

Group Guidelines

Child Labour Case Handling Guidelines

Applies to:	All Business Partners at H&M Group
Effective from:	1998
Last reviewed/updated:	November 1, 2023
Approver:	CEO
Approved date:	October 10, 2014
Owner:	Head of Social Impact
Contact:	Payal Jain
Version:	VS 3

Who is a Child

We acknowledge that according to the UN Convention on the Rights of the Child, a person is a child until the age of 18. We recognize the rights of every child to be protected from economic exploitation and from performing any work that is likely to be hazardous or to interfere with the child's education, or to be harmful to the child's health or physical, mental, spiritual, moral or social development. No persons are recruited at an age younger than 15 (or 14 where ILO Convention 138 makes an exception) or younger than the legal age for employment if this is higher than 15.

As per Sustainability Commitment for Business Partner- Child labour is not accepted and children's rights are respected³ –

H&M Group and its business partners operate in countries where the risk of child labor is heightened. Sustainability Commitment stresses that child labor is not accepted and serves to clearly outline the expectations H&M Group has on its business partner if child labor is suspected or detected as well as what measures then are required of the business partner.

What is expected of Business Partners

Business partners are required to have systems in place to ensure that child labor is not employed directly by the business partner or by any partner/sub-contractor.

If child labor is confirmed in a business partner's operations (directly or via partner/sub-contractor), we request the business partner to ensure that measures are taken in the best interest of the child. In cooperation with the child's family, employer and other relevant parties, the business partner is required to seek a satisfactory solution, taking into consideration the child's age, social situation, education etc. The solution should always aim to improve, not worsen, the child's situation and shall be maintained for the child until the child reaches legal age of working.

Any cost related to the solution need to be covered by the business partner and the business partner is also required to compensate the child's family for lost income – as a minimum the prevailing minimum wage.

H&M reserves the right to cease cooperation with business partners that violate this policy