Global Health and Safety Policy

"At the H&M Group people are our most important assets and key to success. Therefore we commit to create and maintain healthy, safe and sustainable working environments throughout our operations. We strive to build a strong health and safety culture by taking preventative measures to minimize exposures to risks and accidents. We encourage all employees to take responsibility in their daily work to protect themselves, colleagues, customers and third parties. The company's intention is to ensure compliance with this policy, by having appropriate procedures and guidelines for resolution."

Global policy: Definitions

Health: Health is a state of complete physical, mental and social well-being and not merely the absence of disease or infirmity (WHO[1])

Safety: Freedom from unacceptable risks of harm (ISO/IEC Guide 2[2])

Sustainable Work Environments (within the H&M Group): The design, conditions and actions within the workplace that aims to promote employees wellbeing with a long term perspective

Health and Safety Culture (within the H&M Group): The values, attitudes and knowledge that contributes to proactive decisions and behaviours regarding Health and Safety within all operations

Health and Safety objective areas (WHAT)

1. Create and maintain healthy, safe and sustainable working environments

2. Health and Safety Culture

3. Employees Responsibilities

4. Compliance by having appropriate procedures and guidelines for resolution

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[1] World Health Organization (WHO) primary role is to direct and coordinate international health within the United Nations' system

[2] ISO and IEC jointly provide the international framework for standardization, covering a wide range of mainly technical matters, the general concept of standardization extends beyond their terms of reference