

Compliance



HUGO BOSS Human Rights Statement

1 OUR COMMITMENT TO THE PROTECTION OF HUMAN RIGHTS

As one of the leading companies in the premium clothing segment, HUGO BOSS is synonymous with quality, innovation and responsibility. A value-oriented approach to business, which is consistent with responsibility for people, the environment, and society contributes significantly to our company's success. HUGO BOSS takes responsibility not only for its own products, but especially for the people who develop, produce and sell them.

Around 18,500 employees work for HUGO BOSS worldwide. Furthermore, numerous partners - for example - in the fields of procurement, production and sales are helping to consistently expand and promote the HUGO BOSS product range further. Within our global value chain in particular, with many partners at various locations, respecting human rights and internationally recognized labor and social standards is a key challenge that HUGO BOSS proactively addresses.

HUGO BOSS obtains a large proportion of its procurement volume from independent partners in regions that are in some cases economically underdeveloped. In some of these regions, there is also an increased risk that political and social protection mechanisms for employees and their environment are lacking.

For HUGO BOSS, respecting human rights means to treat everyone with respect and dignity; Equal treatment is paramount. We want people across our whole value chain to live a free and self-determined life without fearing restrictions or oppression. HUGO BOSS is therefore committed to respecting and protecting human rights and recognizes the following standards:

- The United Nations Universal Declaration of Human Rights (UDHR);
- The United Nations Guiding Principles on Business and Human Rights (UNGPR);
- The Organization for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises;
- The Core Conventions of the International Labor Organization (ILO);
- The United Nations Convention on the Rights of the Child (CRC);
- The United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

HUGO BOSS also expects all its partners to comply with and implement these standards.

In addition, HUGO BOSS analyzes various environmental influences that can also have an impact on humans. This reduces the risk to the environment, but also to employees and humans along the value chain. National and international environmental requirements are complied with in order to minimize or eliminate environment-related risks. Accordingly, this declaration and the following paragraphs also include environment-related risks with an impact on humans, which have been grouped together under the term "human rights".

2 OUR RESPONSIBILITY AND EXPECTATIONS

Being compliant with local laws, recognized social standards and the ILO core conventions is essential for respecting human rights of our own employees and those of our partners. The following HUGO BOSS codes and guidelines set the baseline to interact with our employees and define working conditions:

- HUGO BOSS Code of Conduct;
- HUGO BOSS Supplier Code of Conduct;
- HUGO BOSS Human Rights Policy;
- HUGO BOSS Health & Safety Commitment;
- HUGO BOSS Anti-Discrimination and Anti-Harassment Commitment;
- HUGO BOSS Anti-Discrimination and Anti-Harassment Policy;
- HUGO BOSS Child Labor Policy;
- HUGO BOSS Whistleblowing Policy.

Cooperation with our partners is based on respect for and compliance with business ethics, human rights, and labor and social standards. These are anchored in the Supplier Code of Conduct and are part of our contractual agreements.

Respect for human rights in global supply chains is a continuous and gradual process and requires a long-term commitment. We aim to achieve jointly with our partners continuous improvement in the field of human rights.

3 OUR IMPLEMENTATION OF HUMAN RIGHTS DUE DILIGENCE

The identification of human rights risks within our own business areas and supply chains is for HUGO BOSS the foundation to build an effective and appropriate risk management on. HUGO BOSS aims to prevent human rights risks, minimize them or end violations as far as possible by deriving preventive measures and remedial actions from the risk analysis.

3.1 RISK ANALYSIS AND RESPECTIVE MEASURES

The human rights risk analysis assesses human rights-related impacts on those potentially affected by the HUGO BOSS business activities (e.g., our own employees, employees of partners). The risk classification of our own business areas and partners is based on three pillars. HUGO BOSS uses recognized indices for the risk assessment of (1) countries of origin and (2) industries and also sends out (3) self-assessments in order to derive further partner-specific risks. In general, HUGO BOSS assumes a constant significant risk in the areas of child labor, forced labor, working hours and remuneration due to well-known industry risks. Accordingly, these risks are permanently prioritized as part of the analysis - regardless of the annual results. As part of the risk analysis for 2024, HUGO BOSS was able to identify the following risks: In addition to environmental issues, the risks in the area of health and safety, and the provision of a complaints mechanism were particularly noticeable. However, in most cases, the identified risks were not confirmed after the initial assessment.

Based on those systematic insights of the risk analysis HUGO BOSS develops specific measures to prevent and remedy human rights

risks or violations. We rely on a good mixture of various specific measures to address findings and continuously implement them in business processes of relevant departments.

HUGO BOSS protects the human rights of our employees worldwide by establishing standards (codes & guidelines) and implementing them in relevant business processes. In order to identify and respond to potential risks at an early stage, HUGO BOSS regularly conducts anonymous employee surveys.

In our direct sphere of influence at our partners, HUGO BOSS systematically focuses on identifying actual human rights violations and consequently on minimizing or ending them jointly with our partners. Additionally, HUGO BOSS has established contractually binding standards for partners. Sharing knowledge to improve working conditions is key for us to prevent human rights risks. With this in mind, we require our partners to complete training courses that address human rights issues.

We believe that cooperation between companies, experts, political decision-makers and civil society organizations (usually in the context of multi-stakeholder initiatives) is the recipe for the development and implementation of integrative and sustainable solutions. Regular dialogue with relevant stakeholders is also a means for us to evaluate the effectiveness of our measures.

3.2 COMPLAINTS PROCEDURE AND REMEDIATION

HUGO BOSS takes all complaints from its own employees, employees of partners and other whistleblower groups seriously. HUGO BOSS consistently investigates all violations within a transparent and standardized process. Any verified violations of laws or standards set by HUGO BOSS will not be tolerated and will result in appropriate measures being taken.

The whistleblowing channels are globally available free of charge, can be used anonymously and are available in many languages.

HUGO BOSS offers a whistleblowing channel for employees, partners and third parties with its *Speak Up channel*. This can be used via the following link or QR code:

[HUGO BOSS Speak Up Channel](#)



The independent HUGO BOSS Ombudsperson (person of trust) can be contacted at any time:

Dr. Carsten Thiel von Herff
Phone: + 49 521 55 7 333 0
Mobile: + 49 151 58 230 321

E-mail: ombudsman@thielvonherff.com
Report platform Ombudsperson: www.report-tvh.de/

We expect our partners to promote the HUGO BOSS complaint channels and establish one of their own. This allows risks and violations to be identified and resolves conflicts quickly.

3.3 REPORTING

Transparent communication on human rights risks and on our preventive measures and remedial actions is a core element of human rights due diligence for us. In our annual reports, we provide information on existing risks, measures taken, and general developments in our internal processes.

Due to the constantly changing political, social and economic conditions, we conduct our human rights risk analysis at least once a year and review the effectiveness of our preventive measures and remedial actions continuously.

Also, this Human Rights Statement, our internal monitoring processes and our communications are subject to an annual review, and we adjust them as necessary.

4 RESPONSIBILITIES

The overall responsibility for compliance with and implementation of the elements of this Statement lies with the Managing Board of the HUGO BOSS AG. In order to continuously monitor human rights risks and the associated risk management within the company, the position of Human Rights Officer has been established. This position is currently being held by Mr. Dominik Heske.

He informs the Executive Board regularly, and at least twice a year, about the human rights risks identified in the risk analysis and the risk management derived accordingly. Through his activities, he helps to identify, reduce and prevent risks.

Questions and suggestions can be addressed to Compliance@hugoboss.com at any time.



Daniel Grieder
CEO



Yves Müller
CFO / COO



Oliver Timm
CSO

Valid for:	HUGO BOSS Group	Version:	3.0
Valid from:	01.03.2024	Status:	released, valid
Approved by:	Managing Board HUGO BOSS AG	Last Update:	25.05.2025
Policy Owner:	Compliance	Classification:	public