

## SUPPLIER CODE OF CONDUCT

**HUGO BOSS is committed to respecting human rights and protecting the environment! The HUGO BOSS Supplier Code of Conduct regulates the cooperation with HUGO BOSS suppliers and in particular the treatment of their employees, i.e. you. Below you will find an overview of your rights and freedoms that your employer must guarantee for you. You have the right to fully access the Supplier Code of Conduct, furthermore your employer has to train you on the topics addressed here. If you have any complaints, uncertainties, or questions, you can contact HUGO BOSS directly at any time. We will be happy to help you!**

### HUMANE WORKING CONDITIONS

- As an employee, you have the right to be **treated with respect at work**. Your dignity, privacy, and personality must not be violated.

### PROHIBITION OF CHILD LABOR

No children are allowed to be employed!  
**As an employee, you must be at least 15 years old** and have completed compulsory education.

### PROHIBITION OF FORCED LABOR

As an employee, you have **freely chosen to work here** and you did not have to pay any recruitment fees. No one can force you to work here or elsewhere against your will. **You are free to resign from your job** at any time. Your identification documents are in your possession.

### FREEDOM OF ASSOCIATION & COLLECTIVE BARGAINING

As an employee, **you can join employee organizations** and **establish organizations for employee purposes, when allowed by law**. You have the right to negotiate working conditions, especially wages, and no one can punish you for doing so.

### RESPECT AND DIGNITY

As an employee, **you have the right** to be **treated fairly and equitably**, regardless of your age, gender, skin color, orientation, intellectual or physical disability, origin, nationality, race or ethnicity, social group, religion or worldview, political opinion, membership in a union or other personal characteristics. **No one has the right to sexually harass, touch, or abuse** you. The same applies to **verbal or psychological abuse**.

### WORKING HOURS

In a normal **working week**, you should not work more than **48 hours**. If you work **overtime**, not more than **60 hours** per week. You must **agree voluntary to overtime** and be **paid for it**. You have the right to have at least one day off per week.

### PAYMENT & WAGES

You must be paid **at least** the statutory **minimum wage**, in a regular work week. In addition, you have the right to all other legal requirements regarding special benefits, such as sick pay or parental allowance.

### HEALTH & SAFETY

Your **employer is responsible** to guarantee that your **workplace is safe** and does **not endanger your health**, for example through poor lighting or noise. **Toilets** must be clean and separate for **men and women**. You can **use the restroom at any time**; your employer may not prohibit or regulate this. You have the right to protective equipment if your work requires it.

### BUSINESS ETHICS

HUGO BOSS **expects** all suppliers to **comply with national laws** and **internationally applicable standards**. Fraud, corruption, and the granting of improper advantages of any kind are prohibited.

### PROTECTION OF THE ENVIRONMENT

Your employer has to **reduce environmental impacts resulting from business activities**. At a minimum, environmental protection laws and regulations must be complied with. Natural resources are to be used sustainably and efficiently. **The protection of people, animals, and the environment is a priority.**

### Grievance Mechanism

Do you have **complaints** or **questions** about your **rights, working conditions or human rights**?

Contact the **independent & free whistleblower system** of **HUGO BOSS**. The whistleblower system is open to everyone! Your concerns will be treated **confidentially**.

Scan the QR code to get to the contact details (various languages):



Or via the following link:

[Speak Up Channel \(convercent.com\)](https://convercent.com)

Hotline USA:  
**1-800-461-9330**