

SHEIN Supplier Code of Conduct

At SHEIN, we're committed to our mission and vision – to build everyone a world-class fashion platform for the joy of the beauty of fashion. Upholding integrity, respecting human rights, and advancing environmental protection, as well as furthering sustainable development have always been part of the core values of our operation. This Code of Conduct describes the minimum standard that a SHEIN supplier (as direct or indirect supplier of our end product or the raw materials thereof, a “**supplier partner**”) should comply with in its business cooperation with SHEIN.

- 1. Legal requirements.** All supplier partners must operate in full compliance with local laws, rules, governmental orders and regulatory requirements in the countries or regions where they operate their business.
- 2. Employment must be voluntary.** Supplier partners must not use forced labor, including prison labor, bonded labor or other forms of forced labor, and comply with 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) (including amendments, supplements or restatements from time to time), in their direct or indirect procurement.
- 3. Employees must be over 16 years old.** Supplier partners shall not hire minors under age 16. If supplier partners have any employees that are older than 16 years of age, but under 18 years of age, supplier partners shall not require them to engage in work in any form that is harmful to the body, and must provide such employees with necessary work protection.
- 4. No discrimination.** Supplier partners shall not discriminate against their employees in terms of gender, race, religion, age, disability status, sexual orientation, pregnancy status, marital status, nationality, political opinion, union affiliation, social or ethnic background, or any other aspects against which such discrimination is prohibited under the applicable laws of relevant country/region. Discrimination includes but is not limited to the establishment of any unreasonable obstacles or restrictions in employment, salary, promotion or discipline, etc.
- 5. Respect for freedom of association and collective bargaining between labor and management.** Supplier partners should respect employees' freedom of association and the right to collective bargaining between employees and management. Employees have the right to form and join trade unions and other workers' organizations of their own choosing, and they shall not be subject to any harassment, interference or retaliation for the foregoing actions.

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6. Pay salary on time. Supplier partners shall pay employees' wages on time, and the amount of wages shall not be lower than the minimum wage required by the laws of the country/region where the supplier partners are located, and comply with the legal requirements for overtime compensation. There shall not be disciplinary deduction from wage payment.

7. No harassment or abuse of employees. Supplier partners shall treat employees with respect and dignity, and shall not harass or abuse their employees physically, sexually, mentally or verbally.

8. Working hours. Supplier partners shall arrange working hours reasonably and shall comply with local laws and regulations.

9. Workplace health and safety. Supplier partners shall provide a safe, hygienic and healthy workplace environment, and take necessary measures to prevent employees from accidents and injuries arising out of, or related to, work in the course of their services.

10. Minimize impact on the environment. Supplier partners shall strictly comply with applicable laws and regulations related to the environmental protection (including exhaust emissions, solid/hazardous waste and wastewater emissions). Supplier partners must adopt reasonable measures to reduce or mitigate the negative impact of their operations on the environment, and be committed to continuously improving the environment, protecting the environment, and maintaining ecological balance.

11. Audit and supervision. The supplier partners understand and agree that, regardless of whether prior notice is given, SHEIN and its designated agent is entitled to take all reasonable and necessary measures to inspect and supervise the supplier partners in the course of its fulfillment and performance of this Code of Conduct. Such measures include but are not limited to interviews with employees/workers of supplier partners, entering and accessing all of the supplier partner's workplace, such as the production or workplaces, or workers' residences, etc., and reviewing relevant documents and files of the supplier partners, etc. Upon SHEIN's request, supplier partners shall immediately provide corresponding certification materials according to the company's request to prove that they have met the requirements of this Code of Conduct. The supplier partners represent and warrant that the supporting materials provided shall be true, accurate, complete and non-misleading in terms of the proving its satisfaction of the requirements of this Code of Conduct.

12. Improvement actions. If a supplier partner is found to have violated this Code of Conduct, SHEIN will have the right but not the obligation to negotiate a remediation plan with the supplier partner to resolve the violation within a reasonable period of time. If the supplier partner fails to remediate within a reasonable time or refuses to rectify after receiving the remediation notice from SHEIN, SHEIN has the right to unilaterally cancel the order and/or immediately terminate all business cooperation with the supplier partner, and the company should not, as a result of the aforementioned cancellation of orders or termination of cooperation, be liable for any form of breach of contract, infringement or damages.

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