

**HUGO BOSS**

**TODAY.**  
**TOMORROW.**  
**ALWAYS.**

**SUSTAINABILITY AT HUGO BOSS\***

\* As of May 2022

# SUSTAINABILITY AT HUGO BOSS

At HUGO BOSS we take responsibility for our business conduct – whether with regard to our products, the people we interact with, or our environmental impact. Our commitment is ingrained in the concept: TODAY. TOMORROW. ALWAYS. In brief, TODAY stands for the milestones we have achieved so far, TOMORROW comprises the concrete goals that HUGO BOSS has set itself for the future, and ALWAYS encompasses our overall sustainability principles.



## PRODUCT

When it comes to our products, in addition to **design and quality**, we place a great deal of emphasis on **durability** and the increased **closing of material cycles**. In this way, we contribute to the **conservation of resources** and the protection of **biodiversity**. We select our materials according to strict criteria, such as those relating to **animal welfare** and species conservation or **climate protection** and chemical management.



## PEOPLE

We also bear **responsibility for the people** who develop, produce, and sell our products. **Respect for human rights** and **adherence to high social standards** form the basis of our relationships with our own employees, suppliers, and other partners. Besides, we are committed to **social welfare** by promoting education and equal opportunities.



## PLANET

To protect the environment and climate we are committed to the introduction and further development of environmentally and climate-friendly processes. The goal is to reduce the **environmental footprint of our entire value chain**. We align our measures to the shared vision of the fashion industry according to the Fashion Industry Charter for Climate Action: **"net zero" greenhouse gas emissions by 2050.**

# TODAY. TOMORROW.

**HERE'S WHERE WE STAND TODAY ON  
OUR MOST IMPORTANT TARGETS.\***





# PRODUCT

**31%** of the product range consists of RESPONSIBLE styles  
**Target:** ≥60% by 2025

**79%** of our cotton is sustainably sourced  
**Target:** 100% by 2025

**72%** of the leather used comes from tanneries certified by the Leather Working Group or a similar standard  
**Target:** 100% by 2025

We have developed a **circularity strategy** and are increasingly focusing on circular design and circular business models. > **Circularity**

**Target:** 80% of our product range is part of the circular economy by 2030





## OUR RESPONSIBLE STYLES

At HUGO BOSS, our RESPONSIBLE styles comprise at least 60% more sustainable raw materials which are certified according to clearly defined standards that are more sustainable. Besides they meet further strict environmental and social requirements for processing and transport.



## CURRENT EXAMPLES OF OUR SUSTAINABILITY COMMITMENT

We see sustainability as an ongoing journey in which we are always on the lookout for new and emerging solutions such as the following:



**Circularity:**  
our approach to using resources responsibly

It is only by pursuing a circular approach, that we can conserve valuable resources, protect the planet and enable customers to use our high-quality products for as long as possible.

We have, therefore, already taken the first steps in this direction and developed a circularity strategy. This comprises three core elements:

1. circular products
2. circular business models
3. customer involvement, for example, through practical information on quality, wearing comfort, and product care, in the online store



### Innovative yarn from HeiQ:

**This is how we are fostering a fabric alternative to polyester**

To minimize its impact on the environment, HUGO BOSS has entered a strategic partnership with textile innovator, HeiQ (LSE:HEIQ). The aim is to further the development and production of the first climate positive fiber – HeiQ AeoniQ – which is a sustainable, circular and closed-loop cellulosic textile yarn. Fabrics made from this high-performance yarn are on par with conventional fabrics like polyester and nylon due to the yarn's tensile strength and elasticity. At the same time, they also demonstrate a significantly better environmental footprint.

Whereas polyester and nylon fibers are produced from non-renewable fossil fuels, HeiQ AeoniQ yarn is made from recycled, bio-based cellulose, a renewable raw material. Widespread implementation of HeiQ AeoniQ can help decarbonize the atmosphere, prevent further microplastic pollution in water and preserve agricultural land.





## PEOPLE

**99%** of our goods come from finished goods suppliers who feature in one of the two best levels in social audits

**Target:** 100% by 2025

**75%** employee satisfaction according to the Great Place to Work® survey

**Target:** was reached in 2021

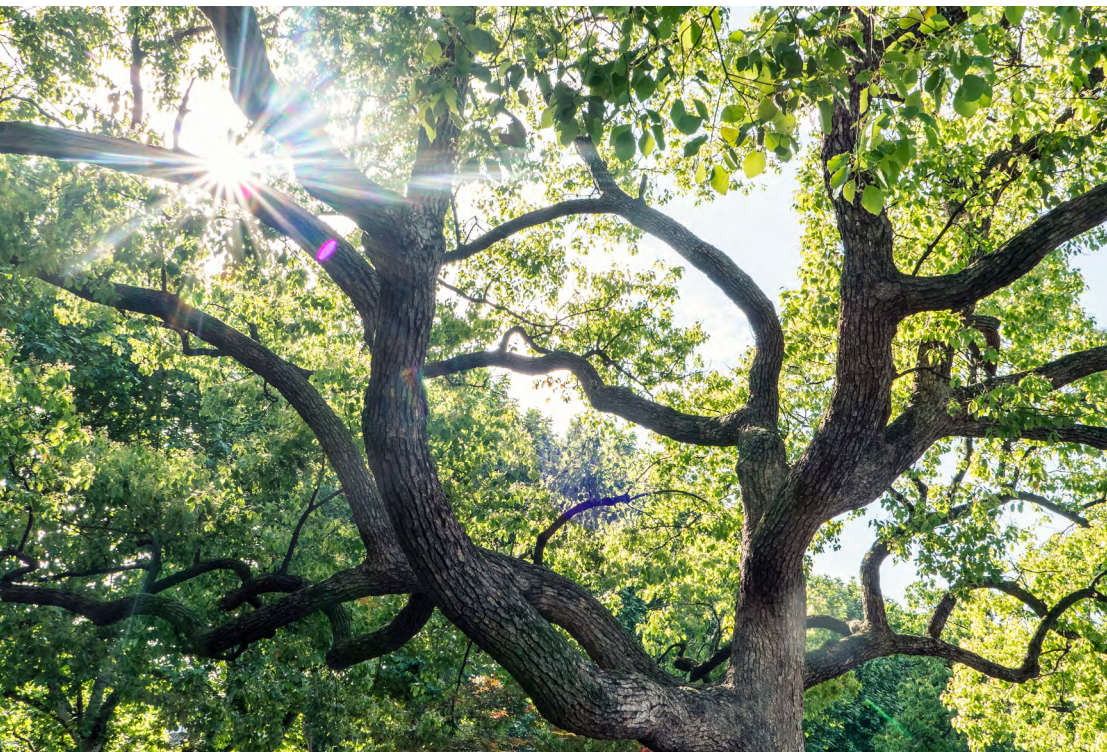
**29%** share of women in the first management level below the Managing Board (top management)

**Target:** ≥40% by 2025

**1,625** women have been supported to re-enter the workforce through the project "Open Doors for Women"

**Target:** 2,100 by 2025





# PLANET

- 13%** reduction of CO<sub>2</sub> emissions along the entire value chain (Scope 1-3, in comparison to 2018)  
**Target:** "net zero" greenhouse gas emissions (Scope 1-3) by 2050  
**Along the way:** ≥50% reduction of CO<sub>2</sub> emissions (Scope 1-3) by 2030
- 18%** reduction of energy consumption in relation to area (in comparison to 2018)  
**Target:** 20% by 2030
- 21%** reduction of own water consumption in relation to sales (in comparison to 2016)  
**Target:** 40% by 2025
- 89%** of our packaging paper comes from sustainably managed forests and/or is made of recycled material  
**Target:** 100% by 2025



# OUR PROMISE: ALWAYS.

OUR OVERALL SUSTAINABILITY PRINCIPLES



## DIALOG

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



## 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 and environmental standards and continue to develop such relationships with our partners. We assess the acceptance of our standards through regular audits and are placing a growing emphasis on knowledge transfer through training.



## QUALITY & DURABILITY

By using select materials and through high-quality workmanship, we ensure that our products can be used for a long time.





## 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 are generated 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.



## ENVIRONMENTAL PROTECTION

We are improving our environmental footprint along the entire value chain with environmentally-friendly and climate-friendly processes. Electricity from renewable energy sources, 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 continue to ensure that our products are free from dangerous chemicals.