



**Agreement between
H & M Hennes & Mauritz AB (H & M)
and
Union Network International (UNI)
on
Cooperation in order to secure and promote fundamental worker's rights
at H & M's workplaces worldwide**

The parties to this agreement note H & M's corporate policy to support the UN's Global Compact as well as the OECD Guidelines for Multinational Enterprises, which include the support and respect for fundamental human rights including freedom of association and the right to collective bargaining as well as the ban on child labour, forced labour and all types of discrimination in all H & M's workplaces.

The parties consider the ILO Declaration on Fundamental Principles and Rights at Work and the Joint Statement on Corporate Social Responsibility between EuroCommerce and UNI-Europa Commerce to be the cornerstones for their cooperation.

H & M and UNI will bear joint responsibility for the full implementation in good faith of this agreement by all parties on all levels.

The agreement is based on the following ILO conventions including all core conventions:

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|--|---------------------------------|
| 29 Forced Labour | 111 Discrimination |
| 87 Freedom of association and Protection of the Rights to Organise | 135 Worker's Representation |
| 98 Right to Organise and Collective Bargaining | 138 Minimum age |
| 100 Equal Remuneration | 182 Worst Forms of Child Labour |
| 105 Abolition of Forced Labour | |

Geneva, 14 January 2004

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Rolf Eriksen
CEO H & M Hennes & Mauritz AB

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Philip Jennings
General Secretary UNI

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Jan Furstenberg
Head of UNI Commerce