

SUSTAINABILITY

FOR A BOLD &  
BETTER FUTURE

FUTURE  
FUTURE  
FUTURE







FUTURE

WORLD

## WE LOVE FASHION, WE CHANGE FASHION.

At HUGO BOSS, we are committed to protecting our planet and ensuring a liveable future for the generations to come.

Overconsumption, water scarcity and CO<sub>2</sub> emissions are currently driving our industry. We want to make a difference: for us, sustainability means **caring for a planet free of waste and pollution.**

Our commitment to the planet is reflected in **our five strategic key pillars** of the sustainability strategy. The strategy is built on a **strong environmental, social and governance basis.**

FUTURE  
FUTURE  
FUTURE



# THIS IS WHY WE BELIEVE IN A FASHION INDUSTRY...

## ...WHERE RESOURCES ARE NOT WASTED

We aim to provide circular products that are made with **renewable/recycled materials**, are **recyclable**, and are **designed for longevity** to **keep resources in a cycle** for as long as possible.

## ...WHERE DIGITIZATION HELPS REDUCE RESOURCE CONSUMPTION

We use **digital product development** and will make use of smart data to **avoid waste and reduce emissions**.

## ...WHERE WE WORK IN HARMONY WITH NATURE

With **materials from regenerative agriculture**, we help **increase biodiversity**, improve soil health, reduce chemical use, and safeguarding water quality.

## ...WHERE NO MICROPLASTICS ARE SHED

In order to **phase out polyester and nylon** from our products, we are looking for **innovative alternatives** such as the **HeiQ AeonIQ™ yarn**.

## ...WHERE CO<sub>2</sub> EMISSIONS ARE REDUCED

We are working with our partners along the entire value chain to **reduce our CO<sub>2</sub> emissions** and, ultimately, to **achieve net-zero emissions** together.



# OUR STRATEGY IS ANCHORED IN THESE CORE PRINCIPLES

**HUGO BOSS**

## OUR 5 KEY STRATEGIC SUSTAINABILITY PILLARS



**INCREASE  
CIRCULARITY**

**DRIVE DIGITIZATION &  
DATA ANALYTICS**

**LEVERAGE NATURE  
POSITIVE MATERIALS**

**FIGHT  
MICROPLASTICS**

**PUSH ZERO  
EMISSIONS**

**A STRONG ENVIRONMENTAL, SOCIAL, AND GOVERNANCE (ESG) CORE**



# THERE IS A DEDICATED GOAL BEHIND EACH STRATEGIC PILLAR

HUGO BOSS

## OUR 5 STRATEGIC SUSTAINABILITY PILLARS

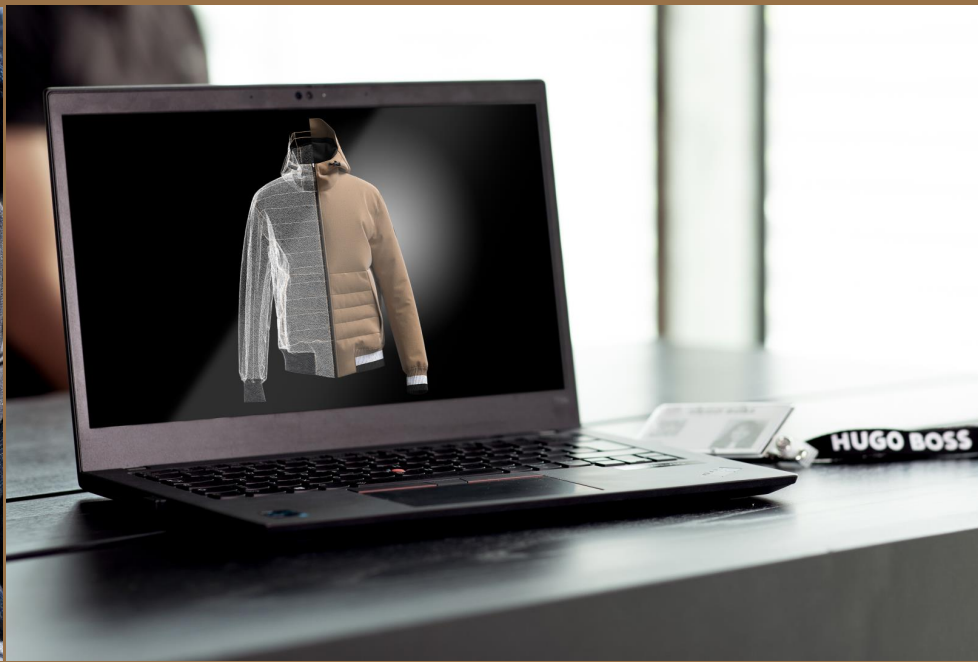


**80%**

**CIRCULAR products**

by 2030\*

\*apparel



**>90%**

**products  
will be developed  
digitally**

by 2025



**100%**

**natural materials  
according to  
regenerative  
principles or closed-  
loop recycling**

by 2030



**0%**

**polyester & nylon**

by 2030\*

\*in fabrics, linings and  
padding,  
assumption is availability of  
more sustainable alternatives



**-50%**

**CO<sub>2</sub>  
emissions**

by 2030 compared to 2019



# OUR 5 STRATEGIC PILLARS ARE BACKED BY A STRONG ESG-CORE

## HUMAN RIGHTS & SOCIAL COMPLIANCE

- The **upholding of human rights** for our employees and suppliers is given **top priority**
- We are committed to protecting **labor standards** and promoting **healthy workplaces**
- We set **binding frameworks**, based on **international standards**

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## EMPLOYEE DEVELOPMENT

- We offer our employees excellent **development programs**
- We help employees achieve a **good work-life balance**

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## ANIMAL WELFARE

- **HUGO BOSS adheres to** recognized animal welfare standards
- **We do not use:** fur and angora wool
- **We only use:** leather as a by-product of the food industry, down without live plucking and forced feeding

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## ENVIRONMENTAL COMPLIANCE

- We have comprehensive standards for our **own buildings** and in the **supply chain**, covering **water, waste, and chemicals**
- In addition to our strategic approach to climate protection, they are part of our **general understanding of environmental protection** and a prerequisite for **environmental compliance**

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## PACKAGING STANDARDS

- We use sustainably designed packaging made of **certified and/or recycled material**
- HUGO BOSS **supports ending deforestation** esp. in the choice of our packaging materials

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## QUESTIONS & FEEDBACK

We always welcome feedback and questions, because **only together can we change fashion.**

You can contact us via:

**[corporate\\_responsibility@hugoboss.com](mailto:corporate_responsibility@hugoboss.com)**