TODAY.  TOMORROW.  ALWAYS.

Sustainability at HUGO BOSS
SUSTAINABILITY AT HUGO BOSS

At HUGO BOSS we take responsibility for our business conduct – whether in regard to our products, the people we interact with, or our environmental impact. We are committed to environmental and climate protection, human rights and in particular labor rights; we are committed to animal protection, and we offer talented people attractive and responsible jobs.

Our commitment is ingrained in the concept: Today. Tomorrow. Always. In brief, Today. stands for the milestones we have achieved so far, Tomorrow. contains the concrete goals that HUGO BOSS has set itself for the future, and Always. encompasses our overall sustainability principles.

PRODUCTS

With our products, in addition to design, quality, durability, and innovation, we place a great deal of value on high health and environmental standards. We source the most sustainable materials possible, and treat them as efficiently as we can. We adhere to strict selection criteria across a number of factors, including animal welfare, species conservation, climate protection, and chemical management. Particularly sustainably sourced products whose materials are certified according to specific standards are labeled with a RESPONSIBLE hangtag and a flag in our online shop.

PEOPLE & SOCIETY

We not only bear the responsibility for our own products, but also for the people who develop, produce, and sell our products. Respect for human rights and adherence to high social standards form the basis for our relationships with our own employees, suppliers, and other partners. Besides, our commitment to social welfare is an integral part of our corporate responsibility. Within our Corporate Citizenship strategy we focus on high-quality education and have been partnering with UNICEF for many years.

ENVIRONMENT

In order to protect the environment and climate, we are committed to the introduction and further development of more environmentally- and climate-friendly processes, and are taking appropriate measures. The goal is to improve the environmental footprint of our entire value chain (including our sites, stores, production, and logistics). Our actions are focused on the vision of a climate-neutral fashion industry by 2050.
TODAY.
WHERE WE STAND TODAY *

PRODUCTS

61% of our cotton comes from more sustainable sources
52% of our leather comes from tanneries that comply with our sustainability standards
98% mulesing-free wool in our purely woolen knitted products

TODAY.
OUR RESPONSIBLE STYLES

Products that stem from our RESPONSIBLE Product Policy and are made from a minimum of 60% more sustainable materials are labeled with a RESPONSIBLE hangtag. You can also filter your search for this in our online store. For further information see our RESPONSIBLE Product Policy.

We have created a dedicated approach for more sustainable products for our brands BOSS and HUGO.

BOSS stands for impeccable style, uncompromising quality, and a responsible approach to the world around us. We work continually to reduce our environmental impact and support society, helping to protect our planet for the generations to come.

A more sustainable world begins with a change in attitude.

HUGO is created for those who lead rather than follow. We work continually to reduce our environmental impact, in order to help protect our planet.

Through the use of more sustainable materials, a seamless tracing of products throughout their supply chain, the introduction of sustainably tanned leather, and working without materials of animal origin – our more sustainable product portfolio has constantly evolved over the past few years. Highlights include our Piñatex® sneakers made from pineapple leaf fibers, the Traceable Wool Capsule, olive-tanned leather styles, and the vegan suit.

A material guide in our online store presents the materials most frequently used, provides tips on care to ensure longevity of the products, and gives information on aspects of sustainability and certifications.

* 2019 status
TODAY.
WHERE WE STAND TODAY*

PEOPLE & SOCIETY

93% of our goods come from suppliers who feature in one of the two best levels in social audits

98% of our active suppliers have been trained in social responsibility and chemical management

1,479 women have successfully completed the IŞKUR job re-entry program in Izmir

ENVIRONMENT

5% reduction of total energy consumption**

18% reduction of CO2 emissions**

8% reduction of total water consumption**

844 t of cardboard packaging reused in logistics

*2019 status  **when compared to 2018
## TOMORROW. OUR MOST IMPORTANT GOALS

### PRODUCTS
- 100% sustainably sourced cotton by 2025
- 100% of leather comes from tanneries that comply with our sustainability standards by 2025
- $\geq 50\%$ recycled synthetic fibers by 2025
- 100% mulesing-free wool in purely woolen knitted products by 2025

### PEOPLE & SOCIETY
- 100% of the goods come from suppliers who feature in one of the two best levels in social audits by 2025
- 75% employee satisfaction according to the Great Place to Work® survey by 2025
- 1,400 school children to receive scholarships from the HUGO BOSS Education Association (Izmir) by 2025
- 2,100 women to be supported through the İŞKUR job re-entry program in Izmir by 2025

### ENVIRONMENT
- 30% reduction of CO$_2$ emissions along the entire value chain by 2030 (in comparison to 2018)
- 40% reduction of water consumption in relation to sales by 2025 (in comparison to 2016)
- 100% paper and plastic packaging from recycled and/or certified material by 2025
ALWAYS.
OUR ONGOING PROMISE

DIALOG
We place great worth on dialog and collaboration with our stakeholders in the development and implementation of our sustainability strategy.

QUALITY & DURABILITY
Our product focus is on more sustainable materials and first-class workmanship. We also commit to promoting closed loops in the textile industry.

ANIMAL WELFARE
Our materials are chosen according to strict criteria, and we adhere to recognized standards for animal and species protection. We do not use farmed fur, and only use leather from sheep, goats, cattle and buffalo that is created as a by-product of the food industry. We also only use down that is obtained without live plucking and forced feeding, and do not use angora wool at all.

RESPONSIBILITY TOWARDS PEOPLE AND SOCIETY
We respect human rights. Not only do we take responsibility for our employees and partners, but we also actively engage in social welfare. We offer our employees very good development programs as well as secure jobs in work environments that pose no risk to health. We also help them to achieve a good work-life balance.

LONG-TERM PARTNERSHIPS
We value long-term relationships with our suppliers. We base our collaboration on high social standards and are developing these further with our partners. We assess the acceptance of our social standards in regular audits and are placing a growing emphasis on knowledge transfer through training.

ENVIRONMENTAL PROTECTION
We are improving our environmental footprint with environmentally and climate-friendly processes. Energy from renewable energies, sustainable architecture, and considerate handling of resources are just some of the measures we are undertaking to achieve this goal.

RESPONSIBLE CHEMICAL MANAGEMENT
Together with our suppliers, we ensure that our products are free from dangerous chemicals.