

TheRealReal

Human Rights Policy

Since The RealReal's founding in 2011, respect for human rights has been an integral part of the Company's operations. We are committed to treating our employees with dignity, respect, and fairness. We believe in empowering its employees and its customers, and we are committed to maintaining the highest standards of integrity and respect for human rights.

Our Human Rights Policy expects compliance with all applicable local laws and regulations at a minimum. We support the [UN Guiding Principles on Business and Human Rights](#) throughout all operations, and uphold the requirements of the UN Declaration of Human Rights and the Convention on the Rights of the Child, as well as the OECD Guidelines for Multinational Enterprises. Further, as a participant in the UN Global Compact, we fully support the Ten Principles of United National Global Compact on human rights, labor, environment, and anti-corruption, and aim to make these principles an integral part of our business strategy, day-to-day operations, and organizational culture.

To support our human rights goals and oversight, we engage with key stakeholders at the community level, employee level, and industry level to enhance global and local insights into our human rights approach and performance.

We rely on our Human Rights Policy to guide our business operations regardless of geographic location. Our human rights policy extends to all employees, partners, and vendors and suppliers. Further, we plan to make it a priority in supplier selection and monitoring to evaluate supplier performance in the area of human rights, environmental performance, and health and safety.

The latest version of our Human Rights Policy was updated in May 2020 and takes into account salient human rights risks the Company may face as well as global challenges. We regularly review disclosure guidance set forth by SASB and GRI to ensure our policy is current.

Our Human Rights Policy includes the following elements:

- Respect for our employees
- Respect for our customers
- Health and safety in the workplace
- Diversity and inclusion
- Community involvement
- Brand partnerships and advocacy
- Forced labor and human trafficking
- Discrimination and harassment
- Child labor
- Training and reporting for employees

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Working Conditions

We are committed to ensuring the health and safety of all employees and require compliance with all applicable local laws and regulations governing working conditions, working hours, fair wages, and compensation.

Freedom of Association and Collective Bargaining

We respect our employees' rights and support the International Labor Organization's fundamental conventions. We uphold labor rights including the freedom of association. We also recognize the right to collective bargaining in all regions.

Occupational Health and Safety

We recognize that in addition to minimizing work-related injuries and illness, a safe and healthy work environment supports employee retention and morale and enhances the quality of products and services. We treat all applicable health and safety regulations as a minimum standard as we are committed to high standards for our working environments that protect the well-being of all employees. We encourage consultation and cooperation between management and employees in developing occupational health and safety mechanisms through ongoing dialogue. We expect senior management to integrate health and safety mechanisms in all business activities and monitor the program's effectiveness.

Non-Discrimination and Harassment

We are committed to equal opportunity in the workplace, and maintaining a workplace that is free from violence, harassment, discrimination, retaliation, and intimidation. We value diversity and inclusion, and uphold a work environment that is free from discrimination or harassment on the basis of race, color, national origin, religion, religious creed, ancestry, age, sex, sexual orientation, gender, gender identity, disability, or other characteristic protected by law.

Modern Slavery, Human Trafficking, Child Labor

We are committed to fostering human rights and supporting the communities we serve. Consistent with our high standards for social responsibility, we prohibit the use of modern slavery, human trafficking and forced adult or child labor of any kind. We expect our global vendors and supplier base to uphold all standards of our human rights policy, and monitor supplier violations related to human rights risks

Training, Reporting, and Accountability

We are committed to training our employees on the importance of our Human Rights Policy and how to report a possible violation during their onboarding process. Concerns regarding possible violations of the human rights policy should be reported to HR Compliance

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(mary.chavez@therealreal.com) or legal compliance (john.dombrowski@therealreal.com). Anonymous concerns can be reported to the anonymous whistleblower hotline. Employees are encouraged to uphold our human rights policy, report concerns of potential violations, and are protected against retaliation.

Professional Development, Performance, and Employee Engagement

The RealReal encourages its employees to participate in professional development activities and offers a variety of employee training programs. Those programs include onboarding, technical skills training, product and services training, and managerial soft skills training. We also recently launched a leadership development program for Director-level and above employees.

Depending on the scope of each employee's role, they receive anywhere from 20-100+ hours of training as a member of The RealReal team. In 2019, 98.3% of employees received an annual performance review and our people managers have quarterly meetings with their employees to address performance and development.

As a part of our onboarding program, we have developed a robust engagement monitoring plan for our employees in the form of personal check-ins and questionnaires. This year we will launch an employee satisfaction survey powered by Culture Amp.

The RealReal's senior leadership is responsible for implementing the principles of this policy and reporting progress to the Nominating and Corporate Governance Committee of the Board of Directors. The Nominating and Corporate Governance Committee will maintain oversight responsibility for the human rights policy and receive regular quarterly updates.

We regularly audit our Human Rights Policy to ensure company-wide compliance and help prevent and mitigate human rights risks. In addition, we regularly review our human rights policy and consider meaningful amendments. We intend to introduce a policy where we periodically audit our global vendors and suppliers to ensure they are acting ethically and are aligned with our policy.

At The RealReal, we rely on our employees to create a work environment where human rights are respected and the workplace is free from discrimination and harassment. We encourage all employees to notify their manager or Human Resources contact if they believe there has been a violation of the company's Human Rights Policy.