



Genuine Parts Company encourages its employees to be civically minded and active concerning issues and causes that are important to them. Included within this range of activities is participation in our democratic process. We encourage all our employees to vote and endorse those candidates and causes that they support. That said, Genuine Parts Company, as an organization, has a longstanding policy of not supporting individual candidates or making donations to political parties. Additionally, Genuine Parts Company does not have a Political Action Committee (PAC), nor does it donate to any PAC.

Genuine Parts Company respects the fact and acknowledges that employees will have differing political affiliations and beliefs. However, the Company prohibits employees from acting or making comments of a political nature that explicitly state or imply that their activity or comments are made on behalf of the Company. In this regard, employees may not use GPC funds, facilities, or other in-kind resources to benefit political entities or candidates. Employees are additionally required to refrain from posting politically related material in personal workspaces or common areas in and around the workplace and may not use GPC email to communicate politically-related messages.

To the extent that any employees have questions regarding the applicability or scope of this Policy, they can feel free to contact Human Resources. We appreciate the respect our employees show their co-workers by adhering to this Policy.