

“H&M’s response”, 21 September 2022

Freedom of association and collective bargaining are rights that enable decent work. We respect and protect these rights in several ways: through the implementation of our minimum requirement routines, by promoting and implementing our GFA with IndustriALL and IF Metall, by supporting country strategies for ACT, and through our capacity building programs at factory level. We have and assess a variety of grievance mechanisms, including joint H&M Group-IndustriALL affiliate committees in Bangladesh, Cambodia, India and Indonesia that function as case handling mechanisms for any violations of rights. We are in contact with local IndustriALL affiliates in India to handle this case in our National Monitoring Committee there.