

## Human Rights Policy

Goodbaby International Holdings Limited (including all subsidiaries of different jurisdictions under its management control) (“GOODBABY” or “Company”) is committed to creating a work environment that fosters honesty, integrity, mutual respect and trust. We endorse the United Nations Universal Declaration of Human Rights and relevant international human rights conventions, including but not limited to the International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

We have clearly laid out our human rights stance in the Code of Business Conduct.

We strive to create a workplace and a community that respect and protect human rights.

**A working environment free from all forms of harassment:**

We will not tolerate any form of harassment, which encompasses verbal harassment, non-verbal harassment, physical harassment, and online harassment.

**Non-discrimination, diversity and equality of opportunity:**

We prohibit discrimination and harassment based on race, religion, color, gender or any other types. Employees can report such situations through our reporting channel. We will ensure effective protection of genuine whistleblowers against any form of retaliation.

**Ensuring fair compensation:**

We provide compensation and benefits to our employees above the regulatory minimum wage standards in various regions. We regulate labor practices, commit to equal pay for equal work and ensure full compliance with applicable local laws and industry practices relating to work hours and overtime.

**Prohibiting child labor and forced labor:**

We strictly abide by the labor laws and regulations of the countries and regions where we operate. We prohibit the use of child labor, any form of forced labor and human trafficking.

**Respecting employees' freedom of association and collective bargaining:**

Abiding by local laws and regulations and company policies, we respect employees' rights to join labor union and collective bargaining. We will conduct regular, open and constructive dialogues with employee representatives of legally recognized unions.

**Creating a safe and healthy working environment:**

The safety and health of our employees remains as our top priority. In every location we operate, we strictly abide by relevant local laws and regulations. We have established and will continuously improve an occupational health and safety management system following ISO45001, the international standard for occupational health and safety.

**Encouraging a diverse and inclusive culture:**

We are committed to fostering a diverse, inclusive and non-discriminatory culture for our employees. Every employee, regardless of race, religion, color, age, gender or gender identity, disability, sexual orientation, citizenship, or nationality, will be assured of equal opportunities in all human practices such as recruitment, employment, development, training, compensation and promotion.

GOODBABY employees are expected to perform their duties in an honest and fair manner. GOODBABY is respectful of each individual including employees, consumers and business partners, and cultures of different countries and regions.

GOODBABY believes that all employees deserve equal opportunities, and that employee diversity is beneficial to our business growth. No employee shall be treated differently on account of gender, age, race, sexual orientation, marital status, religion, cultural background, etc. GOODBABY takes zero tolerance to any unlawful discrimination, harassment or other violations of laws and regulations.

**Engaging with the communities and stakeholders:**

We expect our suppliers and partners to uphold these principles and encourage them to formulate similar policies within their companies.

**Due Diligence:**

We conduct regular human rights due diligence within our own operations, our value chain and new business relationships. GOODBABY's due diligence processes cover the following human rights issues: forced labor, child labor, equal pay and discrimination.

Employees may report suspected violations of the policy through our reporting channel ([gb999@goodbabyint.com](mailto:gb999@goodbabyint.com)). The company will investigate, address and respond to any concerns raised by employees and take appropriate corrective action for validated cases. If adverse human rights impacts are found within GOODBABY, the company is committed to taking timely and transparent action to remediate in a fair and equitable manner.

## Appendix - Performance

In 2023, there were no human rights complaints or complaints raised concerning non-compliance with human rights law. Therefore, no remediation actions were taken in 2023.

### Equality of opportunity

Indicator	Unit	FY2023
Share of women in total workforce	%	56.76
Share of women in all management positions	%	27.18
Share of women in junior management positions	%	29.92
Share of women in top management positions	%	10.49
Share of women in management positions in revenue-generating functions	%	48.68
Share of women in STEM-related positions	%	30.36
Total number of new employee hires	person	533
Open positions filled by internal candidates	%	10.13
Women in new hires	%	45.97
Mean Gender Pay Gap of Operation Positions in Production	%	0
Median Gender Pay Gap of Operation Positions in Production	%	0

### Diversity

Workforce by Nationality	Unit	FY2023
China	%	78.17
Germany	%	5.91
US	%	9.27
Japan	%	0.89
France	%	0.72
Italy	%	0.67