

Human Rights and Labor Policy

We respect the principles outlined in the *UN Guiding Principles on Business and Human Rights*, the *UN Universal Declaration of Human Rights*, and the *ILO Declaration on Fundamental Principles and Rights at Work*. We are committed to respecting human rights and protecting occupational health and safety in our operations. We formulate this Policy with reference to all applicable local and national laws and regulations and the documents mentioned above, aiming to ensure that the company's employment and labor practices align with ESG concepts, creating a safe, equal, inclusive, and respectful working environment. This Policy applies to Meituan and its subsidiaries and affiliates, and we encourage business partners to comply with this Policy.

1. Workplace

1.1 Diversity, Equity, No Discrimination or Harassment

We are dedicated to creating and maintaining a diverse and inclusive workplace in Meituan and actively seek individuals from diverse backgrounds to join our team. We encourage open communication among employees to foster innovation and collaboration. We provide employees with fair and equitable resource allocation, ensuring that age, gender, nationality, ethnicity, religion, region, sexual orientation, or physical condition does not lead to differential treatment. The principle of equality is upheld throughout all stages of employment, including recruitment, training, and promotion. We prohibit all forms of discrimination and harassment, hold a zero-tolerance attitude towards these behaviors, and integrate relevant requirements into the management system and employee training of recruitment and other operational processes. We have established reporting and escalation procedures and clarified corrective and punitive measures for discrimination and harassment, while protecting the interests of whistleblowers.

1.2 Employment

We value talents and comply with relevant employment laws and regulations. We provide employees with competitive compensation and benefits and diverse internal and external training opportunities to help them realize their full potential. We allow flexible working arrangements when appropriate and provide employees with necessary breaks. We prioritize employees' physical and mental well-being and organize various care activities to help them maintain a work-life balance. We prohibit any form of illegal employment or forced labor, including child labor, illegal immigrant, bonded labor, slave labor, etc. We prohibit human trafficking and have no tolerance for corporal punishment, threats, or other forms of physical and psychological abuse.

1.3 Employee Communication

We value employee feedback and encourage open communication, believing it contributes to positive change that benefits both the company and its employees. We have established various communication channels, such as internal meetings, and provide training for employees on mechanisms for complaint and rights protection. We conduct regular employee surveys to understand their recognition and expectations of the company and formulate policies and improvement plans based on the survey results. We respect employees' voluntary choice to join unions, engage in collective bargaining, and participate in peaceful assemblies, and we engage in sincere communication with employee representatives through negotiation mechanisms.

1.4 Occupational Health and Safety

We comply with laws and regulations related to occupational health and safety, maintaining and updating necessary health and safety permits. We are committed to providing employees with a healthy and safe working environment. We continuously improve our safety management systems and policies based on employee feedback, paying attention to employees' physical and mental well-being and work safety. We conduct regular safety inspections to identify and assess potential hazards that could impact employee health and safety. The safety inspection enables us to prioritize management actions and develop improvement plans, allocating sufficient resources to mitigate risk. We provide employees with training on emergency response plans and prevention of common occupational diseases, along with necessary protective measures and medical assistance to ensure their health and safety. We regularly report health and safety objectives, policies, and key progress to management and the director in charge.

1.5 Human Rights Risk Assessment

We value human rights to be a fundamental responsibility of our company, and we adopt various methods to actively identify potential human rights risks relating to forced labor, human trafficking, child labor, freedom of association, right to collective bargaining, equal pay, discrimination, etc. Our assessment covers all employees, specifically vulnerable groups such as women, children, foreign employees, and third-party employees. We conduct regular evaluations of our business operations to identify, assess and address prominent human rights and occupational health and safety risks; we regard respect for human rights as the bottom line requirement for supplier cooperation and carry out monitoring activities such as regular evaluations and third-party on-site inspections of suppliers; we carry out due diligence before the start of a business relationship, consider the impact of potential risks on long-term cooperation; we actively seek input from stakeholders, and continuously enrich communication channels, including employee communication meeting, reporting platform, courier feedback session, official website, etc. When identifying risks, we prioritize key areas where we can have a positive impact and develop safeguard plans to protect rights. We regularly assess our risk exposure and take remedial measures in response to any negative incidents.

2. Suppliers and Stakeholders

We respect the rights and legitimate interests of our suppliers and other partners, aiming to create a healthy, safe, and equitable environment through our collaborations. For suppliers, we established the [Supplier Code of Conduct](#), outlining our labor standards requirements. For our users, we consistently adhere to a customer-centric approach, continuously improving our products and services to enhance user experience and prevent and mitigate risks to user rights, such as improving privacy protection and content safety. For the communities and the public, we leverage technological innovation to support flexible employment forms represented by couriers, invest in rural e-commerce and talent development, and help provide living materials and medical resources for disaster-stricken areas, all aimed at promoting public welfare and protect public interests.

We will review this Policy periodically, at least once a year.

Meituan reserves the right to interpret this Policy.