

SHEIN

CONSOLIDATED MODERN SLAVERY STATEMENT

1. Reporting Entities

This modern slavery statement ("**Statement**") is made on behalf of:

- (a) SHEIN Distribution UK Ltd (CRN 13603594) ("**SHEIN UK**") and related entities that carry on business in the UK, in accordance with section 54 of the UK Modern Slavery Act 2015 ("**UK Act**");
- (b) SHEIN Distribution Australia Pty Limited (ABN 38 653 503 023) ("**SHEIN Australia**"), in accordance with the requirements of the Australian Modern Slavery Act 2018 (Cth) ("**Australian Act**"); and
- (c) SHEIN Distribution Canada Limited (BN 733579007) ("**SHEIN Canada**"), in accordance with the requirements of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act S.C. 2023 ("**Canadian Act**").

The above entities are members of the SHEIN group of companies (collectively, "**SHEIN**" or the "**Group**") (hereinafter collectively referred to as the "**In-Scope Entities**") and subsidiaries of Roadget Business Pte. Ltd., a Singapore incorporated company ("**Roadget**"). This Statement covers the financial reporting period from 1 January 2025 to 31 December 2025.

For the purposes of this Statement, the definitions of modern slavery in the UK Act, Australian Act, and Canadian Act have been considered and cover:

- (a) slavery, servitude and forced, coerced, or compulsory labour;
- (b) human trafficking;
- (c) involuntary or exploitative prison labour;
- (d) sexual exploitation and forced marriage;
- (e) deceptive recruiting practices;
- (f) debt bondage; and
- (g) child labour.

2. Overview

This is our 4th Statement under the UK Act, our 5th Statement under the Australian Act, and our 3rd Report under the Canadian Act. It describes activities we have undertaken to strengthen our processes to understand and address the risks of modern slavery, child labour and other human rights risks in our operations and supply chains during the Group's last financial year from 1 January 2025 to 31 December 2025. It is prepared with reference to the consolidated template that was developed by the UK, Australian and Canadian governments as a guide for responding to supply chain transparency requirements in the three jurisdictions. The table below identifies the sections of this Statement which respond to the reporting requirements set out under the consolidated template, as well as the corresponding reporting criteria under the UK Act, the mandatory criteria required by the Australian Act, and the mandatory criteria required by the Canadian Act.

Overarching requirement under the consolidated template	UK Act	Australian Act	Canadian Act	Section(s)	Page(s)
	Reference to in-scope entities.	Identify the reporting entities.	Identify the legal name of in-scope entities.	Reporting Entities	1
A description of the organisation's structure, operations, activities and supply chains, including consultation with any linked organisations covered by this statement.	The organisation's structure, its business, and its supply chains.	Describe: (a) the structure, operations, and supply chains of the reporting entity, and (b) the process of consultation with: (i) any entities that the reporting entity owns or controls; and (ii) in the case of a reporting entity covered by a statement under section 14 of the Australian Act – the entity giving the statement.	The organisation's structure, activities, and supply chains.	Structure, operations, activities and supply chains	5
A description of the organisation's policies in relation to modern slavery, forced labour and child labour.	The organisation's policies in relation to slavery and human trafficking.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	The organisation's policies and its due diligence processes in relation to forced labour and child labour.	Our commitments, policies and requirements	6 to 8

Overarching requirement under the consolidated template	UK Act	Australian Act	Canadian Act	Section(s)	Page(s)
A description of any risk management processes in place to assess and address the risk of modern slavery, forced labour and child labour practices in the reporting organisation's supply chains.	The parts of its business and supply chains where there is a risk of slavery and human trafficking taking place, and the steps it has taken to assess and manage that risk.	Describe the risks of modern slavery practices in the operations and supply chains of the reporting entity, and any entities that the reporting entity owns or controls.	The parts of its business and supply chains that carry a risk of forced labour or child labour being used and the steps it has taken to assess and manage that risk.	Risk management process in SHEIN's operations and supply chains	5 to 6
A description of the organisation's due diligence processes in relation to modern slavery, forced labour and child labour in its supply chains. In addition, a description of any measures taken to remediate any instances of modern slavery, forced labour and child labour in its supply chains.	The organisation's due diligence processes in relation to slavery and human trafficking in its business and supply chains.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	(a) Any measures taken to remediate any forced labour or child labour; and (b) Any measures taken to remediate the loss of income to the most vulnerable families that results from any measure taken to eliminate the use of forced labour or child labour in its activities and supply chains.	Our due diligence processes	8 to 12
A description of the training provided to employees on modern slavery, forced labour and child labour.	The organisation's training about slavery and human trafficking available to its staff.	Describe the actions taken by the reporting entity and any entity that the reporting entity owns or controls, to assess and address those risks, including due diligence and remediation processes.	The training provided by the organisation to employees on forced labour and child labour.	Training and capacity building	12
A description of how the organisation assesses the effectiveness of the actions it has taken to prevent and respond to modern slavery, forced labour and child labour,	The organisation's effectiveness in ensuring that slavery and human trafficking is not taking place in its business or supply chains, measured against such performance indicators as it considers appropriate.	Describe how the reporting entity assesses the effectiveness of such actions.	How the organisation assesses its effectiveness in ensuring that forced labour and child labour are not being used in its business and supply chains.	Progress and effectiveness of actions taken	13

Overarching requirement under the consolidated template	UK Act	Australian Act	Canadian Act	Section(s)	Page(s)
and its due diligence processes.					
Any other information the organisation considers relevant to the spirit and intent of the legislation.		Include any other information that the reporting entity, or the entity giving the statement, considers relevant.		Additional information	13 to 14

3. Structure, operations, activities and supply chains

Structure

We have operating entities and affiliates around the world, including the following:

- SHEIN UK: A UK company based in London, UK. It has a licence to use the SHEIN UK website (<https://www.shein.co.uk/>) and a related mobile application to market and sell products to consumers in the UK. SHEIN UK employs approximately 124 employees, and is part of the Group and a subsidiary of Roadget;
- SHEIN Australia: An Australian company with an office in Melbourne, Victoria. It has no subsidiaries. SHEIN Australia uses the au.shein.com, nz.shein.com, and au.romwe.com websites and related mobile applications to sell products to consumers in Australia and New Zealand. SHEIN Australia employs approximately 16 employees, and is part of the Group and a subsidiary of Roadget.; and
- SHEIN Canada: A Canadian company with an office in Markham, Ontario. SHEIN Canada uses the ca.shein.com and ca.romwe.com websites and related mobile applications to sell products to consumers in Canada. SHEIN Canada employs approximately 25 employees, and is part of the Group and a subsidiary of Roadget.

Operations, activities and supply chains

SHEIN is a global online fashion and lifestyle retailer that sells a wide range of products, including clothing, footwear, accessories, beauty products, pet products and home décor, in more than 160 countries and/or territories. The products are distributed to customers through a global network of warehousing and logistics facilities operated by SHEIN and in partnership with third-party logistics service providers.

The majority of SHEIN products marketed and/or sold by SHEIN are products under the SHEIN brand and its sub-brands ("**SHEIN-branded products**") which are manufactured by third-party manufacturing partners ("**contract manufacturers**"). In 2025, SHEIN procured SHEIN-branded products from contract manufacturers in China, Brazil and Türkiye. Globally, the SHEIN-branded products that we procure from our contract manufacturers in China account for a substantial majority of our products in terms of procurement value. The supply chain for SHEIN-branded products also includes suppliers of fabrics, packaging and other accessories for use by contract manufacturers, ("**Tier 2 suppliers**"). Our contract manufacturers and Tier 2 suppliers will be collectively referred to as our "**suppliers**" for purposes of this Statement. We do not have direct ownership of suppliers, do not own or operate any manufacturing facilities nor sign exclusivity contracts with them.

SHEIN also markets and sells finished non-SHEIN branded products from third-party sellers ("**sellers**"). Such sellers place their non-SHEIN branded products on a globally integrated online marketplace ("**SHEIN Marketplace**"). SHEIN Marketplace applies to all the In-Scope Entities. Non-SHEIN branded products placed on SHEIN Marketplace are sold by a global network of sellers, which include small and medium-sized enterprises as well as globally recognised brands.

4. Risk management process in SHEIN's operations and supply chains

SHEIN acknowledges the inherent complexity and fragmentation of global supply chains. We recognise the potential for human rights risks in the textile and garment industry, as documented by the International Labour Organisation ("**ILO**") and other international organisations. These risks reflect salient challenges across the global textile and garment industry, where many components are beyond a company's direct control.

We therefore recognise the importance of exercising due diligence on our network of suppliers and sellers.

The steps that we have taken to understand, identify and respond to such risks include:

- The adoption, implementation, and regular review of robust policies and codes of conduct governing our suppliers and sellers;

- Ongoing mapping of our supplier network to trace their supply chains and assess risks;
- Engagement with a broad spectrum of internal and external stakeholders across our value chain, including our employees, SHEIN advisors, commercial partners, industry associations, NGOs, industry experts, sustainability partners, and social impact partners, to identify and prioritise material ESG issues, including human rights issues, that affect the operations of SHEIN as well as our stakeholders and broader society;
- Conducting social compliance checks as part of the onboarding process for new suppliers, and prohibiting suppliers found with forced labour and child labour risks from working with SHEIN;
- Conducting regular, risk-based compliance audits of existing suppliers, with clear frameworks for penalisation and remediation of identified violations;
- The implementation of appropriate supply chain-level whistleblower and grievance redressal mechanisms;
- Training and capacity-building for suppliers on social compliance; and
- Remediation, where possible, and termination in the case of the most severe violations of our supply chain policies and codes of conduct.

5. Our commitments, policies and requirements

SHEIN is committed to conducting our business in a lawful, responsible and ethical manner, and to ensuring that people employed within our operations and across our supply chain are treated fairly, and with respect and dignity.

At SHEIN, we are committed to combating modern slavery and human trafficking in all its forms. SHEIN is a participant of the UN Global Compact and supports the Ten Principles, including those focused on human rights and labour rights. We firmly reject the use of forced labour, child labour¹ and human trafficking in any form within our own operations and our supply chain. We are committed to protecting the rights of our employees, and strive to work with suppliers and sellers who share our commitment to ethical practices and respect for human rights. We are also committed to promoting fair labour practices within our supply chain, including supporting our suppliers to protect the rights of their workers.

Our commitments to human rights are embedded in a comprehensive set of policies and guidelines that define clear corporate governance standards for our employees, suppliers and sellers. These take guidance from international standards such as the UN's Universal Declaration of Human Rights ("UDHR"), the core conventions of the ILO, and the UNGPs, as well as relevant local laws and regulations.

Our executive leadership have oversight of and supervise the development and execution of key policies to ensure labour standards across our own operations and supply chain. Dedicated working-level teams are responsible for implementing and enforcing these policies, as part of regular employee management and supply chain governance efforts.

Code of Business Conduct and Ethics

As set out in SHEIN's Code of Business Conduct and Ethics (<https://www.sheingroup.com/code-of-business-conduct-and-ethics>), SHEIN strictly prohibits the use of all forms of forced, bonded, or involuntary labour, including but not limited to child labour, human trafficking and slavery, in any part of our operations or supply chain. All employees, as well as third-parties associated with SHEIN (including suppliers, contractors, service providers and business partners) are expected to adhere to these standards.

Human Rights Policy

¹ We define child labour as any person under the age of 15 (or 14 in the case of the exceptions set out in ILO Convention No. 138), under the age of completion of compulsory education or under the minimum age for employment in the country/region, whichever is the highest. This is specified in the SRS Assessment Tool that SRS auditors use. In China, in accordance with local labour laws, minors under the age of 16 cannot be recruited for employment.

In line with the UNGPs Reporting Framework, SHEIN has established a Human Rights Policy (<https://sheingroup.com/human-rights-policy/>) which outlines our commitment to honouring and protecting the rights of our employees and supporting our suppliers to protect the rights of their own workers.

Supplier Code of Conduct

To ensure that the suppliers we work with adhere to our governance standards, suppliers of SHEIN-branded products must sign and agree (thereby certifying their adherence) to our Supplier Code of Conduct (“SCoC”) (<https://www.sheingroup.com/supplier-code-of-conduct>), which has been formulated to generally align with the core conventions of the ILO and the UDHR. The SCoC outlines several critical requirements requiring suppliers to engage in ethical labour practices, including but not limited to the prohibition of all forms of forced labour and child labour; and the restriction of unacceptable practices such as collecting recruitment fees and requiring workers to surrender government-issued identification; as well as requiring suppliers to seek prior consent from SHEIN before entering any subcontracting arrangements. The SCoC requires suppliers to operate in full compliance with relevant local laws, rules, governmental orders and regulatory requirements, including in aspects such as payment of wages, working hours, workplace health and safety, labour and social welfare and environmental standards. Suppliers who sign the SCoC also agree to ensure the continuous compliance by any permitted subcontractors with the rules and standards set out in the SCoC.

With respect to forced labour, the SCoC specifies unacceptable labour practices such as prison labour or bonded labour, trafficking, exploiting workers by means of threat, force, coercion, abduction or fraud, collecting recruitment, hiring, agents’ or brokers’ fees, or requiring workers to surrender government-issued identification, passports or work permits as a condition of working. SHEIN requires that employment and any overtime hours worked must be voluntary.

With respect to child labour, the SCoC strictly prohibits child labour in any form, and requires suppliers to comply with all applicable local laws. The SCoC also specifies requirements for the protection of young workers who are over the age of a child but under the age of 18, stating that they shall not be required to engage in any form of work that is harmful to the body, and must be provided with necessary work protection.

Supplier Responsibility Standards

Building on the foundation established by the SCoC, SHEIN has developed a comprehensive set of Supplier Responsibility Standards (<https://www.sheingroup.com/supplier-responsibility-standards>) which further detail our expectations for suppliers across various areas, including labour rights, health and safety, environment, ethics and adopting management practices.

For example, the Supplier Responsibility Standards require that suppliers respect workers’ right to voluntary employment, including the right to refuse overtime work without facing punitive measures (such as salary deductions or threat of dismissal), the right to freedom of movement around supplier-controlled premises, the right to leave employment at-will, as well as the right to at least one day off every seven days, in alignment with ILO standards.

The Supplier Responsibility Standards also specify that suppliers should establish written policies to prohibit the use of child labour and implement appropriate mechanisms to verify the age of prospective and existing workers. If child labour is discovered, the Supplier Responsibility Standards require that the child’s employment must cease immediately, and also provide guidance for suppliers to take actions to ensure the safety, health, education and development of the child, including, where relevant, funding a medical examination for the child, paying the child no less than the local minimum wage for work that was completed prior to termination, and delivering the child safely to their parent or guardian, with the cost of transportation, food and lodging borne by the supplier.

Finally, the Supplier Responsibility Standards require that suppliers implement grievance and feedback channels that allow workers to submit anonymous complaints and appeals, including complaints that can be submitted directly to SHEIN.

SHEIN Responsible Sourcing (SRS) Policy

SHEIN enforces suppliers' compliance with its standards through the SHEIN Responsible Sourcing ("SRS") Policy (<https://www.sheingroup.com/responsible-sourcing-policy>). This policy establishes clear guidelines and accountability measures for violations, and provides for audits to assess compliance. These SRS audits play an important role in SHEIN combatting the risks of modern slavery being found in our supply chain. They provide valuable insights into working conditions, labour practices, and potential vulnerabilities within our supplier network, helping SHEIN to identify high-risk areas, engage with suppliers to address these risks, and implement robust measures designed to prevent, detect, and address instances of modern slavery.

Marketplace Governance

All sellers on SHEIN Marketplace sign a Master Seller Agreement and are expected to comply with SHEIN's Marketplace Policies as applicable, including the Marketplace Seller Code of Conduct ("Seller CoC") (<https://seller-us.shein.com/agreement>), which mandates adherence to local laws and regulations, strictly prohibits forced labour and child labour, and establishes clear requirements on issues such as wages and working hours.

Any violations of the Seller CoC could result in actions including suspension of the seller's SHEIN Marketplace account, cancellation of listings, suspension or forfeiture of payments, and removal of selling privileges. SHEIN also reserves the right to report any violations to regulatory authorities, industry associations, and third-party auditors.

6. Our due diligence processes

Supply chain due diligence and risk-based audits

Under the SRS Policy, all new suppliers are required to undergo an SRS assessment as part of the onboarding process with SHEIN. Suppliers who are found with any severe violations, including forced labour or child labour, are not approved to work with us.

Existing suppliers are subject to full on-site SRS audits annually, with the frequency and prioritisation determined by a scoping approach that considers multiple factors, such as supplier size in terms of procurement value, supplier location, past SRS audit results, and random sampling. We also audit selected subcontractors to verify that our contract manufacturers are upholding compliance requirements throughout their own supply chains, as required by the SCoC.

SRS audits are conducted by both our in-house audit teams and independent third-party auditors. Our in-house auditors primarily focus on the onboarding screening for new suppliers. To qualify to conduct such assessments, they must first complete our internal SRS Management Specialist Certification Workshop and courses on labour issues through the UNGC Academy and the International Training Centre of the ILO (ITCILO), such as on anti-forced labour and anti-child labour.

The independent audit firms we currently work with include Bureau Veritas, Intertek, Openview, SGS, TÜV Rheinland, and QIMA, all of which are member firms of the Association of Professional Social Compliance Auditors (APSCA). In 2025, all of the on-site SRS audits conducted on existing suppliers and subcontractors in China, and 93% of the SRS audits conducted outside of China, were conducted by third-party auditors.

All annual on-site SRS audits are conducted without prior notice, and they evaluate suppliers' compliance on over 140 requirements across the following issue areas: (i) Transparency and Significant Events (this includes any attempted bribery or refusal to undergo audits); (ii) Labour (this includes violations relating to forced labour, child labour, wages, working hours and other labour issues); (iii) Health and Safety; (iv) Environmental Protection; and (v) Management Systems. Each audit checkpoint corresponds to an assigned severity level, which determines the points to be docked for non-compliant practices, from a starting baseline score of 100 points. Based on the final assigned score, the supplier or subcontractor receives a grade of either A, B, C, D, or E, based on a scoring matrix that is published in our SRS Policy. In line with industry practice, the SRS audit process includes worker interviews and document reviews (e.g. timesheets and payslips). Non-cooperation results in termination of the business relationship, and monthly updates on audit findings and follow-ups are escalated to SHEIN's executive leadership, including our Executive Chairman and CEO, for oversight.

To reduce audit fatigue and duplication, SHEIN also recognises submissions of full reports from industry-accepted social compliance programmes (e.g. Sedex Members Ethical Trade Audit, i.e., SMETA, Social Accountability 8000, i.e., SA8000, Amfori Business Social Compliance Initiative, i.e., BSCI, Social and Labour Convergence Programme, i.e., SLCP, Worldwide Responsible Accredited Production, i.e., WRAP) from suppliers, and generates an SRS audit report based on the findings of these programmes.

Remediation and corrective action

After the completion of each SRS audit, the auditor's report of any violation findings and the final assigned score are recorded in SHEIN's internal supplier management systems. A copy is shared with the supplier or subcontractor, along with a set of recommendations on how to remediate identified violations and improve their overall practices.

Having a grading system that tiers suppliers according to their audit performance allows us to be more targeted with compliance monitoring and follow-up actions, including penalisation, remediation and termination where warranted, and concentrate efforts on higher-risk suppliers. Suppliers and subcontractors identified as having committed the most severe violations under our framework – specifically Immediate Termination Violations (ITVs) or Immediate Remediation Violations (IRVs) – and consequently assigned the lowest grade of E, are subject to measures to promptly address critical risk factors within our supply chain.

- **ITVs** are the most serious violations of SHEIN's compliance requirements, covering issues such as forced labour, child labour, ethics and transparency (including bribery and refusal to cooperate with SRS audits), and harassment and abuse of workers (including gender-based violence and harassment). Upon identifying these violations, we will immediately terminate the business relationship with the supplier or subcontractor.
- **IRVs** are significant violations that necessitate urgent corrective action for SHEIN to maintain its business relationship with the supplier or subcontractor. These include severe wage violations (i.e. delayed payment of wages and failure to pay minimum wage), workplace health and safety concerns, and serious environmental pollution. Suppliers and subcontractors are given 30 days to address these violations; failure to do so will result in the termination of the business relationship.

Those avoiding such violations but demonstrating poor overall performance face tighter scrutiny, re-audits, and potential termination for sustained non-improvement. Conversely, suppliers who perform well are encouraged to maintain their strong compliance performance through additional commercial opportunities and incentives where suitable.

Grade	Category	Approach and Actions Taken
A	Top-performing suppliers Minimal violations; score of $P \geq 90$	▪ Provided with recommendations on how to remediate violations found and further improve practices.
B	Above average suppliers Small number of violations; score of $75 \leq P < 90$	▪ Eligible for commercial incentives, such as accelerated payment and invoicing schedules (e.g. biweekly, weekly).
C	Average suppliers Moderate number of violations; score of $60 \leq P < 75$	▪ Provided with recommendations on how to remediate violations found and further improve practices. ▪ Prioritised for certain training and capacity building workshops, to drive continued progress in raising standards.
D	At-risk suppliers No ITVs or IRVs found, but high number of other	▪ Subject to re-audit within same twelve-month period. ▪ Three grades of D or below within 24 months will result in immediate termination.

	violations; score of $0 \leq P < 60$	
E	Worst-performing suppliers Found with at least one ITV and/or IRV; score of $P < 0$	▪ If any ITV was found, supplier is immediately terminated. ▪ If IRVs were found with no ITVs, supplier is given 30 days to remediate all identified IRVs, or likewise face termination. Supplier is subsequently subject to re-audit within same twelve-month period. ▪ E grade in two consecutive SRS audits will result in immediate termination.

SHEIN strives to balance how we address violations amongst suppliers – between immediate terminations where warranted for the most severe violations, and providing opportunities for remediation of violating practices where feasible to raise supplier standards. Even for suppliers that SHEIN has decided to terminate, we send them an action plan with guidance on how to remediate identified violations. We also have clear responsible exit provisions embedded in our SRS Policy, aimed at mitigating any potential negative impact on suppliers' workers. These include conducting an impact assessment arising from the cessation of the business relationship with SHEIN, ensuring that full payment due to the supplier or subcontractor is remitted to them as promptly as possible, and, where feasible, providing support to displaced workers in securing new employment.

Grievance mechanisms

Rather than relying solely on social audits, SHEIN has strengthened its enforcement of grievance mechanisms to offer suppliers' workers safe, reliable channels for raising feedback and concerns. These measures support the uncovering and remediation of potential violations in our supply chain, including those related to forced labour and child labour, and enable us to act on reports received to support redressal.

SHEIN's Supplier Responsibility Standards require suppliers to implement appropriate, effective and easy-to-use feedback channels, at least one of which must allow for anonymous complaints and appeals. These channels must also be made available to all workers in a language they understand. During on-site SRS audits, SRS auditors check that such channels have been adequately established and that workers are aware of how to use them.

In addition to requiring suppliers to establish feedback channels, SHEIN also operates its own multi-channel feedback system that enables workers to report concerns, including instances of non-compliance with SHEIN's policies, directly to us via email, phone, or text. Submissions can be made in their native language and anonymously if workers prefer, and are handled confidentially by trained staff, with strict data privacy protocols and case information only accessible by authorised personnel involved in investigations. The various channels available for such grievance complaints are publicly disclosed in our Supplier Responsibility Standards. Discrimination against whistleblowers is explicitly prohibited in our policies. SHEIN acts promptly to investigate grievances filed and has set clear internal standards for time taken to resolve them.

Suppliers are required to conduct appropriate internal communications and training to ensure that all their workers understand how to use available grievance mechanisms, and compliance with this is assessed in annual SRS audits. To raise awareness among workers, suppliers display SHEIN's grievance mechanism with contact information in prominent areas within their factories. Our SRS auditors may also distribute cards and keychains to workers during audits that contain information about the grievance mechanism and the protections offered to whistleblowers. Any concerns or questions related to SHEIN's approach to tackling human trafficking and slavery can be conveyed to SHEIN via ethics@shein.com.

Stakeholder engagement

Supplier Empowerment

To support and empower our suppliers to protect the rights of their workers, SHEIN regularly engages with our suppliers as well as their communities. In 2025, to ensure that our efforts are relevant to ground realities and actual needs, SHEIN continued its engagement with suppliers through a variety of different channels, including on-site visits to gather feedback, conduct of anonymous surveys, implementation of the grievance mechanisms as elaborated above, and running of group workshops and one-on-one training sessions.

Through the Supplier Community Empowerment Program, which SHEIN has invested more than US\$42 million in as of the end of 2025, SHEIN has implemented initiatives to support our suppliers, their workers, and their communities, across several key pillars. These include supplier facility enhancement, development of innovative manufacturing solutions, training and upskilling, and community services designed to address the needs of workers and their facilities. To date, SHEIN has renovated and modernised more than 200 supplier facilities, collectively covering approximately 518,000 square metres of floor space, directly benefiting approximately 33,600 workers across SHEIN's supplier network. Upgraded sites are designed in accordance with SHEIN's design template for model factory standards, incorporating optimised floor layouts, streamlined material flows and configurable production spaces.

SHEIN also provides financial support for the operation of childcare facilities on or near suppliers' factory sites, offering free childcare services for workers' children. 32 childcare centres were in operation during 2025, caring for over 1,100 children across the year. Since we launched this programme in 2022, SHEIN has invested over US\$700,000, including approximately US\$189,000 in 2025, to support the operation of such childcare centres.

Additionally, through the SHEIN Spotlight programme, SHEIN provides means-tested financial assistance to workers of suppliers who are facing economic difficulties, to cover medical expenses, help with school fees for children, and other similar needs. In 2025, more than 37,000 workers at supplier facilities were able to access the SHEIN Spotlight programme, through a QR-enabled digital application process. Workers can scan a QR code, which are placed at prominent locations around the participating factories and submit their application via their mobile phones. Since the programme began in 2021, SHEIN has distributed approximately US\$804,000 in support of 816 families. In 2025 alone, we supported the families of 172 workers, 141 of whom are female, with more than US\$132,000 in grants.

Worker Feedback

SHEIN also implements other measures to engage workers and obtain their feedback on issues related to their working conditions and welfare. In 2025, SHEIN commissioned Worldwide Responsible Accredited Production (WRAP) to conduct an independent wage assessment and worker survey among selected key suppliers in Guangzhou, in order to validate our social audit findings, with responses and feedback from workers themselves on their working conditions and broader expectations of their jobs.

208 of SHEIN's largest suppliers of SHEIN-branded products in Guangzhou by procurement value were selected to participate in the study, which involved assessors from three WRAP-accredited monitoring firms, Accordia, ALGI, and CTI, conducting on-site visits between May and November 2025.

The study comprised two key components:

1. A wage assessment focused on evaluating total and hourly wages for a random sample of frontline workers, based on submissions of their most recent three months of attendance and payroll records. The assessment reviewed compliance with local legal minimum wage and overtime premium requirements, and compared wages against living wage benchmarks calculated by CTI with reference to leading international standards.
2. A worker survey comprising 18 structured questions to gather worker feedback on their wages, living expense needs, and overall job satisfaction. The survey was available to workers employed by the participating suppliers on a voluntary basis, and any worker who wished to participate could scan a QR code that directed them to the survey site to

input their responses in Chinese. Workers were also asked to disclose their gender, job function, and years of experience, to enable analysis by demographic data.

In total, 9,981 unique survey responses were received, and 7,317 wage samples from 2,441 workers were analysed. Detailed findings from the WRAP study can be found [here](#).

Industry Collaboration

SHEIN also recognises the importance of collaboration with stakeholders throughout our industry to address the systemic and multifaceted challenges. To accelerate our learning and amplify impact, we collaborate with experts and industry peers through several key associations and initiatives. In November 2025, SHEIN became a member of amfori, a global business association that helps companies improve their ESG performance across supply chains. We will leverage amfori's tools and solutions to strengthen our supply chain due diligence and governance approaches going forward.

7. Training and capacity building

SHEIN invests in training to educate suppliers on our ethical standards, policies, and compliance requirements. Recognising that we partner with many small to medium-sized enterprises that may not be resourced to advance labour rights protections on their own, we are committed to helping them build the knowledge and capacity needed to achieve this.

On a regular basis, SHEIN organises the SRS Management Specialist Certification Workshop, an in-person group workshop that suppliers are selected to attend based on past training records, audit results, as well as significance of their business relationship with SHEIN. Participants are briefed on SHEIN's policy framework for supply chain governance (i.e. SCoC, Supplier Responsibility Standards, SRS Policy) and compliance requirements, the role of third-party social audits in ensuring compliance, and best practices for addressing specific high-risk issues such as forced labour, child labour, wages and working hours, harassment and discrimination, workplace health and safety, environmental waste management, as well as worker grievance handling. In 2025, we organised 13 such workshops, completed by representatives from 423 Tier 1 suppliers and 33 Tier 2 suppliers. These were supplemented by 48 online refresher briefings for suppliers on similar topics, which suppliers due for upcoming SRS audits in the year could register to attend on a voluntary basis.

SHEIN also visits selected suppliers on-site to conduct more tailored, one-on-one training, prioritised based on procurement value and past SRS audit results. During these sessions, we review SRS audit findings and provide targeted remediation guidance to address identified compliance gaps. For example, for suppliers with working hour issues, we sit down with the factory managers to review their existing systems for managing working hours, highlight specific improvements needed to meet our standards, and also teach them how to conduct self-inspections to proactively maintain compliance. In 2025, we visited 1,059 suppliers to conduct such targeted capacity building, including 270 of our largest contract manufacturers in Guangzhou, who collectively accounted for approximately 60% of our apparel products procured from the city in 2024 and 2025. We also conducted virtual one-on-one training sessions with 283 suppliers.

Building internal capacity is equally critical for SHEIN employees to effectively support suppliers. Through specialised training, we equip staff with compliance enforcement knowledge, fostering a culture of shared responsibility. In 2025, SHEIN delivered seven internal SRS training sessions for 152 employees from our sustainability, logistics, safety, loss prevention, human resources, as well as planning and merchandising teams. Key topics included occupational health and safety, environmental management, and prevention of workplace violence and harassment. We also continued leveraging external resources to provide SHEIN employees with training on critical high-risk issues – as of the end of 2025, a total of 58 SHEIN employees have completed online courses on labour rights and decent work through the UNGC Academy and the ITCILO.

8. Progress and effectiveness of actions taken

Expanding SRS audit coverage

SHEIN has worked to expand its SRS audit coverage, in line with a risk-based sampling approach that prioritises suppliers of SHEIN-branded products by procurement value, the majority of which are located in China. In 2025, SHEIN conducted a total of 4,822 annual on-site SRS audits on existing suppliers and subcontractors in China (compared with 4,288 audits in 2024). 4,111 audits were conducted on 3,581 contract manufacturers who represented 96.3% of SHEIN-branded products by procurement value in 2025. The remaining 711 SRS audits were conducted on a total of 633 fabric suppliers, packaging suppliers, and subcontractors associated with our contract manufacturers. These audits covered suppliers representing 98.1% of the packaging procured by SHEIN for use by our contract manufacturers, as well as 92.2% of the fabrics procured by our contract manufacturers through our fabric library, based on procurement value in 2025.²

Improved supplier performance

SRS audit performance improved further in 2025, with the percentage of audits resulting in an A or B grade for suppliers and subcontractors rising from 47% in 2024 to 53% in 2025. Meanwhile, the proportion of audits with a D or E grade decreased from 8% in 2024 to 6% in 2025. During the year, A and B-graded contract manufacturers accounted for 64.2% of our total procurement of SHEIN-branded products, with D and E-graded suppliers only accounting for less than 1%.

In 2025, no ITVs were found during our SRS audits in China. IRVs were identified in 0.4% of the audits conducted – specifically from 18 contract manufacturer audits, two Tier 2 supplier audits, and one subcontractor audit. A total of 23 IRVs were identified during the year, and all have either been remediated within the required timelines or have resulted in the termination of our business relationship with the supplier, in accordance with our SRS Policy.

More detailed information on audit findings are included in our 2025 Sustainability and Social Impact Report.

Use of grievance channels

SHEIN's grievance mechanisms also continued to support the uncovering and remediation of suspected violations in our supply chain.

In 2025, 62 grievances were filed by suppliers or their workers through SHEIN's grievance redressal and whistleblowing channels (up from 34 in 2024). Upon receiving these complaints, SHEIN launched investigations within three working days and facilitated a workable solution with both parties within eight working days, in line with our internal timelines. All grievances filed within the year were resolved, with workable solutions agreed upon by all affected parties.

Training and capacity building outcomes

To measure the effectiveness of our training programmes, we have begun to track the SRS audit performance of suppliers who have undergone such training over time. Among 706 suppliers who participated in our SRS Management Specialist Certification Workshop in 2024 and 2025, 57.9% recorded an improvement in their SRS audit scores post-training, and 47.6% obtained an A or B grade on their latest audit. We continue to monitor such metrics over time to better understand how to further refine our supplier capacity building framework going forward.

9. Additional information

SHEIN Australia does not own or control any other entities that it would need to consult with under section 16(1)(f) of the Australian Act.

We recognise that advancing human rights is a journey, and we are committed to sharing information transparently about our journey. That is why we publish an annual sustainability and social impact report reviewed and approved by our highest levels of leadership. Previous reports

² Figures disclosed are calculated based on total procurement value from suppliers in China.

as well as our 2025 report are available on our website (at <https://www.sheingroup.com/sustainability#our-esg-reports>).

10. Approvals

This statement is submitted on behalf of SHEIN Australia, an entity under the Australian Act. The principal governing body approving this statement on behalf of SHEIN Australia does not approve any part of the statement that relates to any other entity apart from the one it governs.

a) Principal Governing Body Approval

Consistent with the foregoing, in accordance with the Australian Act, this statement was approved by the principal governing body of SHEIN Distribution Australia Pty Limited on **5 June 2026**.

b) Signature of Responsible Member

Consistent with the foregoing, this statement is signed by a responsible member of SHEIN Distribution Australia Pty Limited as defined by the Australian Act.

Signed:



Jessica Ji

Director

SHEIN Distribution Australia Pty Limited

5 June 2026