

# H&M GROUP MODERN SLAVERY STATEMENT 2025

# 1. Introduction

H&M Group has a worldwide commitment to human rights and takes a global approach to tackling modern slavery risk. This statement reflects our efforts across our value chain and has been prepared in joint consultation with representatives from the subsidiaries identified below.

Modern slavery is a comprehensive term that covers forced and compulsory labour, indentured child labour, exploitation of others for personal or commercial gain, human trafficking and similar abuse. These are violations of human rights as defined in both international and national legislations. According to experts and available data, forced labour unfortunately occurs in all sectors and industries, in all types of economic activities, and in many countries around the world.

This statement is made on behalf of H & M Hennes & Mauritz AB and all companies in the H&M group (“H&M Group”), pursuant to the UK Modern Slavery Act, the Australian Modern Slavery Act 2018, the Californian Transparency in Supply Chains Act, the German Supply Chain Act, the Norwegian Transparency Act, and the Canadian Supply Chains Act. It applies to and sets out the steps H&M Group has taken during the financial year 2024–2025 to address modern slavery within its supply chain and its own business operations.

H & M Hennes & Mauritz AB provides this joint statement for itself and on behalf of certain foreign subsidiaries that are directly covered by a disclosure obligation in their respective jurisdictions. Currently this includes H & M Hennes & Mauritz UK Ltd, H&M Hennes & Mauritz UK Services Ltd and H & M Hennes & Mauritz GBC AB, and H & M Hennes & Mauritz Pvt Ltd.

## 2. Our business

### H&M Group

H&M Group is one of the world's leading fashion retailers. Our brands are H&M – which includes H&M HOME, H&M Move and H&M Beauty – and the portfolio brands consisting of COS, Weekday, Cheap Monday, Monki, & Other Stories, ARKET, and Singular Society. The group also consists of New Growth & Ventures, which includes Creator Studio, majority-owned Sellpy, and our investment portfolio.

H&M Group brings together over 132,000 employees across the world. We have around 4,100 stores in 81 markets, with online services in 61 markets, and our brands engage with stakeholders via various digital marketplaces and external platforms.

Like most fashion brands, we do not own any factories, but instead we work with independent suppliers in our upstream value chain to produce the collections we design and sell. Our Tier 1 and 2 production supply chains contribute to the employment of more than 1.15 million people,

spread across more than 1,400 manufacturing and final product processing units (collectively called supplier factories) in 30 countries.

Since 2013, we have published our [supplier list](#). For more information about H&M Group, its organisational structure and group relationships, see our website and our [annual and sustainability report](#).

### Our value chain

When we talk about our value chain, we mean the full range of activities required for us to bring our products to market: from the design idea and choice and sourcing of material, through to processing, manufacturing, distribution, sales, and consumption – including disposal, recycling, reuse and resell. In other words, our value chain covers our multiple supply chains, our own operations, and the use and reuse of our products.

## 3. Our policies

To manage our risks related to forced labour and child labour, we are guided by various policies and guidelines. Together, these aim to ensure that our operations and supply chains uphold human rights and comply with applicable laws and international standards.

### Human rights policy

Our [human rights policy](#) guides how we manage human rights risks and impacts across our value chain. The policy commits us to respecting the rights of all people and applies to all value chain workers as well as our own operations. It sets our commitment to preventing and addressing forced labour, in line with the Universal Declaration of Human Rights and the ILO Core Conventions.

### Responsible business conduct policy

H&M Group's responsible business conduct policy sets out the framework for our risk-based due diligence process,

applicable across our value chain and own operations. It defines our commitments to identify, prevent, mitigate, and remediate adverse human rights and environmental impacts, while addressing related risks and opportunities. The process is informed by both internal and external stakeholder engagement. The policy aligns with international and national frameworks, including UN Guiding Principles on Business and Human Rights (UNGPs), OECD Guidelines, and sector-specific OECD guidance. Read more about the RBC process in our [RBC policy](#).

### Sustainability commitment

Our [sustainability commitment](#) for business partners affirms our dedication to respecting the rights, well-being, and dignity of all individuals across our value chain. It requires all suppliers to uphold these same standards and must be signed by every business partner. The commitment states: forced, bonded, prison and illegal labour

# 4. Risk assessment and due diligence

are not accepted. It includes requirements related to written policies and routines, freedom of movement, and employers' obligation to pay recruitment fees and voluntary overtime, as well as special consideration for vulnerable categories of workers such as migrants. Our sustainability commitment also requires our suppliers and business partners to ensure that grievance mechanisms are in place in their operations and to actively engage in remediation processes.

Our [guideline on responsible recruitment of migrant workers](#) further details and clarifies our requirements and expectations of our business partners in relation to the recruitment of migrant workers, including the use of labour agencies and our zero-recruitment fee policy.

Our sustainability commitment also states that child labour is not accepted. In addition, to underline the importance of this requirement, we have specific [child labour case handling guidelines](#) stating our standards and remedial action if the use of child labour is discovered.

## Supporting policies and guidelines

In addition to our publicly available policies and guidelines, we provide additional guidelines for suppliers that support the prevention of forced labour. Some examples are as follows:

- The grievance mechanisms guideline provides general guidance, recommendations and advice on functional grievance mechanisms. Functional grievance mechanisms are key to hear workers' voices and remedy harm when rights are violated.
- The gender based violence and harassment guideline (GBVH) provides guidance on how to prevent, detect and handle GBVH. This supports prevention of forced labour as physical and sexual violence is one of the indicators of forced labour, according to ILO.
- The sustainable impact partnership program (SIPP) minimum requirements guideline for business partners assists suppliers in understanding H&M's minimum requirements, one of which is "ensuring there is no forced labour", in greater details. See more information about SIPP on page 3.

## Speak Up

Everyone working at H&M Group or at a business partner's site; including subsidiaries, subcontractors, and other relevant stakeholders, is encouraged to raise concerns anonymously through our publicly accessible whistleblowing platform, Speak Up. The platform is open to employees, workers across our value chain, affected communities, and customers. We strictly prohibit retaliation for good-faith reporting, as outlined in our Speak Up guidelines.

H&M Group's due diligence process forms the foundation of our ongoing human rights efforts across our operations and value chains. It enables us to identify severe impacts, including forced labour and child labour, and to prioritise and focus our efforts accordingly. See more information about H&M Group's human rights efforts on our [webpage](#) and [annual sustainability report 2025](#).

Forced labour is a central focus of our work on modern slavery. Forced labour, together with child labour, are risks in our supply chains<sup>1</sup>. The risks of forced labour and child labour<sup>2</sup> in our production supply chain are most prominent upstream in the activities linked to specific raw materials – often those associated with agriculture or farming. Manufacturing, warehouse operations, transportation, construction and facility management are also recognised as high-risk industries. These risks increase when local legislation or governance is weaker, and where more vulnerable groups are present.

## Due diligence processes

### Raw materials risk assessment

All raw materials in our products should be produced in a way that respects human rights, preserves natural resources, and ensures humane treatment of animals. We therefore engage with key external stakeholders to inform evolving standards, with a focus on both environmental and social considerations. We have a risk-based approach that is based on OECD guidelines for Responsible Business Conduct and the UNGPs. This includes the identification and assessment of environmental and human rights risks connected, or potentially connected, to our raw material production. It then determines appropriate measures to prevent or mitigate these risks, based on likelihood and severity.

Find out more about our approach to responsibly sourced materials: <https://hmgroup.com/sustainability/circularity-and-climate/materials/>

### Due diligence on potential business partners

All business partners must sign our sustainability commitment and our code of ethics. When evaluating a new supplier, we communicate these requirements early in

the process to create a common understanding and shared ambition. These requirements span across issues such as corruption, non-transparency, the ILO's Fundamental Principles and Rights at Work (child labour, forced labour, freedom of association, discrimination and safe and healthy work environment), working conditions including wages and environmental practices. We also review public records to verify if any disputes have been reported.

### Supply chain mapping and traceability

Supply chain mapping is a pre-requisite for meaningful due diligence. Since 2013, we have been publishing our [supplier list](#), which today includes both manufacturing and material production suppliers. For upstream suppliers of raw materials, we have oversight of the countries of origin, enabling us to continuously identify risk hotspots. We also collaborate with others to establish approaches to prevent, mitigate and remedy risks and impacts.

### Supply chain management and monitoring

We strive for strong long-term relationships that are based on trust, transparency and a joint commitment to due diligence.

We must know where our products are manufactured to ensure that our standards and sustainability requirements are met. Therefore, the use of unauthorised subcontracting to units not audited and approved by H&M Group is strictly forbidden.

For our suppliers of commercial goods, we use a system of risk-based audits and our [sustainable impact partnership programme \(SIPP\)](#) to monitor compliance and performance. Through SIPP we ensure all suppliers meet our minimum requirements, and we support our Tier 1 and 2 suppliers to progress on our sustainability goals.

SIPP includes:

- A minimum requirements assessment: Before starting any relationship with a supplier, we conduct a minimum requirement assessment. All suppliers must pass this assessment and meet these requirements before we place an order with them. We then conduct regular follow up assessments to ensure that our minimum requirements continue to be met.

1. [ILO Indicators of Forced Labour](#)

2. [ILO Indicator of Child Labour](#)

- A self-assessment using the Higg Facility Environmental Module (FEM) and Social Labour Convergence Program (SLCP): Through self-assessment, our suppliers report annual performance data and management system indicators, which helps us to understand their readiness and resilience.
- A self-assessment verified by third-parties: Our suppliers' complete self-assessments using FEM and SLCP, which are then independently verified by Cascale- and SLCP-approved third parties. This verification ensures that the modules are accurately completed and supports the credibility of the results.
- Capacity building: Depending on our strategic priorities and risks and leverage that we identify, we provide support through capacity building workshops, training and management system analysis.
- Grievance mechanisms: It is important to us that workers can report concerns and have their voices heard. Depending on a supplier's level of risk or case history, we may require or recommend a factory to invest in a digital grievance mechanism.
- Incident management: Our approach to a report of noncompliance depends on the severity of the violation. We may issue consequences, demand a corrective action plan, and engage with suppliers and affected stakeholders on remediation actions, including training or changes to policies and processes. In cases of severe noncompliance or if a supplier does not respond to remedial actions, we may end business the relationship.
- Facilities outside of the Higg Index scope are covered by annual minimum requirement assessments, performed either by our internal team or by a certified third party.

Read more about SIPP and our supply chain management programme on our [website](#).

For suppliers of non-commercial goods and services (including facility management, cleaning, and construction), we require them to be SEDEX members and complete a self-assessment questionnaire (SAQ) within 12 months. SEDEX audits are carried out at a frequency determined by a defined risk matrix.

#### Worker surveys:

We also consult with potentially affected rights holders to identify risks and negative impacts.

This year, we have run a social impact workers survey which included questions around feeling safe at work, violence and harassment, trust in grievance mechanisms and involuntary overtime. This survey was deployed in eight production countries.

In the coming year, we will continue expanding the survey, as this is an important part of our work to identify, manage, mitigate, and remediate risks related to forced labour in our supply chains. The results of our surveys will be integrated into our all over risk assessment and mitigations process.

#### Diginex APPRISE (APPRISE)

In 2025, we decided and prepared ourselves to use a digital worker voice platform (APPRISE) that was initially created through a collaboration between United Nations University (Macau) and the Mekong Club, and is now being operated by the technology provider Diginex. We expect this tool to enable us to gather insights directly from workers on critical issues including child labour, indicators of forced labor, and gender- based violence and harassment. By offering a confidential and accessible channel for feedback during audits or as a stand-alone survey tool used through QR codes, the platform helps engaging workers safely and anonymously. It also includes the migrant workers not speaking the language of the country they work in, as the questions are translated into several languages. All information gathered is aggregated and anonymised to protect individuals from any potential retaliation.

We will pilot this tool in 2026 and the inputs we get from the surveyed workers will help design our mitigation measures.

#### Logistics

In 2025, H&M Logistics maintained a risk-based sustainability due diligence process for all warehouse partners, including own operated warehouses and 3PL, ensuring compliance with our minimum requirements on human rights. Before onboarding, partners sign our sustainability commitment and receive the migrant worker guideline, setting clear expectations on ethical recruitment and fair

treatment. Assessments focus on minimum requirements, which must be met to start a business relation. For ongoing improvement, assessments continue regularly. This includes annual assessments, both announced and unannounced audits, of warehouses and container freight stations (CFS) in high-risk countries, supplemented by self-assessments and security audits. The scope covers

all CFSs and warehouses, with implementation started in 2025 for warehouses and planned for late 2025 into 2026 for CFSs. These actions are ongoing and conducted yearly.

Low-risk countries complete annual self-assessments, while medium- and high-risk markets undergo tailored reviews by our sustainability team through document checks, remote verification, and on-site audits where needed.

## 5. Addressing risks

### Acting on identified risks & impacts

We engage in programmes, projects, partnerships, industry initiatives and activities to address identified risks and impacts. In some cases, we focus on prevention and mitigation; in others we take remedial measures.

Modern slavery, forced labour, and child labour are systemic issues that require comprehensive responses by multiple actors. Potential risks and impacts might be identified in our upstream or downstream supply chain operations, where our leverage and influence is very limited. For these reasons, we place a strong emphasis on collaborations and partnerships to reduce risk and drive progress. We also collaborate with experts to help inform our strategies. See an overview of key collaborations and partnerships relating to the topic of modern slavery on page 6.

### Responsible recruitment of migrant workers

Vulnerable groups that run a higher risk of being exploited include migrant workers, agency workers, temporary workers, and self-employed people. In the context of increased global migration, we signed a memorandum of understanding with the [International Organization for Migration \(IOM\)](#) in 2019 to further strengthen our work to address the risk of migration-linked forced labour. This included a goal to eliminate recruitment fees in our supply chain by 2025. In 2025, we came close to achieving our

goal. We acknowledged that there will always be a possibility of identifying issues within our supply chain, including cases involving recruitment-related costs. A higher number of findings does not necessarily reflect a worsening situation; rather, it may reflect the effectiveness of our audit process and other measures to identify recruitment fees. In the cases of recruitment fees we identified, they were mainly related to small fees paid for medical checks or notary costs for documents needed during recruitment. By 2026, "zero recruitment fees paid by workers" is a part of our minimum requirements, which will be followed through the SIPP process.

### Preventive actions to address heightened risk

The table on next page shows some examples of modern slavery, forced labour, and child labour risks identified in the value chain as well as ongoing efforts to address these. Further detail on specific processes is provided throughout this document.

Value chain steps	Risks & impacts	Ongoing efforts
<b>Raw materials</b>	<p>Risk of forced labour and child labour connected to specific raw materials and high-risk contexts, for example agriculture.</p> <p>We recognise that there is a risk of child labour occurring within our value chain, particularly in activities and sectors related to the sourcing and processing of raw materials and in regions where regulations may be less stringent. This could deprive children of their childhood, negatively impacting their physical, mental, and emotional development.</p> <p>Workers employed in sectors related to the sourcing and processing of raw materials may experience unfair working conditions. This includes being coerced into working under exploitative conditions, or with limited freedom or fair compensation, which undermines the well-being and dignity of affected individuals.</p>	<ul style="list-style-type: none"> <li>• We work with standard owners such as <a href="#">Textile Exchange</a> to incorporate human rights into the assessments.</li> <li>• We conduct risk assessments for new and existing raw materials.</li> <li>• Cotton used for manufacturing of our products is either organic, recycled or cotton licensed by <a href="#">Better Cotton Initiative</a>.</li> <li>• We have a ban on cotton from Turkmenistan and Syria.</li> <li>• We participate in multi-stakeholder collaborative project 'Harvesting the Future – Cotton in India,' to improve working and living conditions of cotton farmers and workers in two regional districts.</li> <li>• To reduce our negative impact, we have set strict contract conditions in our sustainability commitment for business partners and monitor our business partners through self-assessments, audits and grievance channels. We also support our suppliers in developing efficient policies and assessing supplier risk levels to proactively address high-risk areas. In raw material production, we've strengthened due diligence and collaborate with multi-stakeholder initiatives to tackle systemic issues like child labour.</li> </ul>
<b>Material production – fabric and yarn production and processing</b>	<p>Risk of exploitative labour practices in various countries and sectors of Tier 2 and 3 suppliers.</p> <p>Risk of forced and bonded labour in the spinning mill industry.</p>	<ul style="list-style-type: none"> <li>• Ongoing and expanded mapping of Tier 2 and 3 suppliers (processing units, fabric and yarn suppliers-to-our-suppliers). <a href="#">See our supplier list</a>.</li> <li>• Sustainable impact partnership program (SIPP).</li> <li>• Engagement with suppliers and brands in countries with ongoing cases, to resolve the issues of recruitment fees and other indicators of forced labour.</li> </ul>
<b>Product manufacturing</b>	<p>Risk of involuntary overtime and undeclared production units.</p> <p>Vulnerable groups, such as migrants, at risk of bonded labour through recruitment practices.</p> <p>Risk of forced labour in the textile supply chain.</p>	<ul style="list-style-type: none"> <li>• We know where our manufacturing of products takes place, and to enforce our prohibition of the use of undeclared production units – those units that have not been approved for our production. This work covers all product manufacturing and processing units.</li> <li>• Sustainable impact partnership program (SIPP).</li> <li>• Due diligence on potential business partners.</li> <li>• Responsible purchasing practices – a core pillar of our engagement in the <a href="#">Action Collaboration Transformation</a> (ACT) initiative.</li> <li>• We work with production partners on ethical recruitment and addressing excessive overtime.</li> <li>• In India, we work on the dormitory (hostel) conditions through regular visits, capacity building and corrective action plans developed and followed up; to ensure decent and safe conditions for migrant workers who are considered as a vulnerable group.</li> </ul>
<b>Logistics – transport, warehouses and international freight</b>	<p>Vulnerable groups, such as migrants, agency workers, temporary workers may face a heightened risk.</p> <p>Risk of involuntary overtime.</p> <p>Risk of working under threats or manipulation.</p> <p>Lack of proper documentation.</p> <p>Risk of forced labour and human trafficking is higher in certain markets, linked to governance and socio-economic factors.</p>	<ul style="list-style-type: none"> <li>• Due diligence on potential business partners.</li> <li>• Annual country and function level risk assessments.</li> <li>• Annual self-assessments and audits in all types of warehouse operations, including own operated warehouses and 3PL, following up on our sustainability commitment requirements.</li> <li>• Member of the <a href="#">Responsible Trucking platform</a>, collaborating on standards and monitoring.</li> </ul>
<b>Own operations – offices and stores</b>	<p>Vulnerable groups, such as migrants, agency workers, outsourced staff, and self-employed people face a heightened risk.</p>	<ul style="list-style-type: none"> <li>• In 2025, we expanded our minimum employment standards to explicitly prohibit forced labour, applying to all directly contracted employees. Implementation is led by our local human resource teams with dedicated financial, human, and operational resources, while managers ensure daily compliance. Our approach includes short-term (2023–2025) roll-out and training, medium-term (2025–2028) enhanced monitoring, and long-term continuous improvement.</li> </ul>
<b>Service supply chains and non-commercial goods – facility management, cleaning, construction</b>	<p>Vulnerable groups, such as migrants, agency workers, outsourced staff and self-employed people face a heightened risk.</p>	<p>As of 2025, we require all NCG suppliers, as well as our strategic service suppliers (including facility management, cleaning, and construction), to be SEDEX members and to have completed a self-assessment questionnaire (SAQ) within the past 12 months. SEDEX audits are carried out at a frequency determined by a defined risk matrix.</p> <ul style="list-style-type: none"> <li>• Due diligence on potential business partners.</li> <li>• Risk-based follow-ups with cleaning, construction and facility management partners, and with non-commercial goods suppliers.</li> <li>• Risk-based visits at construction sites.</li> <li>• Annual country and function level risk assessments.</li> <li>• Tailor-made trainings on forced labour for colleagues working in sustainability.</li> </ul>

## 6. Training and capacity building

### **Trainings for our employees**

To strengthen our commitment to addressing modern slavery and child labour risks, we provide trainings for our employees. These include basic and specific human rights training, tailoring the content for different functions, roles and business partners.

H&M Group employees are continuously trained in our company values and policies, including those related to human rights. Specific e-learning courses on sustainability-related themes are also available to our employees and include modules developed by the Mekong Club on forced labour.

In addition, we also provide tailored forced labour and child labour training for sustainability and compliance experts. These colleagues are responsible for ensuring compliance with our sustainability requirements and implementing programs to improve social conditions in our supply chains. Their work includes global programs to promote and structure workplace dialogue and wage management systems, as well as efforts to enable implementation of H&M Group's guidelines on gender-based violence and harassment (GBVH) and grievance mechanisms.

In 2025, we delivered trainings and workshops to refresh and deepen sustainability and compliance experts' understanding of our policies and guidelines on forced labour and child labour. However, compared with the previous year, we noted a slight decrease in the number of experts participating. This trend can be partly explained by an increased reliance on third-party audits and verification and decrease in the number of experts in our teams. In 2026, we aim to extend modern slavery trainings to other functions and roles in the company, via a more strategic approach which we have worked to develop in 2025.

### **Trainings for suppliers**

Our business partners are regularly trained or informed about our commitments and policies. All new suppliers must sign our sustainability commitment that sets out our expectations and are trained on the content as part of the onboarding process.

We are regularly training our Tier 1 suppliers on guideline to responsible recruitment of migrant workers. This guideline is available on our supplier portal so that business partners can access and use the guideline any time.

## 7. Engagement with stakeholders

Combatting modern slavery, forced labour, and child labour is a systemic challenge that requires sustained action by multiple stakeholders and collaboration is often necessary to drive progress. For this reason, we place a strong emphasis on collaboration and partnerships with different organisations. We engage with stakeholders working on this topic to learn from their experience and practices and we continually exchange information on recruitment fees to help address this risk.

We engage in several collaborations and partnerships relevant to the topic of modern slavery, forced labour, and child labour. Among others, some of the organisations we are members of and consult with are [Mekong Club](#), and [The Centre for Child Rights and Business](#). We also consult regularly with [International Organization for Migration \(IOM\)](#).

Within the year of 2025, we participated in several online meetings arranged by Mekong Club, also run a session together, to help increase our internal sustainability teams' capacity on the topic, we have been in regular communication with IOM. We have also participated in the quarterly meetings organised by The Centre of Child Rights in Business.

We are active in Better Work (ILO/IFC) in Bangladesh, Pakistan, Indonesia and Vietnam as well as Better Factories Cambodia.

In logistics, we support the Responsible Trucking Platform.

Visit our [website](#) to read more about our collaborations and partnerships.

# 8. Progress

## Progress and key performance indicators

Target or KPI	2025	2024	2023	2022	2021
<b>Targets and progress</b>					
2025: No recruitment fees in our supply chain by 2025, measured by number of production units that reported cases of recruitment fees (and share of total scope) <sup>1, 2, 3, 4</sup>	10 (0.85%)	8 (0.65%)	17 (1%)	39 (3%)	Baseline year
Ongoing: Increase number of priority colleagues who received training on forced labour and responsible recruitment <sup>5</sup>	Sustainability experts: 29	Sustainability experts: 37	Sustainability experts: 61	Growth team: 10 Production team: 1 Logistics team: 98	Sustainability experts: 6 Production team: 41 Materials team: 15
<b>Key performance indicators (KPIs)</b>					
Number of factories	1,400				
Number of Tier 1 and Tier 2 factories audited	1,304				
Number of grievances through:					
NMC's	25				
Speak Up	5				
Other external sources	128				
Number of grievances resolved	130				
Most common minimum requirement findings by topic (within social assessment):	Health and safety: 48%				
Number of factories terminated due to sustainability reasons	1				

1. Refers to cases when workers have paid all or part of any fee connected to recruitment and where the worker did not immediately get reimbursed.
2. Scope: factories participating in Higg FSLM. Please see our sustainable impact partnership program for more information.
3. Data from Tier 1 and Tier 2 suppliers.
4. For more information on recruitment fees, see page 4.
5. For more information on trainings, see page 6.

## Remediating cases of child labour and forced labour

Through our minimum requirement assessments and worker grievance mechanisms, we continuously identify and remediate issues related to working conditions that do not meet our standards. When non-conformities are detected, we manage each case and implement appropriate remediation actions. These actions vary depending on the nature and severity of the issue, and remediation processes remain open until the situation has been fully resolved.

If cases of forced labour are identified, we follow a dedicated remediation process aimed at addressing impacts, preventing recurrence, and compensate the affected worker(s).

For cases involving child labour, we apply a specific remediation process designed to protect the child's wellbeing and support the family. This includes providing financial support to enable continued education and to compensate for the family's loss of income. Once the child reaches the legal minimum working age, we encourage re-employment opportunities. We also ensure availability of grievance mechanisms and ensure that the remediation measures are effective as well as meets the needs of both the child and their family.

For suppliers that have not lived up to our standards during the year, we have taken remediating actions. These actions include stopping any abusive practice, applying disciplinary measures, engaging in dialogue with suppliers, workers, and industry organisations; updating policies and procedures; and compensating affected workers when harm has occurred. We have also taken steps to remediate loss of income resulting from non-conformities with our minimum requirements, while supporting suppliers in strengthening their practices to prevent similar issues from reoccurring.

# 9. Looking ahead

Our focus for 2026 includes:

- Piloting the APPRISE tool in high-risk countries and integrating the learnings into our forced labour mitigation plan.
- Continuing to include priority colleagues and functions participating in training on forced labour and responsible recruitment.
- Continuing to include to include business partners in high-risk countries and functions participating in training on forced labour and migrant workers.
- Growing our engagement with external stakeholders active on this topic, to better understand and identify potential issues of forced labour and recruitment fees.
- Continuing our efforts to map upstream supply chains and increase traceability.

## Approval

This statement has been unanimously approved and signed by the board of directors of H & M Hennes & Mauritz AB on behalf of H&M Group on 19th March 2026. This statement has also been approved by the board of directors of H&M Hennes & Mauritz UK Ltd, H&M Hennes & Mauritz UK Services Ltd and H & M Hennes & Mauritz GBC AB which are subject to the UK Modern Slavery Act and signed by a director of each entity.

H&M Hennes & Mauritz Pty Ltd (H&M Australia) is a reporting entity under the Australian Modern Slavery Act 2018. H&M Australia is a subsidiary to H & M Hennes & Mauritz AB and has its headquarters in Sydney. It distributes, sells and markets apparel from brands within H&M Group. H&M Australia has approximately 1,400 employees

engaged in administrative functions and retail sales through approximately 39 stores across Australia. It does not engage in manufacturing. H & M Hennes & Mauritz Inc (H&M Canada) is a reporting entity under the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act. H&M Canada is a subsidiary to H & M Hennes & Mauritz AB and has its headquarters in Toronto. It distributes, sells and markets apparel from brands within H&M Group. H&M Canada has approximately 4,195 employees engaged in administrative functions and retail sales through approximately 96 stores across Canada. It does not engage in manufacturing. This statement has been approved and signed by the board of directors of H & M Hennes & Mauritz AB.

