



ATRenew Inc.

Supplier Code of Conduct

In order to ensure that our procurement activities are reasonable, legal, effective, efficient, and sustainable, ATRenew has formulated the "ATR renew Inc. Procurement Policy" and encourages our suppliers to actively practice ESG concepts in the following aspects:

- **Employment promotion:** Provide equal employment opportunities for the long-term unemployed and professional workers; Formulate employment opportunities policies that also favour minority groups in the workforce (e.g. immigrants, ethnic minorities, people with low education level, etc.); Promote employment opportunities for people with disabilities, in particular with an inclusive corporate culture and an accessible working environment.
- **Protection of child labor and young workers:** Suppliers shall not use any form of child labor below the local minimum working age, compulsory education age or the age specified in the core conventions of the International Labor Organization (whichever is higher). Young workers under the age of 18 are not allowed to perform any hazardous work.
- **Equal treatment/Anti-discrimination:** We believe that all employees should receive equal employment opportunities without regard to gender, race, ethnicity, sexual orientation, marital status, physical or mental disability, age, pregnancy, veteran status, national origin, religion or treat any person differently based on factors protected by other laws. We expect our suppliers to treat their employees fairly and equally and to provide employees with non-discriminatory treatment.
- **Anti-harassment and anti-abuse:** Suppliers should put an end to harassment and abuse in the workplace and prevent supplier employees from suffering any form of discrimination, harassment, abuse or coercion in terms of physical, sexual, racial, psychological, linguistic, etc.
- **Compensation and benefits:** Suppliers shall pay workers no less than the minimum wage and provide any benefits required by law and/or contract.
- **Occupational health and safety:** Suppliers shall provide and maintain a safe working environment and integrate sound health and safety management practices into their operations.
- **Business ethics:** Suppliers shall not engage in contamination, extortion, misappropriation or bribery for the purpose of obtaining unfair or improper benefits. Suppliers must comply with all applicable anti-corruption laws and regulations of the countries in which they operate.
- **Information security and privacy protection:** Suppliers shall comply with all applicable information security and data protection laws to prevent the misuse, disclosure, loss, alteration or unauthorized disclosure, acquisition or access of sensitive, confidential or protected information.
- **Community involvement:** We encourage our suppliers to help promote social and economic development and contribute to the sustainable development of the communities where we operate.
- **Environmental protection:** The physical objects provided by the supplier in the contract should be environmentally friendly and harmless. The supplier needs to

clearly explain the composition of the objects according to the requirements of the purchaser. The composition of the physical materials must not contain harmful substances or prohibited items; Promote green and low-carbon concepts, fully consider environmental protection, resource conservation, safety and health, low-carbon recycling and recycling promotion, and prioritize the purchase and use of energy-saving, water-saving, material-saving and other raw materials, products and services that are beneficial to environmental protection.

ATRenew promises to implement the values of "corporate social responsibility" in daily work with suppliers and achieve the responsibility goals of protecting the environment and promoting social harmony.