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H&M GROUP

The H&M Group is made up of the following fashion brands:

- H&M;
- Cos;
- Monki;
- Weekday;
- Cheap Monday; and
- & Other Stories

The H&M Group's ethical policies are managed centrally across all these brands. More information about the H&M Group can be found on the company's [website](#).

The information we hold on the H&M Group was last updated on 11 September 2016.

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1. Ethical code? - yes

H&M's *Sustainability Commitment* can be found on the company's [website](#).

2. Living wages? - making progress

H&M Group's website describes the company's '**Fair Living Wage**' strategy. It states:

'It has always been our vision that all textile workers should be able to live on their wage. We are focusing on our strategic suppliers to start with. Our goal is that all of them should have improved pay structures for fair living wages in place by 2018.'

H&M Group have stated on the same page of their website that they will 'transparently report on our efforts towards achieving a fair living wage in our annual Conscious Actions Sustainability Report'. Over the next few years these reports should therefore provide evidence to allow us to make a judgement as to whether H&M Group have achieved their goal of fair living wages.

3. Factory address list? - yes

H&M Group's supplier list can be found on the company's [website](#).

4. Thorough factory checks? - yes

H&M Group's latest sustainability report, *H&M Conscious Actions Sustainability Report 2015* describes the company's 'Full Audit Programme' in some detail. The company's [website](#) summarises the key elements of the programme:

'We work with about 820 suppliers and 1,900 factories. We employ nearly 2,000 people at our 21 production offices in our sourcing markets. This gives us unique presence close to our suppliers: We can conduct thousands of factory audits each year, mainly unannounced, and help our suppliers make important improvements... We interview thousands of workers every year to check, for example, whether they know how their wages are calculated.'

5. Factory check results published? - yes

H&M Group's [website](#) provides a summary of the company's latest factory audit results.

6. Worker complaint procedure? - yes

H&M Group's latest sustainability report, *H&M Conscious Actions Sustainability Report 2015* states:

'The workers' own view is undoubtedly central in this matter. Through our Full Audit Programme (FAP), we systematically conduct worker interviews and have completed a number of anonymous worker surveys. Going forward, we will conduct worker surveys systematically and complement them with worker interviews conducted both randomly and when needed. We are providing our contact information to workers during factory visits so they can report complaints directly to us at any time. Our close collaboration with representatives for the local trade unions is also an important channel. They receive business cards with contact information to distribute to workers as well and this is followed up by our local teams in the country, often in consultation with IndustriALL' (p.32).

7. Checks on suppliers of suppliers? - yes

H&M Group's latest sustainability report, *H&M Conscious Actions Sustainability Report 2015* states:

'In 2013, we started to request information about the fabric and yarn source for each order placed. Now we are working to integrate more and more of the fabric and yarn/spinning mills in our value chain into our sustainability assessments and also into our supplier relationship management strategy, just as our first-tier supplier factories.

'Our goal for 2015 was to cover the mills involved in making at least 50% of our products. We achieved this goal (2015: 51%, 2014: 35%, 2013: 20%) and are now aiming for 60% by 2016' (p.41).

8. Reuse or recycle scheme? - yes

H&M Group's **website** describes the company's 'Garment Collecting' scheme through which customers can drop off unwanted clothes for recycling at most H&M stores.

9. Sustainable cotton? - yes

H&M Group's **website** describes the company's aim for 'for all cotton in our range to come from more sustainable sources by 2020'. The company states that it will use organic cotton, recycled cotton and cotton from the Better Cotton Initiative (BCI).

10. Eliminating toxic chemicals? - yes

H&M Group's **website** describes the work the company is doing 'to eliminate the use of hazardous chemicals in any production procedure by 2020'.

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