

HUGO BOSS

Health and Safety Commitment

This Health & Safety Commitment intends to underline HUGO BOSS' clear worldwide commitment to health and safety as laid down in the HUGO BOSS Code of Conduct.

It is set to include all aspect of operations and facilities owned or operated by HUGO BOSS (e.g. offices, showrooms, stores and shops, production facilities and warehouses) at any point in their lifecycle and to cover not only health and safety aspects of our employees but to the same extent of any third party interacting with HUGO BOSS.

Goals

HUGO BOSS aims to remove or reduce the risks to the health, safety and welfare of all employees and external third parties, and anyone else who may be affected by our business operations.

HUGO BOSS strives to ensure all work activities are done safely, especially to prevent accidents and cases of work-related ill health by managing the health and safety risks in the workplace.

Management Responsibilities

The management must take suitable measures to ensure a safe and healthy working environment at least in line with local laws and regulations. This includes especially providing and maintaining:

- safe working practices and safe systems of work,
- working equipment, machinery and technical installations in safe conditions,
- safe working environments in all HUGO BOSS premises,
- safe storage/use of substances,
- clear instructions, information, training and documentation needed to ensure that employees are competent to do their work in a safe and healthy manner,
- regular reviews of health and safety procedures and systems to ensure their long-term appropriateness and effectiveness.

Employee Responsibilities

Employees at all levels need to be aware of their responsibilities and are especially obliged to:

- take reasonable care of the health and safety of themselves and others,
- comply with all health and safety processes and systems established by HUGO BOSS,
- report all accidents and incidents or other health and safety concerns,
- help new employees and third parties understand the HUGO BOSS safety procedures, if necessary.

The Managing Board