

The difficult situation in Syria has made many refugees seek employment opportunities in Turkey. H&M group is aware of and concerned about the situation facing these workers in Turkey. While it is positive that legislation in Turkey makes it possible for factory owners to employ refugees, it is of utmost importance that these workers have the same entitlements as local workers and that no workers are discriminated. We have therefore taken several actions.

First, and perhaps most important, we work closely together with other stakeholders to address this industry-wide challenge. For example, within the Ethical Trading Initiative, ETI, we work with other brands, the global trade union IndustriALL and their local affiliates, and with civil society organisations such as CARE International and Oxfam GB. We all take a zero tolerance stance on exploitation of and discrimination against Syrian refugees and use our collective influence to help Turkish suppliers improve conditions. H&M group also collaborate with local NGOs to provide support to Syrian refugees when it comes to working conditions.

Secondly, we have worked to influence the legal framework concerning Syrian refugees in Turkey. Together with the ETI and the Fair Labour Association we sent a letter last year to the Turkish government to speed up the necessary legal developments. H&M group also met with the government discussing this. This resulted in new legislation making it possible for Turkish suppliers to legally employ Syrian refugees. In addition, we contributed financially to a booklet on labour law rights for Syrian workers that has been shared with our suppliers.

Finally, in the case of finding a migrant worker without work permit at a supplier producing for H&M group, we always engage with expert NGOs to find the best solution for the worker including assistance to apply for work permit as soon as possible. Currently, no Syrian refugees work at any approved supplier factories.

Even though H&M group's products are made by independent suppliers, it is of utmost importance to us that our products are made under good working conditions and with consideration to safety, health and the environment. We want people to be treated with respect and that suppliers offer their employees good and safe working conditions.

H&M group poses the same requirement on all our suppliers, no matter if the production takes place in Turkey or any other country:

- We only allow production at suppliers and in factories which commit to our values and commit to our strict Sustainability Commitment (Code of Conduct) which outlines our demands. It states, for example, that **migrant workers employed by our suppliers should have exactly the same entitlements as local workers** and that **no worker shall be discriminated**.
- We **regularly follow up on our requirements** as it is important for us to know under what conditions our products are produced. This procedure is the same no matter if it is a supplier or one of their sub-contractor.
- Suppliers can only employ workers who hold a **legal working permit**.

When it comes to Turkey we also;

- Provide our suppliers with proactive **trainings** on the risks of abuse of refugee workers.
- **Inform** suppliers, together with other brands, about the **requirements** concerning employment of Syrian refugees and our positive approach towards working with refugees under temporary protection.
- Work with Association of Solidarity with Asylum Seekers and Migrants, ASAM, to provide **help and support** services to Syrian refugees.