

**STATEMENT ON THE REPORT ON FREEDOM OF ASSOCIATION IN THE GARMENT INDUSTRY PUBLISHED BY THE BUSINESS & HUMAN RIGHTS RESOURCE CENTRE**

With this statement, we would like to take the opportunity to comment on the above-mentioned report and the references to HUGO BOSS made therein.

At HUGO BOSS, protecting employee rights — both, of our own employees and of those in our supply chain — has always been a priority. We recognize unions and collective bargaining, including the right to freedom of association, and are committed to ensuring that these employee rights are respected within our sphere of influence.

The recognition of these rights, and the need to protect them, has been formalized in our [HUGO BOSS Supplier Code of Conduct](#), which forms the basis for all our business relationships with our suppliers. The code is based on internationally recognized standards such as the Core Conventions of the International Labor Organization (ILO) and the United Nations Universal Declaration of Human Rights. We expect all our suppliers to adhere to our defined standards, and we review compliance in periodically conducted social audits at the suppliers' sites. It is a matter of great importance for us, as a company, to support our suppliers in the implementation of our standards rather than terminate a business relationship if and when problems arise.

This also applies to our supplier, Lanka Leather Fashion Pvt Ltd, named in the report. HUGO BOSS has upheld a long business relationship, based on mutual trust, with this supplier for more than ten years. We are aware of the discussions on freedom of association and have been engaged in an extensive dialog with various parties including the factory management, the middle management, and a union member in order to enable a solution. Even though progress has not been rapid, due to the political instability and the current circumstances in Sri Lanka, we do perceive that our measures, such as an audit for the assessment and a consequent on-site training on freedom of association and collective bargaining, have gradually improved the stakeholders' understanding of the requirements based on the HUGO BOSS Supplier Code of Conduct.

We will continue to closely monitor the effects of the multiple measures we initiated. Should we see no positive developments over the next months, we reserve the right to assign an independent investigation.