship with Dixie Electric Ltd. may be terminated by Dixie Electric Ltd.

Quality

- Dixie Electric Ltd. is committed to providing the highest-quality products to its customers.
- To establish and maintain a supply chain quality management system, Dixie encourages its suppliers to have the ISO 9001:2015 certification.
- Suppliers will undergo periodic performance evaluations that specifically test on-time delivery and quality performance. In the event that, Dixie Electric Ltd. determines that a supplier is not performing as required, Dixie Electric Ltd. reserves the right to suspend all orders until corrective actions are taken.

Compliance with Laws, Rules, and Regulations

Dixie Electric Ltd. expects its suppliers to comply with all applicable laws, rules, and regulations, including, without limitation, the specific laws, rules, and regulations referenced below, and to refrain from any illegal conduct, including, without limitation, conduct that is illegal under the Corruption of Foreign Public Officials Act and applicable foreign anti-bribery laws.

- Dixie Electric Ltd. expects its domestic and international suppliers to abide by applicable laws including the Consolidated Canadian Autonomous Sanctions List.

Conflict Minerals

- Pursuant to Rule 13p-1 of the Securities Exchange Act of 1934 (the "Rule"), Dixie Electric Ltd. has adopted a Policy Statement on Conflict Minerals that is available on its corporate website, under "Company": [Dixie Electric Ltd – New and Remanufactured Starters, Alternators, Generators and Components \(dixie-electric.com\)](#).
- **Partners in Protection Program (PIP)**, MPA is a certified member of C-TPAT and encourages all of its business partners, including Dixie Electric Ltd. suppliers of tangible goods, to adopt security-minded strategies and procedures that meet C-TPAT's requirements. The Canadian equivalent to C-TPAT is the Partners in Protection Program (PIP).



- As MPA is C-TPAT Certified, incorporation of the MSC Minimum Security Criteria for US Importers is to be followed. “CTPAT incorporated requirements or recommendations related to cybersecurity, protection against agricultural contaminants, prevention of money laundering and terrorism financing, and the expansion of security technology. The MSC maintains flexibility and a risk-based approach, while redefining the global standard for government-led supply chain security programs”. [CTPAT - Minimum Security Criteria - U.S. Importers \(cbp.gov\)](#)
- The Canadian Border Services Agency (CBSA) and the United States Customs and Border Protection (U.S. CBP) have committed to harmonizing the PIP and CTPAT programs, with a focus on highway carriers. The PIP program has mutual recognition with CTPAT.

Environmental

- Dixie Electric Ltd. encourages its suppliers to meet or exceed all applicable environmental laws and standards, including, but not limited to, CCOHS's. WHMIS is a comprehensive system for providing information on the safe use of hazardous products in Canadian workplaces, via product labels, (M)SDSs ((material) safety data sheets), and worker education and training programs. WHMIS has changed to incorporate the Globally Harmonized System of Classification and Labelling of Chemicals (or GHS) for workplace chemicals.

Certain of Dixie Electric Ltd.'s suppliers may supply products containing chemicals subject to EU REACH SVHC, EU RoHS Directive, EU Waste Framework Directive, TSCA Restrictions, PFAS, a Full Material Disclosure may be required.

Labor Standards and Practices

- Dixie Electric Ltd. requires its suppliers to never engage in forced labor, child labor, or human trafficking.
 - Child Labor: Suppliers will not employ child labor in any of their facilities. Employees of suppliers can be no younger than the age at which compulsory schooling has ended (with the exception of legal student employment), but in no case younger than 14 years of age.
 - Forced or Slave Labor: Suppliers will not use forced or slave labor.
 - Forced Labor is defined by the International Labor Organization's Convention No. 29 as all work or service exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily.
- Dixie Electric Ltd. expects its suppliers to provide and maintain a safe and healthy work environment for all their employees that meets or exceeds the applicable standards for occupational safety and health.



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SUPPLIER ACKNOWLEDGMENT FORM

Supplier Information Supplier Name Supplier Address Contact Name Contact Title Telephone E-mail Address	
Supplier Acknowledgement	<p>As a supplier of Dixie Electric Ltd., I have read the following Dixie Electric Ltd. policies:</p> <ul style="list-style-type: none"> ▪ Policy Statement on Conflict Minerals ▪ Supplier Code of Conduct Policy <p>As a supplier of Dixie Electric Ltd.,</p> <p style="text-align: center;"><i>(Company Name)</i></p> <p>agrees to follow the above-stated policies.</p>
Signature Block Supplier Signature Print Name Title Signature Date	