

Human Rights Policy

1. Commitment to protect human rights

We are steadfast in our commitment to respecting and promoting human rights throughout our business and relationships. Treating every individual with respect, dignity, and fairness is a core principle of our operations. This commitment is integral to fostering trust and reliability with our employees, business partners, and other stakeholders.

We align our practices with internationally recognized standards, including the United Nations Guiding Principles on Business and Human Rights (UNGPs), the Universal Declaration of Human Rights (UDHR), and the International Labour Organization (ILO) Core Conventions. Wherever we operate, we comply with applicable laws and regulations while striving to uphold the highest human rights standards.

2. Employees

We uphold the principles outlined in the UNGPs, UDHR, and ILO conventions, ensuring that all employees are treated equally and with respect. Discrimination or harassment of any kind—based on race, gender, age, disability, religion, sexual orientation, or any other protected status—is strictly prohibited in our workplace and employment practices, including hiring, training, compensation, and career development.

Additionally, we expect all employees to champion these principles, uphold human rights, and actively counter behaviors that contradict our policies and values.

3. Workplace

We are committed to providing a safe, healthy, and environmentally friendly workplace for all employees. We continually assess and improve workplace conditions to ensure a secure, clean, and comfortable environment that promotes well-being.

4. Business Partners

We are committed to requesting that all business partners align with our commitment to human rights. Through our Sellers Code of Conduct and Third-Party Code of Conduct, we explicitly prohibit practices such as forced labor, involuntary prison labor, unlawful child labor, and abusive communication.

5. Reporting and Communication

We are committed to providing reporting channels for employees and third parties to report concerns related to human rights violations.

Employees are encouraged to voice their concerns through internal mechanisms without fear of retaliation. Third parties may submit reports to Temu through multiple reporting channels, which provide options for confidentiality and anonymity. All reports are thoroughly reviewed, and appropriate actions are taken to address issues.

6. Transparency

Human rights protection is an ongoing mission that is integral to our vision of being an exemplary global platform. We recognize that continuous improvement and collaboration are essential to this goal.

We are committed to transparency, sharing updates on our efforts and progress to strengthen our approach to human rights and inspire trust and accountability. Through open dialogue with stakeholders, we aim to refine our policies and practices, ensuring constant improvement in human rights advocacy.