

— Modern slavery statement



The H&M group

The H&M group is one of the world’s leading fashion and design companies and has eight independent fashion brands: **H&M, COS, Weekday, Monki, H&M HOME, & Other Stories, ARKET** and **Afound**. We operate three other businesses — Treadler, a business-to-business initiative enabling other companies to access our supply chain to accelerate the sustainable change needed in our industry; Itsapark, our new digital marketplace for a sustainable lifestyle; and Singular Society, a new subscription-based business making responsible high-quality products accessible at the price they cost to make. We are a majority shareholder in Sellpy, an online resale platform.

We want to make fashion and design sustainable and sustainability fashionable. We are dedicated to creating a better fashion future and we use our size and scale to drive development towards circular and climate positive fashion, while being a fair and equal company.

The H&M group brings together approximately 153,000 employees across the world. We have around 5,000 stores in 74 markets, provide online services in 52 markets and our brands can be reached via various digital marketplace and external platforms. The products we sell are manufactured by our 708 suppliers and their around 1,600 manufacturing units which in turn employ approximately 1.56 million garment workers. Since 2013, we have published our [Supplier List](#). For more information about the H&M group, its organisational structure and group relationships, see [About us](#) and [Annual Report](#).

About this statement

This statement is made on behalf of H & M Hennes & Mauritz AB and all companies in the H&M group (“H&M group”), pursuant to the UK Modern Slavery Act, the Australian Modern Slavery Act 2018 (Cth) and the California Transparency in Supply Chains Act. It applies to, and sets out the steps, the H&M group has taken during the financial year 2019-2020 to address modern slavery within its supply chain and its own business operations.

H & M Hennes & Mauritz AB provides this joint statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes H&M Hennes & Mauritz UK Ltd, H&M Hennes H&M Mauritz UK Services Ltd and H & M Hennes & Mauritz GBC AB pursuant to section 54(1) of the UK Modern Slavery Act 2015, and H&M Hennes & Mauritz Pty Ltd pursuant to the Australian Modern Slavery Act 2018. Through this statement, H&M group also satisfies the disclosure requirements pursuant to the California Transparency in Supply Chains Act 2010.

H&M group has a global commitment to human rights and takes a global approach to tackling modern slavery risk. This statement therefore reflects our global commitment and approach across our value chain and has been prepared in joint consultation with the subsidiaries identified above, whose relevant representatives were provided with the opportunity to contribute to the statement process.

A value chain approach to addressing modern slavery

When we talk about our value chain, we mean the full range of activities it takes for us to bring our products to market — from the design idea and choice of and sourcing of material, through processing and manufacturing, distribution and sales, to consumption, including disposal, recycling, reuse and resell. In other words, our whole supply chain and our own operations.

Modern slavery is a comprehensive term that covers forced and compulsory labour, indentured child labour, servitude, human trafficking and similar violations. These are violations of human rights such as the right to be free from slavery, servitude or forced labour and the right to freedom of movement and other human rights, which are upheld by both international and national legislation. According to the available data and experts in the field of research, these crimes are prevalent and occur in all parts of the world and economies, and affect all sectors and industries, and are unfortunately observed in all types of economic activities — and in every country.

ILO Convention 29 defines forced labour as “all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily”¹ and in addition to being a serious violation of fundamental human rights, exacting forced labour from people is a criminal offence under domestic law. Both adults and children

can be victims of forced labour. It can be exacted from them by state authorities, private enterprises or individuals. Indicators of forced labour² include unreasonable fees leading to debt bondage, deception, restriction of movement, isolation, abuse of vulnerability, physical and sexual violence, intimidation and threats, abusive living and working conditions, wage withholding, excessive overtime, and retention of personal documents.

We do recognise that the risk of modern slavery exists, in various ways, in all countries and sectors and across value chains, and forced labour has been identified as a one of the H&M group’s salient human rights issues and informs the focus of our work. The risks of forced labour related to our industry are most prominent upstream of the supply chain and are often linked to specific raw materials and processes. But there is also a potential risk connected to manufacturing, warehouse operations, transportation, construction and facility management. This risk increases where local legislation or governance are weaker.

Vulnerable groups, that run a higher risk of exploitation include migrant workers, agency workers, temporary workers and self-employed. As migration around the world has increased and to further strengthen our work to address the risk of forced labour in connection with migration, we signed a memorandum of understanding with International Organisation of Migration (IOM) in 2019. Read more about our various collaborations and partnership to combat modern slavery in [Appendix 1](#).

H&M GROUP VALUE CHAIN



1 C029 – ILO CONVENTION CONCERNING FORCED OR COMPULSORY LABOUR
 2 ILO INDICATORS OF FORCED LABOUR

Human rights management: our approach

Our policies and commitments guide our approach and our aim is to ensure that human rights due diligence is carried out systematically and consistently as an integral part of all relevant processes. Human rights due diligence is an ongoing process of identifying risk to people, addressing — meaning prevention, mitigation and/or remediation of identified risks — and accounting for how we respect human rights in practice.

Our social sustainability strategy puts a lot of focus on strengthening worker voice including the establishment of grievance mechanisms at various levels, and our incident and remediation process is informed by our commitment to respect human rights.

Together, these elements serve as the basis for our human rights management (see graphic). For more information, see [Our Approach](#).

Our policies & commitments

We strictly prohibit any type of forced labour in our supply chain, regardless of the market or region. All allegations made about the H&M group, a supplier or business partner are investigated. If we discover and verify a case of forced labour we will take immediate action.

Our policies and commitments guide our approach to managing human rights and our aim is to ensure that human rights due

Human rights due diligence



1 PROCESS TO IDENTIFY AND ASSESS

- Salient human rights process and review
- Risk assessment in production markets
- Risk assessment by functions
- Material risk assessment
- New markets review
- Due diligence of potential business partners

2 COMPONENTS IN OUR SUSTAINABILITY PROGRAMME

- Specific policies and procedures
- Supply chain monitoring and management
- Audits and remediation, capacity building, initiatives and programmes (own and in collaboration with others)
- Partnerships and public affairs
- Grievance mechanism
- Incident management and remedy

3 TRACK AND COMMUNICATE

- Business partner performance
- Report on goals and KPIs
- Disclosure of supplier list and compliance data
- Report according to the UNGP RF and additional standards
- Report according to law requirements like UK Modern Slavery Act etc.
- Respond to grievances and questions raised by stakeholders

4 TRAINING

- Internal training capacity building of business partners and business partner employees

STAKEHOLDER ENGAGEMENT

- Continuous dialogue and engagement, and collaboration in identification and assessing, address (prevent, mitigate and remediate)

diligence is carried out systematically and consistently as an integral part of all relevant processes.

— The H&M group publicly commits to respecting human rights and recognises its responsibility to respect human rights across our value chain as stated in the [UN Guiding Principles on Business and Human Rights](#) (UNGP) through our [Human Rights Policy](#). Our Human Rights Policy also covers modern slavery, since it is linked to human rights stated in the Universal Declaration of Human Rights.

— In addition, we place specific requirements on all our business partners, and they are required to sign and implement our [Sustainability Commitment for Business Partners](#). This commitment clearly states that: “forced labour, bonded, prison or illegal labour is not accepted. If contracted labour is hired, the employer is responsible for payment of employment eligibility fees of contract and/or foreign workers, including recruitment fees. Employees shall not be required to lodge ‘deposits’ or identity papers with their employer and shall be free to leave their employment after reasonable notice. The employee’s freedom of movement is not restricted. No part of their wages is withheld.”

— This is further outlined in our [Migrant Workers Fair Recruitment and Treatment Guidelines](#), which support a strong assessment of our supply base and provides guidelines on how to evaluate situations where migrant workers are recruited.

— Our Sustainability Commitment also states that child labour is not accepted. To underline the importance of this requirement, we have a specific [Child Labour Policy](#) stating our requirements and expectations should child labour be found.

— The materials with specific sourcing requirements are outlined in our [Animal Welfare and Material Ethics Policy](#). This policy was reviewed in 2017/2018 and was re-launched in 2019. Our long-term aim is to have full traceability for all our products throughout the value chain, to ensure respect for human rights and to have clear goals for specific materials used in our products.

All business partners are continuously trained in or kept informed about our commitments and policies and their content.

Staff training & capacity building

H&M group employees are continuously trained in our policies, including those related to human rights, and our company values. Specific e-learning courses on sustainability-related themes are also available to our employees via web-based platforms, including e-learning modules on forced labour developed by the Mekong Club.

In addition, training courses are customised for different roles and functions. In-depth training in the UN Guiding Principles on Business and Human Rights, human rights due diligence, and the implementation of our Human Rights Policy is customised for key roles and functions within the group. During 2020 specific awareness raising on human rights, including case studies of forced labour, was rolled-out to all global and local managers within warehouse operations, construction and facility management. Through our collaboration with IOM, awareness raising and strategy development to ensure fair recruitment and protection of migrant workers were the primary focus areas for key staff in our manufacturing supply chain.

Identifying risks of modern slavery

Our [salient issues](#), including the risk of forced labour and child labour, form the basis for our ongoing analysis of human rights risk across our operations and supply chains, and we apply this to different situations and contexts to inform a risk-based approach for our due diligence and prioritise our efforts. Processes to provide oversight of the risk picture across our value chain include:

— **Risk assessment in production markets.** All the major production markets have established heat maps of human rights related issues based on severity and likelihood to inform where extra attention is needed. This is an annual process looking at the type of manufacturing that takes place in the market, insight is drawn from our own supplier performance data, issues raised, stakeholders’ input as well as an assessment of the broader context in the country. This process is key in informing our goal setting process and consequently, prioritised issues are either addressed in local goals or through global programmes, as well as industry initiatives.

— **Risk assessment by business functions.** Business functions assess their sustainability risks, including risks to human rights, on a regular basis to ensure the existence and adequacy of prevention and mitigation plans. In 2020 we had a special focus on construction, facility management and warehouse operations. In combination with, and as part of awareness raising, we engaged country staff to establish heat maps for each country.

— **Materials risk assessment.** In 2016, we strengthened the risk assessment we conduct on the materials used in our products to more comprehensively integrate an assessment of associated

risks to human rights. This assessment is conducted on all new materials and its aim is to also re-assess all existing materials — according to priority. The results of these assessments guide us in determining potential preventative, mitigation and remediation measures to ensure responsible sourcing of materials.

— **New market sustainability risk assessment.** All potential new retail and production markets are assessed using a risk-based approach before deciding to set up operations. The sustainability risk assessment includes both an environmental and a social perspective. For high-risk markets, stakeholders (global, and local when possible) are consulted and involved in reviewing the findings, providing additional input, and helping guide us in actions to address critical issues.

— **Due diligence on potential business partners.** In line with the H&M group's due diligence guidelines, the legal, financial, social — including human rights — and environmental aspects of a purchase (of a product or service) are duly assessed before entering a business relationship. All our business partners need to comply with our Sustainability Commitment and Code of Ethics.

— **Supply chain management and monitoring.** We focus on building strong long-term relationships that are based on trust and transparency. To ensure that our minimum requirements are met, including but not limited to the absence of child and forced labour, and to enable us to monitor the implementation of these requirements in our Sustainability Commitment for Business Partners, it is crucial for us to know where the production/ manufacturing of our products takes place. Consequently, unauthorised subcontracting to units not audited and approved by the H&M group is strictly forbidden. Should it occur, it

would seriously damage our credibility and have commercial consequences. To ensure that our production takes place in audited and approved units, we keep track of where each order is manufactured and, for example, the associated fabric and/or yarn mills. Since 2013, we have published our [Supplier List](#).

– Production units for products of the H&M group must meet our minimum requirements, which are ascertained via an assessment prior to production. Our audit and monitoring programme covers 100% of first tier manufacturing units, including processing units, as well as second-tier component suppliers of fabric and yarn corresponding to approximately 70% of our total production volume. Continuous follow-up of our business partners' implementation of the Sustainability Commitment is an important risk management and assessment measure. For all our suppliers of commercial goods, we apply our Sustainability Impact Partnership Programme (SIPP), which monitors performance on a broad range of social and environmental issues, and measures management systems within sustainability areas using the [Higg Index](#). This is an approach that aims to go beyond standard compliance and captures sustainability performance in relation to relevant social and environmental aspects, as well as driving ownership. We are also committed to rewarding good business partner performance.

– Our other business partners, for non-commercial goods and services, are also subject to regular monitoring of compliance with the requirements in the Sustainability Commitment, and these include our warehouse and logistics solutions partners and store construction sites. This is driven by each business function.

COVID-19 implications

During 2020 the COVID-19 pandemic has had large implications on people both in our own operations and supply chains. First and foremost in regards to health and safety, job security and social protection, but risk related to compensation, working hours, freedom of association and forced labour has also increased. Already vulnerable groups are often hardest hit by a crisis and this pandemic is no different.

Unemployment and poverty are underlying factors influencing risk of forced labour and in our production market the effects of the pandemic may lead to increased risk of forced labour and exploitative labour practices; as the pandemic has also accelerated the shift to online our business depends increasingly on effective warehouse operations and timely deliveries to our customers by various transportation services where availability of workforce, forecast accuracy and on-time delivery are aspects that may influence the risk to people; as a direct consequence of the pandemic seafarers have ended up stuck at sea as the mandated crew changes could not be executed due to the restriction and regulations imposed by governments around the world. Albeit unintended, this puts thousands of seafarers in a situation where they cannot leave their workplaces and where their physical and mental well-being is at risk.

Acting on identified risks & impacts

Together with partners or on our own, we engage in programmes, projects, initiatives and activities to address identified risks and impacts. In some cases, it is about prevention and mitigation, and in other cases about remedial measures and work towards systemic change.

To effectively address risks of modern slavery, forced labour and child labour, they need to be understood as structural phenomena that require comprehensive responses by various actors. Potential risks and impacts might also be identified

upstream or downstream in our supply chains, where our leverage to influence and address the issue in a substantial way is very limited. For these reasons, we place a strong emphasis on collaborations and partnerships to reduce risk and drive progress. We also collaborate with experts in the field to help inform our strategies. An overview of key collaborations and partnerships relating to the topic of modern slavery in [Appendix 1](#).

Furthermore, these issues cannot be seen in isolation from our broader work of ensuring fair and decent work in our operations

and across our supply chains as many topics are interdependent, where modern slavery and forced labour sits in the far end of the decent work agenda. Read more about our sustainability work in our [Sustainability Report 2020](#).

Below are some examples of modern slavery, forced labour and child labour risks identified in the value chain, ongoing efforts to address these, and relevant updates for the financial year 2019-2020.

VALUE CHAIN STEP	RISKS & IMPACTS	ONGOING EFFORTS	UPDATE 2020
Raw materials	The risk of forced labour and child labour connected to specific raw materials and sectors, for example agriculture, in specific countries	<ul style="list-style-type: none"> — Ban on cotton from Uzbekistan, Turkmenistan and Syria. — Full traceability of our Conscious collection materials. — Assessment of mica used in cosmetic products to enable us to outline a strategy to address child labour and forced labour in mica production in India. — Improved the material-process-product risk assessments for both new and existing raw materials (see our Animal Welfare and Material Ethics Policy for more information). 	<ul style="list-style-type: none"> — Engagement with the Cotton Campaign and authorities in Uzbekistan, following improvement in relation to child and forced labour and to encourage continued improvement. — Continued our engagement in Responsible Mica Initiative (RMI). Progress of the initiative can be followed on the RMI website. — In 2020 we reached our goal of 100% cotton to be sourced in a more sustainable way, meaning our suppliers only source organic cotton, recycled cotton or cotton from BCI for the manufacturing of our products.

VALUE CHAIN STEP	RISKS & IMPACTS	ONGOING EFFORTS	UPDATE 2020
<p>Fabric & yarn processing</p>	<p>The risk of exploitative labour practices in various countries and sectors of tier 2 and 3 suppliers.</p>	<ul style="list-style-type: none"> — Our monitoring programme covers our most important second-tier suppliers (fabric and yarn suppliers-to-our-suppliers) who are involved in making about 70% of the production volume for the H&M group. See our Supplier List. — Since 2013, we have been involved in various multi-stakeholder initiatives to combat bonded labour and exploitative practices in the spinning mill industry in Tamil Nadu, India. Initiatives include the ETI /TNMS initiative and our involvement in the Amsterdam Coalition (AMCO) supported by OECD. The initiatives combine factory and community outreach, as well as policy and public affairs. 	<ul style="list-style-type: none"> — During 2020 we continued further mapping of our upstream tier 2 supplier (fabric/yarn) to increase traceability. This work will continue during 2021, including strengthening risk-based due diligence further upstream in our key material supply chains. — In Tamil Nadu, discussions are ongoing with various brands, NGOs, unions, CSOs and other actors to assess potential to align various ongoing multi-stakeholder initiatives under one umbrella. Engagement through AMCO has been paused during this period. Due to COVID-19 implementation of various projects by third parties was also delayed due to limitations to travel and engage on the ground.
<p>Product manufacturing</p>	<p>Risk of involuntary overtime and undeclared production units</p> <p>Vulnerable groups, such as migrants and refugees, at risk of being exploited</p> <p>Increased vulnerability of workers due to the pandemic and weak social security systems in some production markets</p> <p>Risk of forced labour in the textile supply chain</p>	<ul style="list-style-type: none"> — Ongoing. We work to ensure we know where production takes place and enforce the prohibition on the use of undeclared production units. Since 2013 our supplier list is public. — All factories producing for us need to pass our audit on minimum requirements prior to being allowed to produce — only then is the production unit enrolled in our monitoring programme. — Our monitoring programme — the Sustainable Impact Partnership Programme (SIPP) — currently covers 100% of tier 1 suppliers and the tier 2 suppliers (fabric and yarn suppliers-to-our-suppliers) who are involved in making about 70% of the product volume for the H&M group. — All new suppliers are trained in the content of our Sustainability Commitment as part of the onboarding process. — Implementing Wage Management System (WMS) programmes in supplier factories. — Responsible purchasing practices including our engagement in the Action Collaboration Transformation (ACT) initiative. — Membership in the Mekong Club to increase awareness and capacity building of staff. — In production markets, we work to ensure that migrant workers are entitled to the same social benefits as local employees. In 2019 we also entered a collaboration with IOM and launched our Migrant Workers Fair Recruitment and Treatment Guidelines. — In 2019, we joined the TENT initiative, with a commitment to increase the formal employment and inclusion of refugees in our Turkey supply chain from 500 to 2,000 by 2025. 	<ul style="list-style-type: none"> — We have honoured our order commitment and worked hard to uphold our responsible purchasing practices throughout the pandemic to mitigate negative impacts on workers. We have also been actively engaged in a call to action to support garment workers and improve social protection in key production markets, looking into short and long-term actions. This is a collaborative approach involving ILO, IOE (International Organisation of Employers), ITUC (International Trade Union Confederation), IndustriALL Global Union, employers’ organisations, and brands. — Through our collaboration with the International Organisation of Migration (IOM), we rolled-out training to senior management, and completed the baseline assessment to better understand the situation of migrant workers in our manufacturing supply chain. — All of our suppliers globally were reminded about our policy and that we do not accept any form of forced labour, and we continuously take actions to further strengthen our due diligence. As part of this, our updated Migrant Workers Fair Recruitment and Treatment Guidelines was shared via our supplier portal and as witness to the UK Department for Business, Energy & Industrial Strategy (BEIS) Committee, we shared further details on our efforts publicly.

VALUE CHAIN STEP	RISKS & IMPACTS	ONGOING EFFORTS	UPDATE 2020
<p>Transport & logistics supply chains</p>	<p>Vulnerable groups, such as migrants, agency workers, interstate workers and self-employed face a heightened risk</p> <p>Increased vulnerability of workers due to the pandemic</p> <p>Risk of involuntary overtime</p>	<ul style="list-style-type: none"> — The due diligence conducted on potential business partners for the H&M group, prior to entering a business relationship, includes questions and requirements related to forced labour along with other relevant social, environmental, legal and financial aspects. — Yearly audits of our own and outsourced warehouse operations, including follow-up on the requirements in our Sustainability Commitment. 	<ul style="list-style-type: none"> — We became a member of the Responsible Trucking Platform managed by CSR Europe. The multi-stakeholder initiative aims to work together for policy development and to manage social risk in European trucking. — The seafarers crisis, where hundreds of thousands of seafarers have been involuntarily stuck working aboard ships beyond what their contracts stipulate due to restriction of movement imposed due to the pandemic, is recognised as a humanitarian crisis. All our shipping partners have signed the Neptune Declaration on Seafarers Wellbeing and Crew Changes, and many of them have been outspoken and active to improve the situation of seafarers. — Awareness raising on human rights due diligence rolled out to all key managers within our warehouse operations, and all markets were engaged in our yearly risk assessment to inform focus.
<p>Sales, non-commercial goods & service supply chains</p>	<p>Vulnerable groups, such as migrants, outsourced staff and self-employed face a heightened risk</p> <p>Risk of forced labour and human trafficking higher in certain markets, linked to governance and socio-economic factors</p>	<ul style="list-style-type: none"> — The due diligence conducted on potential business partners for the H&M group, prior to entering a business relationship, includes questions and requirements related to forced labour along with other relevant social, environmental, legal and financial aspects. — We take a risk-based approach to follow-ups with construction and facility management partners, and during 2019 we launched an assessment method for business partners supplying us with non-commercial goods. 	<ul style="list-style-type: none"> — Our assessment method for non-commercial goods partners, provided us with a baseline for continued and yearly review to identify key risks and drive progress. — We continued roll-out of awareness raising workshops with global and local construction and facility managers on human right due diligence. All markets were engaged in our yearly risk assessment, leading to action plans for key risks.

Looking ahead

Going forward, we will continue to engage throughout the value chain to ensure we fulfil our responsibility to respect human rights and combat modern slavery. Special focus for 2021 includes:

- Following the assessment of migrant workers in our manufacturing supply chain in 2020, we will develop strategies to protect and ensure fair recruitment of migrant workers, including the goal of no worker having to pay fees to get a job by 2025. Our focus is on interstate migrant workers and migrant workers in our key production countries.
- Continued development and roll-out of relevant internal training sessions for key roles and functions on the topic of modern slavery and forced labour, leveraging our collaboration with the Mekong Club and IOM.
- Undertake a review of human rights risks, with a focus on forced labour and child labour, for our primary materials and material supply chains, including recycled materials. This to inform potential updates of material sourcing strategies using a risk-based approach and priorities in relation to product traceability.
- Improve reporting on risks of forced labour and indicators of forced labour, and measures to assess the effectiveness of our efforts.

Approval

This statement has been unanimously approved and signed by the Board of Directors of H & M Hennes & Mauritz AB on behalf of H&M group on 6 May 2021.

This statement has also been approved by the Board of Directors of H&M Hennes & Mauritz UK Ltd, H&M Hennes H&M Mauritz UK Services Ltd and H & M Hennes & Mauritz GBC AB which are subject to the UK Modern Slavery Act and signed by a director of each entity.

H&M Hennes & Mauritz Pty Ltd (H&M Australia) is a reporting entity under the Australian Modern Slavery Act 2018. H&M Australia is a subsidiary to H & M Hennes & Mauritz AB and has its headquarters in Sydney. It distributes, sells and markets apparel from brands within H&M Group. H&M Australia has approximately 1,400 employees engaged in administrative functions and retail sales through approximately 45 stores across Australia. It does not engage in manufacturing. This statement has been approved and signed by the Board of Directors of H & M Hennes & Mauritz AB.

Appendix 1: collaborations & partnerships

Combatting risk of forced labour requires actions by various actors, and collaboration is often necessary to drive progress. For these reasons, we place a strong emphasis on collaboration and partnerships with different organisations.

Read more about other collaborations and partnerships related to our broader decent and fair jobs agenda in our [Sustainability Report 2020](#).

COLLABORATIONS & PARTNERSHIPS	HOW IT SUPPORTS OUR WORK TO COMBAT MODERN SLAVERY ACROSS OUR VALUE CHAIN
Mekong Club	<p>We continued our engagement in The Mekong Club, an organisation that works to “fight the business of modern slavery” by engaging, inspiring and supporting the private sector to take the lead in this fight. Our membership provides:</p> <ul style="list-style-type: none"> — Opportunity to engage with experts on the topic in regular meetings throughout the year. — Access to e-learning modules on forced labour and human trafficking, for integration in our internal training platforms towards staff. — Access to the latest data, tools and practical information.
International Organisation of Migration (IOM)	<p>To further strengthen our work to address the risk of forced labour in connection with migration we signed a memorandum of understanding (MOU) with International Organisation of Migration in 2019. This MOU will leverage the strengths, expertise and global footprint of IOM and the H&M group to:</p> <ul style="list-style-type: none"> — Enhance migrant protections and improve the recruitment, employment and livelihood opportunities for migrants across our supply chains. — Build awareness among staff and suppliers on the special vulnerability of migrant workers. <p>IOM also implements the Corporate Responsibility in Eliminating Slavery and Trafficking (CREST) programme, which works collaboratively with companies to tackle the vulnerabilities of migrant workers in supply chains. Read more about the collaboration in the IOM Statement.</p>

COLLABORATIONS & PARTNERSHIPS	HOW IT SUPPORTS OUR WORK TO COMBAT MODERN SLAVERY ACROSS OUR VALUE CHAIN
TENT	<p>The TENT partnership for refugees, an initiative to mobilise the private sector to take steps to include and integrate refugees in their host communities, and as such reduce their vulnerability to situations of modern slavery. We joined TENT to:</p> <ul style="list-style-type: none"> — Contribute to the inclusion of refugees in our product supply chain, including the goal of reaching 2,000 refugees employed in our Turkey supply chain by 2025. — Increase our understanding, be inspired and explore further opportunities to positively contribute to refugees’ situation in different countries.
Ethical Trading Initiative (ETI)	<p>Our membership with the ETI enables us to work collaboratively with other companies, trade unions and civil society on difficult human rights issues including modern slavery that cannot be solved by individual companies working alone by:</p> <ul style="list-style-type: none"> — Raising awareness and advocacy with governments to influence policy and legislation. — Access to practical information and tools. <p>Since 2013 we have been part of the ETI /TMNS Tamil Nadu multi-stakeholder initiative.</p>