



H U G O B O S S

**MODERN SLAVERY AND HUMAN TRAFFICKING STATEMENT
FOR FINANCIAL YEAR 2019**

I. General Statement

As a conscientious and responsible global company, HUGO BOSS AG, including its subsidiaries, rejects all kinds of modern slavery and human trafficking.

To comply with the UK Modern Slavery Act 2015, HUGO BOSS AG¹ made this statement pursuant to Section 54 of the Modern Slavery Act 2015 and shows in a transparent way the steps HUGO BOSS has taken to ensure that modern slavery and/or human trafficking is not taking place in any part of our business or in our supply chain.

This statement is valid for the financial year 2019.

II. Our organisation, our business, our supply chain

Our organisation

HUGO BOSS is one of the leading companies in the premium and luxury segments of the apparel market. Headquartered in Metzingen (Germany), the Company employs over 14,600 employees who generated annual sales of about EUR 2.79 billion in the business year 2018. Apart from HUGO BOSS AG, the Group has a total of 61 consolidated subsidiaries located in Europe, the Americas, and Asia/Pacific in 2018. All subsidiaries are themselves responsible for local business activities. 38 subsidiaries are organized within this framework as distribution companies.

Our business

The HUGO BOSS Group focuses on developing and marketing premium fashion and accessories for men and women. HUGO BOSS reaches out to varied and clearly differentiated target groups through the core brand BOSS and the brand HUGO.

These brands present a comprehensive product portfolio with a range spanning classic to modern apparel, elegant evening clothing and sportswear, shoes, leather accessories, and product groups marketed under license - including fragrances, eyewear, watches, children's fashion, textiles for the home, and instrument for writing.

Our supply chain

The textile supply chain is typically defined by complex processes which largely take place outside the confines of the Company. HUGO BOSS works together with a stable network of experienced and specialized suppliers in order to guarantee excellent processing quality and optimum availability of its products. In 2018, the HUGO BOSS Group was in an active supply relationship with 210 partners in the field of contract manufacturing and merchandise.

¹ This statement applies to HUGO BOSS AG and HUGO BOSS UK Limited.

III. Policies concerning to slavery and human trafficking

HUGO BOSS has implemented a Code of Conduct and a number of internal policies to ensure that we are conducting business in an ethical and transparent manner. These include:

1. HUGO BOSS Code of Conduct

The HUGO BOSS Code of Conduct is a binding set of rules, which assist when dealing with the challenges, both ethical and legal, that arise in the course of day-to-day work. Of course, our HUGO BOSS Code of Conduct prohibits any kind of forced labor.

2. HUGO BOSS Social Compliance Policy

This policy sets out our working conditions and our compliance with internationally recognized minimum social and labor standards in relation to our own employees and those of our suppliers. This includes our rejection of all forms of forced labor, including slavery and human trafficking.

3. HUGO BOSS Social Standards

The HUGO BOSS Social Standards are part of the practical implementation of the HUGO BOSS Social Compliance Policy. They are based on the Core Conventions of the International Labor Organization (ILO) as well as the United Nations Universal Declaration of Human Rights. Our suppliers are obliged to comply with the HUGO BOSS Social Standards and have to inform their subcontractors and sub-suppliers about these standards.

4. Child and Forced Labor Policy

This policy, published in January 2019, clarifies the position of HUGO BOSS on the subjects of child and forced labor, including slavery and human trafficking. Additionally this policy shows how HUGO BOSS acts in a case of violation against the HUGO BOSS Social Standards.

IV. Due Diligence Processes

Prior to the start of a business relationship every direct supplier is required to sign and acknowledge the HUGO BOSS Social Standards which include provisions on the prohibition of slavery and human trafficking. Also the HUGO BOSS General Terms and Conditions obligate suppliers to comply with the HUGO BOSS Social Standards and ensure compliance through their supply chain.

On a regular basis our direct suppliers are required to undergo compliance audits which include checks for compliance with the prohibition of slavery and human trafficking. Announced and unannounced audits are conducted by internal or external partners. In the year 2018, HUGO BOSS conducted 153 Social Audits for active finished good suppliers worldwide.

To protect all employees against slavery or human trafficking, HUGO BOSS implemented a Confidential Helpline to announce potential cases. Employees of our suppliers can use this Confidential Helpline, too. They will be informed on the HUGO BOSS homepage and during the audits by an information card.

If suppliers violate our HUGO BOSS Social Standards we issue an action plan, requesting them to improve compliance immediately with our standards. The supplier's performance will be reviewed in a follow up audit. If a supplier fails to make progress against the plan, he may be subject to sanctions up to and including termination of the business relationship.

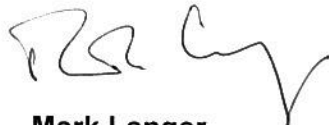
V. Trainings

All our employees undergo annual Social Standards trainings. One part of our Social Standard training is to recognize methods and ways of modern slavery and human trafficking in our supply chain and to report these cases in an effective way.

Also our internal and external audit staff consist of experienced and well trained auditors.

VI. Approval for this statement

This statement was approved by the Board on 18th of March 2019 and signed on its behalf by the Chief Executive Officer and additionally by the Managing Director of HUGO BOSS UK Limited.



Mark Langer
HUGO BOSS AG
Chief Executive Officer

Date:

18/03/2019



Stephan Born
HUGO BOSS UK Limited
Managing Director

Date:

18/3/2019