

COMPLIANCE

HUGO BOSS
HUMAN RIGHTS POLICY
(SOCIAL COMPLIANCE POLICY)

INTRODUCTION - HUMAN RIGHTS AT A GLANCE

The purpose of this Introduction is to enable all of HUGO BOSS's employees 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 minimum labor and social standards are an absolute necessity for HUGO BOSS. This applies to HUGO BOSS in regard to its own employees, suppliers and partners and is reflected in the HUGO BOSS Supplier Code of Conduct.**
- II. **HUGO BOSS expects all of its employees to respect human rights and protect them within their own sphere of influence.** All employees are urged to report any 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. No person may be treated unequally, disparaged or excluded on the basis of gender, age, origin, nationality, belief, political opinion, membership of a workers' union, sexual orientation or any other personal characteristics (**prohibition of discrimination**).
- IV. 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**.
- V. All HUGO BOSS employees are entitled to just compensation and a **living wage**. Suppliers must pay their employees the respective national statutory minimum wage or compensation in accordance with national industry-specific provisions. The **equal opportunity** principle applies to all employees.
- VI. The applicable national laws and agreements on **working hours** and **paid leave** must be adhered to and respected. HUGO BOSS's suppliers must also ensure that they comply with same.
- VII. No employee may be denied the right to join or establish an employee organization (**freedom of association**).
- VIII. **Health, safety and decent working conditions** as well as their continuous safeguarding are a matter of course for HUGO BOSS.
- IX. Laws and regulations to **protect the environment** and thus to preserve the basis for human life must be rigorously applied.

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

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1 PRELIMINARY REMARKS

As a globally active group, HUGO BOSS has its products produced or produces them itself around the world, in particular in emerging economies and developing countries. HUGO BOSS is aware of its own responsibility for people, the environment and society, and acts accordingly. This includes a commitment to decent working conditions and compliance with internationally recognized labor and social standards by HUGO BOSS, its suppliers and business partners (hereinafter referred to as “partners”). Especially in those countries whose national laws do not adequately protect employees, the HUGO BOSS Supplier Code of Conduct / Social Standards (hereinafter referred to as the “HUGO BOSS Supplier Code of Conduct”) is an important framework for partners and a pre-requisite for a lasting relationship of trust with HUGO BOSS.

Human dignity is inviolable.

2 COMMITMENT TO RESPECT HUMAN RIGHTS

All employees must be familiar with human rights.

HUGO BOSS guarantees its employees that it will uphold human rights at all times. The Managing Board of HUGO BOSS AG has made such a commitment.

Furthermore, HUGO BOSS obliges its own partners through the HUGO BOSS Supplier Code of Conduct to respect human rights and to, in turn, ensure compliance with them by their partners.

HUGO BOSS also requires its own employees to comply with applicable human rights law and this Policy. For this reason, HUGO BOSS would like to inform and educate all employees on the subject of human rights. This is to create a deeper awareness in everyday life when dealing with matters involving human rights. This also includes encouraging all employees to report human rights violations if they occur at HUGO BOSS or one of its suppliers.

The HUGO BOSS HUMAN RIGHTS POLICY is based on internationally recognized standards such as the core conventions of the International Labour Organization (ILO) and the Universal Declaration of Human Rights of the United Nations.

The scope of human rights is defined by the relevant international standards.

HUGO BOSS will closely monitor future developments around the scope and definition of human rights. Updates will be made as necessary.

3 SCOPE OF APPLICATION

This Policy applies to all HUGO BOSS companies and all of the Group’s business areas. **Compliance is mandatory for all employees.**

If this Policy conflicts with country-specific laws, individual provisions of this Policy may be modified for the country concerned. In such cases, however, the essential content and the purpose of the respective modified provisions must not differ from that of the original provisions. Necessary exceptions must, if required, be justified and must be agreed in advance with the Group’s Compliance Officer.

4 RULES & HUMAN RIGHTS IN DETAIL

Through this Policy, together with its Commitment to Protect Human Rights and its HUGO BOSS Supplier Code of Conduct, HUGO BOSS reaffirms its commitment to internationally recognized principles in the area of human rights and working conditions. This commitment should be reflected in the behavior of all its employees and partners. Set out below are rules to clarify the applicable human rights and to illustrate HUGO BOSS's actions to protect them in its own company as well as in its supply chain.

4.1 SOCIAL MANAGEMENT

The HUGO BOSS Supplier Code of Conduct requires all of HUGO BOSS's partners to undertake in writing to comply with the general standards contained therein, which relate primarily to business ethics, human rights, environmental issues and labor and social standards, or to ensure that they have comparable standards in place.

The HUGO BOSS Supplier Code of Conduct is mandatory for partners.

All partners are expected to respect internationally recognized human rights in all of the business activities within their own sphere of influence. HUGO BOSS will not tolerate any violations.

In addition, HUGO BOSS will require its own partners to in turn require that their partners comply with the legal requirements and those provisions contained in the HUGO BOSS Supplier Code of Conduct. This allows corporate standards to be implemented along the supply chain to ensure lasting protection of people and the environment.

4.2 PROHIBITION OF CHILD LABOR

Child labor =
"zero tolerance"

HUGO BOSS does not tolerate child labor and pursues a "zero tolerance policy" in its own business activities and in its supply chain.

The minimum age for the commencement of employment is 15 years; however, no person may commence employment before the end of compulsory education. In addition, care must be taken to ensure that employees under the age of 18 do not perform any work that is dangerous, in particular work which would interfere with their education or training or which would endanger their health or their physical, mental, intellectual, moral or social development.

For the purposes of this Policy, children are persons below the age of 18 years.

HUGO BOSS will not enter into a business relationship with any partner who employs children in their business in violation of the above rules. Generally speaking, the question of whether or not HUGO BOSS will continue to maintain an existing business relationship with a partner who employs children will depend on how serious the violation is, in particular on whether the partner knew that they were committing a violation or was negligent in failing to know.

HUGO BOSS will not tolerate the continued employment of a child in violation of the above rules. Such employment must be terminated immediately. The partner must take measures to compensate the child concerned. The continuation of the business relationship with the partner will depend on whether or not they are willing to take

The prohibition of child labor applies not only in production, but also in all other areas.

appropriate steps to avoid a recurrence of the violation. If the violation reoccurs, the contractual relationship with the partner will be terminated immediately.

The prohibition of child labor and the protection of young workers may not be circumvented by, for example, entering into ostensible trainee relationships.

Our employees are therefore required to investigate any suspicion of a violation or to report it immediately after becoming aware of it.

4.3 PROHIBITION OF DISCRIMINATION

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

Prohibition of discrimination, disparagement or exclusion

It is illegal to treat unequally, disparage or exclude other persons on the basis of gender, age, origin, nationality, belief, political opinion, membership of a workers' union, sexual orientation or any other personal characteristics and usual behaviors (e.g., physical appearance).

In particular, HUGO BOSS employees in management positions must ensure that only those skills and experience relevant to the job are taken into account for the purposes of hiring decisions and performance assessment.

Particular attention should be paid to the prohibition of sexual harassment, sexually motivated violence and discrimination against pregnant women.

HUGO BOSS is convinced that diversity is a key factor in its own success. For HUGO BOSS, diversity means innovative strength, inspiration, enrichment, a large pool of talent, experience and qualifications.

4.4 FREEDOM OF EMPLOYMENT

All HUGO BOSS employees must be free to choose the manner in which they are employed and to terminate their employment relationship at any time by giving reasonable notice. No restrictions on movement may be imposed on them either during or outside working hours unless this is necessary for work reasons.

Accordingly, HUGO BOSS rejects any form of forced or compulsory labor. This includes all forms of human trafficking and modern slavery. Any form of undue pressure exerted on an employee such as, for example, a threat of physical violence or blackmail, but also the withholding of identity papers and other documents important to the employee, is prohibited.

HUGO BOSS is committed to the fight against forced labor, human trafficking and modern slavery.

HUGO BOSS applies the same standards to the employees of all of its partners as it applies to its own employees.

4.5 COMPENSATION

HUGO BOSS pays compensation and provides benefits on at least the same level as the minimum compensation and benefits required by national law or by the respective industry-specific national provisions. HUGO BOSS expects the same from its partners. This compensation must be sufficient to cover the living expenses of the employees and their families. Moreover, it must be in an amount equivalent to at least the minimum statutory wage in the country where production takes place. Salaries and wages must be disbursed at least once a month.

Employees must receive their employment contract and pay slips at least electronically or in writing (no original signature required). Employees who are unable to read must be provided with the necessary information in a demonstrably suitable manner.

Work must pay and provide a living wage.

All employees must be told the amount of their compensation before they start work. The amount must also be stated in their employment contract. Deductions in excess of those required by statute or mandated by

employment law may not be made from employees' compensation without their explicit consent. In particular, no deductions may be made for punitive or disciplinary reasons. This does not include deductions that are required by law to take disciplinary action.

If statutory or quasi-statutory provisions (e.g., those in a collective bargaining agreement) provide for extra pay for overtime, this must be paid.

In addition, HUGO BOSS encourages all employees to realize their full potential by taking advantage of the training and upskilling programs offered.

4.6 MAXIMUM WORKING HOURS AND PAID LEAVE

The relevant national legislation governing working hours must be observed. In the event that national law contains no limit on the permissible number of hours that may be worked, the normal working week will be limited to 48 hours. Under no circumstances

Max. 60 hours per week

Max. 10 hours per day

may the number of hours worked per week (including overtime) exceed 60 hours. A working day (including overtime) may not exceed 10 hours. Employees must be granted at least one complete day off (24 hours) per week (7 days).

Every employee is entitled to the minimum statutory leave.

HUGO BOSS's suppliers are also expected to comply with such regulations.

4.7 THE RIGHT TO ORGANIZE UND FREEDOM OF ASSOCIATION

No employee may be denied the right to join or establish an employee organization. The same is expected of HUGO BOSS's partners. HUGO BOSS is therefore committed to an open and constructive dialog with its own employees and their representatives. It respects the right of employees to join an employee organization (the right to organize and freedom of association). Similarly, HUGO BOSS respects the right to collective bargaining within the framework of the respective national law.

The right to organize and freedom of association

4.8 HEALTH & SAFETY

All HUGO BOSS employees must have a safe workplace.

The health and safety of its own employees is a top priority for HUGO BOSS.

HUGO BOSS attaches great importance to having uniform health and safety standards worldwide. National requirements must be adhered to and adherence to them over the long-term must be ensured. HUGO BOSS also expects this from its own partners.

Workplace health inspections and drills to promote occupational safety must be carried out on a regular basis in accordance with legal requirements in order to prevent workplace accidents and injuries, in particular in connection with the operation of production equipment.

All employees are requested to behave considerately at work and to eliminate or report violations of health and safety regulations wherever possible.

4.9 DECENT WORKING CONDITIONS

HUGO BOSS guarantees that it will provide decent working conditions in its own company and it expects its partners to do the same. This also includes a prohibition on any kind of physical, psychological, sexual or verbal punishment of its own employees or those of its partners as well as any form of employee intimidation. Such conduct will not be tolerated.

Disciplinary action must remain within the limits of national labor law and internationally recognized human rights standards.

4.10 ENVIRONMENTAL PROTECTION

The protection of the environment and, in turn, the protection and preservation of the basis of life for many people is a central concern of HUGO BOSS. For this reason, HUGO BOSS, every single employee and our partners are called upon to continuously reduce the environmental impact of their business activities. Compliance with all environmental laws and regulations in the country of production as well as all HUGO BOSS requirements is imperative.

Goal: Sustainability and efficiency

Natural resources must always be used as sustainably and efficiently as possible. The protection of humans and the environment is generally at the forefront.

HUGO BOSS also encourages every employee to actively participate in environmental protection.

5 APPLICABILITY, CONTACT PERSONS & COMPLAINTS MECHANISM

This Policy replaces the previous Social Compliance Policy and the provisions contained therein.

Infringements may be reported at any time (also anonymously) to HUGO BOSS's Ombudsman, Dr. Carsten Thiel von Herff.

Any employee who has questions or suggestions may contact Global Sustainability, HUGO BOSS AG's works council, Global HR or Compliance.

HUGO BOSS also provides contact details on its own website for the employees of

suppliers and the suppliers themselves so that they can report human rights violations and other infringements. These reports are sent directly to an independent ombudsman (external lawyer as a trusted third party). This complaint mechanism is free of charge worldwide and can be contacted anonymously.

All employees are required to respect human rights at all times and to report any violations.

Valid for:	HUGO BOSS Group	Version:	2.0
Valid from:	18.03.2020	Status:	released, valid
Approved by:	Managing Board		