

# H&M

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Formal name: Hennes & Mauritz AB

HQ: Sweden

Revenue 2018: € 19 908 558 211

Profit 2018: € 1 200 000 000

Direct suppliers: 785

Sub-contractors: 1013

according to brand

Top production countries: China  
Bangladesh  
Indonesia

## SUPPLY CHAIN TRANSPARENCY:



H&M discloses name, address, parent company, type of product and number of workers for most production units fully in line with the Transparency Pledge, provides additional information and makes data available in a machine-readable format. → That's great! We encourage H&M to pursue its frontrunner commitment around transparency.

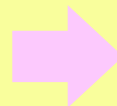
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



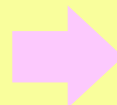
This means: H&M makes no claim and no public evidence was found that its suppliers are paying a living wage. → H&M should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

H&M has published a clear commitment to ensure a living wage is paid across its supplier network.



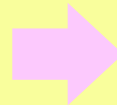
This is a good start! We encourage H&M to put their commitment into action.

H&M says it is working on improving wages for workers across its supplier network. However, it does not meet all elements of a public, time-bound action plan.



H&M should improve its plan to achieve a living wage in a reasonable time-frame.

H&M says it applies the ACT methodology, in order to safeguard wages in price negotiations with suppliers, so workers' wages should not be squeezed as part of the bargain.



H&M should ensure prices paid to suppliers are sufficient to cover a living wage and social protection contribution for all workers in their supply chain.

Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families.

No evidence was found of public information on gender pay gaps in its supply chain.

However, no evidence was found that the company uses any credible living wage benchmark.

The company publicly discloses some data about wages currently paid to workers at its suppliers.

H&M publicly reports on unionization and worker representatives but not on existing collective bargaining agreements in its supplier factories.

# FASHION CHECKER

## BRAND PROFILE

### APRIL 2020



Funded by the European Union