

# HUGO BOSS

## OVERVIEW GLOBAL BENEFITS

HUGO BOSS AG – Germany

HUGO BOSS Mexico – Mexico

HUGO BOSS Canada, Inc. – Canada

HUGO BOSS Fashions, Inc. – USA

HUGO BOSS DO BRAZIL – Brazil

HUG BOSS Australia Pty Ltd – Australia

HUGO BOSS JAPAN K.K. – Japan

HUGO BOSS Korea – Korea

HUGO BOSS South East Asia Pte. Ltd. – Singapore

HUGO BOSS Malaysia SDN BHD – Malaysia

HUGO BOSS Thailand Ltd. – Thailand

HUGO BOSS CHINA RETAIL – China

HUGO BOSS Guangdong Trading Company Limited – China

HUGO BOSS Hong Kong Limited – SAR China

HUGO BOSS Hong Kong Ltd., Taiwan Branch – China

HUGO BOSS (Macau) Company Limited – China

HUGO BOSS Ireland Ltd. – Ireland // HUGO BOSS UK Ltd. – United Kingdom

HUGO BOSS Nordic ApS – Denmark

HUGO BOSS Benelux B.V. y CIA, S.C. – Spain

HUGO BOSS Portugal & Companhia – Portugal

HUGO BOSS Middle East FZ LLC – Dubai

JV HUGO BOSS AF Trading LLC – Dubai

HUGO BOSS Salam Stores – Qatar

HUGO BOSS France SAS – France

HUGO BOSS BENELUX B.V. – Belgium, Netherlands, Luxembourg

HUGO BOSS HELLAS LLC – Greece

HUGO BOSS International Markets AG S.A. Oddział w Polsce – Poland

HUGO BOSS Shoes & Accessories Poland Sp. z o.o – Poland

HUGO BOSS Shoes & Accessories Italia S.p.A. – Italy

HUGO BOSS Ticino S.A. – Switzerland

HUGO BOSS ITALIA S.p.A. – Italy

HUGO BOSS Tekstil San. Ltd. Şti – Turkey


HUGO BOSS Magazacilik Ltd. Sti – Turkey

HUGO BOSS (Schweiz) AG // HUGO BOSS International Markets AG // HUGO BOSS Trade Mark Management GmbH & Co, KG, CH-Zug – Switzerland

## HUGO BOSS AG – Germany

Health Initiative: 

- Company doctor
- Workplace stress management
- Ergonomic working places
- Massages

Family: 

- Childcare facilities or contributions
- Breast-feeding/lactation facilities and benefits
- Employee Assistance Program for child and elder care
- Paid family or care leave
- Financial support child care costs

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Clothing Allowance
- SHIP (Share Investment Program):


**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas

Food & Beverage: 

- Canteen
- Free coffee
- Free water

Supportive: 

- Target-group specific offers for logistic & production or apprentice
- Free parking lot

## HUGO BOSS Mexico – Mexico


Health Initiative: 

- Health Insurance
- Annual Check-Up
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation:

**Newsletter offering information about nutrition and health and nutritional individual consultations for corporate staff**

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work


Financial: 

- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Canteen
- Free coffee
- Bottled water


Supportive: 

- Free parking lot

## HUGO BOSS Canada, Inc. – Canada

Health Initiative: 


- Vision
- Life Insurance
- Medical
- Dental
- Accident Death & Dismemberment Insurance
- Long-Term Disability
- Health screenings/Health Check-Ups
- Health days
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation
- Massages
- Calm App:  
**Free mindfulness and meditation app subscription**

Family: 

- Breast-feeding/lactation benefits
- Employee Assistance Program for child an elder care

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 


- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Clothing Allowance/Uniform
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness studio/gym

Food & Beverage: 

- Free coffee
- Free filtered water


Supportive: 

- Free parking lot
- Perkopolis Discount

## HUGO BOSS Fashions, Inc. & Retail, Inc. – USA

Health Initiative: 

- Vision
- Life Insurance
- Medical
- Dental
- Accident Death & Dismemberment Insurance
- Short-Term & Long-Term Disability
- Health screenings/Health Check-Ups
- Health days
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation
- Massages
- Health Spending Accounts
- Critical Illness Benefit
- Calm App

Family: 

- Paid Parental Leave up to 52 weeks
- Childcare facilities or contributions
- Breast-feeding/lactation facilities and benefits
- Employee Assistance Program for child and elder care
- Financial support child care costs

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- E-Shop discount
- Mobility
- Smart Leasing
- Job Bike
- Clothing Allowance/Uniform
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**



Sport Initiative: 

- Fitness studio/gym
- Fitness courses, sports groups:  
**Part of Health Days (only Fashions Inc.)**

Food & Beverage: 

- Canteen
- Free coffee


Supportive: 

- Free parking lot:
- Employee Assistance Program
- MetLife Legal:  
**pre-paid legal services**
- Commuter Benefits:  
**pre-tax savings through payroll deductions**
- Plum Benefits discount:  
**Discounted tickets for entertainment, sporting events, travel**
- Discounts for Auto Insurance
- Discounts for Pet Insurance

## HUGO BOSS DO BRAZIL – Brazil

Health Initiative: 


- Health Insurance
- Medical
- Dental
- Nutrition advice and consultation:  
**thru health Insurance plan**
- Workplace stress management:  
**Psychological treatment thru health Insurance plan**
- Annual flu vaccination:  
**for Corporate employees**

Family: 

- Maternity Leave higher than legal requirements:  
**Maternity leave is extended for additional two months of the legal requirement and it is fully paid by the company.**

Working Time: 

- Flexible working hours
- Holiday time
- Birthday day off:  
**for Corporate employees**
- Working-from-home arrangements
- Hybrid working model

Financial: 

- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Gympass:  
**Shared Work-Life Balance between company and employee that allows employees to use gyms, sport apps, online classes to promote a culture of health and wellbeing**

Food & Beverage: 

- Free coffee


Supportive: 

- Free parking lot

## HUGO BOSS Australia Pty Ltd – Australia

Health Initiative: 


- Annual flu vaccination for all employee
- Ergonomic working place:  
**stand up desks available upon request**

Family: 

- Paid family or care leave:  
**Two days carers leave (Australian labour law). 18 weeks paid maternity leave (Australian Govt)**
- Employee Assistance Program for child and elder care:  
**Employee Assistance Program is available to all employees for personal and professional needs including**

Working Time: 

- Flexible working hours
- Part-time working options
- Working-from-home arrangements
- Remote work

Financial: 

- Employee discount on HUGO BOSS products:  
**for all employees from employment start date**
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Free coffee
- Bottled water
- Free fruits
- Free vegetables


## HUGO BOSS JAPAN K.K. – Japan

Health Initiative: 

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Working Time: 

- Flexible working hours
- Part-time working options
- Working-from-home arrangements
- Remote work

Financial: 

- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**


Food & Beverage: 

- Bottled water

## HUGO BOSS Korea – Korea

Health Initiative: 


- Health Insurance
- Health screenings/Health Check-Ups
- Ergonomic working places

Family: 

- Paid family and care leave

Working Time: 

- Holiday Time
- Working-from-home arrangements
- Remote work

Financial: 

- Company pension
- Benefit points/card
- Special Payments:  
**Congratulatory and condolence events, long service award**
- Meal Allowance
- Travel Allowance
- Cell phone reimbursement
- Employee discount on HUGO BOSS products
- Clothing Allowance/Uniform
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**


Food & Beverage: 

- Canteen:  
**Snacks**
- Free coffee
- Free purified water
- Free fruits:  
**Once a week**
- Free morning meal:  
**Once a week**

## HUGO BOSS South East Asia Pte. Ltd. – Singapore

Health Initiative: 

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: 

- Paid family or care leave

Working Time: 

- Flexible working hours
- Holiday time
- Working-from-home-arrangements

Financial: 

- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness studio/gym


Food & Beverage: 

- Free coffee
- Bottled water
- Free fruits

## HUGO BOSS Malaysia SDN BHD – Malaysia

Health Initiative: 

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: 

- Paid family or care leave

Working Time: 

- Flexible working hours
- Holiday time
- Working-from-home-arrangements

Financial: 

- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance

Sport Initiative: 

- Fitness studio/gym

Food & Beverage: 


- Free coffee
- Bottled water
- Free fruits



## HUGO BOSS Thailand Ltd. – Thailand

Health Initiative: 

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups

Family: 

- Paid family or care leave

Working Time: 

- Flexible working hours
- Holiday time:
- Working-from-home-arrangements

Financial: 

- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance

Sport Initiative: 

- Fitness studio/gym

Food & Beverage: 

- Free coffee
- Bottled water
- Free fruits

## HUGO BOSS CHINA RETAIL – China

Health Initiative: 

- Health Insurance:  
**Commercial Insurance**
- Health screenings:  
**Annual physical health check-up**
- Health programs:  
**Workshops – how to read your body check-up report**

Working Time: 

- Flexible working hours
- Holiday time:  
**one day off for Christmas**
- Working-from-home arrangements

Financial: 

- Special payments:  
**Coupon for birthday & traditional holidays**
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness courses:  
**one fitness course per week**

Food & Beverage: 

- Free coffee
- Bottled water

## HUGO BOSS Guangdong Trading Company Limited – China

Health Initiative: 

- Health Insurance:  
**Commercial Insurance**
- Health screenings:  
**Annual physical health check-up**

Working Time: 

- Flexible working hours

Financial: 

- Special payments:  
**Coupon for birthday**
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**


Food & Beverage: 

- Free coffee

## HUGO BOSS Hong Kong Limited – SAR China

Health Initiative: 


- Health Insurance:  
**provide medical Insurance benefits for out-patient, in-patient and dental**
- Health screenings/Health Check-Ups:  
**Employee is benefited a fixed sum of amount that would be claimed from the medical Insurance provides from the Company yearly**
- Health programs
- Employee Caring Program:  
**Sourced from external service provider to offer webinars expert sharing on health and well being topics on monthly basis. The Caring Program also offers Mental Health consultation to our Employee.**
- Massages

Family: 

- Breast-feeding/lactation benefits
- Paid family or care leave
- Paid parental leave for the primary and non-primary caregiver in excess of the minimum legal requirement:  
**At HUGO BOSS Hong Kong Ltd., 14 weeks of fully paid maternity leave are granted, while the labour law requires 10 weeks with 4/5 of the salary. Moreover, the 5 days of paternity leave that are defined by labour law are fully paid which is higher than the legally required 4/5 of the salary.**

Working Time: 

- Flexible working hours
- Part-time working options
- Sabbatical
- Holiday time
- Remote work

Financial: 

- Company pension:  
**As required by the government, the Employer has to contribute 5% of the income as the pension for the employee which is capped at HKD1,500 (HKD30,000 @ 5%). In addition, we have provided top up 5% contribution of the maximum contribution of \$1,500 for the employee**
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage:




- Free coffee
- Bottled water
- Free fruits

## HUGO BOSS Hong Kong Ltd., Taiwan Branch – China

Health Initiative: 

- Health Insurance
- Health screenings/Health Check-Ups

Family: 

- Breast-feeding/lactation benefits

Working Time: 

- Flexible working hours
- Sabbatical
- Holiday time
- Working-from-home arrangements

Financial: 

- Company pension
- Employee discount on HUGO BOSS products
- Clothing Allowance

Food & Beverage: 

- Canteen:  
**snacks**
- Free coffee
- Bottled water

## HUGO BOSS (Macau) Company Limited – China

Health Initiative: 


- Health Insurance:  
**Health screenings/Health Check-Ups**

Family: 

- Breast-feeding/lactation benefits
- Paid family or care leave

Working Time: 

- Part-time working options

Financial: 

- Employee discount on HUGO BOSS products

Food & Beverage: 

- Bottled water

## HUGO BOSS Ireland Ltd. – Ireland // HUGO BOSS UK Ltd. – United Kingdom

### Health Initiative:

- Life Insurance:  
**directors 3x salary, all other employee 2x salary**
- Workplace Stress Management:  
**Employee Assistance Program**
- Ergonomic working places
- Me Day in addition to annual leave entitlement, for health and wellbeing focus:  
**Wellbeing budgets for all stores (£10 per each employee) for wellbeing programs to rolled out**

### Family:

- Breast-feeding/lactation benefits
- Paid family or care leave
- Paid parental leave for the primary caregiver in excess of the minimum legal requirement for HUGO BOSS UK Ltd.:  
**At HUGO BOSS UK female head office employees who are eligible will receive statutory maternity pay. All Head Office (Only) employees if employed by the business for 2 years plus benefit from an enhanced maternity pay: It is 100% of the normal pay in the first 6 weeks (statutory maternity pay is = 90% of normal pay), next 12 weeks at 75% of normal pay, next 12 weeks of 50% of normal pay and the next 9 weeks at statutory maternity pay rate (statutory maternity pay of these 33 weeks are determined by £ 104.98 per week or 90% of normal pay of lower than government rate).**

### Working Time:

- Flexible working hours
- Part-time working options
- Holiday time:  
**higher than statutory**
- Working-from-home arrangements:  
**blended Working Policy (3 days in office, 2 remote)**
- Remote work:  
**blended Working Policy (3 days in office, 2 remote)**

### Financial:

- Company pension:  
**minimum contribution (Employer 3%, Employee 5%)**
- Employee discount on HUGO BOSS products:  
**65% discount for self, 50% discount for friends and family**
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**




Food & Beverage: 

- Free coffee/tea
- Tap water
- Free fruits

## HUGO BOSS Nordic ApS – Denmark

Health Initiative: 

- Health Insurance
- Nutrition advice and consultation:  
**via health Insurance agreement**
- Ergonomic working places
- Massages:  
**as part of health Insurance**

Family: 

- Paid family or care leave:  
**For the birthing and non-birthing parent in excess of the minimum legal requirement**

Working Time: 

- Flexible working hours:  
**Blended Working Policy**
- Part-time working options
- Holiday time
- Working-from-home arrangements:  
**Blended Working Policy**
- Remote work:  
**Blended Working Policy**
- Me Day:  
**An additional annual day off with pay initiated by HUGO BOSS**

Financial: 

- Company pension:  
**10% of base salary**
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Paid benefit for fitness/sports activities:  
**an exercise scheme as a company paid benefit for employees at HO to spend up to 4.000 DK per year (pro rata) on exercise.**

Food & Beverage: 

- Canteen:  
**Employee contribution of 400kr per month**
- Free coffee
- Bottled water
- Free fruits


Supportive: 

- Target-group specific offers for logistic & production or apprentice
- Free parking lot
- RETAIL TRUST:  
**offers all kinds of support e.g. financial assistance, counselling, health support – both for the individual and their families.**

## HUGO BOSS Benelux B.V. y CIA, S.C. – Spain

Health Initiative: 


- Health Insurance
- Health screenings/Health Check-Ups
- Health programs
- Health days
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation

Family: 

- Breast-feeding/lactation facilities and benefits
- Paid family or care leave

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Free coffee
- Bottled water


Supportive: 

- Free parking lot

## HUGO BOSS Portugal & Companhia – Portugal

Health Initiative: 

- Health Insurance
- Health screenings/Health Check-Ups
- Health programs
- Health days
- Workplace stress management
- Ergonomic working places
- Nutrition advice and consultation

Family: 

- Breast-feeding/lactation facilities and benefits
- Paid family or care leave

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Free coffee
- Bottled water


Supportive: 

- Free parking lot

## HUGO BOSS Middle East FZ LLC – Dubai

Health Initiative: 

- Health Insurance
- Health screenings/Health Check-Ups
- Dental Coverage
- Optical Coverage
- Physiotherapy

Family: 

- Paid family or care leave

Working Time: 

- Flexible working hours
- Holiday time
- Sabbatical:  
**day or weeks**
- Working-from-home arrangements
- Remote work

Financial: 

- Employee discount on HUGO BOSS products:  
**60% on the retail price, 30% on licensed products**
- Clothing Allowance
- Petrol Allowance:  
**For Visual Merchandiser and Area Manager Position**
- Bonus scheme
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Outdoor sport areas

Food & Beverage: 

- Free coffee
- Bottled water
- Canteen:  
**Space in the office to take food**


Supportive: 

- Free parking lot

## JV HUGO BOSS AF Trading LLC – Dubai

Health Initiative: 


- Health Insurance
- Health screenings/Health Check-Ups

Family: 

- Paid family or care leave

Working Time: 

- Holiday time

Financial: 

- Employee discount on HUGO BOSS products:  
**60% on the retail price, 30% on licensed products**
- Clothing Allowance
- Petrol Allowance:  
**For Visual Merchandiser and Area Manager Position**
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Outdoor sport areas

Food & Beverage: 

- Free coffee
- Bottled water


Supportive: 

- Free parking lot

## HUGO BOSS Salam Stores – Qatar

Health Initiative: 


- Health Insurance

Family: 

- Paid family or care leave

Working Time: 


- Holiday time

Financial: 

- Employee discount on HUGO BOSS products:  
**60% on the retail price, 30% on licensed products**
- Clothing Allowance Petrol Allowance:  
**For Visual Merchandiser and Area Manager Position**

Food & Beverage: 

- Free coffee
- Bottled water

Supportive: 


- Free parking lot



## HUGO BOSS France SAS – France

Health Initiative: 

- Company doctor
- Health Insurance
- Workplace stress management
- Ergonomic working places

Family: 

- Maternity and Paternity Leave
- Parental Leave:
- Sick Leave:

**6 days per year of sick Leave, of which 2 days are 100% paid by HUGO BOSS**

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time:  
**25 days, "Executives (Cadres)" get 12 more paid leave days a year (in 2023)**
- Sabbatical
- Working-from-home arrangements:  
**Employees get the benefit of ToW after 1 year seniority and are free to choose the workplace on Thursday and Friday.**

Financial: 

- 50% reimbursement on the public transport compass
- Profit Sharing Agreement
- Employee Saving Plan
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Canteen:  
**Meal vouchers for the Ticket Restaurant**
- Free fruits:  
**Fruit baskets delivered every Monday for HQ employees**
- Free coffee & tea
- Water fountain

## HUGO BOSS BENELUX B.V. – Belgium, Netherlands, Luxembourg

### Health Initiative:

- Discount on collective health insurance
- Ergonomic working places

### Working Time:

- flexible working hours
- Part-time working options
- Holidays:  
**25 days on FTE base**
- Working-from-home arrangements

### Financial:

- Company pension
- Employee discount on HUGO BOSS products:  
**30% discount with a max of 500€ discount a year**
- Travel allowance:  
**0,21€ per km to a max of 250€ a month**
- Clothing allowance
- Commuting allowance
- Team wear
- 13<sup>th</sup> month premie
- 250 euro ecocheque/year
- Holiday allowance:  
**8% of gross yearly salary paid once a year**
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

### Food & Beverage:

- Canteen:  
**is financial taxed**
- Meal voucher 8 euro/day
- Free fruit/vegetables
- Free coffee

### Supportive:

- Free parking lot

## HUGO BOSS HELLAS LLC – Greece

Health Initiative: 

- Personal private insurance

Working Time: 

- Remote work

Financial: 

- Employee discount on HUGO BOSS products
- Clothing Allowance


Food & Beverage: 

- Free coffee
- Bottled water

## HUGO BOSS International Markets AG S.A. Oddział w Polsce – Poland

Health Initiative: 


- Health Care  
**Possibility of using private health care/financing packages**
- Health days
- Ergonomic working places

Family: 

- Breast-feeding/lactation benefits
- Paid family or care leave

Working Time: 

- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Private Insurance  
**Financing packages**
- Employee discount on HUGO BOSS products
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Gym cooperation – fitness courses, sports groups, outdoor sport areas

Food & Beverage: 

- Canteen
- Free coffee
- Bottled water

## HUGO BOSS Shoes & Accessories Poland Sp. z o.o – Poland

Working Time: 

- Flexible working hours
- Part-time working options
- Remote work

Financial: 

- Special payments:  
**Payment at Easter and Christmas vacation, financial support in difficult cases**
- Company social benefits fund:  
**also provides loans to the employees**
- Employee discount on HUGO BOSS products:  
**Limited to second choice product manufactured in Morovalle**
- Clothing allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness course/Healthy spine

Food & Beverage: 

- Canteen
- Free filtered still and mineral water

Supportive: 

- Free parking lot

## HUGO BOSS Shoes & Accessories Italia S.p.A. – Italy

### Health Initiative:

- Company doctor
- Health Insurance
- Health screenings/Health Check-Ups:  
**yearly metabolic-blood analysis**
- Workplace stress management:  
**grant a continuous improvement in prevention actions, Company ISO 45001 certified**
- Ergonomic working places
- Nutrition advice and consultation

### Family:

- Breast-feeding/lactation benefits

### Working Time:

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

### Financial:

- Special payments
- Employee discount on HUGO BOSS products:  
**Limited to second choice product locally manufactured**
- E-Shop discount:  
**once per year**
- Clothing allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

### Food & Beverage:

- Canteen


### Supportive:

- Free parking lot

## HUGO BOSS Ticino S.A. – Switzerland

Health Initiative: 

- Health days
- Health screenings/Health Check-Ups
- Workplace stress management:  
**mental health training**
- Ergonomic working places:  
**Including ergonomic evaluation/consultation**
- Nutrition advice and consultation

Family: 

- Childcare facilities or contributions:  
**a day nursery and a kindergarden contribution**
- Breast-feeding/lactation facilities and benefits
- Maternity leave
- Financial support child care costs:  
**Children allowances**
- Paid parental leave for the primary and non-primary caregiver in excess of the minimum legal requirement:  
**At HUGO BOSS Ticino S.A. (Coldrerio), women benefit from an 'upgrade time', which means more paid maternity leave days (150 days) as defined by Swiss law (98 days) and men benefit from paid paternity leave (either consecutive or not) of 10 days.**

Working Time: 

- Flexible working hours
- Part-time working options
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Special payments:  
**Lumpsum (ex housing benefit, moving benefit), jubilee, wedding**
- E-Shop discount
- Employee discount on HUGO BOSS products
- Clothing Allowance
- Discount on bus/train season ticket
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas

Food & Beverage: 

- Canteen
- Free coffee
- Bottled water
- Free fruits/vegetables

Supportive: 


- Target-group specific offers for logistic & production or apprentice
- Free parking lot



## HUGO BOSS ITALIA S.p.A. – Italy

Health Initiative: 

- Company doctor
- Health screenings/Health Check-Ups
- Workplace stress management
- Ergonomic working places:  
**Including ergonomic evaluation/consultation**

Family: 

- Breast-feeding/lactation benefits

Working Time: 

- Flexible working hours
- Sabbatical
- Working-from-home arrangements

Financial: 

- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Food & Beverage: 

- Canteen
- Free coffee
- Bottled water


Supportive: 

- Free parking lot

## HUGO BOSS Tekstil San. Ltd. Şti – Turkey

Health Initiative: 

- Company doctor
- Health screenings/Health Check-Ups:  
**Lung charts of all employees are taken once a year. In accordance with the requirements of their job, HBTR performs health screenings such as eye checks and hearing tests for employees. Also HBTR doctors provide pregnancy controls. In 2021 HBTR offered scans for diabetes.**
- Health service:  
**HB Izmir's Health Unit consist of 4 doctors, 7 nurses and a physiotherapist. The Unit is responding to health needs and preventive medicine for all HBTR employees. Also, there is a Physical Therapy and Rehabilitation Center for preventing musculoskeletal system risks. Three major elements are the basis for the Health Unit:**
  1. OHS activities and ergonomic evaluation that's aiming the protection of workers against accidents at work and occupational disease
  2. Preventive medicine services that aiming current and future protection of workers' health
  3. Therapeutic medical services that aiming to treat the daily disease.
- Workplace stress management:  
**HB Izmir hired psychologist for employees to consultation. This will improve motivation for HB Izmir's employees.**
- Ergonomic working places:  
**OHS activities and ergonomic evaluation that's aiming the protection of workers against accidents at work and occupational disease.**
- Nutrition advice and consultation:  
**A nutritionist is coming to the company once a week and provides one to one consultancy services to HBTR employees.**
- Massages

Family: 

- Breast-feeding/lactation facilities and benefits:  
**certified as a Mother Friendly Plant by Ministry of Health**

Working Time: 

- Flexible working hours
- Part-time working options
- Remote work

Financial: 

- Special payments:  
**Bayram bonuses before bayram holidays, blue collar employees who have completed one year of seniority in the company are entitled to receive Hugo Boss premium every three months. HBTR pay excellent attendance gold to the blue**

**employees who come to the company in accordance with business hours for 6 months. HBTR pay overtime incentive payment for blue collar employees who work overtime twice a year.**

- Employee discount on HUGO BOSS products
- Clothing Allowance
- Food Allowance
- SHIP (Share Investment Program):

**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative:



- Fitness studio/gym
- Fitness courses, sports groups
- Outdoor sport areas

Food & Beverage:



- Canteen
- Free daily meal
- Free coffee
- Bottled water

Supportive:



- Free parking lot


## HUGO BOSS Magazacilik Ltd. Sti – Turkey

Health Initiative: 

- Company doctor:  
**External service in line with the Health & Insurance Regulations**
- Health Insurance package:  
**includes Health screenings/Health Check-Ups**

Working Time: 

- Flexible working hours
- Part-time working options
- Working-from-home arrangements
- Remote work

Financial: 

- Employee discount on HUGO BOSS products:  
**50%**
- Clothing Allowance
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**


Food & Beverage: 

- Free coffee

**HUGO BOSS (Schweiz) AG // HUGO BOSS International Markets AG // HUGO BOSS Trade Mark Management GmbH & Co, KG, CH-Zug – Switzerland**

Health Initiative: 


- Health Insurance
- Ergonomic working places

Family: 

- Breast-feeding/lactation facilities and benefits
- Paid family or care leave
- Financial support child care costs
- Financial family support

Working Time: 

- Flexible working hours
- Part-time working options
- Sabbatical
- Holiday time
- Working-from-home arrangements
- Remote work

Financial: 

- Company pension
- Special payments
- Employee discount on HUGO BOSS products
- Clothing Allowance:  
**Only for Corporate Employees and Store and Shop Manager**
- Food/Snack/Beverage vouchers:  
**For every employees birthday (20 CHF for the FelFel Food Automat)**
- SHIP (Share Investment Program):  
**Access to HUGO BOSS Group shares with advantageous conditions**

Sport Initiative: 

- Fitness discounts at other facilities
- Fitness courses, sports groups

Food & Beverage: 

- Availability of a FelFel Food Automat:  
**Food available for purchase in the office**
- Free coffee & tea
- Free filtered still and mineral water
- Free fruits
- Free snacks