

HUGO BOSS

HUGO BOSS Policy Statement on Respecting Human Rights

As one of the leading companies in the premium clothing segment, HUGO BOSS is synonymous with quality, innovation and responsibility – in particular when it comes to sustainability.

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 also for the people who develop, produce and sell them.

Over 14,700 employees worldwide are currently working to offer customers the best at all times. Numerous partners– for example – in the fields of procurement, logistics and sales are also helping to consistently expand and promote the HUGO BOSS product range still further. Within our own global supply chain in particular, with many partners at various locations, respecting human rights and internationally recognised social standards is a key challenge.

HUGO BOSS obtains a large proportion of its purchasing volume from independent suppliers in regions that in some cases are economically underdeveloped. In some of these regions, political and social protection mechanisms for workers and their environment are also poorly developed.

HUGO BOSS is therefore committed to observing and protecting human rights and recognises the fundamental values of the Universal Declaration of Human Rights as well as the core conventions of the International Labour Organisation.

In keeping with United Nations Guiding Principles on Business and Human Rights, HUGO BOSS is committed to respecting the above-mentioned fundamental rights along its own value chain. Appropriate measures must be taken to prevent, any potential and actual negative impact on these rights as far as possible. Just as HUGO BOSS expects this behaviour from its own employees, it also expects it from

all business partners and/or third parties directly or indirectly related to its business activities, products or services.

In the future HUGO BOSS will continue its own efforts to respect human rights and to shoulder its own responsibilities.

The HUGO BOSS Board