COMPANY: H&M Hennes & Mauritz AB
COUNTRY: Turkey
FACTORY CODE: 440076130H
MONITOR: Alpay Celikel
AUDIT DATE: July 23, 2009
PRODUCTS: Knit Garment, Home Textile
PROCESSES: Knitting, Cutting & Sewing, Finishing, Packing
NUMBER OF WORKERS: 176
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**Wages, Benefits and Overtime Compensation: Holidays, Leave, Legal Benefits and Bonuses**

WBOT.5 Employers shall provide all legally mandated holidays, leave, benefits and bonuses, such as official holidays, annual leave, sick leave, severance payments and 13th month payments, to all eligible workers within legally defined time periods. In addition, all leave and bonuses shall be calculated correctly. (S)

**Noncompliance**

**Explanation:** It was observed that there was no Annual Leave Committee within the facility for determining the annual leave periods and evaluating the annual leave requests of the employees. There were over 100 workers who were not able to use their paid annual leave from previous years (up to 60 days) due to the high workload at the factory.

Ref: Labour Law 4857 Article: 60; Annual Leave Regulation Article: 15 (Official Gazette No: 25391, 03.03.2004)

**Plan Of Action:** H&M requires that workers' basic right of leave is respected and the factory to pay workers all leaves that they are entitled to according to the law. We encourage the factory to establish a system to ensure that annual leave is provided to all employees according to law.

**Deadline Date:** 03/28/2010

**Supplier CAP:** This issue shall be settled by workers' representatives rather than Annual Leave Committee. This matter shall be discussed by the workers' representatives within dialogue system and Health and Safety Committee and the requests of the workers shall be evaluated later. Some of the accumulated leave shall be converted into payment and some shall be used as the leave. In the long run, group leaves shall be assessed when the workers' representative notify us of the requests of the workers. This issue shall be dealt with at the first workers' representative meeting.

**Supplier CAP Date:** 02/28/2010

**Action Taken:**
Wages, Benefits and Overtime Compensation: General Compliance

Wages, Benefits and Overtime Compensation

WBOT.1 Employers shall comply with all local laws, regulations and procedures concerning the payment of wages and benefits, including overtime compensation. In any case where laws and the FLA Code are contradictory, the standard that provides the greatest protection for workers shall apply. Where provisions are lacking, employers shall take measures to reasonably accommodate matters concerning the payments of wages and benefits, including overtime compensation. (S)

Noncompliance

Explanation: During the day of the audit there were five in-house subcontractor workers without social security benefit. Management declared that some of these workers were on probation and the others were registered from the start but have been unregistered from social security administration by in-house subcontractor company without notice.

Ref: Social Security and General Health Insurance Law 5510 Article: 8

Plan Of Action: H&M requires that all workers producing garments for H&M are entitled to all their basic rights according to law. All employees, including in-house subcontractor's employees, must be registered to national social insurance office one day before their employment as required by law. H&M encourages their suppliers to establish a system to ensure that employees are insured as they start work.

Deadline Date: 10/30/2009

Supplier CAP: Everybody shall be informed that unregistered workers cannot be recruited by in-house subcontractor and the workers without a file cannot be allowed to work in the factory. The list of Social Security taken from the in-house subcontractor shall be delivered to the security and the personnel without a social security benefit shall not be allowed to enter.
Supplier CAP: 10/30/2009

Wages, Benefits and Overtime Compensation: Accurate Calculation and Recording of Wage Compensation

WBOT.17 All payments to workers, including hourly wages, piecework, benefits, bonuses, and other incentives shall be calculated and recorded accurately. (S)

Noncompliance

Explanation: Documents about in-house subcontractors such as personnel files, working hour records, payment records, health check reports, annual leave registration, necessary contracts between the factory and in-house subcontractors, etc. were missing.

Ref: Labour Law 4857 Articles: 3-7; Subcontracting Regulation Official Gazette No: 27010, 27.09.2008

Plan Of Action: H&M requires supplier to keep and provide all necessary documents such as personnel files, working hour records, payment records, health check reports, and annual leave registration. Related documents should be kept for all employees such as full time employees, temporary employees, daily employees, in-house subcontractor employees, apprentices, trainees, etc.

Deadline Date: 10/30/2009

Supplier CAP: The factory shall also keep in-out/attendance records of the workers of in-house subcontractors and provided before the personnel are allowed in. The payments shall be overseen by the factory.
Supplier CAP  10/30/2009
Date:

Action
Taken:

Plan
Complete:

Plan
Complete
Date:

Wages, Benefits and Overtime Compensation: False Payroll Records

WBOT.19 Employers shall not use hidden or multiple payroll records in order to hide overtime, to falsely demonstrate hourly wages, or for any other fraudulent reason. Payroll records maintained shall be authentic and accurate. (P)

Noncompliance

Explanation:  Only a certain portion of OT compensation is registered in the Social Security Administration records.

Ref: Social Security and General Health Insurance Law 5510 Article: 80

Plan Of Action:  H&M requires supplier and factory to follow local law as well as requirements in H&M Code of Conduct. Transparency is of utmost importance for H&M and we require the factory to record all hours and payments truthfully and to provide accurate records for our auditors during audit and follow-up visits. H&M is aware that this problem exists in Turkey and this issue is addressed to suppliers and factories through our audit reports and our ongoing dialogue with suppliers and factories. Primary focus is to get suppliers and factories to ensure all workers are registered and pay premiums to social security administration. We do encourage supplier and factory to, in a sustainable way, work towards full legal compliance in this matter, without forgoing their transparency towards auditors/H&M. During future visits and follow-ups in factory we will check that progress is being made in right direction but as a first step we require supplier and factory to ensure all workers are registered for social security and premiums are paid.
Deadline Date: 05/31/2010

Supplier CAP: To be able to follow legal working hours as per the Turkish laws and not to exceed ILO limits and also to keep the company in a good financial position, we could not declare all the overtime hours on the wage slips in the past. This point is going to be corrected as follows:

1. Between March 2010 and December 2011, OT will be declared as 2 hours for the weekday works and if there are Saturday and Sunday works, it will be declared as 9 hours. That means; we will declare on the official wage slips; 60% of the OT for the weekday work and 100% of the weekend work.

2. Between January 2012 and December 2012, we will declare on the official wage slips 80% of the OT for the weekday work and 100% of the weekend work.

3. By December 2013, all OT work (100%) will be declared on the official wage slips. We will conduct an analysis to see if this is feasible or not.

Supplier CAP Date: 12/31/2013

Action Taken:

Plan Complete:

Plan Complete Date:
**Code Awareness:**

GEN.2 Ensure that all Company factories as well as contractors and suppliers inform their employees about the workplace standards orally and through the posting of standards in a prominent place (in the local languages spoken by employees and managers) and undertake other efforts to educate employees about the standards on a regular basis.

**Noncompliance**

**Explanation:** Since there weren't any training sessions given about the H&M Code of Conduct, the workers' awareness of the code was very low.

**Plan Of Action:** All H&M suppliers are informed about the content of our code of conduct through workshops held by H&M compliance staff. H&M does not require our code of conduct to be posted in the factories. Rather we encourage the factories to develop internal regulations in line with our code of conduct and labour law and to communicate these to all workers. During audits and follow up visits we conduct interviews with workers and hand out our contact information so that the workers can put forward their grievances directly to us. From now on, we will also encourage the supplier to train workers in factory regulations, local labour law and our code of conduct.

**Deadline Date:**

**Action Taken:**

**Plan Complete:**

**Plan Complete Date:**
Code Awareness:

GEN.3 Develop a secure communications channel, in a manner appropriate to the culture and situation, to enable Company employees and employees of contractors and suppliers to report to the Company on noncompliance with the workplace standards, with security that they shall not be punished or prejudiced for doing so.

Noncompliance

Explanation: There is no direct complaint channel established between workers and H&M.

Plan Of Action: During our audits and follow up visits in factories H&M compliance staff conducts interviews with workers. During these interviews we hand out our business card with our contact information. The number we provide on the card is a mobile number which workers can call or SMS in order to put forward their grievances directly to us. We also encourage the workers interviewed to spread our contact information to other workers. Further we support the factory in building a dialogue system in order to have a system for the workers to put forward their grievances to the management. During our audits and follow up visits we check the functioning of these systems.
Health & Safety: General Compliance Health and Safety

H&S.1 Employers shall comply with all local laws, regulations and procedures concerning health and safety. (S)

Noncompliance

Explanation: Initial health check reports for some of the newly recruited employees and trainees were missing.


Plan Of Action: H&M requires that workers' safety be a priority at all times. Health checks must be conducted before employment and should then be conducted on a regular basis according to law. We will encourage the factory to maintain an efficient Health and Safety Committee and set up an effective control system on health and safety conditions to ensure sustainability.

Deadline Date: 09/30/2009

Supplier CAP: Employment Health Examination cards for newly recruited employees and trainees have been provided. From now on, for each new worker, such cards shall be used on the first day when the doctor comes and the workers shall be examined.

Supplier CAP Date: 09/30/2009

Action Taken:

Plan Complete:

Plan Complete Date:
Health & Safety: Worker Consultation

H&S.4 The health and safety policy shall be developed and implemented in consultation with workers or their representatives. (P)

Noncompliance

Explanation: Health & Safety Committee is not active and members are not doing regular checks on facility to check working conditions, PPE selection & usage, etc. Topics covered in H&S Committee meetings are too broad and they don't cover most of the H&S topics as per the related regulation.

Ref: Labour Law 4857 Article: 77-80, Regulation About H&S Committees Article: 7-8 07.04.2004 Official Gazette No: 25426

Plan Of Action: H&M requires that workers' safety is a priority at all times. H&M encourages the factory to set up and maintain an efficient Health and Safety Committee and develop an effective control system regarding the health and safety conditions in the factory. This committee should be established and work according to law (members of the committee should be in accordance with law requirement, committee should do regular checks of the health and safety conditions in the factory, necessary improvements must be done and monitored by this committee, etc.).

Deadline Date: 02/28/2010

Supplier CAP: First of all, a Health and Safety Officer shall be appointed and he/she shall have a certificated training (we have started to look for a training company). Health and Safety Committee shall be organized again and 5 representatives shall be elected and added to the committee. The committee shall gather once a month and take resolutions. Such resolutions shall be displayed on bulletin boards. Some of the topics to be discussed in the committee are: a) General controls related to Health and Safety, fire drill, compressor, periodical maintenance of steam boiler b) Working Conditions, c) Usage of personnel protective equipment) d) Medical screening, e) Communication with workers' representatives to establish a dialogue system, to discuss policies, regular election of workers' representatives, time of meetings and the agenda, revision of general board, etc.

Supplier CAP Date: 02/28/2010

Action Taken:
Health & Safety: Health and Safety Management System

H&S.5 The health and safety policy shall contain the framework for a comprehensive health and safety management system within which employers' responsibilities and workers' rights and duties, various responsibilities of designated personnel, procedures that enable workers to raise health and safety concerns and procedures for reporting death, injury, illness and other health and safety issues (for instance, near-miss accidents) are clear and regularly tested and reviewed. (P)

Noncompliance

Explanation: Engineer or technician that needs to be assigned on H&S Committee is missing.

Ref: Labour Law 4857 Article: 80-82, Regulation About H&S Committees Article: 7-8 07.04.2004 Official Gazette No: 25426

Plan Of Action: H&M requires that workers' safety is a priority at all times. H&M encourages the factory to set up and maintain an efficient Health and Safety Committee and develop an effective control system regarding the health and safety conditions in the factory. This committee should be established and work according to law (Health & Safety technician or specialist should be member of the committee).

Deadline Date: 02/28/2010

Supplier CAP: First of all, H&S Officer shall be appointed and shall have certificated training (we have started to look for a training company). H&S Committee shall be organized again and 5 representatives shall be elected and added to committee. Committee shall gather once a month and take resolutions. Such resolutions shall be displayed on bulletin boards. Some topics to be discussed at committee are as follows: a) General controls related to H&S, fire drill, compressor, periodical maintenance of steam boiler b) Working Conditions, c) PPE Usage, d) Medical screening, e) Communication with workers' representatives to establish dialogue system, to discuss policies, regular election of workers' representatives, meeting times and agenda, revision of general board, etc.
Health & Safety: Evacuation Requirements and Procedure

H&S.9 All applicable legally required or recommended elements of safe evacuation (such as posting of evacuation plans, the installation and maintenance of an employee alarm and emergency lighting systems, ensuring aisles/exits are not blocked and that workers are not blocked within their workstations, employee education, evacuation procedures, etc.) shall be complied with. Workers shall be trained in evacuation procedures. Alarm systems shall be regularly tested and evacuation drills shall be undertaken at least annually. (S)

Noncompliance

Explanation: Emergency lighting system is not checked periodically. During the factory walk-through it was observed that some illumination equipments were not operational. There was no emergency lighting at some parts of evacuation routes. Power supply of the fire alarm system was not provided from an independent power source.


Plan Of Action: H&M requires that safety in the factory is maintained according to local law and our code of conduct. We encourage the factory to set up and maintain a comprehensive H&S system. Alarm system should function even in case of electrical power cut. Factory should have emergency lights installed at each exit. Emergency lights should be equipped with battery power back-up in case of electrical power failure. H&S Committee should establish a system to check regularly H&S conditions in the production unit which should include periodic checks of evacuation lights.
Deadline Date: 11/30/2009

Supplier CAP: A periodical control system related to emergency lighting system shall be established and they shall be controlled once a week. Periodic check of the generator will be inspected by licensed companies once a year. Missing charged lamps are completed. An independent power source or a generator for power supply of the fire alarm system shall be researched and the required separation shall be carried out.

Supplier CAP Date: 11/30/2009

Action Taken:

Plan Complete:

Plan Complete Date:
Health & Safety: Safety Equipment and First Aid Training

H&S.10 All safety and medical equipment (such as firefighting equipment, first aid kits, etc.) shall be available in sufficient numbers throughout the factory, maintained and stocked as prescribed and easily accessible to workers. A sufficient number of workers shall be trained in first aid and fire fighting techniques.

Explanation:
1. Number of workers with first aid training certificates is insufficient (3 more needed). The root cause behind this noncompliance was observed to be the absence of an effective H&S organization within the factory.

2. Some equipment (such as oxygen tube, mobile stretcher and computer) is not available in the workplace health unit.


Plan Of Action:
H&M requires that safety in the factory is maintained according to local law and our code of conduct. We suggest to the factory that first aid equipment must be available in each factory and adequate number of employees should be trained about basic first aid according to law. H&M encourages the factory to set up and maintain an efficient Health and Safety Committee and develop an effective control system regarding the health and safety conditions in the factory. The facility should establish a health unit and all necessary equipment should be available in this health unit according to law.

Deadline Date: 10/30/2009

Supplier CAP:
4 people took first aid training on August 8-9, 2009. A new employee who has had first aid training has started to work, which brings the total to 5. As a long term solution: if an employee with training leaves the job, another employee will take the training. An oxygen tube, a mobile stretcher and a computer shall be purchased for the health unit.

Supplier CAP Date: 10/30/2009

Action Taken:

Plan Complete:
Health & Safety: Material Safety Data Sheets/Worker Access and Awareness

H&S.14 Material Safety Data Sheets (MSDS) for all chemicals used in the factory must be available at the usage and storage sites of the chemicals, in the local language and the language(s) spoken by workers, if different from the local language. Workers shall have free access to MSDS. (P)

Noncompliance

Explanation: Some MSDS forms of chemicals in use are missing. (Laboratory chemicals, Washing chemicals).


Plan Of Action: H&M requires the factory to ensure that their chemical supplier provides the chemicals correctly labeled along with correct MSDS. The MSDS needs to be accessible both in the workplace and where chemicals are stored. The factory needs to develop a system to ensure correctness of chemical labeling, hazardous symbol(s), storage and handling. Further, and of outmost importance, information on MSDS must be implemented through training/education of workers handling chemicals (on precautions, correct handling, storing and use of protective equipment).

Deadline Date: 10/30/2009

Supplier CAP: MSDS of the chemicals which are in Turkish have been provided and are currently being used. In the long run, the chemicals shall be purchased with the Turkish explanation along with MSDS. The chemicals shall not be obtained without MSDS. The product must have MSDS form to allowed entry into the factory.

Supplier CAP Date: 10/30/2009

Action Taken:
Health & Safety: Ventilation/Electrical/Facility Installation and Maintenance

H&S.17 All necessary ventilation, plumbing, electrical, noise and lighting services shall be installed and maintained to conform to applicable laws and in such a manner as to prevent or minimize hazardous conditions to workers in the facility. (S)

Noncompliance

Explanation: Isolation of the internal parts of some electrical panels is not complete; grounding connections at the covers of the electrical panels are missing. Also, covers of some electrical panels were not kept closed.

Ref: Labour Law 4857 Article: 77; Health & Safety Regulation Official Gazette No: 14765, 11.01.1974

Plan Of Action: H&M requires that safety in the factory is maintained according to local law and our code of conduct. The factory should make sure that electrical installations are installed in a safe and correct way by a certified electrician and are kept free from dust and dirt.

Deadline Date: 10/30/2009

Supplier CAP: The reason why electrical panels are isolated and have covers open is due to the emissions of heat. A new system shall be installed in a month. We have been taking consulting from the Chamber of Engineers for this purpose. Some materials have already been purchased. Checklists shall be prepared to be posted on the bulletin boards and weekly controls shall be carried out.

Supplier CAP Date: 10/30/2009

Action Taken:
Health & Safety: Machinery Maintenance and Worker Training

H&S.18 All production machinery, equipment and tools shall be regularly maintained and properly guarded. Workers shall receive training in the proper use and safe operation of machinery, equipment and tools they use. Employers shall ensure safety instructions are either displayed/posted near all machinery or are readily accessible to the workers. (S)

**Noncompliance**

**Explanation:** Needle protectors (finger and eye) on most of the sewing machines were missing or not used by the employees. Lower pulley guards were missing on some sewing machines. Protective covers were missing on knitting machines. The root cause behind this noncompliance was observed as absence of an effective H&S organization within the factory.

Ref: Labour Law 4857 Article: 77, Personal Protective Equipments Regulation 09.02.2004, Regulation About Usage of Personal Protective Equipments Within the Workplaces 11.02.2004 Official Gazette No: 25370

**Plan Of Action:** H&M requires that workers' safety is a priority at all times. H&M requires factory to ensure that relevant production machinery is equipped with proper protective devices and to educate workers on when, how and why to use personal protection and related equipment. We will encourage factory to maintain an efficient H&S committee and set up an effective control system on health and safety conditions in the factory.

**Deadline Date:** 11/30/2009

**Supplier CAP:** Needle protectors for eyes for button machines and lids for machinery in knitting department have been ordered. The machines lacking lower pulley guards are installed with guards. For the other machinery, it will be investigated whether needle protectors for fingers would be efficient or not on these machines. Periodic check will be done to make sure that all protective equipment is available on machines and used.
Supplier CAP  11/30/2009
Date:

Action Taken:

Plan Complete:

Plan Complete Date:

Health & Safety: Medical Facilities

H&S.21 Medical facilities shall be established and maintained in factories as required by applicable laws. Medical staff shall be fully licensed and recognized under applicable local rules and regulations. An appropriate number of medical staff shall be on duty during all working hours, including any type of overtime, as required under local law. An appropriate stock of medical supplies shall be maintained at all times. Medicines of which the expiration date has passed must be replaced immediately and disposed of in a safe manner. (P)

Noncompliance

Explanation:  Nurse or health officer is missing at the workplace health unit.

Ref: Regulation About Workplace Health Units and Workplace Doctors Article: 7, Appendix 1,6 16.12.2003/ Official Gazette: 25318

Plan Of Action:  H&M requires that safety in the factory is maintained according to local law and our code of conduct. In the factory, there is a health unit and a company doctor who works 3 days a week, which is in accordance with the law. There should also be a nurse or health officer in the factory according to law. The factory needs to have a functioning system in place, in order to assure medical assistance, in any emergency case.

Deadline Date:  03/17/2010
Supplier CAP: We have been unofficially supported by a nurse who also works for our sister company which is next to our factory building. From now on, we'll have an official agreement with her. Moreover, we'll try to organize the working hours of the nurse and doctor to be able to provide at least one medical personnel at any time during working hours.

Supplier CAP 03/17/2010
Date:

Action Taken:

Plan Complete:

Plan Complete Date:

Health & Safety: Other - Health and Safety

Other

Noncompliance

Explanation: H&S trainings are not in line with related regulation. Also, some of the trainings were given during break time. Ref: Regulation about Health & Safety Trainings of the Employees (Official Gazette No: 25426, 07.04.2004)

Plan Of Action: H&M encourages factory to set up and maintain an efficient H&S committee and develop an effective control system regarding H&S conditions in factory. H&S Committee should plan and organize H&S training for employees according to H&S laws and regulations and committee should further ensure that it is given according to law and given during working hours.

Deadline Date: 05/12/2010
First of all, we shall determine the topics of the training in question based on the analysis results. After that, we shall look for a consultancy firm and we shall give training in 6 groups of 30 people each. We shall give such trainings during working hours other than breaks. Such trainings shall be held periodically once a year and repeatedly.

Supplier CAP  05/12/2010
Date:
Action
Taken:
Plan
Complete:
Plan
Complete
Date:

Hours of Work: General Compliance

HOW.1 Employers shall comply with all local laws, regulations and procedures concerning hours of work, public holidays and leave. (S)

Noncompliance

Explanation: During the weekly OT hours records' check it was observed that nearly all of the workers have worked more than 15 hours per week on average during the last six months period (up to 30 hours/week). Most of the workers have exceeded the total yearly limit of 270 hours by the end of June 09. (More than 700 hours OT worked). The root cause behind these noncompliance was observed to be the chronic over capacity production in the factory.

Ref: Labour Law 4857 Article: 41
Plan Of Action: H&M requires that overtime hours should not exceed the legal limit, and overtime work should always be voluntary and properly compensated. All H&M suppliers are encouraged on possible measures for reducing overtime both through our Code of Conduct Supplier Guideline (guidance on how to implement the H&M Code of Conduct requirements) and via workshops held by compliance staff. We will require the supplier to send monthly OT analysis report to H&M for each section. According to this analysis report we will make a root cause analysis with supplier to find reasons behind excessive OT hours and we will encourage supplier to find best way to keep OT hours in legal limits.

Deadline Date: 10/30/2009

Supplier CAP: The reason for overtime is Quality, Packaging and Ironing Department. By organizing a good production plan, the overtime hours of the workers shall be maintained within legal limits. Moreover, the overtime tracking table that we have been provided by H&M shall be completed monthly. This way the overtime situation can be controlled for both in-house and our other subcontractors.

Supplier CAP Date: 10/30/2009

Action Taken:

Plan Complete:

Plan Complete Date:
Hours of Work: Rest Day

HOW.2 Workers shall be entitled to at least one day off in every seven-day period. If workers must work on a rest day, an alternative day off must be provided within that same seven-day period or immediately following the seven-day period. (P)

Noncompliance

Explanation: 1. Most of the workers have worked without 7th day rest on previous months. (10 times in average for all the workers for the first 6 months of 2009, maximum 24 consecutive days). The root cause behind this noncompliance was observed as ongoing over capacity production in the factory.

Ref: Labour Law 4857 Article: 46

2. 7.5 hours work limit at night was exceeded at the knitting department. There were workers working without given rest after working 11 hours consecutively between their shift changes at the knitting department.

Ref: Labour Law 4857 Articles: 69

Plan Of Action: H&M requires the suppliers' overtime hours should not exceed the legal limit, and overtime work should always be voluntary and properly compensated. In the short term we require the factory to ensure that workers may have 1 day off per week and reduce the number of overtime hours in the weekdays.

Deadline Date: 10/30/2009

Supplier CAP: Working on Sundays and working for 24 days is for Sealing Department. If orders require it, we shall increase the number of personnel in Sealing Department since this is the bottleneck. Further we will hire one more worker for the knitting department.

Supplier CAP Date: 10/30/2009

Action Taken: Plan Complete:
Hours of Work: Protected Workers (Women and Young Workers)

HOW.4 The factory shall comply with all applicable laws governing work hours regulating or limiting the nature, frequency and volume of work performed by women or workers under the age of 18. (S)

Noncompliance

Explanation: There is no system available for improving the working conditions and hours of pregnant workers and they are working the same hours as regular workers and staying for OT.


Plan Of Action: H&M requires the factory to follow the labour law concerning the conditions for pregnant women who are working. Pregnant workers should not work more than 7.5 hours a day, should not stay for overtime work and night shift. Their special conditions should also be considered when evacuation drill is conducted and suitable working environment should be arranged. Break periods should be arranged (more frequent) and easier tasks should be provided when requested. We emphasize the importance of building a system to ensure that pregnant women’s working conditions are in line with the law.

Deadline Date: 10/30/2009

Supplier CAP: First of all, special conditions of pregnant workers on labor law will be communicated to workers, worker representatives and supervisors. The working hours of pregnant workers will be arranged according to law. This means, they will not work more than 7.5 hours in a day and they will not stay for overtime work and night shift. Break times will be arranged according to their wishes. Our supervisors and production manager will be responsible to provide safe and suitable working area and conditions for pregnant workers in accordance with the law. A stool will be arranged for pregnant workers who work standing (e.g. quality controller, trimming person etc.).
Supplier CAP  10/30/2009
Date:

Action
Taken:

Plan
Complete:

Plan
Complete
Date: