

GLOBAL POLICY ON DIVERSITY, INCLUSIVENESS AND EQUALITY

Within the H&M Group we believe that diversity is an important contributor to our success and long-term competitiveness. Diversity in our teams, can contribute to innovations and creativity, and increase our ability to cope with change. By better reflecting the diversity of our customer it is easier to meet their needs. We are committed to actively work for, and maintain, an inclusive workplace where respect for human rights has the highest priority, and there is zero tolerance for discrimination.

Diversity refers to a variety of differences, which include not only traditional categories such as gender, ethnicity, colour, religion, national extraction¹, or age, but also where we come from our experiences and perspectives.

The purpose of this policy is to ensure inclusive workplaces throughout the H&M Group. An inclusive workplace is one where differences are welcome and respected, where different ideas and perspectives are expressed and listened to, where each employee finds a sense of belonging and have equal opportunities to grow.

Our commitment

- Within the H&M Group fairness and equality are integrated into all business processes including, but not limited to, hiring, promotion, development, remuneration and termination.
- Within the H&M Group all appointments will be based on equal opportunities, proven competence and capacity to perform the work.
- All managers in the H&M Group work actively to ensure diverse teams, which includes a balanced gender composition.
- In order to include groups of people that for various reasons have limited access to the labour market, the H&M Group promotes reasonable adaptations necessary to enable employment, development and retention.

An employee who needs more information or has questions about this policy can turn to the manager or to HR.

Grievance procedure

If an employee feels that the company has failed to act in accordance with the commitments in this policy, the employee should bring this up with the manager or HR, and refer to the the local grievance procedure.

¹ National extraction includes distinctions made on the basis of a person's place of birth, ancestry or foreign origin; for instance, national or linguistic minorities