

| 1. Name of company: | 12. Is the information regarding supplying factories published in a spreadsheet or similar format? | 13. How frequently is the public supplier information updated? | 14 a. If the company has NOT published the information specified in question no. 7-13, is the company planning to do so in the future? | 14 b. If YES, please specify what information and when this will happen: | 15 a. Does your company publicly disclose data on: - The average monthly wage (excluding overtime) in its supply chain, per production country - The lowest wage (excluding overtime) currently paid to workers in its supply chain, per production country - The company neither disclose the average wage nor the lowest wage in its supply chain. | 15 b. If the company discloses wage data, please verify with a link to website: | 15 c. If the company has NOT published any wage data, is the company planning to do so in the future? | 15 d. If YES, please specify what kind of wage data and when this will happen: | 16 a. Does the company have a public living wage strategy with time-bound goals? | 16 b. If YES, please verify with a link to website: | 17 a. How many of the company's suppliers have a collective bargaining agreement (CBA) in place? | 17 b. What is the average wage level at suppliers with a CBA, compared to other suppliers in the same country? |
|---|--|--|--|---|---|---|---|--|--|---|--|--|
| H&M group registered as H&M Hennes & Mauritz GBC | NO | Monthly | YES | We have a spreadsheet available on request and are looking for a solution to make it available on the site in an automated way. | The average monthly wage (excluding overtime) in its supply chain, per production country | We show average wages excluding overtime: https://hmgroupproducts.com/content/hmgroupproducts.com/sustainability/sustainable-fashion/wages/key-impacts-and-learnings2.html | | | YES* | We have integrated fair living wages in our supply chain business plans and are at the moment reviewing a specific strategic collaboration to address the needs. https://hmgroupproducts.com/content/hmgroupproducts.com/sustainability/sustainable-fashion/wages/key-impacts-and-learnings2.html | 64 (not including the EU production markets). The number of trade unions in our suppliers' factories outside of EU is 106, with in total 240 000 unionised supplier factory employees. | It varies, at this moment we do not have validated data on the average difference. Also, please note that not every CBA includes wages in its scope. |
| Nelly NLY AB | NO | We are not publishing any data | YES | We plan to increase transparency regarding factory units in tier 1, it is included in our sustainability strategy for 2020. | The company neither disclose the average wage nor the lowest wage in its supply chain. | | NO | | NO | | | |
| Ahléns AB | NO | Two times per year. | | | The company neither disclose the average wage nor the lowest wage in its supply chain. | | NO | | NO | | | |
| Lindex | NO | Once a year | | | The company neither disclose the average wage nor the lowest wage in its supply chain. | | YES | Lowest and highest wage per market will be published within one year. | NO | | | 2 There is no difference in salary in these two factories compared to the other factories |
| Gekås Ullared AB | NO | N/A | NO | | The company neither disclose the average wage nor the lowest wage in its supply chain. | | NO | | NO | | | |
| Ellos Group | NO | Not updated publicly | YES | Our ambition is to publish a garment supplier list end of this year or beginning of 2020 | The company neither disclose the average wage nor the lowest wage in its supply chain. | | NO | | NO | | | N/A |
| KappAhl Sverige AB | NO | Twice a year | YES | We are currently developing new processes and way of working with traceability, data collection and transparency and will publish more information based on the developing timeline, during our next fiscal year (19/20). | Only for Bangladesh | Important note! We publish the average wage for Bangladesh in our annual report: https://www.kappahl.com/globalassets/corporate/investors/annual-interim-reports/20172018/kappahl_2018_del1.pdf | YES | We will publish more data regarding average and lowest wages in our production countries. This is also in line with our new way of working with traceability, data collection and transparency which is being developed. | NO | | | 4 In two cases, wages are higher than average. For others there is no difference. |
| Gudrun Sjödén Design AB | NO | It is not public | NO | | The company neither disclose the average wage nor the lowest wage in its supply chain. | | NO | | NO | | | |
| RNB Retail and Brands stated that they did not wish to respond to the questionnaire due to the ongoing separation process of the brands within the group. | | | | | | | | | | * It is worth noting that H&M's strategy does not include time-bound goals in terms of a certain wage increase or wage level in the supply chain. | | |

| 1. Name of company: | 17 c. Are the CBAs negotiated with an independent union (IndustriAll affiliate)? | 18 a. Has the company taken any other measures regarding supply chain transparency? | 18 b. If YES, please specify: | 19. Please add any relevant comments: |
|---|--|---|---|--|
| H&M group registered as H&M Hennes & Mauritz GBC | All CBA's are negotiated by a union that is acknowledged under local legislation. Through our Global Framework Agreement we have established National Monitoring Committees in production markets with IndustriAll to monitor how conflicts between parties in the workplace are solved regardless of if there is a CBA or not. We also collaborate with competitors and IndustriAll in ACT to support development of industry wide CBA's. | YES | We publish the manufacturer for each H&M garment and H&M Home product in our online store (hm.com). We publish manufacturers per product in Arket's full assortment where we also share stories and pictures from factories and fabric mills. We are members of Sustainable Apparel Coalition since 2010 to drive for industry wide transparency through Higg Index. We have signed the Transparency Pledge and the Changing Market charter on viscose. | |
| Nelly NLY AB | As a member in Amfori BSCI's we follow their requirement regarding The rights of Freedom of Association and Collective Bargaining which is included in our CoC. | NO | | |
| Ahléns AB | N/A | NO | | We're planning to increase supply chain transparency in 2019 in media channels - work in progress. |
| Lindex | NO | YES | We are committed to Transparency pledge and are in continuous dialogue with them. And even if the data is not public, we have undertaken internal mappings of parts of our supply chains such as all tiers in organic Cotton supply chain globally. | |
| Gekås Ullared AB | | NO | | |
| Eloes Group | N/A | YES | We have started a pilot project with TrusTrace. We are working on increased transparency in our supply chain together with our main agent | |
| KappAhl Sverige AB | In one case, yes. | YES | As stated we are developing a new way of working with traceability, data collection and transparency. But we've consistently worked with supply chain issues, continuous improvements and transparency. We've worked consistently with supply chain improvement. In our annual sustainability report we report on results and developments from our ongoing efforts in our supply chain. As a member of The Sustainable Apparel Coalition we are implementing The Higg Index in our supply chain at the moment. https://www.kappahl.com/globalassets/corporate/investors/annual-interim-reports/20172018/kappahl_2018_def1.pdf https://apparelcoalition.org/brands-retailers/ | Our current supplier list covers tier 1, which can be both garments assembly factories as well as vertical units including processing. Please note this for questions 7, 8 and 9. Our ambition is to develop the supplier list in line with the Transparency Pledge, as we develop a new way of working with traceability and transparency. Answers 2-6 are based on our last fiscal year of 17/18, so per August 31st of 2018, as published in our Annual Report. |
| Gudrun Sjödén Design AB | Not sure | NO | | Comments to 6B: Included sewing, knitting, linking, colouring for textile products and production units for hard goods home. |
| RNB Retail and Brands stated that they did not wish to respond to the questionnaire due to the ongoing separation process of the brands within the group. | | | | |