

GLOBAL NON-DISCRIMINATION AND NON-HARASSMENT POLICY

Within the H&M Group we have a zero tolerance for discrimination, harassment, or any other improper conduct in our workplaces.

Discrimination and harassment are behaviours that are unwanted, unreasonable and offensive, which create an intimidating, hostile or humiliating work environment, and is in conflict with the H&M Group values and Global Employee Strategy.

In this policy discrimination includes any distinction, exclusion or preference based on, but not limited to:

Race, ethnicity, national extraction¹, colour, sex including pregnancy and marital status, religion, political opinion, social origin², sexual orientation, gender expression³, age, disability, health status including HIV and AIDS, trade union membership and activities, family responsibilities and form of employment (contract).

The purpose of this policy is to ensure that work environments within the H&M Group are characterized by trust and respect, where all people are protected from discrimination, harassment, and any other improper and unwelcome conduct.

Our commitment

- Within the H&M Group all business processes, including but not limited to hiring, promotion, development, remuneration and termination, are free from discrimination.
- Within the H&M Group no form of discrimination, harassment or other improper conduct will be tolerated at work whether committed by or against, leaders, co-workers,⁴ job applicants, customers, vendors or visitors. This applies also to events that occur outside the physical workplace, or after working hours, such as during business trips, at company events, and on social media. Any claims of discrimination or harassment will be taken seriously and handled promptly.

All employees are responsible for the compliance with this policy. All leaders have the responsibility to establish and maintain a workplace free from discrimination, harassment and other unwelcome behaviour.

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

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

² Social origin includes social class, socio-occupational category and caste

³ How someone chooses to express their biological, social/psychological and/or self-defined gender can be called a person's gender expression.

⁴ Employees, trainees, interns, consultants, agency workers etc.

Grievance procedure

If you observe, or yourself have been a victim of discrimination or harassment or any other improper conduct, the H&M Group urges you to report it immediately by following your local grievance procedure.

This policy is based on our values, our global social policies, the ILO Discrimination (Employment and Occupation) convention, 1958 (No. 111), the UN Convention on the Rights of Persons with Disabilities, the Vocational Rehabilitation and Employment (Disabled Persons) Convention, 1983 (No. 159), the Maternity protection convention, 2000 (No. 183), the Workers with Family Responsibilities Convention, 1981 (No. 156), the Older Workers Recommendation, 1980 (No. 162).