

# GLOBAL POLICY ON HIV AND AIDS

This policy aims to enhance our employees' well-being, while creating a working environment free of HIV-related discrimination, stigma and harassment.

## **HIV prevention and supporting activities**

The H&M Group wants to contribute to the prevention of new HIV infections in countries where we operate. This is done by offering preventive support and care, which could include any level from providing general information about HIV and AIDS, to comprehensive programs for prevention, support and care.

Considering the close relationship between HIV and tuberculosis (TB), the H&M Group will in case of dual epidemics consult with the national authority/authorities for advice for actions to take.

## **Our commitment**

- **No discrimination in recruitment and during employment**

The H&M Group is committed to a policy of zero discrimination. Our processes shall ensure the protection of job applicants, employees, agency workers and interns from discrimination and stigmatisation due to their health status, including real or perceived HIV status. This protection shall also apply for applicants and employees belonging to regions or segments of the population perceived to be at a greater risk of, or more vulnerable to HIV infection.

If a medical examination for employment or change of position purposes is applicable according to local legislation, it should be limited to establishing an applicant's or employee's fitness to carry out the work attributed to the specific position.

The H&M Group will not carry out compulsory HIV testing or any other form of screening for HIV for employment purposes, either prior to, or during employment.

- **Equal career opportunities**

Health status, including real or perceived HIV status, will not be a hinderance in an employee's career or development as any changes in job status should be based on equality of opportunity, merit and capacity to perform the work to an agreed standard.

- **Support employees to manage work performance**

The H&M Group will provide reasonable adaptations of the work conditions for employees living with, or affected by HIV-related illness, to enable the employee to continue perform the work. Such adaptations will be determined on a case-by-case basis, through a confidential dialogue and agreement between the employee and the employer.

- **No unfair termination of the employment relationship**

The H&M Group will never dismiss an employee purely on the basis of her/his HIV status, whether real or perceived.

- **Continued support after the termination of an employment relationship**

Employees living with HIV, and who are receiving treatment supported by the company, at the time of their notice of termination, retrenchment or retirement from employment, are entitled to either terminate their treatment with immediate effect or to remain on the treatment for a further three months period after the last day of employment, unless a transfer of treatment to a third party can take place. The right to continue treatment supported by the company is not applicable for an employee whose dismissal is based upon his/her breach of contract.

**Gender equality**

The H&M Group is committed to promote gender equality in its workplaces. We will therefore also take measures to encourage the active participation and empowerment of both men and women in the response to HIV and AIDS.

**Confidentiality and the right to privacy**

All HIV-related information pertaining to an applicant or employee will be kept strictly confidential and no applicant or employee will at any stage of the employment be required to disclose her/his HIV status or that of another person.

**Grievance procedure**

If the rights according to this policy have been violated the employee should report to nearest manager and refer to the local grievance procedure.

This policy has been developed with the guidance of the H&M social policies and codes for human rights, the ILO HIV and AIDS Recommendation, 2010 (No. 200)<sup>1</sup>, the ILO Code of Practice on HIV/AIDS and the world of work (2001) and other relevant international labour standards, particularly the ILO Discrimination (Employment and Occupation) Convention, 1958 (No. 111) and will be subject to annual review.

An employee who needs more information or has questions should turn to nearest manager or HR.

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<sup>1</sup> International Labour Organization (ILO) is the United Nations specialized agency for employment and workplace issues. The ILO has the basic objective to combat poverty and promote social justice. The tasks include promoting employment and better working conditions throughout the world, and to protect trade union rights and freedoms.