

We are working towards the same vision as the one expressed in the Fair Action report: that textile workers should earn a living wage. We agree that wages are too low in many garment producing countries, including Bangladesh. This is one of the most important questions for our industry, but also one of the most complex issue as it requires an industry solution where brands like ourselves, worker representatives and unions, government and other actors need work together towards transformative change on industry level. We share Fair Action's concerns – which is the very reason why we are so committed to our work within this area. We have a responsibility and as a big company we can also work with others to influence change.

To ensure long term solutions, this work needs to involve all actors. Change will not happen overnight, but gradually we do see positive change. It is essential to stick to such solutions that will bring about change for all garment workers and that stands the test of time– no matter at which factory a textile worker work or for which brands they produce for. For this to happen we need to drive change for workers on factory level, establish social dialogue on industry level and advocate and support governments to establish an enabling legal framework that supports regular wage revisions, freedom of association and collective bargaining. On factory and industry level it is also important to do so by empowering workers' voices and strengthening their skills to be able to negotiate their own wage, just the way we do it in Sweden. Our view is that wages shall be set through fair negotiations between workers and employers, and this is a view that we share with the ILO, the global trade union federation IndustriALL and Swedish IF Metall. As global brands it is not our role to get involved in wage level discussions, but to support an enabling environment where workers representatives, employers and governments engage in fair and equal negotiations. This is how we view our role in bringing about a higher wage level - to ensure the tools are there but not disempower the workers, but rather support strengthening their position in wage negotiations. Both ILO and UN stress the importance of strengthening workers' voices.

By working for freedom of association and collective bargaining in countries where our goods are produced, making sure our purchasing practices are enabling fair and good wage processes and supporting our supplier factories to implement good workplace dialogue and wage management systems that supports transparent, fair and progressive wage setting principles we are working towards our vision of fair living wages for textile workers. Considering this, we launched our fair living wage strategy 5 years ago, which is currently being evaluated by a third party to inform the way forward and integrate lessons learnt to inform our work going forward. So far, we have reached 930.000 factory workers in 655 factories covering 10 countries with our fair living wage strategy – which is the start of a journey. See more at: <https://about.hm.com/en/media/news/financial-reports/2018/9/3057029.html>