

H&M GROUP
SALIENT HUMAN
RIGHTS ISSUES
2025

Our salient human rights issues are presented below, with a detailed description of each issue on the following pages.

Health, safety &
wellbeing

Freedom of
association &
collective bargaining

Forced labour

Compensation &
benefits

Social security &
protection

Discrimination &
equal treatment

Communities access
to water

Privacy & Integrity

Our salient human rights

Issue	Definition	Own operations and/or part of value chain and description of the issue including vulnerable rightsholders	Measures taken to address salient human rights issues
Health, safety & wellbeing			
<p>ILO Conventions 155, 183, 187 and 190</p> <p>ICCPR Article 6</p> <p>ICESCR Article 12</p>	<p>Health, safety and wellbeing of employees, workers, and customers across the value chain, such as safe and healthy working conditions, in stores and facilities and in relation to product safety.</p> <p>This includes protection from gender-based violence (GBV) and any other form of physical, sexual, psychological, or verbal harassment or violence occurring during, linked with, or arising from work.</p>	<p>Own operations, primarily in our warehouses and stores, as well as impacts linked to our investments and to customers through the products we sell.</p> <p>Various supply chains, including manufacturing, international freight and transportation, construction and facility management, material and fibre supply chains, and end-of-life value chains.</p> <p>Vulnerable groups include young workers, female and pregnant workers, temporary workers, informal workers, homeworkers and migrant workers. Special attention is given to products aimed at children.</p>	<ul style="list-style-type: none"> • Health, safety and wellbeing within our own operations (see page 101 of our 2025 Annual and Sustainability Report) • Health, safety and wellbeing in our production supply chain (see page 108-109 of our 2025 Annual and Sustainability Report) • Health, safety and wellbeing within our logistics supply chain (see page 109 of our 2025 Annual and Sustainability Report) • Gender-based violence and sexual harassment see page 108-109 of our 2025 Annual and Sustainability Report) • Product safety, special attention to products aimed at children
Freedom of association & collective bargaining			
<p>ILO Conventions 87, 98, 135 and 154</p>	<p>A person's right to join, and/or form, trade unions of his or her own choosing and to bargain collectively. An enabling right for other labour rights.</p>	<p>Own operations and various supply chains.</p> <p>Vulnerable groups include union members, workers representatives, migrant workers, outsourced staff, and self-employed workers.</p>	<ul style="list-style-type: none"> • Industrial relations strategy in our production supply chain in Bangladesh, Cambodia, mainland China, India, Indonesia, Myanmar, Pakistan, Türkiye, Vietnam, and Egypt (see also page 108 of our 2025 Annual and Sustainability Report)
Forced labour			
<p>ILO Convention 29, 97 and 105</p> <p>ICCPR Article 8</p>	<p>All work or service that is exacted from any person under the threat of a penalty or for which the person has not offered himself or herself voluntarily. Indicators of forced labour include unreasonable fees leading to debt bondage, deception, restriction of movement, isolation, abuse of vulnerability, physical and sexual violence, intimidation and threats, abusive living and working conditions, wage withholding, excessive overtime, and retention of personal documents.</p>	<p>Own operations, investments, and various supply chains, for example in manufacturing, warehouse operations, transportation, construction and facility management, material and fibre supply chains, and end-of-life value chain.</p> <p>Vulnerable groups include migrant workers, agency workers, temporary workers and religious and ethnic minority groups.</p>	<ul style="list-style-type: none"> • Please reference our Modern Slavery Statement for more information

Our salient human rights

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Compensation & benefits			
ILO Conventions 95 and 131	<p>Wage levels for a regular work week to be sufficient to meet basic needs for the worker and their families and provide some discretionary income. Minimum wage in some countries where we have operations might not be equivalent to a sufficient wage level. Workers could therefore be living off a salary not sufficient for a basic living standard. These circumstances could also increase the risk of excessive overtime work which connects to workers' rights to health, rest and family life.</p>	<p>Primarily within our production supply chain, facility management and transportation (last mile delivery) supply chain. However, possible within own operations and other supply chains as the issue is largely country specific.</p> <p>Vulnerable groups include women, migrant workers, temporary workers, and self-employed workers. Also, workers in low skilled and labour-intensive industries.</p>	<ul style="list-style-type: none"> • Wage approach in own operation (see also page 101, 104 of our 2025 Annual and Sustainability Report) • Wage strategy in our production supply chain (see also page 109-110 of our 2025 Annual and Sustainability Report)
Social security & protection			
ILO Conventions 121, 122, 158, 175 and 183	<p>Access to health care, insurance and income security, particularly in cases of old age, unemployment, sickness, invalidity, work injury, maternity or loss of income.</p> <p>A responsibility dependent to a large extent on legal frameworks and institutional capacity of a country. Recognised employment is often a precondition for access to work-related social security benefits and protection.</p>	<p>Own operations and various supply chains. The issue is largely country specific and present in some of our production markets where national frameworks offer less protection.</p> <p>Vulnerable groups include migrant, agency, temporary workers and self-employed workers as well as workers and communities in the informal economy.</p>	<ul style="list-style-type: none"> • Aspects of our wage strategy in our production supply chain (see also page 109-110 of our 2025 Annual and Sustainability Report) • For own operations we have implemented Minimum Employment Standards (see also page 101 of our 2025 Annual and Sustainability Report)

Our salient human rights

Issue	Definition	Own operations and/or part of value chain and description of the issue including vulnerable rightsholders	Measures taken to address salient human rights issues
Discrimination & equal treatment			
<p>ILO Conventions 100, 111 and 159</p> <p>ICCPR Article 2</p> <p>ICESCR Article 2”</p> <p>CEDAW General Recommendation s No.35</p>	<p>Discrimination or unequal treatment on the grounds of gender, sexual orientation, race, colour, age, pregnancy, marital or social status, religion, political opinion, nationality, ethnic origin, disease or disability.</p> <p>This includes equal remuneration for equal work and other aspects of equal treatment at work including discrimination in the form of gender-based violence and harassment (GBVH) against women, directed towards a woman because she is a woman or that affects women disproportionately.</p>	<p>Own operations, particularly warehouse operations, and various supply chains, notably in our manufacturing supply chains, linked to a large share of female workers.</p> <p>Unconscious bias or discrimination can also be an issue in marketing and communications, and in the use and application of data and AI.</p> <p>Vulnerable groups include women, migrant workers, the LGBTQIA+ community, minority groups, people with disabilities, trade union membership, teenagers and children, and varies by country.</p>	<ul style="list-style-type: none"> • Inclusion and diversity approach within our own operations (see also page 101 of our 2025 Annual and Sustainability Report) • Gender equality approach in our production supply chain (see also page 109 of our 2025 Annual and Sustainability Report)
Communities access to water			
<p>ICESCR Articles 11 and 12</p>	<p>Safe, accessible and affordable water and sanitation for workers in our supply chain and neighbouring communities. Industries can be a contributor to water pollution and water scarcity, which is why safeguarding wastewater treatment and reducing water use are essential to ensure access to clean water and sanitation in neighbouring communities.</p>	<p>Primarily within our material supply chains, mostly connected to farming and forestry.</p> <p>Vulnerable groups include potential indigenous groups and minority groups.</p>	<ul style="list-style-type: none"> • Resource use and circularity approach to reduce resource use (see also page 88-93 of our 2025 Annual and Sustainability Report)
Privacy & Integrity			
<p>UDHR Article 12</p> <p>ICCPR Article 17</p>	<p>The right to privacy is the right to keep one’s personal matters and information out of the public domain and government interference. The right to privacy is essential to human dignity and the protection of our autonomy, dignity and personal identity</p>	<p>Own operations, related to employees’ and customers’ data handling, and connected to investments.</p>	<ul style="list-style-type: none"> • Data privacy and protection approach (see also page 114 of our 2025 Annual and Sustainability Report)