

COMPLIANCE

**HUGO BOSS
ANIMAL
WELFARE
POLICY**



AT A GLANCE

This overview shall provide all HUGO BOSS employees and third parties with the core contents and regulations of the **HUGO BOSS ANIMAL WELFARE POLICY**:

- I. HUGO BOSS strives to develop collections that not only meet the high demands of customers in terms of design, quality, durability and innovation, but also **respect the highest animal welfare principles such as the "General Animal Welfare Aims" according to the "Five Domains Model"**.
- II. **HUGO BOSS continuously strives to replace animal materials with vegan alternatives**, provided that this results in a better environmental balance and does not result in any loss of quality or function.
- III. **HUGO BOSS has set itself the goal of sourcing 100% natural raw materials according to regenerative principles or recycled materials by 2030**. In addition to soil quality, biodiversity and social fairness, the regenerative principles also include extended animal welfare requirements such as grazing, Concentrated Animal Feeding Operation (CAFO), limited transport with enough space and adequate shelters.
- IV. **HUGO BOSS strives to collaborate with initiatives** that support and ensure our guiding principles for animal welfare.

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1 OUR COMMITMENT TO ANIMAL WELFARE

HUGO BOSS takes responsibility for nature and future generations. This means, among other things, that we ensure the protection of animals and species in the manufacture of products and that we are constantly looking for new ways to work in a way that conserves resources as much as possible. In this way, we promote innovative products and create sustainable processes. This path is supported and accompanied by close cooperation with our partners, animal welfare organizations and other stakeholders.

Our Animal Welfare Policy aims to effectively implement the highest species-specific standards and goals in order to continuously improve animal welfare and the closely related environmental protection. Particular attention is paid to the standards for farmers and herders. It promotes responsible agriculture in general and not just the care of animals. This supports and promotes sustainable land management and the safeguarding of biodiversity.

We acknowledge the criticism of animal welfare organizations that it is difficult to protect farm animals from negative influences and that the "General Animal Welfare Aims" according to the "Five Domains Model" by Professor D.J. Mellor should be seen as a guide to gradually improve the existing husbandry systems.

An essential step towards success is the creation of awareness of animal and species protection. That is why we regularly conduct training courses for all employees. Especially in the development of designs and products, and in the selection of suppliers and raw materials, the requirements applicable at HUGO BOSS must be complied with.

The Executive Board of HUGO BOSS AG is aware of the importance and significance of animal and species protection and is fully committed to complying with applicable national and international regulations (such as national animal welfare laws).

2 SCOPE

The Animal Welfare Policy applies to all companies and subsidiaries of the HUGO BOSS AG and must be implemented in an appropriate manner by the responsible bodies of all Group companies. Compliance must be ensured on a permanent basis.

In cases where the Animal Welfare Policy conflicts with any country-specific regulations, exceptions may be made to individual provisions of this policy. In doing so, it is not permissible to deviate from the essential content and purpose of the respective provision. Necessary exemptions must be justified if needed and must be agreed in advance with the Group's Compliance Department.

Violations of this policy will not be tolerated and may result in consequences under labor law, among other things.

3 VISION & GOALS

HUGO BOSS strives to develop collections that not only meet the high demands of customers in terms of design, quality, durability and innovation, but also respect the highest animal welfare principles such as the "General Animal Welfare Aims" according to the "Five Domains Model".

HUGO BOSS continuously strives to replace animal materials with vegan alternatives, given that this results in a better environmental balance and does not result in any loss of quality or function. To this end, HUGO BOSS actively collaborates with internal and external experts. Innovative products such as vegan alternatives are promoted and are forward-looking.

In addition, HUGO BOSS strives to collaborate with initiatives that support and ensure our principles for animal welfare. HUGO BOSS has set itself the goal of sourcing 100% natural raw materials according to regenerative principles or recycled materials by 2030.

In addition to soil quality, biodiversity and social fairness, the regenerative principles also include extended requirements for animal welfare. This includes grazing, no concentrated feeding (CAFO), limited transport with enough space and adequate shelters.

These regenerative principles not only promote animal welfare, but also make a significant contribution to the conservation of biodiversity and the survival of species. Furthermore, the preservation or restoration of the natural habitat is part of regenerative principles, as shown through the cooperation with SEKEM², which specifically promotes farms that reclaim degraded land – once desert – through a regenerative cultivation approach.

4 ANIMAL WELFARE POSITIONS & OBLIGATIONS

HUGO BOSS is committed to animal welfare and rejects animal breeding and husbandry methods that are not appropriate to the species. Animal raw materials obtained through inappropriate treatment should not be used in the manufacture of our products. In general, animal materials should only be used if it is necessary for the collection statement. HUGO BOSS rejects animal testing for its own products, but also for licensed products (especially in the cosmetics sector). This also applies to the development of new products and materials.

HUGO BOSS aims to develop and improve in this area as well. The core element is cooperation with initiatives that work directly with farmers' associations, manufacturers, NGOs and retailers, for example.

¹Further details at: <https://www.four-paws.org/campaigns-topics/topics/science-and-research/animal-welfare-assessment-framework>

² The SEKEM Group is a pioneering social company founded in 1977 with a focus on regenerative development through biodynamic and organic agriculture as well as social and cultural initiatives

4.1 GENERAL ANIMAL WELFARE AIMS

We are convinced that the procurement of all animal products for the production of HUGO BOSS products must be carried out in accordance with the "General Animal Welfare Aims" explained below in accordance with the "Five Domain Model"³:

General Animal Welfare Aims	Detailed Animal Welfare Requirements	Measures
Good Nutrition	To minimize thirst and hunger and enable eating to be a pleasurable experience.	By providing ready access to fresh water and a species-appropriate diet to maintain full health and vigor.
Good Physical Environment	To minimize discomfort and exposure to adverse environmental conditions and to promote physical comfort.	By providing appropriate outdoor access and suitable shelter against adverse weather conditions, and/or housing with different functional areas, comfortable resting areas, and good air quality.
Good Health	To minimize pain, disease, and other discomforts and to promote the pleasures of vigor, strength, robustness and harmonious physical activity.	By preventing or rapidly diagnosing and treating diseases and injuries, and by stimulating, among others, proper muscle tone, natural body posture, cardiorespiratory function, and digestive system processes.
Appropriate Behavioral Interactions	To minimize threats and unpleasant restrictions on behavior and movement, and to promote engagement in rewarding activities.	By providing sufficient space, conspecific company, human interactions that are adapted to the individual needs and appropriately varied conditions to allow for species-specific behavioral expression.
Positive Mental Experiences	To promote the experience of various forms of comfort, pleasure, interest, confidence and a sense of control.	By providing safe and species-appropriate environmental, conspecific and human interactive opportunities to have pleasurable experiences.

4.2 PROHIBITED MATERIALS

HUGO BOSS is committed to high animal welfare standards when using materials of animal origin such as leather, wool and feathers, or completely excludes the use of certain animal materials such as cattle, goat, sheep and buffalo hides and skins if they are not clear by-products of the food or wool

³ Taken from the Animal Welfare Concept of the Four Paws: <https://www.four-paws.org/campaigns-topics/topics/science-and-research/animal-welfare-assessment-framework>

industry. HUGO BOSS rejects the special breeding of animals for the clothing industry. Hides, skins and leather from animals bred specifically for the clothing industry have been excluded from use in our products since 2016.

HUGO BOSS banned the use of angora wool in its collections back in 2015. This was done against the background that angora wool is usually obtained through painful procedures and that animal welfare laws and regulations are inadequate in the main exporting countries.

Participation in the protection of endangered species is a matter of course for HUGO BOSS. Under no circumstances does HUGO BOSS use animal materials from endangered species or species in need of protection. HUGO BOSS does not make use of statutory exemptions. Since 2016, HUGO BOSS has not used exotic leather, exceeding the legal protection.

4.3 PROHIBITED METHODS

Most animal fibers (wool, mohair, cashmere, alpaca and others) are obtained by combing by hand or by shearing. Depending on the method, this can cause unnecessary stress to the animal. In order to avoid this as far as possible, HUGO BOSS is committed to using gentle methods.

Mohair, cashmere and alpaca

Shearing and combing to extract the hair can be stressful for the animals, which is why HUGO BOSS only supports standards that exclude rough handling and reduce possible injuries due to appropriate specifications or provide for immediate medical care. The extraction should be carried out under the supervision of third parties and should be planned with respect to the climatic conditions or guarantee an appropriate shelter to protect the animals from cold and/or heat.

Further health-endangering interventions (including castration) should be carried out under appropriate veterinary precautions. The use of anesthetics before and after the procedure must be ensured.

We support dialogue between animal welfare organizations and standards organizations such as the Good Cashmere Standard to promote continuous development.

Merino

HUGO BOSS focuses in particular on the use of merino wool and the critical method of so-called "live lamb cutting" (also known by the previously used term "mulesing"). In this method, merino lambs get their skin removed around the tail without local anesthesia to prevent insect infestation. For HUGO BOSS, this method is not in line with its own animal welfare requirements. The same goes for the similar "freeze brand" method.

HUGO BOSS already uses almost exclusively "live lamb cutting"-free wool for its own pure wool knitwear and socks⁴. For very fine wool products (e.g. suit, jacket, trousers), it is currently challenging to procure a sufficient availability of "live lamb cutting"-free wool.

By 2030, we are pursuing the goal of using only wool in all products that is 100% "live lamb cutting"-free. We have once again made clear our intention to increase the use of "live lamb cutting"-free wool by signing the "Brand Letter of Intent" of the animal welfare organization FOUR PAWS.

Down

In addition to animal fibers, HUGO BOSS also has strict requirements for the use of down. Since 2016, only down obtained without live plucking⁵ or force-feeding has been used. Standards for down, such as the "Responsible Down Standard" (RDS) from "Textile Exchange" or the "DOWNPASS" are complied with. In addition, down from certified recycling is used. The origin of all down is strictly documented.

4.4 MATERIALS USED

When materials of animal origin are used in products, HUGO BOSS generally complies with national (such as national animal welfare laws) and international legal provisions. The Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the EU Regulation on the Protection of Species of Wild Fauna and Flora (EC Regulation No. 338/97), as amended, are strictly adhered to.

5 HANDLING & CONTROL

Suppliers of animal raw materials or finished goods with a proportion of animal products are obliged to comply with at least the animal welfare regulations for breeding and husbandry in the country of receipt and to provide the information and data in accordance with the European Deforestation Regulation. Corresponding evidence is regularly requested from suppliers and, in cases of doubt, checked for authenticity. HUGO BOSS prefers standards that have a "chain-of-custody system" that can demonstrate animal welfare at farm level. Suppliers must always comply with the requirements of the HUGO BOSS Animal Welfare Policy.

HUGO BOSS also obliges its own suppliers to ensure animal and species protection in their sphere of activity. Materials or products of protected species will not be accepted. Species protection declarations must be submitted by all suppliers as part of the procurement process and must be checked internally by the customs department to determine whether there has been a violation of CITES. HUGO BOSS may request corresponding certificates from independent test institutes from suppliers.

Furthermore, the import and customs regulations of the recipient country must be complied with and taken into account when selecting the products. It is therefore imperative that the procurement areas are coordinated with the customs department at an early stage.

⁴ In practice, 100% coverage is difficult due to a lack of evidence.

⁵ For further information, see: <https://www.four-paws.org.uk/our-stories/press-releases/down-expose>

In the case of animal abuse, which is reported by an animal rights organization, for example, remedial measures must be taken immediately. This can be achieved, for example, through close cooperation between the animal rights organization and the respective farmers' association or an international organization (e.g. "Textile Exchange").

6 CONTACT PERSON & UPDATE

The Animal Welfare Policy is applicable in the latest version dated May 16, 2024 and applies without restriction within the scope of the policy.

Changes to the policy are possible at any time. At least once a year, the policy is reviewed to ensure that it is up-to-date. Experiences from the past year and suggestions from internal and external stakeholders are always taken into account. The current version of the policy is always available on the company website or on the HUGO BOSS intranet.

Violations and misconduct, as well as questions, can also be submitted (anonymously) at any time to the [HUGO BOSS Ombudsperson](#), **Dr. Carsten Thiel von Herff** or the **HUGO BOSS Speak Up Channel**.



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