

# SHEIN

## Australia Modern Slavery Act Transparency Statement

### **1. Reporting Entity**

This statement is submitted pursuant to the requirements of the Modern Slavery Act 2018 on behalf of SHEIN Distribution Australia Pty Ltd (“SHEIN Australia”).

SHEIN Australia is a member of the SHEIN group of companies and a subsidiary of Roadget Business Pte. Ltd. (collectively, “SHEIN”). SHEIN recognizes the importance of supply chain transparency and, as an organization, is committed to addressing issues relating to modern slavery, forced labor and human trafficking. The following statement reflects the activities and efforts undertaken during the financial year ending 31 December 2021.

### **2. Our structure, Operations and Supply Chains**

SHEIN is a global ecommerce retailer that sells in more than 150 countries and regions.

SHEIN Australia is an Australian company with an office in Melbourne. SHEIN Australia licenses the au.shein.com, nz.shein.com and au.romwe.com websites and related mobile applications from Roadget Business Pte. Ltd. to sell products to consumers in Australia and New Zealand.

As an online retailer, we sell SHEIN branded products which are manufactured by third-party manufacturing partners as well as non-SHEIN branded products from finished product suppliers. Our global supply chain includes material suppliers, manufacturing partners and finished product vendors. We source primarily from China, but also from the United States and Australia, among other countries.

### **3. Risks of Modern Slavery Practices in our Operations and Supply Chains**

SHEIN uses the United States Department of State’s Responsible Sourcing Tool Supplier Self-Assessment Questionnaire located at <https://www.responsiblesourcingtool.org/tools/supplierselfassessment> as a primary resource for identifying modern slavery risk, and whose use is considered a best practice by the United States government. SHEIN has required self-assessments completed by 4000+ suppliers using the Responsible Sourcing Tool. The survey and the suppliers’ responses help SHEIN prioritize which facilities will undergo auditing.

SHEIN continues to develop innovative approaches to manage its extended supply chain. We work collaboratively with our suppliers and vendors to educate them about labor rights expectations and require social compliance audits to assess labor conditions.

#### **4. Action Taken to Address Risks of Modern Slavery**

##### SHEIN's Relevant Practices and Policies

We have a clear and strong policy against modern slavery, forced labor and human trafficking. We have implemented a supply chain [Code of Conduct \(https://us.shein.com/Supplier-Code-of-Conduct-a-1096.html\)](https://us.shein.com/Supplier-Code-of-Conduct-a-1096.html) ("Supplier Code of Conduct") to which suppliers and manufacturers must agree. We require our suppliers and manufacturers to comply with all applicable labor and environmental laws, including the laws pertaining to forced labor, including slave labor, child labor, prison labor, minimum wage and overtime compensation in the country of manufacture; and (ii) the International Labor Organization's Conventions on Forced Labor ([https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100\\_ILO\\_CODE:C029](https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:12100:0::NO::P12100_ILO_CODE:C029)). Through these binding agreements, we strive to ensure that our suppliers and vendors pay fair wages, ensure freedom of association, prevent unlawful discrimination and promote the health and safety of workers in our supply chain. Suppliers or vendors who violate our Code of Conduct and fail to timely and reasonably address the violations are subject to termination.

We are working to continuously improve our current supplier monitoring programs and advance key initiatives such as environmental and social responsibility. We donate regularly to social and environmental causes and work with partners around the world on these efforts.

##### Due Diligence Processes

Since its adoption in 2021, SHEIN has maintained a Supplier Code of Conduct and operates the SHEIN Responsible Sourcing Program ("SRS") designed to enforce the Code of Conduct. A description of the SRS Program is available in our [Sustainability and Social Impact Report \(https://www.sheingroup.com/sustainability-social-impact/2021-sustainability-and-social-impact-report/\)](https://www.sheingroup.com/sustainability-social-impact/2021-sustainability-and-social-impact-report/).

The Supplier Code of Conduct and SRS Program are designed to help address working conditions, including the use of forced labor, slavery and human trafficking, in facilities where our products are made. These facilities are not owned or operated by SHEIN and are instead mostly engaged by or associated with the independent suppliers and vendors with whom we do business. As a condition of doing business with us, when engaged in the production of merchandise products, our suppliers and vendors agree to observe the standards established by our Supplier Code of Conduct and SRS Program and to implement any necessary corrective actions to ensure compliance.

#### **5. Assessing Effectiveness of Actions Being Taken to Assess and Address the Risks of Modern Slavery Practices**

In accordance with the SRS Program, SHEIN regularly requires audits of labor conditions in certain facilities in the supply chain. On-site audits are conducted by SHEIN's dedicated SRS staff and by specialized, independent, third parties engaged by SHEIN for this purpose. For the year ending 31 December 2021, we conducted approximately 700 social compliance audits, including unannounced audits. SHEIN requires these audits to evaluate compliance by interviewing workers and facility management, reviewing documents and inspecting the facilities, including dormitories where present. Our SRS Program Policy can be found at <https://www.sheingroup.com/pdfs/responsible-sourcing-policy/>.

The SRS Program also requires an acceptable minimum level of compliance. In the event of identified violations, our independent suppliers and vendors are required to take appropriate corrective action and failure to do so in a timely manner can result in removal of authorization to produce SHEIN products. Information related to audit results can be found in the data table in our annual [Sustainability and Social Impact Report](#).

#### Working Groups

In addition, an internal working group of supply chain labor rights experts, sourcing leaders, and consumer products executives regularly convenes to explore and test new tools for understanding potential risk areas for forced labor, human trafficking, and slavery in supply chains.

#### Training

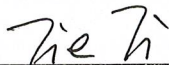
The company's senior management is intimately involved in developing, improving and expanding internal and third-party mechanisms to mitigate the risk of forced labor and human trafficking in its supply chain. The company conducts training for its employees, including the procurement team, on the Supplier Code of Conduct, labor rights, safe working conditions and corporate social responsibility.

#### **6. Consultation with Owned Entities**

The SHEIN group of companies are subject to the practices and policies detailed herein.

If any consumer or worker has a concern or question related to SHEIN's approach to tackling human trafficking and slavery, please write to us at: [csr@shein.com](mailto:csr@shein.com).

The sole director of SHEIN Australia has viewed this statement and approved it on or about October 21, 2022.



Ji Jie

Director

SHEIN Distribution Australia Pty Ltd