

HUGO BOSS

Commitment for Anti-Discrimination, Anti-Harassment and Gender Equality

Across the globe, thousands of employees from different cultural backgrounds and regions work together to achieve the vision and goals of HUGO BOSS. We believe that this diversity enriches HUGO BOSS and is the foundation of our enduring success. Accordingly, we also have a responsibility for the people who work directly and indirectly for us. We are committed to provide an inclusive workplace, free of discrimination and harassment and expect the same from our partners. We believe that all people are entitled to fair and equal treatment, regardless of gender or other diversity dimensions. The personal growth, dignity and self-respect of employees, potential employees and employees from partners is supported, encouraged and the understanding of individual differences is promoted. We believe that our employees and partners are an integral part of this commitment and they are expected to adhere to generally accepted standards of business conduct.

The commitment relates to the following reference standards:

- The fundamental values of the United Nations Universal Declaration of Human Rights.
- ILO Convention No. 100 concerning Equal Remuneration for Male and Female Workers for Work of Equal Value, 1951
- ILO Convention No. 111 concerning Discrimination in Respect of Employment and Occupation, 1958
- ILO Convention No. 156 on Equal Opportunities and Equal Treatment for Male and Female Workers: Workers with Family Responsibilities, 1975
- ILO Convention No. 183 on Maternity Protection, 2000
- ILO Convention No. 190 on the Elimination of Violence and Harassment in the Workplace, 2019

PRINCIPLES

HUGO BOSS has defined the following principles that apply globally to the company and to our partners:

- Discrimination, objectively unjustified unequal treatment, disparagement, or exclusion of any kind will not be tolerated by HUGO BOSS. Equal treatment as well as equal opportunities are the top priority for us, and everyone has the right to be treated with respect and dignity.
- HUGO BOSS prohibits any form of harassment and requires all employees and partners to behave with integrity. Sexual harassment is a particularly serious form of harassment, regardless of the gender of the individuals involved.

HUGO BOSS

- Gender equality is a fundamental human right. No person shall be denied or impeded access to resources or opportunities based on gender. Since women and sexual minorities in particular are at higher risk of unequal treatment, due to various complex reasons, some of which are socio-cultural or industry-specific, addressed parties are therefore in need of protection.

Further details are available in the Anti-Discrimination, Anti-Harassment and Gender Equality Policy.

COLLECTIVE RESPONSIBILITY

HUGO BOSS is committed to upholding the principles set out in this commitment and to take appropriate measures to foster an inclusive workplace, free of discrimination and harassment where everyone regardless of gender has the same rights and responsibilities. We expect our employees and partners to adhere to the principles of this commitment.

We encourage our partners to establish processes and standards that promote anti-discrimination, anti-harassment, and gender equality. We expect exemplary behaviour from our partners and that they further cascade this commitment to their partners.

MANDATE FROM THE MANAGING BOARD

We are convinced that our ability to be successful over the long term depends on whether we accept and live up to our corporate responsibilities worldwide. In this context, we build upon the support of all HUGO BOSS employees and partners to help to create a work environment free of discrimination and harassment and in which everyone can be their authentic self and prosper, regardless of their gender.

Together we are committed to an equitable and inclusive HUGO BOSS.



Daniel Grieder
CEO



Yves Müller
CFO



Dr. Heiko Schäfer
COO



Oliver Timm
CSO

Metzingen, May 2022

Last revised: May 2022