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 "ATRenew 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 disadvantaged 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 Labour Organization (whichever is higher). Young workers under the age of 18 are not allowed to perform any hazardous work.

- **Prohibition of Forced Labor**: Suppliers shall prohibit the use of all forms of forced or compulsory labor, enable employees to work freely, and respect the fundamental principles and rights at work as stipulated by the International Labour Organization (ILO).

- **Freedom of Association and Collective Bargaining**: In accordance with local laws, suppliers shall respect the rights of all employees to voluntarily form and join trade unions, engage in collective bargaining and peaceful assembly, and to refuse to participate in such activities. Suppliers shall establish effective labor-management communication mechanisms and communicate regularly with employees or their representatives. Employees and/or their representatives shall be able to openly communicate with management regarding working conditions and management practices, and express their views and concerns, without fear of discrimination, retaliation, threats or harassment.

- 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 corruption, 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.

- **Fair Business, Advertising and Competition**: Suppliers shall uphold standards of fair business practices, advertising and competition.

- **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.