



Our way

H&M Group

Who we are

We are a global family of brands and businesses with fashion and lifestyle at heart. We are for everyone, making it possible for customers around the world to express themselves through fashion and design in a sustainable way. United by our values, we want to lead the change to circular and climate-positive fashion, while being a fair and equal company.

What we do

We want to give our customers unbeatable value with strong, unique brands offering the best combination of fashion, quality, price and sustainability. We are working together to continuously improve the experience for our customers and meet their ever-evolving expectations.

This is our way

How we act and treat each other matters for us to fulfil our ambitions. We are committed to meeting all external regulations where we do business and to do the right thing. Acting consistently and with a strong ethical compass is vital if H&M Group is to continue being a trusted company and partner, a company that is valued by customers, respected by society and for which we are all proud to work.

This document aims to describe how H&M Group’s values, policies and guidelines come together to help us do business in an ethical, responsible, sustainable and transparent way – Our way.

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Our way covers all brands within H&M Group such as H&M, COS, Weekday, Monki, & Other Stories, H&M HOME, ARKET, Afound, Treadler and Singular Society.

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A message from our CEO

Our way – living our values and doing the right thing

At H&M Group, we put our customers at the centre of everything we do. We see every interaction with our customers as an opportunity to build relationships and listen to their needs. As we are working to meet their ever-evolving expectations, we are also working to build trust in our brands and our business. Earning and keeping the trust of our customers is essential to our ability to grow and create value. We want them and all our stakeholders, to feel confident that we act and do business in an ethical, responsible, sustainable and transparent way. As H&M Group colleagues, we all play an important role in ensuring this.

We have strong, shared values to guide everyone of us. Our values go back to our founder Erling Persson, who started the company in 1947. Erling built this business on trust, a fundamental respect for the individual and his belief in people's ability to take



the initiative based on their own good judgement. Our values also include, being one team, being entrepreneurs, making constant improvements, being cost-conscious, straightforward and open-minded, and keeping things simple. Together, they contribute to an open and down-to-earth culture, where we can work together to do what is best for our customers and our future. Our values are just as important to us now as throughout the growth journey our company has made since it started, and that we are still on.

For some years now, we have been in a state of transformation driven by increased digitalisation and growing sustainability awareness among our customers and society in general. Meeting customers' expectations in an industry as dynamic as ours requires speed, courage, and agility. Our shared values help us stay curious and brave, daring to test new ideas that make the customer experience continuously better and our brands stronger. With teamwork as one of our core values, it's amazing to see what we can achieve together, as colleagues

globally take ownership and make quick decisions. The ability to act swiftly and resolutely will benefit us greatly in a rapidly changing world where speed and flexibility is becoming increasingly important to succeed. Naturally, we expect all our leaders to be guided by our values and to lead by example when building strong teams and empowering people.

As important, and reflecting our values, are our global and local policies. They are tools which facilitate and clarify for individuals and teams how to act and do business the right way. It's a matter of complying with external regulations and doing the right thing. Acting consistently and with a strong ethical compass is of great importance, because we operate in many different markets that have different challenges and where the laws, environmental requirements and social conditions differ. We place equally high requirements on our suppliers as on ourselves and we work in close cooperation with our business partners to ensure their compliance with our Code of Ethics and Sustainability Commitment.

At H&M Group, we are fortunate to have a strongly committed main owner, the Persson family. Over three generations, Erling, Stefan and Karl-Johan, who is chair of the board since 2020, have also shown the importance of having a long-term view. As a company, we are in it for the long run. Therefore we operate with all our stakeholders in mind, including our customers, colleagues, suppliers and other business partners, shareholders, the communities we are a part of, and the environment we all share. The world is facing challenges affecting us all. Climate change can only be overcome by working together, at all levels and with everyone pulling in the same direction. Therefore, it's positive that climate is high on the global agenda.

We have an ambitious sustainability strategy at H&M Group which is well integrated into our business and built on collaboration. Our vision is to lead the change to circular and climate-positive fashion, while being a fair and equal company. The more we use our size and influence to make a positive impact, the

more we can grow and create value in a meaningful way. Everyone at H&M Group is part of this and key to our success. Regardless of our role or position in the company, each of us can make a difference and it's everyone's responsibility to contribute.

At H&M Group, we are all ambassadors of our company. In every situation, we must use our own good judgement, guided by our values and with our policies and guidelines as a support. "Our way" is an effort to express this. How we work together and interact with the world around us in a way that ensures H&M Group continues to be a company which is appreciated, respected and valued by customers and society. A company for which we are all proud to work.



Helena Helmersson, CEO
H & M Hennes & Mauritz AB

Our brands

All our brands share the same passion for offering the best combination of fashion, quality, price and sustainability. Each brand has its own unique identity. Together they make it possible for people around the world to be inspired and express their own personal style.



* Sellpy, an e-commerce platform for second-hand items, is majority owned by H&M Group but not part of its organisation.

Our story

Our founder had a vision. Erling Persson wanted to make great fashion available and affordable to everyone and do this in the right way. From a single store in 1947, to a family of brands reaching customers worldwide. Here is our story.

1947 — Our story begins when Erling Persson opens his first womenswear store in Västerås, Sweden. The store is named Hennes.

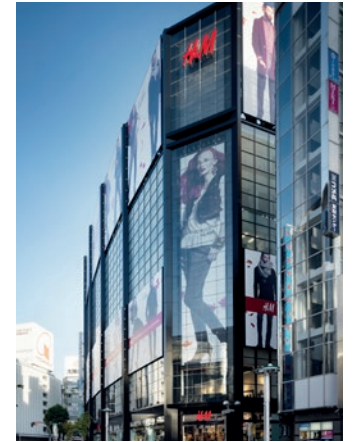


1960's — In 1964, Hennes expands abroad and opens in Norway. In 1968, Erling buys the hunting store Mauritz Widforss in Stockholm. This is the start of selling men's and children's clothing and the name is changed to Hennes & Mauritz.

1970's — H&M is listed on the Stockholm Stock Exchange in 1974. The first store outside Scandinavia opens in London, UK, in 1976.

1980–2000 — Global expansion takes off: H&M opens in new markets including Germany, the Netherlands, France and Spain, and Sweden becomes H&M's first online market. In 2000, H&M successfully opens its first US store on New York's Fifth Avenue.

2004 — High fashion icon Karl Lagerfeld teams up with H&M for our first ever designer collaboration. Since then, H&M has made fashion giants like Versace, Roberto Cavalli, Balmain and many more accessible to a wider audience, manifesting that design isn't a matter of price.



2006–2010 — Major expansion of H&M online takes place. The first H&M stores in China and Japan open. Meanwhile, our family is growing with new brands: COS, Monki, Weekday, Cheap Monday and H&M HOME. In 2007, H&M Foundation starts as a non-profit global foundation, which from 2013 onwards, has been funded by the Stefan Persson family.



2011–2014 — The H&M Incentive Program HIP is introduced in 2011 for all H&M Group employees, starting with a donation by the Stefan Persson family. H&M's first store in the southern hemisphere opens in Chile. Our Garment Collecting initiative starts, making us the first fashion company to collect old textiles in stores globally for reuse and recycling. New fashion brand & Other Stories is launched in 2013.

2016–2017 — Investments in digital and tech are further ramped up to cater to fastchanging customer behaviour and future needs. New sustainability goals include a climate positive value chain by 2040 and the use of only recycled or other sustainably sourced materials by 2030. ARKET, a new brand, is launched in 2017.

2018–2019 — Marketplace Afound is launched in 2018. H&M Group is a majority owner in second hand platform Sellpy. Beginning with the brands H&M, H&M HOME and ARKET, information about supplier, factory and materials is provided at product level. In 2019, customers hand in 29,005 tonnes of old textiles to our stores globally for reuse and recycling, already exceeding our target of collecting 25,000 tonnes per year by 2020. Meanwhile, integration of digital and physical sales channels continues as H&M online is now present in more than 50 markets.



2020–2021 — In 2020, after more than 20 years as chair of the board, Stefan Persson hands over to the third generation as Karl-Johan Persson, CEO since 2009, is elected new chair, and Helena Helmersson becomes new CEO. The Covid-19 pandemic hits, having a profound impact on people worldwide and bringing significant challenges to us as a company. Many stores are temporarily closed. But our digital channels remain open. As people turn to online, digitalisation is accelerating and together with rising environmental awareness make us well positioned. New sustainability targets include climate and recycling waypoints for 2025. New business ventures such as Treadler and Singular Society are also launched.



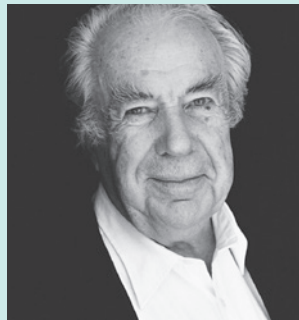
2015 — H&M Foundation initiates the Global Change Award, an innovation challenge aiming to make fashion circular. India and South Africa are among new markets for H&M, and the push into digital continues with ten new online markets.

Our values

At H&M Group, we are guided by shared values. By living them, we create an open and down-to-earth culture where we can work together to do best what matters most to our customers and our future.

- We are one team
- We believe in people
- We are entrepreneurs
- We make constant improvements
- We are costconscious
- We are straightforward and openminded
- We keep it simple

These values contribute to a workplace in which the decision paths are short, where everyone works together at a fast pace, and where everyone can rely on each other's knowledge and abilities. Individually, these values may seem obvious. But together, they form a culture that we think is unique and different from many other companies. Our values should be seen as a support, something to strengthen us and use in our everyday work.



THE ERLING PERSSON AWARD

The Erling Persson Award is given annually to recognise colleagues around the world who, make a difference by putting our values into action every day; achieve great results; have our company's best in mind; and contribute to our unique company culture by being true role models who inspire others. The award was initiated in 2017 in honour of our founder Erling Persson who, right from the start in 1947 combined the entrepreneurial spirit and values-driven way of working that still define our culture today.

How we work together

At H&M Group, we build our workplace on trust, respect, inclusiveness, and integrity. We believe that giving people a strong sense of ownership and accountability creates the opportunity for everyone to make a difference. By working in diverse and agile teams, we access each other's knowledge, experience, and ambitions – increasing our ability to succeed.

WE WORK IN TEAMS

Teamwork is essential for us to reach our goals. When we work together and share knowledge, our diversity of opinions and wide variety of perspectives generate new and better ideas. All to ensure that we deliver the best customer offering in a sustainable way.

WE ARE CURIOUS AND BRAVE

To be resilient and agile in a dynamic and rapidly changing world, we need to stay curious and brave, daring to fail and try again. At H&M Group, we believe in everyone's ability and courage to take the initiative and make decisions based on their own good judgement.



EMPOWERING LEADERSHIP

All our leaders are expected to build strong teams by empowering, supporting and challenging each member. At H&M Group, leadership is about enabling people to make fast decisions, adapt quickly to change and collaborate in new ways to deliver great customer value. Guided by our shared values, we lead by example, acting with trust and integrity, and bringing positive energy to our workplace.

WHEN WE GROW, OUR COMPANY GROWS

As H&M Group colleagues, we are trusted with great responsibility right from the start. We are encouraged to seize the many learning opportunities and ways of development provided at our brands and

functions. Through internal recruitment we have the chance to explore a wide variety of potential roles that could shape a sustainable, fulfilling career path.

WORKING IN A SUSTAINABLE WAY

Sustainability is an integral part of our business and has been part of our business idea for many years. To be able to drive positive change throughout the value chain it is important that everyone is pulling in the same direction. Each brand, retail market, production market and group function works to drive performance towards our sustainability goals.



WE STAND FOR INCLUSIVENESS AND DIVERSITY

We are committed to maintaining an inclusive workplace where human rights are upheld, and where we treat each other with integrity, respect, humility, and dignity. As we promote diversity and equality, we do not tolerate discrimination, bullying or harassment. H&M Group is committed to meeting all applicable labour and employment laws wherever we operate.

WE RESPECT PRIVACY AND PROTECTION OF PERSONAL DATA

It is vital to H&M Group that we protect everyone's personal data by respecting everyone's privacy in a lawful and ethical way. Protecting our data subjects' personal data and privacy is of the greatest concern to the company. H&M Group manifests its commitment to privacy and data protection by embracing

the following principles: only lawful use of personal data in a fair, ethical and transparent way; no collecting of unnecessary personal data and only for a legitimate purpose; no unnecessary retaining of data and no longer storage than needed; protection of personal data with appropriate security measures, and use of adequate safeguarding measures for crossborder transfer when necessary. See also page 13.

PROTECTING CONFIDENTIAL INFORMATION AND COMPANY ASSETS

Information about H&M Group and our brands is an important asset and provides a competitive advantage. It's vital that we protect any confidential information about the company. This includes everything from contracts to pricing information, from expansion to marketing plans, from financial information to personal information. Therefore, we must never disclose confidential information in any way to anyone outside or within the company, except to persons, organisations or authorities to whom disclosure is necessary for the purpose of the employment or other company agreement. We should only use confidential information that is naturally associated with our duties.

HEALTH AND SAFETY IN THE WORKPLACE

We commit to create and maintain healthy, safe and sustainable working environments throughout our operations. We strive to build a strong health and safety culture by taking preventative measures to

minimise exposures to risks and accidents. As employees we are encouraged to take responsibility in our daily work to protect ourselves, colleagues, customers and third parties as well to report any accidents or unsafe conditions to our manager. The intention is to ensure compliance with this policy, by having appropriate procedures and guidelines for resolution.

OPEN-DOOR POLICY

Being straightforward is one of our core values. Thus, we have an open-door policy granting all employees the opportunity to openly discuss any work-related issue directly with their managers. If for any reason, a discussion with the manager would not be possible, employees can contact their designated HR contact person or a senior manager. We also have a grievance channel for reporting of workplace related issues and violation of our social policies.

DOING THE RIGHT THING, AND WAYS OF SPEAKING UP

H&M Group is committed to the highest possible standards of openness, integrity, and accountability. Information about and training related to our policies and commitments are meant to ensure that it is easy to do the right thing. We take every effort to avoid any improprieties as they could result in serious consequences for the company or its employees. However, despite all these efforts malpractice in any part of the business may occur. Early reporting can

help resolve an issue quickly and minimise harm. We therefore have channels dedicated to raising a concern, such as H&M Group's Speak Up channel at www.speakup.hmgroupp.com, where, in case of very serious malpractice or misconduct, employees can also use our whistleblowing procedure for anonymous reporting.

PEOPLE ENGAGEMENT PULSES

Another example of how we value employee engagement is the voluntary online employee survey People Engagement Pulses (PEP), conducted yearly and allowing colleagues globally to voice their opinion and provide feedback. PEP covers areas such as our culture, I&D and overall employee satisfaction. The outcome is intended to create a basis for discussion and actions for individuals, teams and our business to develop and grow.

LABOUR RELATIONS

H&M Group believes that having constructive workplace dialogue built on communication, trust and

respect is critical to being a responsible employer. We believe in freedom of association, respecting the rights of our employees to establish or join organisations of their own choice. Consequently, we respect our employees' right to decide who should represent them in the workplace and to choose to become a member of a union. We strive to have a close cooperation with unions around the world.

HIP – A REWARD PROGRAM FOR H&M GROUP'S EMPLOYEES

H&M Incentive Program (HIP) recognises H&M Group employees' daily commitment and long-term involvement. Regardless of position and salary level, H&M Group employees are included in HIP according to the same basic principle – based on length of employment, either full-time or part-time. Once having been with the company for five calendar years, employees are included in all profit sharing allocated to HIP. Local legislation affects HIP. See also hmgroupp.com.



How we interact with the world around us

Working at H&M Group means that we are all ambassadors, representing the company and our brands every day. By putting our values and policies into practice, we aim to ensure that our behaviour towards customers, suppliers, business partners and other external stakeholders is consistent, and that we communicate in a transparent, objective, accessible and sensitive way.

With our customers

LETTING OUR VALUES SHINE THROUGH

Every time we interact with a customer, we play an important role in their impression of us as a company and brand. It's natural for us to be warm, welcoming and attentive, and when a customer asks us for assistance, we always try to give the best service. Trust is vital to the customer experience. We want our customers to feel confident that we act in an ethical, responsible, sustainable, and transparent way.



TRULY CUSTOMER-FOCUSED

Truly understanding our customers and meeting their ever-evolving expectations is at the heart of what we do. Regardless of where, when, and how our customers choose to engage with us, we are there to give them a great experience. We work together to always keep our physical and online stores inviting and attractive and by integrating our digital and physical channels, we make the experience even more inspiring and smooth for our customers.

OUR PRODUCTS ARE MADE TO LAST

We are very proud of our products and designs, working passionately throughout the value chain to make sure we offer fashion and quality at the best

price in a sustainable way. We want our customers to know that our products are developed, produced, transported, sold, reused, and recycled with respect for human rights and with the aim of making the least possible impact on the environment. Our products should be durable, well-made, well-cut, user-friendly, and safe, free from harmful chemicals. We want our customers to enjoy them for a long time and we strive to enable a circular lifestyle.

GIVING OLD GARMENTS A NEW LIFE

By 2030 we aim to use only recycled or other sustainably sourced materials. We are thrilled to see our customers sharing our commitment to the climate and environment. With our global Garment Collecting

programme we make it easy for people to hand in old textiles to our stores, mainly for reuse but also for recycling. Other services that are helping to enable a more sustainable lifestyle include reselling, rental and repairs.

CIRCULAR AND CLIMATE POSITIVE

Giving products as many lives as possible is part of our work to become climate positive throughout the value chain by 2040, which is one of our goals. This includes accelerating our transition to the use of recycled materials. Encouraged by new technological breakthroughs by our innovative partners in recycling textiles made of material blends on an industrial scale, we have set a waypoint to increase the share of recycled materials we use to 30 percent already by 2025. Interim goals for reducing CO2e emissions have also been set for 2025.



TRANSPARENCY FOR MORE SUSTAINABLE CHOICES

We keep pushing for greater transparency in our industry because we believe it drives positive change. By providing our customers with a better understanding of how, where, by whom and with what kind of impact our products are made, we want to enable well-informed, sustainable choices. We were one of the first fashion companies to make our supplier list public. At H&M, H&M HOME and ARKET, products carry detailed information about materials, suppliers and factories. Increasing this scope, we also aim to show environmental performance and impacts at product level and to include more of our brands.

INCLUSIVE MARKETING

Our marketing has a major impact so it's essential that our communication and the image we convey reflect who we are and what we believe in. People are chosen and styled to portray our fashion and design in a positive, diverse and healthy way. Our advertising aims to stand up for inclusion and diversity by reflecting and celebrating the diverse customers we serve and the communities we are part of. To engage with our customers in relevant ways, we use a mix of our own channels and external media. All our brands follow the guidelines provided by our partner Unstereotype Alliance, an industry-led initiative convened by UN Women, as well as our own policies and guidelines on advertising and the people featured in our marketing.

RESPONSIBLE AI

At H&M Group, we work with artificial intelligence, analytics and data across our operations to optimise business decisions and create an even better experience for our customers. It is important for us to do this in a sustainable and ethical way. Our mission is twofold: we are using the power of AI and data to reach our sustainability goals and create sustainable growth; and we are actively working to prevent causing any unintentional harm in our AI and data-driven operations. This work is guided by nine principles we believe are crucial for Responsible AI. Our approach is that AI should be: Focused, Beneficial, Fair, Transparent, Governed, Collaborative, Reliable, Respecting Human Agency, and Secure.

PROTECTION OF PERSONAL DATA

Protecting our data subjects' personal data and privacy is of the greatest concern to H&M Group as described under **We respect privacy and protection of personal data** on page 10. As a consequence of this, we also require our business partners to comply with all applicable privacy and information security laws when collecting, storing, processing or sharing personal information of any type, including that of our suppliers, customers and employees. The processing of personal data performed by H&M Group's business partners shall follow the same principles of respect for personal privacy as H&M Group.

With our suppliers and other business partners

H&M Group does not own any factories, but instead buys products from suppliers, primarily in Asia but also from Europe and Africa. We have clear requirements when it comes to quality, sustainability, human rights and ethics and work in close co-operation with our business partners to ensure their compliance with our Code of Ethics and Sustainability Commitment.

WE RESPECT AND PROMOTE HUMAN RIGHTS

Overarching all our standards and policies is our Human Rights policy, set in accordance with the UN Guiding Principles on Business and Human Rights. We are committed to respecting human rights in all our operations, our supply chain and in the communities where we operate. We seek to avoid any negative human rights impact and we use our influence to promote the fulfilment of human rights.

ETHICAL BUSINESS PRACTICES

Honesty, integrity, fair play and transparency are essential in how we act towards all our business partners. Conducting business in an ethical manner is crucial and we require both employees and business partners to sign and follow our Code of Ethics. To ensure their compliance we inform, instruct and train employees as well as suppliers and other business partners. We encourage both our employees and business partners to speak up if they are aware of a suspected breach of H&M Group policies, via the dedicated H&M Group's speak up channel at <https://speakup.hmgroupp.com>.

WE FOLLOW THE LAW AT ALL TIMES

H&M Group is committed to meeting all laws and regulations wherever we conduct our business activities. We comply with all applicable legal requirements and relevant international conventions and work to ensure that all our actions are sustainable and ethical.

ZERO TOLERANCE – BRIBERY AND CORRUPTION

We comply with all applicable legal requirements and relevant international conventions and work constantly to ensure that all our actions are sustainable and ethical. We have zero tolerance of all forms



of bribery and corruption. Gifts and advantages are never tolerated, regardless of value, therefore we have a strict no-gift policy. This applies to all business dealings and transactions, in all the countries in which we, our suppliers and business partners operate.

AVOIDING CONFLICT OF INTEREST

Fair play also means we are to avoid any situation where a conflict of interest may arise. A conflict of interest is when an individual's personal interests compete or conflict with the interests of H&M Group. We instruct our employees to avoid any actual or conceivable situation that could put integrity at risk. It's very important that we strive to have an open climate and act transparently and that all our colleagues have the confidence to notify a manager or local HR by disclosing the concern via the dedicated channel at www.ethics.hmgroup.com.

WE BELIEVE IN LONG-TERM COLLABORATION AND PARTNERSHIPS WITH OUR SUPPLIERS

We believe that well-managed business relationships have the potential to turn into successful strategic partnerships, based on shared risks and shared rewards. We believe such alliances can result in great sustainable business performance.

TOGETHER WE AIM TO LEAD THE CHANGE FOR A MORE SUSTAINABLE FUTURE

We take pride in running all our business operations in a way that is economically, socially, and environmentally sustainable. We expect all our suppliers and business partners to do the same. We start by

selecting suppliers who share our values and we work closely with them for continuous improvement. Our local teams assess their progress and help them take ownership of their sustainability work to integrate it into their core business. We work to promote sustainable operations among our partners throughout the value chain.



With our other stakeholders

H&M Group is committed to engaging closely and openly with our various stakeholders. This includes providing transparent information to meet the needs of our diverse stakeholders.

DIALOGUE AND COLLABORATION WITH OUR STAKEHOLDERS

H&M Group works to maintain regular dialogue with stakeholder groups such as suppliers and their employees, our local and global communities, non-governmental organisations (NGOs), intergovernmental organisations (IGOs), trade unions, policy makers, industry peers and shareholders. We do this on a daily basis through regular meetings, dedicated surveys and consultations or active participation in several multi-stakeholder initiatives. We actively seek collaboration with our stakeholders in order to develop our company and its role as a corporate citizen.

CORRECT, NEUTRAL AND TRANSPARENT FINANCIAL COMMUNICATION

H & M Hennes & Mauritz AB is publicly listed on the Nasdaq Stockholm stock exchange and has been a

listed company in Sweden since 1974. We have an open dialogue with the stock market and the media. Our financial communication abides by the stipulated laws and regulations and is intentionally neutral and transparent. We comply with the information regulations laid down by Nasdaq Stockholm and the EU's Market Abuse Regulation. Our annual reporting of financial information and non-financial information, such as on sustainability and corporate governance, is being increasingly integrated and continuously developed to reflect upcoming regulations and our company's focus on long-term value creation with multiple stakeholders in mind.

INSIDER TRADING

Our employees, board of directors, consultants and advisors who have insider information about H&M Group shall act in compliance with our Insider policy. This policy details relevant aspects of applicable insider trading rules, including the EU's Market Abuse Regulation. Insider information is nonpublic information which is likely to have an effect on the price of our publicly listed share.

ALWAYS TAX COMPLIANT

H&M Group is tax compliant. Our tax policy always reflects our business. H&M Group pays its taxes at

the appropriate times. We provide timely, relevant information as requested by the appropriate tax authority to accurately establish the company's tax liabilities. H&M Group's internal transaction model is fully in line with the OECD Transfer Pricing guidelines.

POLITICS

H&M Group does not provide financial contributions to individual politicians or political parties.

FAIR COMPETITION

H&M Group is dedicated to promoting fair competition and we make sure to operate our business accordingly.

H&M FOUNDATION

In addition to H&M Group's work to drive sustainable change throughout the value chain, there is the H&M Foundation, an independent non-profit global foundation privately funded by the Stefan Persson family—founders and main owners of H&M Group. Aimed at accelerating the realisation of the UN Sustainable Development Goals 2030, H&M Foundation uses collaboration and innovation to co-create, fund and share solutions for the world's most urgent challenges. To help safeguard the welfare of humanity, the foundation is catalysing the fashion industry to become planet-positive and accelerating the development of inclusive societies. Break-through innovations and findings are openly shared for anyone to adopt and scale, in order to contribute to systems change. The H&M Foundation can also provide emergency relief.

H&M FOUNDATION

Supporting codes and policies to this document include:

- Code of ethics
- Human rights policy
- Data protection and privacy commitment
- Sustainability commitment
- Whistleblowing policy
- Health & safety policy
- Global policy on diversity, inclusiveness, and equality
- Global non-discrimination and harassment policy
- Global labour relations
- Sourcing policy
- Tax policy
- Security policy
- Finance policy
- Insider policy
- Communications policy
- Global grievance policy
- Global compensation and benefits policy
- Information security policy
- Loss prevention policy
- Social media policy for employees

As we constantly revise our policies and guidelines in order to keep them up to date, some of the above mentioned policies, which are a selection of our global policies, may change and change name over time. Guidelines and policies are applicable everywhere in the Group, but may need to be adapted to local/national laws and legislation.





H&M Group

H&M

COS

WEEKDAY

MONKL

H&M HOME

& other Stories

ARKET

AFOUND