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## H&M'S POLICY ON CHILD LABOUR

### WHO IS A CHILD

We acknowledge that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We recognize the rights of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development.

### WHY H&M HAS A POLICY TO EMPHASIZE THAT CHILD LABOUR IS NOT ACCEPTED

H&M and its business partners operate in countries where the risk of child labor is heightened. This policy stresses that child labor is not accepted, as outlined in our *SUSTAINABILITY COMMITMENT for Business partner*, and serves to clearly outline the expectations H&M has on its business partner if child labor is suspected or detected as well as what measures then are required of the business partner.

From H&M SUSTAINABILITY COMMITMENT for Business partner;

#### ***Child labor and young workers***

*ILO Conventions 138 and 182, ILO recommendation 146 and 190*

*United Nations Convention on the Rights of the Child, The Children's Rights and Business Principles*

#### **Fundamental:**

*Child labor is not accepted. No persons shall be employed at an age younger than 15 (or 14 where ILO Convention 138 makes an exception) or younger than the legal age for employment if this is higher than 15. All legal limitations regarding employment of persons below the age of 18 shall be followed. They should be protected from any hazardous work, night shift and any kind of work that might hamper their development or impose any physical harm.*

*Necessary measures shall be taken to prevent that no one under the legal age of employment is recruited. The employer shall develop, or participate in, and contribute to policies and programs which provide transition of any child found to be performing work in the workplace to enable her or him to attend and remain in quality education until no longer a child. The best interest of the child should be applied in consultation with the child's parents and/or guardian.*

### WHAT IS EXPECTED OF BUSINESS PARTNERS

Business partners are required to have systems in place to ensure that child labor is not employed directly by the business partner or by any partner/sub-contractor.

If child labor is confirmed in a business partner's operations (directly or via partner/sub-contractor), we request the business partner to ensure that measures are taken in the best interest of the child. In cooperation with the child's family, employer and other relevant parties, the business partner is required to seek a satisfactory solution, taking into consideration the child's age, social situation, education etc. The solution should always aim to improve, not worsen, the child's situation and shall be maintained for the child until the child reaches legal age of working.

Any cost related to the solution need to be covered by the business partner and the business partner is also required to compensate the child's family for lost income - as a minimum the prevailing minimum wage.

H&M reserves the right to seize cooperation with business partners that violate this policy.