The Fair Wage approach will drive wage improvements through sustainable pay structure, wage levels and wage adjustments and through enhanced communication and social dialogue.

**Fair Wage Methodology**

**Assessment**
- Workers interviews
- Management Self Assessment
- Case Study

**Training**
- Joint training of Workers Representatives and Employer management (training by FWN)
- Joint Fair Wage Assessment and identification of root causes

**Remediation**
- Agreement between workers representatives (WPCs, TUs), Employer Management and H&M

**Implementation**
- Technical Support
- Workers Survey-expenditure
- Encourage dual party discussions

**Impact Assessment**
- Workers interviews
- Management Self Assessment
- Discussions/ Evaluation

Impact assessment shows anticipated or actual development. Results come from benchmarking results against initially made assessment.