
SUPPLIERS AND FACTORIES

	Region	Active suppliers 2010	Active factories 2010
Number of active suppliers /factories per region	South Asia	179	444
	Far East	301	664
	EMEA and others	195	585
	Total	675	1693

NOTES:

Data shows the number of suppliers as well as factories which are owned or subcontracted by our suppliers and approved and used for production of H&M goods in 2010. In 2010, the active factory base increased by 112 units to 1,693 factories, compared to 2009. This is an increase of 7 percent, which is in line with our expectations and a result from H&M's growth.

AUDITS

Countries/regions	Number of head audits	Percent unannounced	Number of follow-up audits	Percent unannounced	Total number of audits	Percent unannounced	Average number of audits per active factory
Audits on active factories							
Bangladesh	125	83%	219	52%	344	63%	1.57
India	90	62%	115	65%	205	64%	1.19
Pakistan	18	67%	32	63%	50	64%	1.61
Sri Lanka	13	69%	5	60%	18	67%	0.82
Total South Asia	246	74%	371	57%	617	64%	1.39
China (excl. Hong Kong)	216	69%	462	42%	678	50%	1.41
Hong Kong	0		1		1	100%	1.00
Indonesia	23	100%	59	81%	82	87%	1.55
South Korea	6	17%	12	17%	18	17%	0.30
Cambodia	17	65%	16	63%	33	64%	0.73
Thailand	2	50%	0		2	50%	0.40
Vietnam	13	46%	2	50%	15	47%	0.88
Taiwan	1	100%	0		1	100%	1.00
Total Far East	278	69%	552	46%	830	54%	1.25
Bulgaria	17	59%	42	69%	59	66%	1.59
Italy	10	0%	5	0%	15	0%	0.15
Lithuania	0		0		0		
Mauritius	0		0		0		

AUDITS

	Countries/regions	Number of head audits	Percent unannounced	Number of follow-up audits	Percent unannounced	Total number of audits	Percent unannounced	Average number of audits per active factory
Audits on active factories (continued)	Portugal	3	33%	7	0%	10	10%	0.53
	Romania	9	11%	39	59%	48	50%	1.37
	Turkey	134	76%	191	65%	325	70%	0.94
	Egypt	4	0%	6	33%	10	20%	1.11
	Greece	3	0%	2	50%	5	20%	0.71
	Morocco	3	0%	1	0%	4	0%	0.67
	Poland	5	20%	1	0%	6	17%	1.20
	Tunisia	3	0%	0		3	0%	0.30
	Latvia	1	100%	1	100%	2	100%	1.00
	Czech Republic	0		0		0		
	Ukraine	2	0%	1	0%	3	0%	1.00
	Hungary	0		0		0		
	Serbia	1	0%	0		1	0%	1.00
	Total EMEA and other*	195	59%	296	61%	491	60%	0.84
							40%	
	Total	719	68%	1,219	53%	1,938	59%	1.14
	FAP audits					1,864		
LAP audits					74			

AUDITS

Audits on active factories (continued)

NOTES:

Data includes the number of audits on manufacturing and/or processing factories approved and used for production of H&M goods. Because we have removed audits conducted on prospective factories that are not yet approved and used for production in this year's report, the number of 1,938 audits for 2010 is not comparable to previous years' figures. The comparable figure for all audits in 2010, including active, inactive and prospective suppliers is 2,561.

In 2010, we performed 1,938 audits, of which 59 percent were unannounced. Of the 719 head audits, 415 (58 percent) were on new factories audited by H&M for the first time. Most of the unannounced audits were made in the South Asia region (63 percent) and the fewest were in EMEA and other regions in 2010 (44 percent).

Of our 1,938 audits, 74 were performed using the Limited Audits Programme (LAP).

Note that audits comprise only the verification element of our supply chain programme. Other elements include non-audit supplier development activities, such as remediation plans and capacity building activities. Examples of such activities include management systems assessments, training activities and workshops. More details can be found in the "choose and reward responsible partners" section of this report.

OTHER SUSTAINABILITY ACTIVITIES

SUMMARY OF SUPPLY CHAIN SUSTAINABILITY-PROGRAM ACTIVITIES 2010

Our Full Audit Programme consists of audits (head audits and follow-up audits), management systems analyses and other capacity-building activities. The data below gives a first impression of the extent of our programme beyond monitoring. We will continue to elaborate on the analysis and presentation of this data in future reports.

	Region	Training/workshop	Meeting	Screening	Total
Number of recorded capacity-building activities 2010	South Asia	5	59	40	104
	Far East	371	134	730	1235
	EMEA and other	22	63	33	118
	Total	398	256	803	1457

NOTES:

The data above shows the number of recorded capacity-building activities where we invested in our suppliers' development during the year. The table includes smaller and larger activities and is a first attempt by H&M to illustrate the scale of our capacity-building programme. We have not included occasions where we invited suppliers to participate in external activities or where we provided training and development for our auditors.

OTHER SUSTAINABILITY ACTIVITIES

	Region	Grievance/ communication	Health & Safety	Recruitment, introduction dismissal	Rules & Regulation	EHS	Workers' rights	Subcontracting unannounced	Total
Number of management system analyses	South Asia	197	116	43	28	53	21	45	503
	Far East	212	436	434	245	275	223	0	1825
	EMEA and other	35	69	34	23	4	17	4	186
	Total	444	621	511	296	332	261	49	2514

NOTES:

Management systems analyses are part of our ambition of moving beyond only monitoring our suppliers via audits. We aim to help them understand the root causes of compliance problems and to support them in developing sustainable, internal management systems to avoid audit violations. We started management system analyses in 2009 and will work further on evaluating and representing data in future reports.

	Region	Audits	Capacity building activities	Management systems analysis	Total number of programme activities	Average number of programme activities per factory
Average number of total activities per factory	South Asia	617	104	503	1224	2.8
	Far East	829	1235	1825	3888	5.9
	EMEA and other	492	118	186	794	1.4
	Total	1938	1457	2514	5906	3.5

NOTES:

Although it is difficult to directly compare audits with management systems analyses or other capacity-building activities, we have tried to develop a programme activity ratio per factory to illustrate and compare our efforts in different regions.

COMPLIANCE PROGRESS AT COMPARABLE FACTORIES

PER CHAPTER (Compliance)	Far East 20 factories		South Asia 112 factories		EMEA 42 factories		Total 174 factories	
	head audit 1	head audit 3	head audit 1	head audit 3	head audit 1	head audit 3	head audit 1	head audit 3
Progress from head audit one to head audit three at comparable factories								
Young Workers / Child Labour	79%	67%	95%	98%	64%	75%	84%	87%
Workers' Basic Rights	81%	79%	65%	82%	82%	74%	71%	80%
Workers' Rights	71%	59%	76%	87%	82%	81%	77%	82%
Health & Safety	87%	81%	87%	85%	79%	81%	85%	84%
Housing Conditions	93%	93%	90%	97%	n/a	n/a	92%	94%
Environment	54%	53%	60%	70%	40%	65%	54%	68%
Total	79%	72%	77%	83%	75%	79%	77%	81%

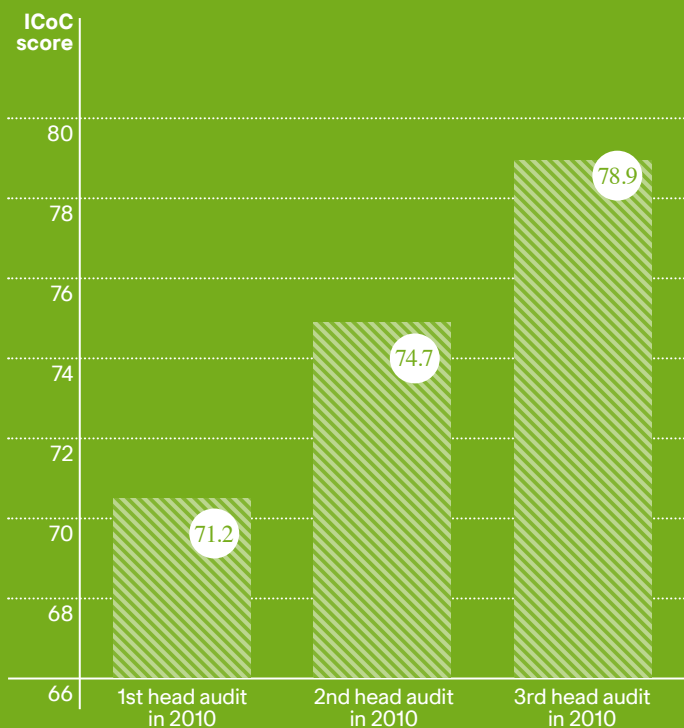
NOTES:

By the end of 2010, a total of 174 factories had completed their third head audit (eight of these have even completed their fourth) within our Full Audit Programme. This means, that after a first full audit cycle of head audit and, typically, three follow-up audits, these factories have also completed a second full audit cycle of head audit and follow-ups and gone through a third head audit. A single audit cycle takes around 18 months to two years.

The data shows the comparable progress these factories have made during this process. Understanding how compliance has developed between first head audit and third head audit provides a good base for assessing the progress factories have made through our Full Audit Programme. Even though progress in our compliance results is measured on 'like-for-like' factories, there are factors such as changes in our method which have an effect on the result. For this reason Code of Conduct requirements for metal plating, home workers and sandblasting do not apply to this comparison, as these were added to our Full Audit Programme after the first of these factories had entered their first audit cycle. All factories where we have performed three head audits are included in the data, although during this period they may have been rejected or deactivated for production. (continues on next page)

COMPLIANCE PROGRESS AT COMPARABLE FACTORIES

PROGRESS ON ICoC SCORES



Overall, the data shows a positive development of the compliance level of four percentage points, from 77 percent compliance in head audit one, to 81 percent in head audit three. In the Far East region, however, the data shows a decrease in compliance from 79 percent to 72 percent. These figures must be seen in the light of a small number of factories (20) in their third audit cycle in this region. This is also a result of higher transparency between H&M and suppliers in the region, as well as changed legislation and improved auditing, especially with regard to workers' rights requirements. The best progress can be seen in the South Asia region (77 percent to 83 percent on 112 factories), followed by the EMEA region (75 percent to 79 percent on 42 factories). The areas with strongest positive performance globally are workers' basic rights and environmental requirements.

Supplier progress, when measuring comparable factories, is also confirmed when comparing the compliance level of new factories against active factories in their third audit cycle, that have been a partner with H&M for at least three years. Initial analyses from our new ICoC system show new factories receiving their first audits in 2010 scoring an average 1 under the ICoC system. Factories that were new in 2008/2009 and completing their second full audit in 2010 had an average ICoC score of 75. Long-term supplier factories that completed a third head audit in 2010 had an average ICoC score of 79.

While we can see good results with factories addressing non-compliances during audit cycles, factors such as our work to continually refine our auditing methods with more and better questions, ongoing training of our auditors, and an increase in transparency with suppliers have, in parallel, led to more non-compliances, masking potentially better improvements in suppliers' sustainability performance.

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question	Young worker's requirements				
	Are all workers above or the same age as the minimum age required by the national law, and H&M's Code of Conduct?*	100%	100%	100%	100%
	Are workers younger than 18 working under legal conditions?	32%	70%	21%	31%
	Subtotal	77%	97%	76%	82%
	Workers' basic rights				
	Is absence of forced labour confirmed?	97%	100%	100%	99%
	Do foreign and migrant workers have equal employment terms as local workers?	100%	100%	100%	100%
	Do foreign and migrant workers have residential permit/working permits?	83%	100%	75%	83%
	Are all workers protected from any form of abusive behaviour in the factory?	99%	92%	98%	96%
	Are all workers protected from any form of physical abuse or sexual harassment?	100%	100%	100%	100%
	Is freedom of association respected ?	100%	100%	100%	100%
	Does the factory have legally required worker committees?	76%	84%	50%	73%
	Do workers have the right to bargain collectively?	100%	100%	100%	100%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total	
Compliance level from all 2010 audit results on active factories per audit question (continued)	Is there a grievance system in place in the factory?	15%	32%	42%	26%	
	Is there a system for dialogue between workers and management?	22%	35%	29%	28%	
	Are all workers, regardless of gender, ethnicity, religion or geographical background, treated equally?	100%	100%	100%	100%	
	Do all workers have employment contracts?	67%	63%	67%	66%	
	Are all relevant areas covered in their contracts?	71%	74%	54%	68%	
	Subtotal	76%	82%	82%	79%	
	Workers' rights					
	Are the regular working hours within the legal limit? (Excl. overtime)	45%	96%	82%	72%	
	Are monthly overtime hours within the legal limit?	12%	20%	43%	22%	
	Does the basic salary amount to at least the legal minimum wage for normal working hours (including piece rate workers)?	95%	96%	94%	95%	
Is overtime compensated according to the law regarding workers on monthly salaries?	45%	91%	53%	65%		
Is overtime compensated according to the law regarding piece rate workers?	17%	69%	60%	30%		
Are wages paid regularly and on time?	96%	89%	96%	93%		

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total	
Compliance level from all 2010 audit results on active factories per audit question (continued)	Are deductions fair and reasonable?	89%	93%	92%	91%	
	Are correct wages paid?	79%	90%	87%	85%	
	Does the factory pay social security?	27%	83%	57%	49%	
	If no social security system in place, are workers covered by alternative insurance?	56%	86%	69%		
	Is sick leave duly granted?	89%	88%	97%	91%	
	Is sick leave compensated by the factory according to the law?	34%	95%	97%	60%	
	Is annual leave granted and paid for according to law?	32%	88%	77%	62%	
	Are all additional types of leave stipulated by law, granted to all workers?	54%	72%	97%	69%	
	Is maternity leave given and paid for according to law?	45%	97%	99%	75%	
	Are pregnant women guaranteed their employment during and after pregnancy?	100%	100%	100%	100%	
	Does the factory fulfil the legal requirement concerning day care?	83%	76%	32%	73%	
	Subtotal	58%	85%	81%	73%	
	Health & Safety					
	Are all basic safety requirements met?	98%	93%	93%	95%	
Are all additional safety requirements met?	48%	46%	55%	49%		
Are regular evacuation drills performed?	85%	88%	71%	83%		

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Are hazardous machines equipped with necessary protection?	76%	87%	34%	69%
	Is personal protection equipment provided and used, where necessary?	59%	64%	58%	61%
	Is adequate first aid equipment available, and first aid training provided?	65%	89%	55%	71%
	In case of injury or illness, can medical care for the worker be provided with short notice?	78%	90%	91%	85%
	Do workers have access to safe drinking water?	96%	91%	86%	92%
	Does the factory provide a canteen/dining area available for all workers?	95%	90%	95%	93%
	Is the factory clean and free from dirt and dust?	40%	87%	76%	65%
	Is the temperature in the factory tolerable to work in?	93%	83%	95%	90%
	Is the spot removal content in accordance with H&M's restriction list, performed in well ventilated area, using adequate personal protection equipment?	59%	65%	54%	61%
	Is there a sufficient number of toilets?	97%	98%	93%	96%
	Are toilets clean and maintained?	53%	72%	89%	68%
	Do the workers have unlimited access to the toilets?	100%	98%	99%	99%
	Subtotal		77%	83%	78%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Environment				
	Does the factory have the legally required environmental permits/licences?	86%	94%	75%	88%
	Are the chemical containers properly labelled?	24%	14%	49%	24%
	Are solvent-based chemicals in compliance with H&M's chemical restriction list?	52%	93%	64%	68%
	Does the factory have safety data sheets for all chemical products both in storage & workshop areas?	24%	18%	43%	25%
	Have the workers who regularly handle chemicals been trained in safe chemical handling?	52%	58%	58%	55%
	Is the information in the safety data sheets on storage and personal protection equipment implemented?	40%	25%	51%	36%
	Is outgoing waste water treated?	84%	91%	78%	86%
	Are there clear signs that the waste water treatment system is in use?	97%	90%	100%	93%
	Does the treated waste water quality meet requirements in local legislation and / or BSR guidelines, whichever is more stringent?	71%	81%	85%	78%
	Does the waste water treatment capacity exceed the waste water going to the waste water treatment plant?	90%	92%	100%	92%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Is sludge from the waste water treatment disposed of in a legal or otherwise responsible manner?	58%	85%	89%	76%
	Is hazardous waste disposed of in a legal manner?	61%	97%	56%	71%
	Subtotal	54%	66%	62%	60%
Housing conditions					
	Are the dormitories separated from the factory building?	100%	100%	not applicable	100%
	Can the workers enter and exit the dormitory at any time?	100%	100%	not applicable	100%
	Does everyone living in the dormitory have an individual bed?	100%	100%	not applicable	100%
	Are workers granted some personal privacy?	47%	100%	not applicable	49%
	Does the dormitory meet required basic safety standards?	98%	60%	not applicable	97%
	Are there enough clean toilets?	89%	100%	not applicable	90%
	Are facilities for private hygiene provided?	90%	100%	not applicable	91%
	Is the dorm generally clean and hygienic?	82%	100%	not applicable	83%
	If there is a staffed kitchen in the dorm, is it clean and hygienic?	85%	100%	not applicable	87%
	Is the temperature in the dormitory tolerable?	100%	100%	not applicable	100%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total	
Compliance level from all 2010 audit results on active factories per audit question (continued)	Are regular evacuation drills performed?	77%	40%	not applicable	76%	
	Are all additional safety requirements met?	85%	40%	not applicable	84%	
	Subtotal	88%	86%	not applicable	88%	
	Home workers requirements					
	(Home working is rarely conducted in the Far East and EMEA. Results for Far East apply to one factory only.)					
	Is home working performed in a workers' home or workplace chosen by the workers themselves and which is not owned by employer?	100%	100%	not applicable	100%	
	Are all workers, involved in home working, perceived to be above or the same age as the minimum age required by the national law, and H&M's Code of Conduct?	not applicable	100%	not applicable	100%	
	Are young workers, involved in home working, attending school?	not applicable	100%	not applicable	100%	
	Do all home workers perform their work voluntarily at all times?	100%	93%	not applicable	93%	
	Do foreign and migrant workers have residential permits?	0%	100%	not applicable	92%	
Are home workers free to organise a union or co-operative?	not applicable	100%	not applicable	100%		
Is collective bargaining respected?	not applicable	100%	not applicable	100%		
Is there a grievance system in place?	0%	14%	not applicable	13%		

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Do all home workers have an agreement?	0%	86%	not applicable	80%
	Can the amount of work be completed, by one person, within a reasonable number of working hours?	100%	100%	not applicable	100%
	Does the hourly rate amount to at least the legal minimum hourly wage?	0%	50%	not applicable	47%
	Subtotal	43%	84%	not applicable	82%
Sandblasting & chemical treatments					
(Sandblasting is no longer allowed for H&M production.)					
	Are legally required air quality measurements done?	50%	50%	40%	45%
	Is ventilation sufficient?*	100%	100%	100%	100%
	Are the legally required health checks in place in the factory?	50%	100%	83%	81%
	Are the workers educated on safe handling and risks?	0%	69%	50%	52%
	Is a wash station connected directly to the workshop in case dust or chemicals get in workers' eyes?	50%	79%	67%	71%
	Is hearing protection worn if there is a noisy environment, e.g. sandblasting?	100%	100%	67%	92%
	Does the factory have the required permit for sandblasting?	100%	100%	100%	100%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Does the sandblasting material contain less than 1% crystalline silica (SiO ₂)	100%	100%	100%	100%
	Is ventilation adopted for sandblasting activity?	100%	89%	100%	92%
	Is the sandblasting done in a separate area?	100%	100%	100%	100%
	Is compulsory personal protective equipment used?	100%	100%	50%	91%
	Is additional personal protective equipment provided by employer?	100%	86%	100%	91%
	Does the cleaning staff have compulsory personal protection equipment when cleaning sandblasting area?	100%	71%	100%	80%
	Are the workers handling potassium permanganate in storage and mixing are using the personal protection equipment needed?	100%	100%	33%	83%
	Are the workers spraying chemicals using the personal protection equipment needed?	75%	64%	33%	57%
	Are the workers spongeing chemicals wearing impervious gloves?	100%	100%	100%	100%
	Is the potassium permanganate stored safely?	100%	92%	43%	81%
	Subtotal	77%	88%	66%	80%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Metal Plating (Metal plating related questions have in 2010 only been applicable to 3 factories in the Far East region.)				
	Is there a suitably-qualified person in charge of chemical handling?	100%	not applicable	not applicable	100%
	Are the workers educated on safe handling and risks?	100%	not applicable	not applicable	100%
	Is the ventilation adapted for metal plating?	100%	not applicable	not applicable	100%
	Does the factory have a chemical inventory list?	78%	not applicable	not applicable	78%
	Is compulsory personal protective equipment used?	100%	not applicable	not applicable	100%
	Is there a wash station connected directly to both the workshop in case chemicals get in workers' eyes?	78%	not applicable	not applicable	78%
	Are the legally required health checks conducted in the factory?	22%	not applicable	not applicable	22%
	Are the non-compatible chemicals separated in both storage and in the workshop?	100%	not applicable	not applicable	100%
	If hydrofluoric acid is used is it handled safely?	100%	not applicable	not applicable	100%
	Subtotal	85%	not applicable	not applicable	85%
	TOTAL	70%	82%	79%	76%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

	Region	Far East	South Asia	EMEA	Total
Compliance level from all 2010 audit results on active factories per audit question (continued)	Chapter from audit questionnaire				
	Young Workers/ Child Labour	77%	97%	76%	82%
	Workers Basic Rights	76%	82%	82%	79%
	Workers Rights	58%	85%	81%	73%
	Health & Safety	77%	83%	78%	79%
	Housing Conditions	88%	86%	not applicable	88%
	Environment	54%	66%	62%	60%
	Sandblasting & Chemical Treatment	77%	88%	66%	80%
	Metal Plating	85%	not applicable	not applicable	85%
	Home Workers	43%	84%	not applicable	82%
	TOTAL	70%	82%	79%	76%

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

Compliance level from all 2010 audit results on active factories per audit question (continued)

NOTES:

The figures provided are based on all non-compliances detected during full audits on active manufacturing and/or processing factories conducted between 1 December 2009 – 30 November 2010. The compliance results should only be seen as a snapshot of the compliance level of the factories we were working with at the report's cut-off date. Not every question from our audit questionnaires applies to every factory and is therefore only raised where relevant. Accordingly, in order to create the greatest possible accuracy and transparency, compliance levels are weighted according to the frequency with which each related question from our audit questionnaire was raised during our Full Audit Programme. Percentage figures therefore, do not necessarily relate either to the total number of audits conducted or to the number of factories in total. Please note that year-on-year figures do not relate to comparable factories but depend on where in the audit cycle the majority of the factories are during the year as well as the number of new factories.

The selection of data in 2010 differs from previous years since we are now only using data from factories we are actively working with (active factories). This means that compliance data for new factories that during 2010 were approved and activated for supplying H&M are included, but audit results from potential new factories which were never activated and accordingly, never started to work for H&M, are excluded.

Since we constantly improve our method, raise our expectations, add and update the audit questions, to make it easier to detect violations, the compliance data should not be compared year-on-year. In addition to this complexity and incomparability we would like to highlight a few factors which need to be understood for the data not to be misinterpreted.

When comparing compliance figures it is important to notice that South Asia and Europe are progressing, but the Far East has experienced a negative compliance development. This is mainly an effect of the above mentioned audit methodology development, extended regulations and increased transparency. As the share of factories from the Far East increased in H&M's total factory base, this has an affect on our total compliance data.

COMPLIANCE LEVEL FROM ALL 2010 AUDITS

Compliance level from all 2010 audit results on active factories per audit question (continued)

Some questions address complex issues, such as discrimination or freedom of association, where non-compliances are difficult to detect through audits. You can find some of these questions marked in green above, indicating a 100% compliance level. We are aware that although no violations could be detected during our audits, these issues require our attention. Accordingly, management system, a further emphasis on communication and grievance systems, as well as awareness-raising among both, our suppliers and their employees, on such issues are important parts of our strategy and daily work.

As can be seen from the data, the existence and sufficiency of communication and grievance systems, overtime and its compensation, as well as chemical handling are some of the issues requiring further progress and remain high on our agenda. We can see positive tendencies on all overtime requirements on a global level with, for example, compliance on overtime compensation for workers with monthly salaries improving to 65% (2008: 54%). You can read throughout this report and particularly in the 'choose and reward responsible partners' chapter how we work towards further progress on these issues.

*During each audit and all other visits to our supplier factories (a total of 5906 in 2010 just done by our auditors) we immediately react in case a worker appears to be below the legal age (for example 18 years in Bangladesh, 16 years in China). Luckily, this is only very rarely the case today. However, we take each indication very seriously. In 2010, we followed up on 9 cases of workers below the legal minimum age at factories that supplied H&M or were approved for production. The majority of cases were detected in China, where the legal minimum age is 16 years and school often ends at the age of 15, so that this one year gap can result in a higher risk of employment. All cases were resolved immediately. In each individual case, actions were taken to ensure economic or educational support in each child's best interest. Follow up audits in the relevant factories showed successful remediation, leading to a 100% compliance level in our data system. We worked with the concerned suppliers to improve their management systems to ensure no such employment shall happen again.