

ATRenew Inc. Human Rights Policy

Overview

We believe that businesses can only thrive in a society where human rights are fully protected and respected.

We recognize that businesses have a responsibility to respect human rights and the capacity to contribute to creating positive human rights impacts.

Human rights is an increasingly important topic for our employees, partners, stakeholders, investors, customers, consumers and the communities where we operate. Therefore, it is essential, both for business and from an ethical perspective, to ensure that our operations and value chain comply with human rights norms.

Our Principles

Where domestic law and international human rights standards are inconsistent, we will follow the higher standard; where the two conflict, we will comply with domestic law while seeking to respect international human rights to the greatest extent possible.

Our Vision

ATRenew's vision is to reduce our environmental footprint while scaling our business and expand our positive social impact, so that all idle items are put to good use.

We will conduct our business with honesty, integrity and openness, and respect the human rights and interests of our employees; likewise, we will respect the legitimate rights and interests of the parties with whom we have business relationships.

In the course of our business dealings, we expect ATRenew's partners to follow the same business principles that we practice ourselves. We prohibit all forms of discrimination, forced labor, illegal employment and child labor, and are actively committed to creating healthy working conditions and respecting individual dignity. We equally respect the rights of freedom of association and collective bargaining, as well as effective information and consultation procedures.

Diversity, Inclusion, Anti-Discrimination and Anti-Harassment

We value diversity and inclusion among the people we work with, whether they are employees, consumers or partners. We are committed to providing equal opportunities and have zero tolerance for discrimination and harassment. We strive to maintain a workplace free from discrimination or harassment based on race, gender, color, national origin, ethnicity, religious belief, sexual orientation, etc. The core factors in ATRenew's recruitment, talent development, compensation and promotion are performance, capability and experience.

Health and Safety

The safety and health of our employees are paramount. We are committed to providing and maintaining a workplace free from violence, harassment, intimidation and other unsafe conditions caused by internal or external threats. We provide safety and security measures for our employees as needed, while respecting their privacy. In addition to workplace safety, we also safeguard employees' health through work-related injury insurance, accident insurance, work injury subsidy policies, and employee death compensation policies.

Gender Equality

Globally, many women face discrimination and disadvantage, lack access to skills and training, and encounter numerous barriers to active economic participation. They often lack basic rights and legal protection. Poverty, discrimination and violence against women are the main obstacles to their opportunities.

Women have played an indispensable role in the realization of our business expansion. We aspire to manage and develop socially responsible enterprises in which women can participate equally. We believe that for long-term success, women's rights and economic participation are of paramount importance. We first respect women's rights, then extend to their career advancement, and help them develop skills and explore opportunities within our own business and supply chain.

Working Hours and the Right to Rest

We safeguard employees' right to rest and commit to formulating policies on working hours and overtime in compliance with local laws and regulations. We commit to complying with local laws

and regulations regarding normal weekly working hours, prescribed working hours and rest periods. All overtime must be voluntary and compensated at overtime rates in accordance with local law. We provide employees with sufficient rest as required by law, including weekly rest days, public holidays, etc., and safeguard employees' right to various types of leave, including annual leave, marriage leave, maternity leave, sick leave, etc.

Wages and Benefits

Our salary administration strictly complies with relevant national and local laws and regulations and respects objective market principles, ensuring that all employees receive compensation no less than the minimum wage standards stipulated by national policies and regulations, while also obtaining industry-competitive remuneration. We develop internal policies based on locally applicable laws, including minimum wage, overtime hours and statutory benefits, to ensure that all employees receive their rightful compensation in accordance with the law.

Prohibition of Child Labor and Forced Labor

We comply with labor standards laws and regulations and do not employ child labor under the age of sixteen. No labor shall be forced to work through violence, coercion, confinement or other illegal means.

Employee Communication

We value employee feedback, encourage open communication, and have established multiple communication channels such as internal communication meetings to understand employees' identification with and expectations of the Company, and actively make corresponding adjustments and improvements. At the same time, we respect employees' right to voluntarily choose whether to join trade unions, engage in collective bargaining and peaceful assembly. Furthermore, we commit that, in accordance with national laws and regulations, in the event of imminent bankruptcy during statutory reorganization or severe operational difficulties requiring large-scale layoffs, we will inform the trade union or all employees in advance to ensure that the legitimate rights and interests of workers are protected.

Conclusion

We believe that working through partnerships, such as collaborating with other industries, non-governmental organizations, trade unions, suppliers and other business partners, is often the best way to address common challenges. We will continue to assess and review how best to improve our approach to human rights issues, including labor rights.