

Advance Auto Parts Environmental, Safety & Health Policy



MISSION

Advance Auto Parts is dedicated to environmental, health and safety excellence through our core values of Inspire, Serve, and Grow. We have created a roadmap of Compliance, Continuous Improvement, and a Pathway to Zero as we empower our vision of Advancing a World In Motion.

Our mission is focused on developing and sustaining a work environment that promotes inclusion and focuses on the health, safety, and environmental well-being of our Team Members and business partners. We will pursue a culture free of injury, occupational illness, and adverse environmental exposure by operating with professional integrity and in a socially responsible manner. We strive to support the communities where we conduct business in a positive manner.

PRINCIPLES

Our culture and systems are built on planning, compliance, continuous improvement, and established accountability at all levels of Advance Auto Parts. Our safety and environmental performance is driven by demonstration of active leadership and our six cultural beliefs:

- Speak Up
- Be Accountable
- Take Action
- Grow Talent
- Move Forward
- Champion Inclusion

Environmental, Health, & Safety is led by senior management, implemented by each level of leadership, with each level accountable to the one above and responsible for the one below. All Team Members share responsibility for safety and are encouraged to Take Action.

Advance Auto Parts will demonstrate our EHS Principles and Cultural Beliefs in the following ways:

- Take all appropriate actions to ensure the safety and health of our Team Members, our customers, our business partners, our communities, and the environment.
- Ensure all processes, procedures, and training are structured with safety and environmental compliance as the foundation.
- Promote recycling and reuse programs company-wide and across our industry.
- Focus on minimizing environmental pollution and impacts from the conduct of Advance Auto Parts' activities.
- Strive constantly to reduce the creation of waste and dispose of waste safely and responsibly.
- Establish plans to reduce the consumption of natural resources and energy by leveraging the use of technology, renewable energy, and increased innovation.

PRACTICES

To fulfill these principles, Advance Auto Parts will conduct its operations in a responsible manner by educating and motivating all Team Members to conduct their activities in an environmentally responsible and safe manner.

These practices will be demonstrated by:

- Assessing the environmental, health, and safety implications of our activities.
- Implementing programs and processes to manage our activities and impacts.
- Setting goals and establishing a set of metrics to measure improvement in all areas of our environmental, health, and safety practices.
- Auditing for compliance with company policy, applicable laws, regulations, and other internal and external requirements.



The Advance Auto Parts, Four Point Plan - L.I.F.E.



The L.I.F.E. program is designed to integrate Environmental, Health & Safety principles within Advance's core values to Inspire, Serve and Grow. The four elements of the L.I.F.E. program are to Lead, Investigate, Fix and Educate. (LIFE)

Lead: All Team Members must lead with compassion and by example. Our belief is all injuries, illnesses, and environmental incidents are preventable, and no activity is worth risking injury or accident:

- Responding to unsafe hazards, at-risk behaviors, and Team Member and Customer concerns.
- Actively leading Team Members, customers, and business partners to be safe and operate in an environmentally responsible manner.

Investigate: Encourage and expect Team Members to report and investigate all incidents by:

- Identifying immediate/root causes and develop preventative actions.
- Investigating at-risk behaviors, unsafe conditions, and environmental impacts.



Fix: All Team Members are expected to recognize and stop unsafe activity and adverse environmental impact. Team Members will act to correct the hazards and/or behaviors to promote a sustainable work environment:

- Continuously improve procedures and processes.
- Speak up and report issues to leadership that maybe out of the control of the team member.

Educate: Awareness through team huddles, behavior recognition, and training:

- Advocate safe behaviors, work practices, tools, and personal protective equipment.
- Understand and learn from our incidents, behaviors, and industry trends.