

H&M GROUP

UN Guiding Principles Reporting Framework Index

GOVERNANCE OF RESPECT FOR HUMAN RIGHTS		
POLICY COMMITMENT		
	PAGES IN THE 2017 REPORT	NOTES
A1 What does the company say publicly about its commitment to respect human rights?	56, 75, 77-78	
A1.1 How has the public commitment been developed?		<p>In December 2012, H&M group adopted its Human Rights Policy. This policy is based on the UNGPs as well as UDHRs - The international covenant on civil and political rights and The international covenant on economic, social and cultural rights as well as 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 2016, a policy review was initiated.</p>
A1.2 Whose human rights does the public commitment address?	Please see our Human Rights Policy	Human Rights Policy
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A2.4 How does the company make clear in its business relationships the importance it places on respect for human rights?	24, 81-82, 84	
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?		
DEFINING THE FOCUS OF REPORTING		
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.	66, 89, 91-92	
B2 Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	78, 89, 91	
B3 Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.		
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.		
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C2.2 During the reporting period, which stakeholders has the company engaged with regarding each salient issue, and why?	54, 62	
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C4 How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	59-63, 64-65, 66-67, 70-71, 76-78, 84, 96	
C4.1 How are those parts of the company whose decisions and actions can affect the management of salient issues, involved in finding and implementing solutions?		
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<p>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?</p>	<p>66, 80, see also our supplier compliance</p>	
<p>C6.1 Through what means can the company receive complaints or concerns related to each salient issue?</p>		
<p>C6.2 How does the company know if people feel able and empowered to raise complaints or concerns?</p>		
<p>C6.3 How does the company process complaints and assess the effectiveness of outcomes?</p>		
<p>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?</p>	<p>Please also see our supplier compliance</p>	
<p>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?</p>		