

COMPLIANCE

HUGO BOSS
HUMAN RIGHTS POLICY
(SOCIAL COMPLIANCE POLICY)

(QR version)

INTRODUCTION - HUMAN RIGHTS AT A GLANCE

The purpose of this Introduction is to enable all of HUGO BOSS's employees to quickly become acquainted with the core elements and provisions of the **HUGO BOSS HUMAN RIGHTS POLICY**:

- I. **Human rights, decent working conditions and compliance with internationally recognized minimum labor and social standards are an absolute necessity for HUGO BOSS. This applies to HUGO BOSS in regard to its own employees, suppliers and partners and is reflected in the HUGO BOSS Supplier Code of Conduct.**
- II. **HUGO BOSS expects all of its employees to respect human rights and protect them within their own sphere of influence.** All employees are urged to report any violations immediately.
- III. **Human dignity is inviolable.** Accordingly, everyone – regardless of whether they are an employee or a third party – must be treated with respect and dignity. No person may be treated unequally, disparaged or excluded on the basis of gender, age, origin, nationality, belief, political opinion, membership of a workers' union, sexual orientation or any other personal characteristics (**prohibition of discrimination**).
- IV. As regards child labor, HUGO BOSS has a policy of **zero tolerance**. HUGO BOSS will not tolerate any violation of the **prohibition against child labor** and any violation will result in serious consequences. The same applies to **forced or compulsory labor and all forms of modern slavery**.
- V. All HUGO BOSS employees are entitled to just compensation and a **living wage**. Suppliers must pay their employees the respective national statutory minimum wage or compensation in accordance with national industry-specific provisions. The **equal opportunity** principle applies to all employees.
- VI. The applicable national laws and agreements on **working hours** and **paid leave** must be adhered to and respected. HUGO BOSS's suppliers must also ensure that they comply with same.
- VII. No employee may be denied the right to join or establish an employee organization (**freedom of association**).
- VIII. **Health, safety and decent working conditions** as well as their continuous safeguarding are a matter of course for HUGO BOSS.
- IX. Laws and regulations to **protect the environment** and thus to preserve the basis for human life must be rigorously applied.

It should be noted that it is not possible to provide detailed rules, practical examples, instructions on how to behave or a complete overview of the Policy in this Introduction. This will follow in the sections below.