

H&M Group response to BHRRC Tuesday 18<sup>th</sup> 2022

*To not pay legally mandated minimum wages is a serious violation of our Sustainability Commitment. We have made it clear to our suppliers in Karnataka that they must pay the workers legally mandated minimum wages including all arrears. If they fail to do so, it will ultimately lead to serious business consequences. We will continue to closely monitor and follow up on this.*