

Compliance



HUGO BOSS HUMAN RIGHTS POLICY

AT A GLANCE

The purpose of this Introduction is to enable all readers of this policy to quickly become acquainted with the core elements and provisions of the HUGO BOSS Human Rights Policy:

- I. Human rights, decent working conditions and compliance with internationally recognized labor and social standards are an absolute necessity for HUGO BOSS. This applies to HUGO BOSS in regard to its own employees and partners - and is reflected in the HUGO BOSS Supplier Code of Conduct.
- II. HUGO BOSS expects all of its employees and partners to respect human rights in all business activities. All employees are urged to report any risk of, or actual human rights violations immediately.
- III. Human dignity is inviolable. Accordingly, everyone – regardless of whether they are an employee or a third party – must be treated with respect and dignity.
- IV. No person may be treated unequally, disparaged or excluded on the basis of age, gender, color, race, sexual orientation, mental or physical disability, origin or nationality, faith or belief, political opinion, membership of an employee association or other personal traits (prohibition of discrimination and harassment).
- V. As regards child labor, HUGO BOSS has a policy of zero tolerance. HUGO BOSS will not tolerate any violation of the prohibition against child labor and any violation will result in serious consequences. The same applies to forced or compulsory labor and all forms of modern slavery.
- VI. All HUGO BOSS employees are entitled to a fair compensation on a global level in line with market conditions. Partners must pay their employees the respective national statutory minimum wage or compensation in accordance with national industry-specific provisions. In addition, we aim to empower our partners to develop a living wage strategy and make progress in this direction within a reasonable timeframe. The equal opportunity principle applies to all employees.
- VII. The applicable national laws and agreements on working hours, rest days and paid leave must be adhered to and respected. HUGO BOSS's partners must also ensure that they comply with same.
- VIII. No employee may be denied the right to join or establish an employee organization (freedom of association and collective bargaining).
- IX. Health, safety and decent working conditions as well as their continuous safeguarding are a matter of course for HUGO BOSS.
- X. Laws and regulations to protect the environment and thus to preserve the basis for life must be rigorously applied.

It should be noted that it is not possible to provide detailed rules, practical examples, and instructions on how to behave or a complete overview of the Policy in this Introduction. This will follow in the sections below.

CONTENT

1 DECLARATION OF COMMITMENT TO HUMAN RIGHTS	3
2 SCOPE	3
3 SPECIFIC REGULATIONS AND HUMAN RIGHTS	4
3.1 Social Compliance	4
3.2 Vulnerable Groups	4
3.3 Preventive and Remedial Measures	4
4 HUMAN RIGHTS	4
4.1 Prohibition of Child Labor	5
4.2 Prohibition of Discrimination and Harassment	5
4.3 Freedom of Employment	6
4.4 Fair Compensation	6
4.5 Maximum Working Hours and Right to Leave	7
4.6 Freedom of Association and Collective Bargaining	7
4.7 Health & Safety	7
4.8 Environmental Protection	7
5 WHISTLEBLOWING CHANNELS	8
6 APPLICABILITY AND CONTACT PERSONS	9

1 DECLARATION OF COMMITMENT TO HUMAN RIGHTS

As a global corporation, HUGO BOSS produces or has its products manufactured worldwide, including in countries in the Global South. HUGO BOSS is aware of its responsibility toward people, the environment, and society and takes this responsibility seriously. This includes humane working conditions and adherence to internationally recognized labor and social standards, which HUGO BOSS and its suppliers and business partners (hereafter referred to as "partners") commit to upholding.

Respecting human rights means treating all people equally with dignity and respect, regardless of distinguishing characteristics. The HUGO BOSS Human Rights Policy is based on internationally recognized standards, such as the core conventions of the International Labour Organization (ILO), the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD), and the United Nations Universal Declaration of Human Rights. Additionally, we refer to the United Nations Convention on the Rights of the Child and the Convention on the Elimination of All Forms of Discrimination Against Women.

HUGO BOSS is committed to consistently upholding human rights for its own employees. A corresponding statement was issued by the Board of Management of HUGO BOSS AG for the entire group.

Furthermore, partners are required to pass on the standards of the HUGO BOSS Supplier Code of Conduct to their own upstream suppliers and to monitor their compliance appropriately.

HUGO BOSS also requires its employees to comply with applicable human rights and this policy. For this reason, HUGO BOSS aims to provide all employees with comprehensive information and education on human rights. This also includes encouraging all employees to report any human rights violations at HUGO BOSS or its partners.

2 SCOPE

This policy applies to all companies and business areas within the HUGO BOSS Group. Compliance is mandatory for all HUGO BOSS employees and partners. HUGO BOSS expects its partners to pass this policy on to their partners in the supply chain.

If this policy conflicts with country-specific laws, we respect national laws while also striving to uphold and promote internationally recognized human rights. The essential content and purpose of the relevant provision must not be deviated from. Necessary exceptions must be justified and require prior consultation with the Group's Compliance Department (compliance@hugoboss.com).

3 SPECIFIC REGULATIONS AND HUMAN RIGHTS

Through this policy, HUGO BOSS reinforces its commitment to internationally recognized principles regarding human rights and working conditions. This commitment should also be reflected in the behavior of all employees and partners. The following regulations clarify the applicable human rights and illustrate the measures HUGO BOSS takes to uphold them within its own company and in the supply chain.

3.1 Social Compliance

All HUGO BOSS partners, as well as its own production facilities, are contractually required under the HUGO BOSS Supplier Code of Conduct to adhere to the standards therein, which focus on ethical business practices, human rights, environmental issues, and labor and social standards. This helps ensure sustainable protection for people, animals, and the environment.

Respect for internationally recognized human rights is expected from all partners in relation to all business activities within their sphere of influence. HUGO BOSS does not tolerate violations.

3.2 Vulnerable Groups

HUGO BOSS has a special responsibility to uphold human rights in business interactions with members of vulnerable groups. The rights of children, young workers, women, migrant workers, indigenous peoples, homeworkers, temporary workers, and contract workers must be protected. These groups' human rights are disproportionately at risk in the textile industry. HUGO BOSS follows a tailored approach in its own business operations to protect the interests of these vulnerable groups.

3.3 Preventive and Remedial Measures

We take responsibility for any violations of this policy for which we are directly accountable. We commit to taking preventive measures to avoid any negative impacts on individuals, employees, or communities, or, in cases of violation, to either eliminate the impact or provide compensation.

Additionally, we work to ensure that our partners also address any negative impacts directly linked to our products. We support collaboration with non-governmental organizations (NGOs) and civil society to take appropriate remedial measures when violations occur.

4 HUMAN RIGHTS

HUGO BOSS is aware of the increased risks within the textile industry. To prevent and avoid human rights violations, HUGO BOSS commits to upholding the following freedoms, prohibitions, and rules.

4.1 Prohibition of Child Labor

HUGO BOSS has a zero-tolerance policy on child labor in its own business operations and throughout its supply chain.

The minimum age for employment is 15 years, and employment may not begin before the end of compulsory schooling. Furthermore, young workers under 18 must not perform hazardous work, particularly tasks that could interfere with their education or harm their health, physical, mental, moral, or social development.

HUGO BOSS will not collaborate with partners employing children in violation of these guidelines. The continuation of an existing business relationship depends on the severity of the violation.

Continued employment of a child will not be tolerated by HUGO BOSS and must be terminated immediately. Compensatory measures must be taken for the affected child and their family. Any further violations will result in the termination of the contractual relationship. The prohibition of child labor and protection of young workers must not be circumvented through, for example, fictitious training arrangements.

Our employees are therefore encouraged to follow up on suspected violations or report them immediately upon discovery.

4.2 Prohibition of Discrimination and Harassment

All HUGO BOSS employees must treat each other with respect and dignity. HUGO BOSS expects the same from its partners and their treatment of their employees.

It is prohibited to treat other individuals unequally, demean, or exclude them based on their gender, age, skin color, race, mental or physical disability, origin, nationality, religion, political opinion, union membership, sexual orientation, or other personal traits and common behaviors (e.g., appearance). HUGO BOSS senior managers, in particular, must ensure that only skills and experience relevant to the job are considered in employment-related decisions.

HUGO BOSS does not tolerate coercion, bullying, verbal attacks, sexual harassment, or any other form of harassment in its operations and expects the same from its partners. The same applies to behavior that is intimidating, hostile, or offensive.

HUGO BOSS believes that diversity and inclusion are important factors in the company's success. For HUGO BOSS, diversity encompasses the full range of human similarities and differences. Inclusion refers to workplace policies and procedures that ensure all employees are integrated and included in a way that benefits everyone equally, regardless of their needs, requirements, or background.

4.3 Freedom of Employment

All HUGO BOSS employees must be free to choose their employment and must be able to terminate their employment at any time with reasonable notice. Work is to be performed at the designated workplace.

HUGO BOSS rejects all forms of forced and compulsory labor. This includes all forms of human trafficking and modern slavery. Any form of undue pressure, such as threats of physical violence or extortion, as well as the retention of identity documents and other important documents, is prohibited.

The same standard applies to the employees of all HUGO BOSS partners.

4.4 Fair Compensation

HUGO BOSS provides wages and benefits that meet at least the applicable national legal minimum standard or the minimum standard of the relevant national industry regulations. Additionally, all employees have the right to receive information about their individual salary or wages (hereafter referred to as salary), such as through detailed payslips. Salaries are paid at least once a month.

HUGO BOSS expects the same from its partners. At least the applicable national legal minimum wage must be paid. The goal is to enable local employees and their families to achieve a reasonable standard of living. For HUGO BOSS, this means that the available salary is sufficient to meet basic needs such as food, water, housing, education, healthcare, transportation, and clothing for all household members. Additionally, employees should have disposable income to set aside for unexpected events. Where wages do not meet employees' living needs, partners are encouraged to take appropriate measures to gradually raise wages and living standards. Furthermore, HUGO BOSS advocates for political and economic conditions that enable systematic improvement of wages in specific countries, in collaboration with a wide range of stakeholders, including national and international NGOs, civil society organizations, unions, and legislators.

Employees must receive their employment contract and payslips electronically or in writing (without original signatures) in a language they understand. If employees are illiterate, they must be informed in an appropriate manner with proof.

The amount of compensation must be known to all employees at the beginning of the employment relationship and indicated accordingly in the employment contract. Deductions from wages beyond legally or contractually prescribed deductions are not permitted without employees' explicit consent, particularly not for punitive or disciplinary purposes. Exceptions are deductions legally required to initiate labor-related actions.

Where legally or quasi-legally required (e.g., by collective agreement), overtime premiums must be paid.

4.5 Maximum Working Hours and Right to Leave

National regulations on working hours must be observed. If national law does not provide for maximum working hours, a regular working week of 48 hours must be maintained. Including permissible overtime, weekly working hours must not exceed 60 hours. Employees must be granted at least one uninterrupted day off (24 hours) per week. Every employee is entitled to the statutory minimum leave.

Partners of HUGO BOSS are also expected to adhere to these rules.

4.6 Freedom of Association and Collective Bargaining

Employees' right to join or form a labor organization must not be denied. The same is expected from HUGO BOSS partners. Therefore, HUGO BOSS commits to open and constructive dialogue with its employees and their representatives, respecting their right to join a labor organization (freedom of association). HUGO BOSS also accepts the right to collective bargaining under the respective national law.

4.7 Health & Safety

The health and safety of our employees are of utmost priority for HUGO BOSS.

HUGO BOSS places great importance on a globally uniform health and safety standard, with national requirements being met and continuously ensured. This is also expected from our partners. Specifically, lighting, temperature, and noise levels must be appropriate for the task throughout working hours. Sanitary facilities must be clean and accessible at all times.

Workplace health checks and safety drills must be conducted regularly according to legal requirements to prevent workplace accidents and injuries, especially those resulting from operating production machinery.

All employees are encouraged to act considerately within their roles and to correct or report any violations of health and safety regulations if possible.

4.8 Environmental Protection

Protecting the environment and thus preserving the livelihoods of many people and animals is a central concern of HUGO BOSS. Therefore, not only are our partners expected to continuously reduce environmental impacts arising from their business activities, but so are HUGO BOSS and all employees. Environmental laws and regulations in the production country and HUGO BOSS's standards must be strictly adhered to.

HUGO BOSS recognizes its responsibility to respect and protect the original land and natural resource rights of indigenous peoples and local communities affected or potentially affected by its business activities.

As a global company operating worldwide, HUGO BOSS is committed to using natural resources as sustainably and efficiently as possible. HUGO BOSS assumes co-responsibility

for protecting the environment and preserving it for future generations, and expects the same from its partners.

5 WHISTLEBLOWING CHANNELS

HUGO BOSS takes all complaints from its employees and partners' employees seriously. We encourage everyone to report incidents occurring at HUGO BOSS or one of its partners. HUGO BOSS acts decisively against all violations. Once a report or complaint is received, a clear, standardized process is initiated and accompanied by appropriate actions.

HUGO BOSS offers two different whistleblower channels to overcome access barriers. Complaints or questions are treated equally regardless of the channel chosen.

The HUGO BOSS [Speak Up Channel](#) offers confidential and anonymous communication with the HUGO BOSS Compliance Department. The channel is available in over 50 languages and can be accessed via the following QR code:



The HUGO BOSS Ombudsperson is an external lawyer who can be contacted confidentially and anonymously, either in person or via a form.

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We expect our partners to provide a complaint mechanism that allows for out-of-court remedies. This helps resolve conflicts and gives partners' employees the ability to report risks and violations.

6 APPLICABILITY AND CONTACT PERSONS

The Board of Management of HUGO BOSS AG has adopted the Human Rights Policy for the HUGO BOSS Group. The policy is effective in its latest version from December 1, 2024.

Changes to the policy are possible at any time. At least once a year, the policy is reviewed for relevance, taking into account experiences from the past year and feedback from internal and external stakeholders.

The Human Rights Policy is freely accessible both internally and externally. Employees may contact the Compliance Department (compliance@hugoboss.com) with questions or comments.

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