

Dada Group Statement on Human Rights

Respect for human rights is the core value of Dada Nexus Limited (“Dada Group”, “Dada” or “We”) and the foundation for Dada to achieve sustainable development. Guided by the UN Guiding Principles on Business and Human Rights, as well as applicable laws and regulations in the place where we conduct business regarding labor management, Dada establishes the Statement on Human Rights.

I. Prohibition of Forced Labor and Human Trafficking

We prohibit the use of all forms of forced labor, including prison labor, indentured labor, bonded labor, military labor, modern forms of slavery and any form of human trafficking.

II. Prohibition of Child Labor

We don't use child labor and we prohibit the hiring of individuals that are under 18 years of age for positions in which hazardous work is required.

III. Freedom of Association and Collective Bargaining

We respect our employees' right to join, form or not to join a labor union without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives.

IV. Protection Against Discrimination and Harassment

We strive for equal remuneration for equal work. We are committed to equal opportunity and are intolerant of discrimination and harassment on the basis of race, sex, color, national or social origin, ethnicity, religion, age, disability, sexual orientation, gender identification or expression, political opinion or any other status protected by applicable law. The basis for recruitment, hiring, placement, development, training, compensation and advancement at Dada is qualifications, performance, skills and experience. We do not tolerate disrespectful or inappropriate behavior, unfair treatment or retaliation of any kind. Harassment is not tolerated in the workplace and in any work-related circumstance outside the workplace.

Any acts of discrimination or harassment can be reported real-name or anonymously through relevant channels. We will seriously handle and investigate all reported violations, and take corrective measures according to the severity of the reported cases, including but not limited to verbal or written warnings, demotion or salary reduction, dismissal, and legal measures, etc.

V. Work Hours, Wages and Benefits

We compensate employees in accordance with all applicable laws on wage in the place where we conduct business, including the laws related to minimum wage, maximum working hours, overtime hours and statutory benefits, and in line with the reasonable level of the industry and labor market locally.

We strive to give employees a living wage, ensuring that they can meet their everyday needs in food, housing and clothing.

VI. Health & Safety

We strive to provide a safe and healthy workplace and comply with applicable safety and health laws and regulations as well as internal requirements. We work to provide and maintain a safe, healthy and productive workplace, by regularly identifying, evaluating and remediating potential risks of accidents and health impacts.