

# SHEIN

## CONSOLIDATED MODERN SLAVERY STATEMENT

### 1. Reporting Entities

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

- (a) SHEIN Distribution UK Ltd ("**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**"). It is noted that this statement was prepared prior to the publication of the new Transparency in Supply Chain Statutory Guidance on 25 March 2025. SHEIN UK will take account of the guidance when preparing its next statement;
- (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**");
- (c) SHEIN Distribution Canada Limited ("**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**"); and
- (d) SHEIN Distribution Corporation ("**SHEIN California**"), in accordance with the requirements of the California Transparency in Supply Chains Act of 2010 (California civil Code Section 1714.43) ("**Californian 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 1 January 2024 to 31 December 2024.

For the purposes of this statement, the definitions of modern slavery in the UK Act, Australian Act, Canadian Act and Californian 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 3<sup>rd</sup> Statement under the UK Act, our 3<sup>rd</sup> Statement under the Australian Act, our 2<sup>nd</sup> Report under the Canadian Act and our 2<sup>nd</sup> Statement under the Californian 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 2024 to 31 December 2024. The table below identifies the sections of this statement which respond to the reporting criteria under the UK Act, the mandatory criteria required by the Australian Act, the mandatory criteria required by the Canadian Act, and the mandatory criteria required by the Californian Act.

UK Act	Australian Act	Canadian Act	Californian 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
The organisation's structure, its business, and its supply chains.	Describe the structure, operations, and supply chains of the reporting entity.	The organisation's structure, activities, and supply chains.		Structure, operations and supply chains	4
The part of the organisation's business and supply chain where there is a risk of slavery and human trafficking taking place.	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 the organisation's business and supply chains that carry a risk of forced labour or child labour being used.		Risks of modern slavery practices in SHEIN's operations and supply chains	4 – 5
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 due diligence processes in relation to forced labour and child labour. The steps the organisation has taken to prevent and reduce the risk that forced labour or child labour is used at any step of production of goods in its business and supply chain.	Disclose the reporting entity's efforts to eradicate slavery and human trafficking from their direct supply chain for tangible goods offered for sale.	Our Commitments, Policies and Requirements	5 – 7
The organisation's due diligence processes in relation to slavery and human trafficking in its business and supply chains. The steps the organisation has taken to assess and manage the risks of slavery and human trafficking taking place identified in parts of its business and supply chain.			Disclose to what extent, if any, that the retail seller or manufacturer: <ul style="list-style-type: none"> <li>Engages in verification of product supply chains to evaluate and address risks of human trafficking and slavery. The disclosure shall specify if the verification was not</li> </ul>	Actions taken by SHEIN to assess and address risks	7 – 9

UK Act	Australian Act	Canadian Act	Californian Act	Section(s)	Page(s)
			<p>conducted by a third party.</p> <ul style="list-style-type: none"> <li>• Conducts audits of suppliers to evaluate supplier compliance with company standards for trafficking and slavery in supply chains. The disclosure shall specify if the verification was not an independent, unannounced audit.</li> <li>• Requires direct suppliers to certify that materials incorporated into the product comply with the laws regarding slavery and human trafficking of the country or countries in which they are doing business.</li> <li>• Maintains internal accountability standards and procedures for employees or contractors failing to meet company standards regarding slavery and trafficking.</li> </ul>		
The organisation's training and capacity building about slavery and human trafficking available to its staff.		The organisation's training provided to employees on forced labour and child labour.	Disclose to what extent, if any, that the retail seller or manufacturer provides company employees and management, who have direct responsibility for supply chain management, training on human trafficking and slavery, particularly with respect to	Training and capacity building	9

UK Act	Australian Act	Canadian Act	Californian Act	Section(s)	Page(s)
			mitigating risks within the supply chains of products.		
		Measures taken by the organisation to remediate any forced labour or child labour.		Supply Chain Due Diligence and Risk-Based Audits	7
		Measures taken by the organisation 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.		Remediation and Corrective Action	8
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.	Disclose the reporting entity's activities related to the five categories listed by statute and provide specific information about the nature of its engagement in each category.	Actions taken by SHEIN to assess and address risks	7 – 9
				Progress and effectiveness of actions taken	10
	Describe 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.			Consultation	10
	Include any other information that the reporting entity, or the entity giving the statement, considers relevant.			Additional information	10

### 3. Structure, operations 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 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](https://au.shein.com), [nz.shein.com](https://nz.shein.com), and [au.romwe.com](https://au.romwe.com) websites and related mobile applications to sell products to consumers in Australia and New Zealand. SHEIN Australia employs approximately 13 employees, and is part of the Group and a subsidiary of Roadget.
- SHEIN Canada: A Canadian company with an office in Markham, Ontario. SHEIN Canada uses the [ca.shein.com](https://ca.shein.com) and [ca.romwe.com](https://ca.romwe.com) websites and related mobile applications to sell products to consumers in Canada. SHEIN Canada is part of the Group and a subsidiary of Roadget.
- SHEIN California: A US company with its primary office in Los Angeles, California. SHEIN California uses the website <https://us.shein.com/> and its related websites and mobile applications to sell products to consumers in the United States. SHEIN California is part of the Group and a subsidiary of Roadget.

#### *Operations and supply chain*

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 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 2024, 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 nor sign exclusivity contracts with them.

SHEIN also markets and sells non-SHEIN branded products from finished product vendors ("**sellers**"). Such sellers place their non-SHEIN branded products on a globally integrated online marketplace ("**SHEIN Marketplace**"). With respect to the In-Scope Entities, SHEIN operates online marketplaces in the UK and the USA. SHEIN Marketplace is not applicable in Australia and Canada. 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. Risks of modern slavery practices 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, including risks of forced labour and child labour, as documented by the ILO and other international organisations. These risks are most salient across our supplier and seller networks, where many components lie beyond our 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;
- 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 signatory to the United Nations (“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 labour 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 International Labour Organisation (“ILO”), and the UN Guiding Principles on Business and Human Rights (“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.

### ***Human Rights Policy***

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/pdfs/supplier-code-of-conduct-2/>), 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<sup>1</sup>; the restriction of unacceptable practices such as collecting recruitment fees and requiring workers to surrender government-issued identification; and 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 supplier 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/pdfs/5781/>) 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 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.

### ***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

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<sup>1</sup> 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.

of selling privileges. SHEIN also reserves the right to report any violations to regulatory authorities, industry associations, and third-party auditors.

## **6. Actions taken by SHEIN to assess and address risks**

### ***Supply Chain Due Diligence and Risk-Based Audits***

SHEIN enforces suppliers' compliance with its standards through the SHEIN Responsible Sourcing ("SRS") Policy (<https://www.sheingroup.com/pdfs/5926/>). 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.

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. These audits are conducted without prior notice, to ensure an accurate representation of working conditions at the facility. Additionally, supplementary SRS audits are conducted on selected subcontractors to verify that our contract manufacturers are effectively upholding compliance requirements throughout their supply chains, as required in the SCoC. Failure to cooperate with these audits will result in termination of the business relationship.

Suppliers and subcontractors are evaluated using an extensive checklist that measures compliance with SHEIN's policies. The latest version of this checklist comprises over 140 audit checkpoints that assess requirements in the SCoC and Supplier Responsibility Standards, categorised into five key issue areas: (i) Transparency & 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 & Safety; (iv) Environmental Protection & Energy Saving; and (v) Management Systems. The assessment process involves interviews with workers and requires supporting documentation, such as payslips and employment records. After the completion of an audit, the auditor's checklist with all corresponding findings and final assigned score serves as the audit report, which is kept for records and also shared with the supplier or subcontractor to facilitate necessary remediation and further improvement of their practices.

SRS audits are conducted either by third-party verification agencies or SHEIN's team of in-house auditors. In 2024, Bureau Veritas, Intertek, Openview, SGS, TÜV Rheinland, and QIMA, all of which are members of the Association of Professional Social Compliance Auditors, conducted 87% of our SRS audits on existing suppliers and subcontractors in China.

To reduce audit fatigue and duplication, SHEIN also recognises submissions of 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.

SHEIN's in-house SRS auditors receive training developed by TÜV Rheinland and participate in courses on labour issues, such as anti-forced labour and anti-child labour, through the UNGC Academy and the International Training Centre of the ILO ("ITCILO").

Monthly updates on SRS audit findings, including remediation and corrective actions taken for severe violations, are submitted to members of our executive leadership. This ensures continuous high-level oversight of the implementation of our compliance programmes.



## ***Remediation and Corrective Action***

Following each audit, suppliers and subcontractors receive a copy of their audit report along with a set of recommendations to remediate and correct their practices, or establish new policies and procedures, in order to meet SHEIN's requirements and standards.

Suppliers or subcontractors identified as having committed severe violations under our framework — specifically Immediate Termination Violations (“ITVs”) or Immediate Remediation Violations (“IRVs”) — and assigned the lowest grade of E, are subject to measures to promptly address the violations.

- **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.

Our SRS Policy outlines the types of violations in each category, reflecting our commitment to transparency and accountability. SHEIN periodically reviews these severity classifications to strengthen alignment with industry standards, regulatory requirements and stakeholder expectations. In July 2024, we elevated the classification of harassment or abuse of workers, including gender-based violence and harassment, from an IRV to an ITV, to further strengthen protections for our suppliers' workers.

For IRVs, suppliers and subcontractors who correct their violations in accordance with SHEIN's requirements may resume business with us, but are placed under tighter scrutiny, with those who receive a D or E grade being subject to an additional on-site audit within the same 12-month period. SHEIN does not tolerate repeat offences. Suppliers or subcontractors who are given an E grade for two consecutive SRS audits, or rated D or below three times within 24 months, will be terminated.

Mindful of the adverse human rights impacts that can result from termination, SHEIN has also introduced clear responsible exit provisions in our SRS Policy, setting out steps to be taken by SHEIN to mitigate any potential negative impact on workers of a supplier relationship being terminated. These include conducting an impact assessment arising from cessation of the business relationship with SHEIN, ensuring full payment due to the supplier or subcontractor is remitted to them as promptly as possible. The policy also provides for, where feasible, providing support to displaced workers in securing new employment, aimed at assisting with remediating loss of income for any vulnerable families.

## ***Grievance Mechanisms***

Rather than relying solely on social audits, SHEIN has strengthened its enforcement of grievance mechanisms as part of building a more robust, worker-driven compliance approach. Providing access to effective grievance channels empowers workers to raise concerns and seek redress. It supports the uncovering and remediation of potential violations in our supply chain, including those related to forced labour and child labour.

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 directly to us via email, phone, or text. Workers can anonymously submit their concerns, feedback, and suggestions, which will be handled by staff trained to manage and resolve grievance cases effectively. The

various channels available for such grievance complaints are publicly disclosed in our SHEIN Responsibility Standards. Discrimination against whistleblowers is explicitly prohibited in our policies. SHEIN acts quickly to investigate grievances filed and has set clear internal standards for time taken to resolve them.

To raise awareness and accessibility, suppliers display posters in their factories informing workers of these reporting channels. Additionally, during some supplier audits, our SRS auditors distribute grievance cards to workers, which outline the process for submitting complaints to SHEIN and underscore 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](mailto:ethics@shein.com).

### ***Stakeholder engagement***

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 2024, SHEIN engaged 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 USD\$33 million as at the end of 2024, SHEIN has been implementing initiatives to support our suppliers, their workers, and their communities, across several key pillars. These include facilities enhancement, technology solutions, training and upskilling, and services for the community. To date, SHEIN has renovated and upgraded 203 supplier facilities, covering more than 500,000 square metres of floor space, which feature improved floor layouts, space efficiency and allow for the integration of innovative technology on the factory floor, such as the use of autonomous guided vehicles (AGVs) for moving unfinished garments between departments. SHEIN's funding has also enabled the establishment and operation of 25 childcare centres as of end 2024, to provide free after-school care for more than 1,000 children of workers at supplier facilities.

Through the SHEIN Spotlight programme, SHEIN provides 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. The SHEIN Spotlight programme is presently available to more than 23,000 workers at supplier facilities. Since the programme began in 2021, SHEIN has extended support to 644 families and 1,329 school-going children and young people.

### ***Training and Capacity Building***

SHEIN regularly conducts training for employees and its suppliers so as to equip them with the tools and knowledge to act responsibly in compliance with our requirements, including with respect to human rights.

To ensure that our internal policies are effectively understood and implemented on the ground, SHEIN invests in targeted training programmes to raise suppliers' understanding of our ethical standards and equip them with tools and knowledge to operate responsibly. In 2024, SHEIN organised 107 group SRS workshops and 1,212 one-on-one SRS training sessions for suppliers. These interactive sessions empower suppliers to deepen their understanding of SHEIN's supply chain governance policies, learn best practices for compliance with local labour laws, and identify compliance risks within their own operations. Suppliers are also provided with topic-specific training based on areas of improvement identified through their SRS audits.

SHEIN recognises that advancing human rights involves many stakeholders and partners, including its employees. In 2024, SHEIN conducted in-house SRS training sessions for employees on topics such as health & safety, living wages, and management of working hours and wages. We also further leverage external resources such as the UNGC Academy and the ITCILO to provide employees with training on critical issues such as forced labour and child labour.

## **7. 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 2024, SHEIN conducted a total of 4,288 annual on-site SRS audits on existing suppliers and subcontractors in China (compared with 3,990 audits in 2023). 3,574 audits were conducted on 3,192 contract manufacturers which represented approximately 95% of SHEIN-branded products by procurement value in 2024. The remaining 714 SRS audits were conducted on fabric suppliers, packaging suppliers, and subcontractors associated with our contract manufacturers.

### ***Improved supplier performance***

SRS audit performance improved in 2024, with the percentage of audits resulting in an A or B grade for suppliers and subcontractors rising from 29% in 2023 to 47% in 2024. Meanwhile, the proportion of audits with a D or E grade decreased from 20% in 2023 to 8% in 2024.

More detailed information on audit findings will be included in our 2024 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 its supply chain.

In 2024, a total of 34 grievances were filed by suppliers or their workers through SHEIN's channels, the majority of which arose from disputes over wages and compensation. Upon receiving these complaints, SHEIN launched investigations and facilitated proper resolution. All grievances filed within the year were resolved, with workable solutions agreed upon by all affected parties.

## **8. Consultation**

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.

## **9. Additional information**

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 are available on our website (at <https://www.sheingroup.com/our-impact/reports/>), and our 2024 Sustainability and Social Impact Report is slated to be similarly made available after the submission of this statement.

## **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.

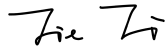
**a) Principal Governing Body Approval**

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 **10 June 2025**.

**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:



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Jessica Ji

Director

**SHEIN Distribution Australia Pty Limited**