Engagement and collaboration create new opportunities

An open and inclusive workplace lets H&M group employees grow together. Collaboration allows colleagues to share inspiration, ideas and knowledge with each other – to create the best offering for customers.

With 171,000 employees around the world, united in a desire to always create the best offering and the best experience for our customers, the H&M group is keen to offer an attractive workplace where committed employees enjoy working and develop together. Our way of working comes from our shared values and is based on great respect for the individual and a belief in people’s ability to use their initiative.

By working actively and consciously in line with these values an open, down-to-earth corporate culture is maintained that encourages collaboration and focus on customers. As a global fashion and design company, the H&M group reaches customers the world over. With a presence in 69 markets and eight unique brands, our long-term expansion offers many exciting career paths for employees and at the same time attracts new talent to the H&M group.

In the recruitment process, great emphasis is placed on bringing in people with the right attitude who share the H&M group’s values. Through individual support, encouragement and dialogue employees receive regular feedback on performance and results achieved, as well as – to an equally great extent – on how they live the company’s shared values in their daily work with colleagues. Individual development plans provide employees with access to various kinds of training and further development programmes.

**LEADERSHIP AND MOTIVATION**

Many employees choose to stay with the H&M group for a long time, either specialising in their roles or moving on to exploring new areas. Switching between different areas of responsibility, markets, functions and brands develops employees and adds to their qualifications. When employees are given opportunities to share their experience and test their skills in a new setting, they learn from each other and develop both professionally and on a personal level – which helps build an organisation that is strong long-term.

The many career options are one reason why most leaders in the company are recruited internally. Being a leader within the H&M group means setting an example and living the company’s shared values. By inspiring, delegating, challenging, motivating and giving feedback, leadership is aimed at making both employees and the company grow. The important thing is to highlight each individual’s strengths, and at the same time building strong teams where people can work together at a fast pace to achieve shared goals and deliver results.

**STRONG TEAMS**

In all teams the aim is to have a good balance of different skills, experience and personalities. In 2018 this work is strengthened further in order to make the most of the diversity that exists within the H&M group globally and to ensure a customer offering that always reflects the H&M group’s shared values. Our diversity makes us understand our customers better, makes us more able to manage change, while also fostering innovation and creativity.

Like many other industries, fashion retail is undergoing major change. Driven strongly by digitalisation, customers’ expectations and behaviour are changing fast. The rapid change brings challenges, but also great opportunities for the H&M group’s brands to inspire and reach out to more customers around the world. Engaged employees will be the key to long-term success for the H&M group also in the future.
Shared values lead the way

The H&M group’s shared values bring employees together and guide them in their daily work. Together, the values are a common thread running throughout the H&M group, creating an open, dynamic, down-to-earth corporate culture where everything is possible.

- We are one team
- We believe in people
- Entrepreneurial spirit
- Constant improvement
- Cost-conscious
- Straightforward and open-minded
- Keep it simple

“Why I love this company is because we’re so many different kinds of people, but at the same time we’re all connected through the values.”

Andres Jimenez

POLICIES FOR AN INCLUSIVE AND EQUAL WORKPLACE

Our social policies, such as the “Global Policy on Diversity, Inclusiveness and Equality” and the “Global Policy on Non-Discrimination and Non-Harassment”, build on our respect for human rights and are based on UN and ILO conventions, among other things. They establish our internal minimum requirements and act as a complement to our values. The H&M group’s policies contain clear guidelines that help employees to meet the daily needs of the operations, to ensure fair and equal working conditions and to create a safe and secure work environment.
At about.hm.com there is more to read about what it is like to work and make a career within the H&M group and the benefits offered. One example is the H&M Incentive Program, the internal reward programme for all employees within the H&M group which encourages long-term commitment within the company. Information about various professional roles and career opportunities at H&M and H&M Home can be found at career.hm.com. More about working at COS, & Other Stories, Weekday, Monki, Cheap Monday and ARKET can be found on each brand’s website.

“This company takes me as I am. You can do it all here.”

Ashley Barkley
“From my first day at work I have felt welcomed. My ideas have been valued and I’ve been encouraged to be innovative and to challenge myself.”

Maxim Sokolov