



HEY, H&M, STOP TURNING YOUR BACK ON THE WORKERS YOU PROMISED A LIVING WAGE!

Five years have passed since H&M unveiled its living wage road map and promised that 850,000 workers would be paid a living wage by 2018.

Yet, workers recently revealed poverty wages and labour rights violations in factories that were covered by that promise. (For details, visit turnaroundhm.org)

Enough is enough! More than 130,000 people have already made a clear and urgent demand:

PAY LIVING WAGES AND ENSURE FAIR EMPLOYMENT CONDITIONS IN THE WHOLE H&M SUPPLY CHAIN, WITHOUT DELAY!

You need help to put this in practice, H&M?

Below is a list of key measures and specific demands to get you going in the right direction, right away!

LIVING WAGE

- pay workers making clothes for H&M a living wage.
- human rights, including the right to a living wage, must be ensured to all workers

BE TRANSPARENT

- show how much workers earn without overtime and bonuses
- show how you calculate a "fair living wage" and what it is in each country
- show how labour costs are calculated for H&M garment
- show how much more you would pay to enable a living wage
- tell us the outcomes of H&M living wage pilot projects and what lessons you learned outcomes of efforts within initiatives such as ACT

DUE DILLIGENCE

- respect all applicable laws (on minimum wages, overtime, etc.) throughout the supply chain
- human rights, including the right to a living wage, must be ensured to all workers

FREEDOM OF ASSOCIATION

- ensure that freedom of association and the right to collective bargaining is respected in all workplaces in H&M's supply chain
- respond positively to trade unions' calls for negotiating collective agreements for employees in retail, logistics and other workplaces in H&M's supply chain

EMPLOYMENT RELATIONS

- provide secure employment for all H&M (and subsidiaries') employees
- provide secure employment for workers employed by H&M's (and subsidiaries') suppliers and other contractors
- stop precarious, short-term contracts and "jobs on-call work"

PURCHASING PRACTICES

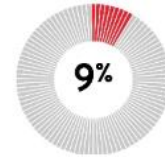
- implement time-bound, specific actions
- make long term, sustainable commitments to factories and other business partners
- pay enough for ordered garments to enable the payment of a living wage at workplace level

A FIRST STEP: SPECIFIC CASES

KOUSH MODA, BULGARIA

Workers reported having to work overtime just to earn the statutory minimum wage. They are pressured to work far beyond legal limits. It is common for them to work 12 hours per day, seven days a week, and sometimes even more. The reported average wage (without overtime and bonuses) is just 98 EUR per week.

WORKERS' WAGE
AS A SHARE OF A
LIVING WAGE



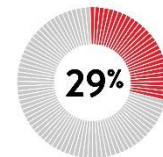
As a first step, H&M must:

- ensure that every worker earns the living wage of at least /1,192 EUR (2,340 BGN) in regular working time
- facilitate trade unions' access to the workplace

PAMEKS GIYIM, TURKEY

Workers are afraid of getting fired if they complain about working conditions. Interviewees reported 23 overtime hours per week on average, but for weeks at a time they are expected to work 45 overtime hours. The reported wage (365 EUR on average) is just above the minimum wage.

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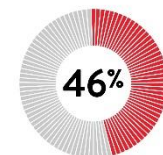
As a first step, H&M must:

- ensure that every worker earns the living wage of at least 1,182 EUR in regular working time
- ensure that workers can discuss their working conditions without fear

EASTEX GARMENT AND SEDUNO INVESTMENT CAMBIO FASHION, CAMBODIA

Workers revealed ever more precarious contracts, routine overtime without enough compensation, disciplinary wage deductions, and deteriorating workers' health. Two thirds of respondents have fainted at work and all interviewed workers have had to receive glucose drips.

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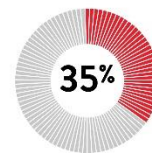
As a first step, H&M must:

- ensure that every worker earns the living wage of at least 1,939,606 KHR/410 EUR in regular working time
- take immediate action to improve working conditions

SUPPLIER FACTORIES IN INDIA

Some workers reported that they do not earn the minimum wage even with overtime. Overtime was reported beyond the legal limit and is not always appropriately compensated. There is no union or worker representation in any of the two researched factories.

WORKERS' WAGE
AS A SHARE OF A
LIVING WAGE



As a first step, H&M must:

- ensure that every worker earns the living wage of at least 22,000 INR/297 EUR in regular working time
- facilitate workers' organizing and collective bargaining

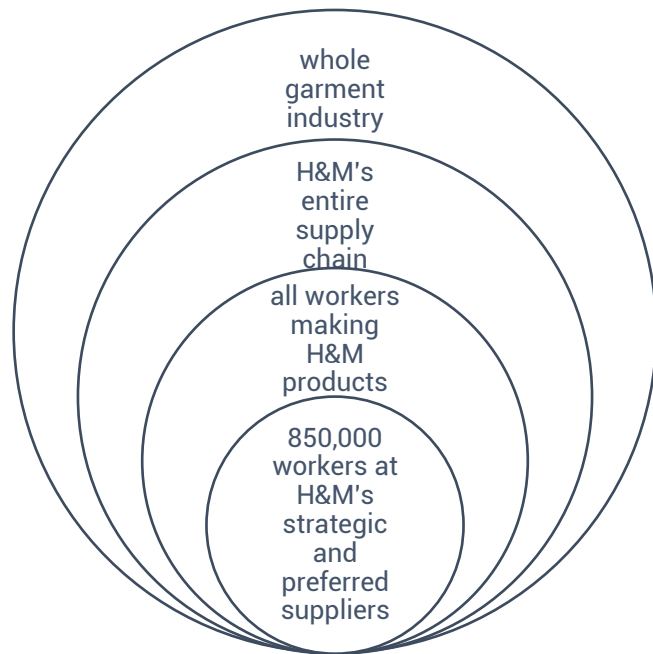
THE BIGGER PICTURE

Getting a simple T-shirt into our wardrobe involves many more people and processes than meet the eye. The supply chain behind a full shopping bag extends across the world.

The living wage commitment H&M made in 2013 referred to H&M's "strategic and preferred suppliers". At the time, they employed 850,000 workers who produced 60% of H&M's products.

H&M's attempts to run away from that specific commitment are the starting point of the #TurnAroundHM campaign.

However, these 850,000 workers are just one part of the picture. Many more are involved in the production of H&M's clothing, and yet more in the rest of H&M's supply chain. Moreover, H&M's supply chain – while immense – is one of the many supply chains that, altogether, make up the global garment industry.



Whereas #TurnAroundHM is focused on the 850,000 garment workers who were promised a living wage by this year, we stand in solidarity with everyone else who is exploited in H&M's supply chain and the global garment industry – from growers, spinners and weavers to all the remaining garment workers, as well as those in logistics and retail.

We expect every brand to do what we demand of H&M:

PAY LIVING WAGES AND GUARANTEE FAIR EMPLOYMENT CONDITIONS IN THE WHOLE SUPPLY CHAIN, WITHOUT DELAY.