



**QUALITY EDUCATION**

In total **1,479 women** have successfully completed the IŞKUR program (Izmir) to enable them to return to work

Since its start, the HUGO BOSS Education Association in Izmir supported **1,018 schoolchildren and students** in the form of a scholarship

> **3,000 items of clothing** were donated to refugees from Venezuela in Ecuador

→ Society



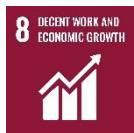
**CLEAN WATER AND SANITATION**

The total **water consumption** was reduced by 8% in 2019

In 2019 the groundwater tanks installed in Izmir collected **23,681m³ water** which is used for the irrigation of green areas and sanitary installations on the site

**91% of suppliers with a direct contractual relationship** with HUGO BOSS are already committed to implementing the ZDHC Manufacturing Restricted Substances List (MRSL) in their own production facilities and at their upstream suppliers

→ Environment, Partners



**DECENT WORK AND ECONOMIC GROWTH**

~ **270,000 successfully completed further education courses** at HUGO BOSS University in 2019

HUGO BOSS works with its strategic partners for an average of **11 years**

>**90% of the suppliers** have a valid and at least satisfactory social audit in the current audit period

**98% of active suppliers** are trained in social responsibility and chemicals management

→ Employees, Partners



**RESPONSIBLE CONSUMPTION AND PRODUCTION**

In 2019, **61% of cotton** used in HUGO BOSS products is sourced from more sustainable sources

**844 tons** of cardboard boxes have been reused for shipping in 2019

In 2019, the comprehensive “**HUGO BOSS Material Policy**” was developed and introduced, setting standards for the use of sustainable materials

→ Environment, Partners, Products



**CLIMATE ACTION**

In 2019 the **total energy consumption** was decreased by **5%**

**CO<sub>2</sub> emissions (Scope 1–3)** were reduced by **18%** in 2019

Commitment to the vision of a **climate-neutral fashion industry** by 2050 through active participation in the Fashion Industry Charter for Climate Action

→ Environment, Partners, Products



**PARTNERSHIPS FOR THE GOALS**

Through its involvement in the Fair Labor Association and the Alliance for Sustainable Textiles HUGO BOSS strengthens **social and labor standards** in the supply chain

Through cooperation with the Zero Discharge of Hazardous Chemicals and the Leather Working Group, **environmental management** in raw materials production **is optimized**

Through cooperation with the Better Cotton Initiative and Cotton Made in Africa, the **use of more sustainable materials** will be further promoted

→ We, Partners, Products