

H&M Group

UN Guiding Principles Index 2021

INDICATOR	PAGES IN SUSTAINABILITY DISCLOSURE 2021 (SD) OR ANNUAL AND SUSTAINABILITY REPORT 2021 (ASR)	NOTES
<h2>Governance of Respect for Human Rights</h2>		
<h3>Policy commitment</h3>		
A1 What does the company say publicly about its commitment to respect human rights?	SD: 4, 48-50, 54	See also our Human Rights Policy .
A1.1 How has the public commitment been developed?	SD: 48-50, 54	<p>In December 2012, H&M Group adopted its Human Rights Policy. This policy is based on the UNGPs, the Universal Declaration of Human Rights (including the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights) and other international standards and guidelines.</p> <p>The policy is approved by H&M Group's CEO and throughout its development, stakeholders (both internal and external) were consulted and had the opportunity to give input to the content.</p> <p>In 2020, H&M Group finalised its revised Human Rights Policy, following a policy review initiated in 2016.</p>
A1.2 Whose human rights does the public commitment address?	See note	See our Human Rights Policy .
A1.3 How is the public commitment disseminated?	SD: 49, 66	See also our Sustainability Commitment .
<h3>Embedding respect</h3>		
A2 How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?	SD: 48-50, 54, 64, 66	See our Human Rights Policy , Salient Human Rights Issues and Sustainability Commitment .
A2.1 How is day-to-day responsibility for human rights performance organized within the company, and why?	ASR: 63-64	See our Human Rights Policy .
A2.2 What kinds of human rights issues are discussed by senior management and by the Board, and why?	ASR: 63-64 SD: 59	See our Human Rights Policy .

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A2.3 How are employees and contract workers made aware of the ways in which respect for human rights should inform their decisions and actions?	SD: 10, 49-50, 52-56	See our Human Rights Policy .
A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?	SD: 48-50, 54, 57, 66-69	See our Human Rights Policy .
A2.5 What lessons has the company learned during the reporting period about achieving respect for human rights, and what has changed as a result?	SD: 49, 54, 61, 69	See our Human Rights Policy .

Defining the focus of reporting

B1 Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.	SD: 49, 69	See also our Salient Human Rights Issues .
B2 Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	SD: 10-11, 49	See also our Salient Human Rights Issues .
B3 Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	See note	Our human rights due diligence is risk-based and applies across our operations, supply chains and communities. We regularly review our actual or potential human rights risk and focus on priority risks: see our Salient Human Rights Issues .
B4 Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.	SD: 49, 58	Global events such as Covid-19 amplify human rights risks for already vulnerable groups. In response to the Covid-19 pandemic, we paid increased attention to health and safety, social protection and wage payment, and focused on securing responsible purchasing practices in our supply chain.

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Management of salient human rights issues

Specific policies

C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	SD: 6, 49-50, 54, 66	
C1.1	How does the company make clear the relevance and significance of such policies to those who need to implement them?	SD: 49-50, 52, 54, 66-69	

Stakeholder engagement

C2	What is the company's approach to engagement with stakeholders in relation to each salient human rights issue?	SD: 10, 49-50, 52-56	See also our Stakeholder Engagement Overview .
C2.1	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	SD: 48-50, 54, 57, 66-69	See also our Stakeholder Engagement Overview .
C2.2	During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	SD: 49, 54, 61, 69	See also our Stakeholder Engagement Overview .
C2.3	During the reporting period, how have the views of stakeholders influenced the company's understanding of each salient issue and/or its approach to addressing it?	SD: 49, 54, 61, 69	See also our Stakeholder Engagement Overview .

Assessing impacts

C3	How does the company identify any changes in the nature of each salient human rights issue over time?	SD: 49	See also our Salient Human Rights Issues .
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C3.1 During the reporting period, were there any notable trends or patterns in impacts related to a salient issue and, if so, what were they?	SD: 27-28, 49-54, 56, 58-60, 62-65, 68-69	See also our Salient Human Rights Issues .
C3.2 During the reporting period, did any severe impacts occur that were related to a salient issue and, if so, what were they?	SD: 49-50, 69	See also our Salient Human Rights Issues .
Integrating findings and taking action		
C4 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	SD: 6, 49-50, 54, 66	See also our Salient Human Rights Issues .
C4.1 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	SD: 49-50, 52, 54, 66-69	See also our Salient Human Rights Issues .
C4.2 When tensions arise between the prevention or mitigation of impacts related to a salient issue and other business objectives, how are these tensions addressed?	SD: 49-50, 52, 54, 66-69	See also our Salient Human Rights Issues .
C4.3 During the reporting period, what action has the company taken to prevent or mitigate potential impacts related to each salient issue?	SD: 49-50, 52, 54, 66-69	See also our Modern Slavery Statement and Salient Human Rights Issues .
Tracking performance		
C5 How does the company know if its efforts to address each salient human rights issue are effective in practice?	SD: 16, 27-28, 49-50, 52-56, 58-65	See also our Modern Slavery Statement and our Salient Human Rights Issues .
C5.1 What specific examples from the reporting period illustrate whether each salient issue is being managed effectively?	SD: 28, 49-50, 53-54, 58-60, 62-65, 68-69	

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Remediation		
C6 How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?	SD: 49, 55-56, 58-59, 66-67	
C6.1 Through what means can the company receive complaints or concerns related to each salient issue?	SD: 49, 55, 57, 66-67	See also our Global Grievance Policy .
C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?	SD: 56, 58-59, 69	See also our Global Grievance Policy .
C6.3 How does the company process complaints and assess the effectiveness of outcomes?	SD: 49, 55, 57, 59, 66	See also our Global Grievance Policy .
C6.4 During the reporting period, what were the trends and patterns in complaints or concerns and their outcomes regarding each salient issue, and what lessons has the company learned?	SD: 56, 58-59, 69	
C6.5 During the reporting period, did the company provide or enable remedy for any actual impacts related to a salient issue and, if so, what are typical or significant examples?	SD: 49-50, 54, 58-59, 69	