

# HUGO BOSS

## **HUGO BOSS Statement on the Chinese region of Xinjiang**

As one of the leading companies in the premium apparel segment, we are responsible not only for our products, but also for the people who make them. To ensure that we live up to these responsibilities, we have set ourselves strict ethical standards and place our suppliers and business partners worldwide under the obligation to comply with these. Our requirements are detailed in the [HUGO BOSS Supplier Code of Conduct](#), which forms the framework for our business partnerships around the globe.

We are committed to protecting human rights and recognize the United Nations (UN) Universal Declaration of Human Rights and the Core Conventions of the International Labour Organisation (ILO). HUGO BOSS does not tolerate forced labor, coercive labor or any type of modern slavery, and insists that its suppliers and partners worldwide follow suit. Moreover, we categorically reject discrimination against employees in particular and human beings in general on the basis of their gender, age, origin, nationality, religious beliefs and values.

In light of the allegations of human rights violations in Xinjiang made in public reports for example, our position is as follows:

- The same standards and values are valid for all our suppliers worldwide.
- Based on this, we scrutinize all direct suppliers worldwide and demand proof that the materials used to manufacture our goods are produced according to these values and standards. This also includes identifying sub-suppliers and the production facilities they use for our goods.
- Where relevant, we require our suppliers to immediately transfer the sourcing of materials for our products to other sources.
- We value our longstanding relationships with many partners in various locations in China. So far, HUGO BOSS has not procured any goods originating in the Xinjiang region from direct suppliers.

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- Effective starting October 2021, our new collections have been verified in line with our global standards once again. With regards to the previously mentioned allegations, we want to ensure that our products only contain cotton or other materials if they are in compliance with our values and standards.
- As long as our HUGO BOSS Code of Conduct and our values are respected, we are open to source our products from any suppliers wherever they are located worldwide.

These measures help to ensure good and safe working and social conditions at our partner companies as well. To this end, HUGO BOSS maintains an ongoing dialog with key stakeholders. This enables us to understand expectations, identify requirements and discuss any challenges. For our organization, working together to create new strategies in the most diverse areas of sustainability represents both an obligation and an opportunity. This is why we partner with relevant initiatives such as the Fair Labor Association (FLA) and the Partnership for Sustainable Textiles.

Thanks to this combined expertise, together with our stakeholders we will continue to evolve standards in the textile supply chain. This is an important and integral part of our sustainability management.