

HUGO BOSS
ANTI-DISCRIMINATION,
ANTI-HARASSMENT AND
GENDER EQUALITY POLICY

WHAT WE PLEDGE

Across the globe, thousands of employees with different nationalities, cultural backgrounds and regions work together to achieve the vision and goals of HUGO BOSS. This diversity enriches us and is the basis for our lasting success. As a company, we are committed to

HUGO BOSS fosters a culture, where everyone feels welcome, regardless of any diversity dimensions.

create an inclusive work environment that thrives on people's abilities. It provides the resources necessary for every individual to participate equally and is free from discrimination and harassment. We expect the same from our partners. We believe that all people are entitled to fair and equal treatment, regardless of their diversity dimensions.

HUGO BOSS fosters a work environment that is free from discrimination and harassment and that promotes gender equality. The Managing Board of HUGO BOSS AG has made a commitment in this regard for the entire Group.

HUGO BOSS requires its employees to comply with local law and this policy. HUGO BOSS informs and educates all employees about discrimination, harassment, and gender equality. This helps to raise awareness and sensibility in everyday work interactions.

HUGO BOSS supports its partners¹ to set up a working culture that is free of discrimination and harassment and that fosters gender equality. HUGO BOSS obliges its partners through the HUGO BOSS Supplier Code of Conduct to uphold these standards, in turn, ensures compliance by their partners.

¹ By partners we mean for example suppliers or service providers.
Public

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1 OUR POLICY SCOPE

This policy applies to all employees worldwide, and to all HUGO BOSS legal entities, offices, stores, distribution centers, and other workplaces. This also includes job-related settings where the employee attends or participates as part of their job, parties or sporting events, brand activations, photo or video shoots, e-mails and social media, job-related transportation, and any other locations or settings where HUGO BOSS is conducting business.

This policy lives through the commitment of our employees. All employees at HUGO BOSS share collective responsibility for cooperative and professional behavior in their interactions at the workplace and beyond. Employees are encouraged to stand up for themselves and others.

As a global company with a complex value chain, we have a responsibility for the people working with our partners. Therefore, this policy also includes our partners and their employees. We expect compliance from all our partners with this policy. It is expected that all partners cascade the regulations of this policy to their partners.

If this policy conflicts with country-specific laws, we respect national law while striving to honor the internationally recognized human rights. In such cases, the essential content and the purpose of the respective modified provisions must not differ from that of the original provisions. Deviating provisions, based on country-specific law, must be justified, and must be agreed upon in advance with the Compliance & Human Rights Officer.

2 DEFINITIONS

2.1 DISCRIMINATION

Discrimination is a violation of human rights. People who are discriminated against are systematically prevented from exercising their human rights because of individual or group-specific characteristics. Discrimination is usually based on the false idea that some people are inferior.

HUGO BOSS does not tolerate discriminatory behaviour. We promote a welcoming and positive environment.

This chapter is based on articles 1 & 2 of the United Nations Universal Declaration of Human Rights:

"All human beings are born free and equal in dignity and rights. They are endowed with reason and conscience and should act towards one another in a spirit of brotherhood [sisterhood]."

"Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status. Furthermore, no distinction shall be made on the basis of the political, jurisdictional or international status of the country or territory to which a person belongs, whether it be independent, trust, non-self-governing or under any other limitation of sovereignty."

Furthermore, this chapter is closely aligned with the fundamentals of the ILO Convention No. 11 concerning Discrimination in Respect of Employment and Occupation.

HUGO BOSS requires all employees to treat each other with respect and dignity regardless of age, gender, colour, race, sexual orientation, mental or physical disability, origin or nationality, faith or belief, political opinion, membership of an employee association or other personal traits. HUGO BOSS provides equal opportunities and deploys, pays and promotes employees solely based on their qualifications, performance and competence.

HUGO BOSS does not tolerate discrimination, objectively unjustified unequal treatment, disparagement, or exclusion of any kind.

We expect all our partners to adhere to the above written. Our partners are supposed to guarantee equal opportunity and equal treatment for all employees throughout hiring, compensation, advancement, discipline, termination, retirement, and the entire employment tenure.

We commit our partners to foster a discrimination free work environment.

2.2 HARASSMENT & SEXUAL HARASSMENT

HUGO BOSS does not tolerate any form of harassment or sexual harassment. We hold all employees to high standards of integrity and are dedicated to provide a working environment that is safe and free of any form of harassment. Harassment can range from extreme forms such as violence, threats, or physical contact to less obvious actions like ridiculing, teasing or bothering colleagues or subordinates, or refusing to talk to them. It may also involve verbal or physical conduct including comments, actions or gestures that affect a colleague's dignity or psychological or physical integrity.

Harassment can be a single act, as well as a pattern or series of acts.

Sexual harassment is a particularly serious form of harassment. Sexual harassment is defined as unwanted conduct of a sexual nature, verbal or physical advances, or sexually derogatory / discriminatory statements or acts. Examples of sexual harassment include, but are not limited to:

Sexual harassment can have serious effects on the affected people.

- Sexually suggestive and unwelcome comments or flirtations, derogatory remarks, including any regarding the sexual orientation or preference of an individual
- Unwanted requests for sexual favours by a person in a position to confer, grant or deny a benefit or advancement
- Sexually degrading words, images, or other material, including sexual graffiti or displays of pornographic or degrading pictures or objects, including computer or phone-based resources
- Inappropriate physical contact, touching, patting caresses, pinching
- Compromising invitations or presents whether or not accompanied by threats
- Any comments which imply that gender or sexual orientation impairs the person's ability
- Unwelcome remarks about a person's appearance, dress, or attributes

- Incitement to any of the above

Behaviour may constitute sexual harassment regardless of the sex or gender of the person committing it or the person who is exposed to it.

In the event of an incident the offender will be subject to consequences. HUGO BOSS obliges its partners to not accept any form of harassment or sexual harassment. Measures must be implemented by all partners to protect their employees and for everyone who may be affected.

2.3 GENDER EQUALITY

No matter which gender, everyone should have equal rights, and access to the same resources and opportunities.

For HUGO BOSS gender² equality is a fundamental human right. No person shall be denied or impeded access to resources or opportunities on the basis of gender. We are aware of the fact that women and sexual minorities in particular are exposed to the risk of unequal treatment to a greater extent for various complex reasons, some of which are socio-cultural or industry-specific, and are therefore particularly in need of protection.

More than half of all employees at HUGO BOSS worldwide are female and furthermore are the dominant gender in our value chain. We have a special responsibility to protect and support women in our own business activities as well as along our value chain.

Women are given special status and protection under international human rights law. For example, the International Labour Organization regulates the treatment of women in the workplace through several conventions that specifically address the topics of equal opportunities and equal treatment, gender-based violence, maternity protection, or fair and equal remuneration. Furthermore, this chapter is closely aligned with the UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW).

HUGO BOSS has signed the [Women's Empowerment Principles](#), a set of seven principles offering guidance to businesses on how to promote gender equality and women's empowerment in the workplace, marketplace and community. Furthermore, we are working towards the Sustainable Development Goal 5 (SDG5) which aims to achieve gender equality and empower all women and girls by 2030.

²The term gender is controversially discussed. The World Health Organization (WHO) defines the term gender as follows:

"Gender refers to the characteristics of women, men, girls and boys that are socially constructed. This includes norms, behaviours and roles associated with being a woman, man, girl or boy, as well as relationships with each other. As a social construct, gender varies from society to society and can change over time."

Gender identity refers to a person's deeply felt, internal and individual experience of gender, which may or may not correspond to the person's physiology or designated sex at birth.

In its own operations, HUGO BOSS commits itself to ensuring gender equality and equality of opportunity for all employees worldwide. Female employees shall be granted equal opportunities in all matters pertaining to employment including hiring, promotion, wages, benefits, work assignments and termination. We guarantee our female employees maternity leave as mandated by local laws. No female employee shall experience disadvantage because she has chosen to become a mother. If possible, we preserve the job and create the possibility of part-time work. We are aware of the care gap women are very often facing. Therefore, we encourage and enable parental leave by fathers.

No female employee shall be discriminated against because she has chosen to become a mother.

Here we especially refer to the ILO Convention 183 on Maternity Protection and ILO Convention 156 on Equal Treatment for Male and Female: Workers with Family Responsibilities.

HUGO BOSS acknowledges the responsibility to support its partners by eliminating gender inequality.

The challenges women face along the value chain can be different from the forms of discrimination that can occur in our own operations. Especially in countries where women do not have equal rights under the law or due to patriarchal social structures. We are committing our partners to respect and promote gender equality in regards to, but not limited to, wages and benefits, working hours, health and safety measures, hiring and promotion and in all matters pertaining to employment.

Women are particularly vulnerable to injustice during pregnancy and as mothers of young children. This is why we are committing our partners to provide appropriate and reasonable accommodations for female employees in connection with pregnancy, childbirth, and nursing. The partner will comply with any working hour limits or other work restrictions for pregnant and nursing female employees required by local law and take further reasonable measures to protect pregnant women from hazardous work including restricted work hours as recommended by a licensed physician. Pregnancy testing will never be a pre-requisite for employment.

3 REPORTING CHANNELS

We encourage everyone to report violations if they occur at HUGO BOSS or one of its partners.

HUGO BOSS has zero tolerance for discrimination, harassment and gender inequality and takes all complaints from its own employees, employees from partners, and beyond seriously. We encourage everyone to report violations regardless of their location whether they occur at HUGO BOSS or at one of its partners' facilities. HUGO BOSS takes consistent action against any violations.

HUGO BOSS offers a variety of channels with the option of reporting anonymously. All channels are free of charge worldwide and available in multiple languages.

The independent **HUGO BOSS ombudsman** can be contacted anonymously at any time:

Dr. Carsten Thiel von Herff

Phone: + 800 66 28 37 626 (+ 800 OMBUDSMAN)

Phone: + 49 521 55 7 333 0

Mobile: + 49 151 58 230 321

Email: ombudsman@thielvonherff.com

Reporting channel: www.report-tvh.de/

Address: Loebellstrasse 4; 33602 Bielefeld – Germany

In addition, HUGO BOSS offers an equivalent, anonymous complaints channel for employees, partners, and third parties. This can be accessed via the following link:

[HUGO BOSS Whistleblowing Portal](#)

Or follow the QR-Code:



HUGO BOSS employees also have access to the following channels:

- Line Manager
- Human Resources
- Compliance Officer
- Lighthouse Hotline (only available for employees in USA)
- Works Council (only available for employees in Germany)

Furthermore, we expect from our partners to offer a grievance channel that provides non-judicial remedies at source. This helps to resolve conflicts and offers employees a voice to report risks and violations.

4 HANDLING COMPLAINTS

As soon as an indication or complaint is received, a clearly regulated process is set in motion and accompanied by appropriate measures. HUGO BOSS will conduct a prompt investigation as confidentially as possible under the circumstances and will follow the Code of Conduct and compliance guidelines considering applicable regional policies and legal regulations. HUGO BOSS expects all employees and partners to fully cooperate with any investigation conducted in the case of an incident of discrimination, harassment, or gender inequality. The investigation findings, the basis of any decision and the rectifying actions will be documented, and all relevant individual(s) will be appropriately informed.

If the Compliance Department identifies a punishable violation during its investigations, it will, regardless of the identity of the person who committed the violation or their level in the Company hierarchy, make recommendations for action to the Managing Board member responsible for the department concerned. The final decision on the action to be taken will be made by that member. Based on the severity of the violations following consequences may follow for own employees:

- Written warning
- Transfer to another department
- Termination

We expect our partners to have appropriate measures and processes in place, in case a complaint is received. HUGO BOSS sees itself responsible for its partners and their employees, therefore we have a defined escalation procedure in place to handle investigations. Depending on the severity of a complaint the following actions can be implemented at our partners:

- Warning letter
- Follow-up audit
- Implementation of trainings

For further information regarding our handling of complaints, please refer to our [Whistleblowing Policy](#).

5 APPLICABILITY, CONTACT PERSONS

The Managing Board of the HUGO BOSS AG has adopted the Policy on dealing with discrimination, harassment, and gender equality on behalf on the HUGO BOSS Group.

This Policy is made available internally and externally. The content of the policy was developed in cooperation with Compliance & Human Rights, Global Human Resources and Global Corporate Responsibility & Public Affairs departments at HUGO BOSS.

If you have questions or suggestions regarding the policy, please contact:

Vendor_Sustainability@hugoboss.com

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