

Home working

In some countries our suppliers are permitted to use home work for specific parts of the production process. There are a number of concerns related to home working, but it can be beneficial in some production countries because it is often carried out by women and can be an important contributor to a family's income.

In many cases female home workers would be unable to take up other employment due to household and parental responsibilities. For these reasons H&M has decided to accept home work in some situations, guided by a clear policy that defines which tasks and under what circumstances home work can or cannot be used. Any operation that is part of the industrial process and can be performed in a factory should be performed there. Home working is only accepted when special workmanship is required and the work can be considered as handicraft, such as beading or embroidery. We require our suppliers to inform us when home working is being used.

Home working often takes place in villages situated some distance from our suppliers' factories and this can make it harder to monitor whether workers' rights are being upheld.