

# HUGO BOSS

## HEALTH & SAFETY COMMITMENT

HUGO BOSS is committed to ensuring the safety and health of all persons within our direct sphere of influence to the best possible extent. In addition to our own employees, this includes customers, third parties (service providers and other contractual partners or contractors) who are affected by the actions and omissions of the company. As a matter of principle, HUGO BOSS involves employees and employee representatives in the planning, implementation and improvement of its Occupational Health and Safety Management, for example at regular Health and Safety Committee meetings, through communication via the intranet and notice boards and through joint exchanges between the colleagues responsible for occupational health and safety globally.

### Goals

HUGO BOSS aims to eliminate, if possible, or at least minimize risks to the safety and health of employees and third parties that could be caused by actions or omissions of the company. Furthermore, this Health & Safety Commitment (H&S Commitment), creates the obligation to continuously improve the implementation of occupational health and safety. With the H&S Commitment, HUGO BOSS follows international standards such as ISO 45001. In particular, in order to prevent occupational accidents and work-related illnesses, national legislation, standards, and state of the art technologies are always taken into account in the design process for workplaces and work procedures as well as the safe operation and use of work equipment and supplies. This enables potential hazards to be identified and assessed in advance and preventive action plans to be implemented. In particular, the prevention of occupational accidents and work-related illnesses represents a quantitative target for the improvement of key performance indicators in the area of occupational safety and health.

### Management Responsibilities

The management of HUGO BOSS is committed to implementing occupational health and safety measures that affect the safety and health of employees at work, regularly reviewing them for effectiveness, and adjusting them as needed.

This includes, in particular:

- the prioritization of occupational health and safety issues and the creation of appropriate action plans
- the ensuring of an appropriate health and safety organization and provision of necessary resources
- the designing of safe of working conditions
- the issue of appropriate work instructions and the implementation of occupational safety and health training,
- ensuring that employees are competent when they are assigned tasks,
- increasing the motivation of employees to contribute to safety and health at work, and
- protecting employees and third parties from reprisals when abnormalities, unsafe working conditions or occupational accidents are reported.

# HUGO BOSS

## Employee Responsibilities

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

- take reasonable care of their own, and others', health and safety
- 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

In the future, HUGO BOSS will continue its own efforts to comply with and ensure safety and health, in order to fulfill its own responsibility and to protect all employees, customers and third parties in the best possible way.



The Managing Board



The Works Council