

HUGO BOSS

HUGO BOSS Anti-Discrimination and Anti-Harassment Commitment

Across the globe, thousands of employees with their unique identities and diverse backgrounds are working together to accomplish HUGO BOSS's vision and goals. We believe that this diversity enriches HUGO BOSS and is the foundation of our enduring success. We are committed to providing an inclusive workplace, free of discrimination and harassment, to support the personal growth, dignity and self-respect of HUGO BOSS, its employees and its potential employees, and to promote understanding of individual differences. We believe our employees are integral part of this commitment and they are expected to adhere to generally accepted standards of business conduct.

Anti-Discrimination Commitment

HUGO BOSS requires all employees to treat each other with respect and dignity regardless of age, gender, colour, race, sexual orientation, mental or physical disability, origin or nationality, faith or belief, political opinion, membership of an employee association or other personal traits. HUGO BOSS provides equal opportunities and deploys, pays and promotes employees solely based on their qualifications, performance and competence. HUGO BOSS does not tolerate discrimination, objectively unjustified unequal treatment, disparagement or exclusion of any kind.

Anti-Harassment Commitment

HUGO BOSS holds all employees to high standards of integrity and is dedicated to providing a working environment that is safe and free from any form of harassment. Harassment can range from extreme forms such as violence, threats, or physical contact to less obvious actions like ridiculing, teasing or bothering colleagues or subordinates, or refusing to talk to them. It may also involve verbal or physical conduct including comments, actions or gestures that affect a colleague's dignity or psychological or physical integrity.

Sexual harassment, which is a specific form of discriminatory harassment, is generally comprised of objectionable and offensive behaviour that may occur once or repeatedly. Sexual harassment is any conduct, comment, gesture or contact of a sexual nature that is likely to cause offence or humiliation to any employee. Examples of sexual harassment are unwelcome advances, flirtation, jokes or propositions of a sexual nature; unwanted requests for sexual favours by a person in a position to confer, grant or deny a benefit or advancement; sexually degrading words, images or other material; and conduct of a sexual nature, including leering, pinching, touching and patting. Behaviour may constitute sexual harassment regardless of the sex or gender of the person committing it or the person who is exposed to it.

HUGO BOSS does not tolerate coercion, bullying, verbal attack, sexual harassment or any other form of harassment. The same applies to conduct that is intimidating, hostile or offensive.

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Reporting Channels and Investigation Procedure

HUGO BOSS has zero tolerance for discrimination and harassment and takes all complaints from its employees seriously. An employee who wishes to report a possible incident of discrimination or harassment can report it via a variety of channels:

- Line Manager
- Human Resources
- Compliance Officer
- Ombudsperson*
- Lighthouse Hotline (only available for employees in USA) *
- Works Council (only available for employees in Germany)

An employee can report a possible incident through their preferred channel.

* These channels provide an option to make a report anonymously.

HUGO BOSS will conduct a prompt investigation as confidentially as possible under the circumstances and will follow the Code of Conduct and compliance guidelines considering applicable regional policies and legal regulations. HUGO BOSS expects all employees to fully cooperate with any investigation conducted in the case of an incident of discrimination or harassment. The investigation findings, the basis of any decision and the rectifying actions will be documented and all relevant individual(s) will be appropriately informed.

Collective Responsibility

All employees at HUGO BOSS share responsibility for ensuring that they act in a spirit of cooperation and professionalism in their interactions in the workplace and beyond. Employees are encouraged to stand up for themselves and others. Together we are committed to an equitable and inclusive HUGO BOSS.

Mandate from the Managing Board

We are convinced that our ability to perform successfully over the long term will hinge upon whether we accept and live up to our entrepreneurial responsibilities worldwide. In this context, we build upon the support of all HUGO BOSS employees and encourage everyone at HUGO BOSS to help to create a work environment free from discrimination and harassment, in which everyone can be their authentic self and prosper.

Metzingen, May 2021



Yves Müller
Chief Financial Officer



Ingo Wilts
Chief Brand Officer



Dr. Heiko Schäfer
Chief Operating Officer



Oliver Timm
Chief Sales Officer