



Business and Trade Committee

House of Commons, London SW1A 0AA

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Yinan Zhu
EMEA General Counsel,
SHEIN,
7-9 Ram Place, Hackney, London, E9 6LL

[By email]

10 January 2025

Dear Yinan Zhu,

Make Work Pay: Scrutiny of the Employment Rights Bill

Thank you for attending the Business and Trade Committee oral evidence session on 7th January 2025. I am writing to request further information from Shein on your approach to human and labour rights within your business.

By way of background, you might also wish to review the transcript of our previous discussion, attached to this letter.

Policies

1. Please set out the policies Shein has in place regarding labour standards.
2. What visibility does Shein have of labour standards through the entirety of your supply chains?
3. Shein's responsible sourcing policy describes that, during audits, suppliers receive a "grade" using a point system, with penalties if suppliers receive 'D' or 'E' grades.¹ What is the rationale behind this point system? Please provide the Committee with a copy of this points system.
4. Please also provide the 'comprehensive checklist of over 140 items' you described as used during audits of suppliers of Shein.

Suppliers

1. Shein works with a large network of suppliers, mostly in China, but also in Turkey and Brazil. In our oral evidence, you stated you have suppliers in West China, for example the Guizhou province. Please provide all provinces of West China where Shein has suppliers.

¹ [SHEIN Responsible Sourcing Policy - SHEIN Group](#)

2. Do Shein products contain Chinese cotton?
3. Do Shein products contain cotton from the Xinjiang region of China?
4. In November 2023, Oritain found that less than 2 per cent of Shein's cotton tested positive for unapproved cotton - lower than the industry average. What is the latest figure?

Working Conditions

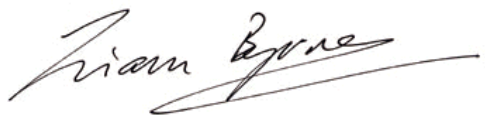
1. How many supplier contracts has Shein terminated due to evidence of child labour in that supply chain? Please provide details of these cases, for example, how old were these individuals and how long did child labour continue before it was rectified?
2. Shein supplier responsibility standards stipulate that employees of suppliers may not work more than 60 hours per week including overtime.² What, if any, steps do you take as a company to ensure this?
3. In 2023, Shein published wage audits that show overtime pay accounts for an average of 37 percent of the wages paid to employees of your suppliers.³ Is this the latest figure?

Listing

1. Why did Shein cease work on seeking a listing on the New York Stock Exchange?

A reply to this letter is expected by 20 January 2025.

Yours sincerely,



² [Supplier Responsibility Standards - SHEIN Group](#)

³ <https://www.sheingroup.com/corporate-news/company-updates/h1-2023-wage-investigation-at-sheins-manufacturing-suppliers/>

Chair of the Business and Trade Committee