

**Company Name** Hugo Boss  
**Industry** Apparel (Supply Chain only)  
**Overall Score (\*)** 20.8 out of 100

Theme Score	Out of	For Theme
1.6	10	A. Governance and Policies
2.0	25	B. Embedding Respect and Human Rights Due Diligence
1.7	15	C. Remedies and Grievance Mechanisms
5.6	20	D. Performance: Company Human Rights Practices
6.7	20	E. Performance: Responses to Serious Allegations
3.4	10	F. Transparency

(\*) Please note that any small differences between the Overall Score and the added total of Measurement Theme scores are due to rounding the numbers at different stages of the score calculation process.

Please note also that the "Not met" labels in the Explanation boxes below do not necessarily mean that the company does not meet the requirements as they are described in the bullet point short text. Rather, it means that the analysts could not find information *in public sources* that met the requirements *as described in full* in the CHRB 2019 Methodology document. For example, a "Not met" under "General HRs Commitment", which is the first bullet point for indicator A.1.1, does not necessarily mean that the company does not have a general commitment to human rights. Rather, it means that the CHRB could not identify a public statement of policy in which the company commits to respecting human rights.

## Detailed assessment

### A. Governance and Policies (10% of Total)

#### A.1 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.1.1	Commitment to respect human rights	1	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: General HRs commitment: The Company states in its code of conduct that it respects human rights and is committed to ensuring that it complies with them. [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>Not met: UNGPs</li> <li>Not met: OECD</li> </ul>
A.1.2	Commitment to respect the human rights of workers	2	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>Met: ILO Core: Hugo Boss' Social Standards document specifies 'the fundamental rights for the employees of HUGO BOSS suppliers and contain basic environmental standards. The Social Standards shall as well apply for all HUGO BOSS employees'. These standards contain explicit commitment to non-discrimination, child labour, forced labour, freedom of association and collective bargaining. Regarding these two, it states that employees 'shall have the right to establish or join the organization of their choice and, as a group, to conduct negotiation on working conditions, in particular wages, and bargain freely'. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>Met: Explicitly list ALL four ILO for AP suppliers: Hugo Boss' Social Standards policy states that It is imperative that all suppliers adhere to the ILO Core Conventions and the United Nations Universal Declaration of Human Rights standards, explicitly committing suppliers to protect employees from child labor, forced labor, freedom of association, collective bargaining and discrimination. With</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>respect the last two, the document says: 'The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely.' [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Explicit commitment to All four ILO Core: As indicated above, the Social standards for suppliers also cover the Company's own employees and contains explicit commitment to freedom of association, collective bargaining, discrimination, child and forced labour. With respect freedom of association and collective bargaining, the Company indicates: 'The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely.' [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Respect H&amp;S of workers: The social standards for suppliers contains commitments and requirements regarding health and safety. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: H&amp;S applies to AP suppliers: Hugo Boss' Social Standards policy states that it is imperative that all suppliers adhere to the ILO Core Conventions and the United Nations Universal Declaration of Human Rights standards, explicitly committing suppliers to protect employees health and safety. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: working hours for workers: 'Suppliers must comply with the relevant national legislation governing working hours. In the event that national law contains no such provisions or is less stringent than the relevant provisions of the ILO Core Conventions, the normal working week will be limited to 48 hours. The working week (including voluntary overtime) may not exceed 60 hours.' The document contains requirements on maximum working hours including overtime, and rest periods and minimum leaves. The Social Standards document also applies to the Company's own employees. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Working hours for AP suppliers: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
A.1.3.AP	Commitment to respect human rights particularly relevant to the industry (AP)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Women's Rights: The Company states in its Code of Conduct it prohibits discrimination regarding gender in the hiring process, discipline, payment of salaries and pensions, retirement, promotions and termination of employees. The same commitment was made regarding pregnant women. This however was not considered an overall commitment to women's rights. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Children's Rights: Evidence found only in relation to child labour. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Migrant worker's rights</li> <li>• Not met: Expecting suppliers to respect these rights</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: CEDAW/Women's Empowerment Principles: The Company does not refer to the relevant principles of the Convention on the Elimination of Discrimination Against Women. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Child Rights Convention/Business principles: Although the Company commits to respecting child's rights, the public statement does not refer to all of the relevant principles of the Convention on the Rights of the Child of the Children's Rights and Business Principles. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Respecting the right to water: The Company explicitly commits to comply with local environmental regulations and expects that all suppliers work to reduce and avoid environmental pollution. However, there is no clear commitment to the right to water. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Expecting suppliers to respect these rights: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
A.1.4	Commitment to engage with stakeholders	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to stakeholder engagement: "HUGO BOSS strives to conduct an open, constructive dialog with stakeholders. The company has countless touch points with a variety of individuals and interest groups that are affected by the company's decisions along the entire value chain – including employees, customers and business partners, shareholders, and investors, as well as non-governmental organizations and representatives from civil society, business, academia, and politics (see the stakeholder matrix)." [Stakeholder Communication, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Commits to engage stakeholders in design: See above. [Stakeholder Communication, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Regular stakeholder design engagement: See above. [Stakeholder Communication, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
A.1.5	Commitment to remedy	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Commits to remedy: Although the Company included local communities in its Stakeholder Matrix, there can't be seen any mentions of committing to remedy the adverse impacts on individuals in its public reports. "HUGO BOSS strives to conduct an open, constructive dialog with stakeholders. The company has countless touch points with a variety of individuals and interest groups that are affected by the company's decisions along the entire value chain – including employees, customers and business partners, shareholders, and investors, as well as non-governmental organizations and representatives from civil society, business, academia, and politics (see the stakeholder matrix)." "All employees are called upon to report any circumstances that suggest that there has been a violation of our Code of Conduct. HUGO BOSS will investigate any reports of possible violations of its Code of Conduct and undertake suitable measures where needed. All reports will be treated confidentially. We guarantee that the person making a report will be protected. HUGO BOSS will not tolerate any act of retribution against such person regardless of its form. On the other hand, we will also not tolerate any abuse of this opportunity to report possible violations of our Code of Conduct." [Stakeholder Communication, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Not obstructing access to other remedies</li> <li>• Not met: Collaborating with other remedy initiatives</li> <li>• Not met: Work with AP suppliers to remedy impacts</li> </ul>
A.1.6	Commitment to respect the rights of human rights defenders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Zero tolerance attacks on HRs Defenders (HRDs)</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Expects AP suppliers to reflect company HRD commitments</li> </ul>

### A.2 Policy Commitments (5% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
A.2.1	Commitment from the top	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: CEO or Board approves policy: Although Hugo Boss' board of directors commits to certain ethical conducts, there is no explicit mention to human rights. [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Board level responsibility for HRs: See above. [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Speeches/letters by Board members or CEO</li> </ul>
A.2.2	Board discussions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Board/Committee review of salient HRs</li> <li>• Not met: Examples or trends re HR discussion</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both examples and process</li> </ul>
A.2.3	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Incentives for at least one board member</li> <li>• Not met: At least one key AP HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Performance criteria made public</li> </ul>

## B. Embedding Respect and Human Rights Due Diligence (25% of Total)

### B.1 Embedding Respect for Human Rights in Company Culture and Management Systems (10% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.1.1	Responsibility and resources for day-to-day human rights functions	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to ILO core conventions: See indicator A.1.2 [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Senior responsibility for HR: The Company states the Human Resources department is under the responsibility of the CEO. However, it does not mention the ILO core Labor standards or mention a corporative commitment to human rights in particular. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Day-to-day responsibility</li> <li>• Not met: Day-to-day responsibility for AP in supply chain: The Company states briefly how suppliers are generally expected to manage human rights issues, but failed to disclose how the Company has allocated day-to-day responsibility for managing human rights issues in the supply chain. "The supplier will make sure to appoint a company representative being in charge of implementing the Social Standards. The designated person's name will be submitted to HUGO BOSS. The supplier must document, in a reasonable manner, the activities he undertakes in order to comply with these Social Standards." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
B.1.2	Incentives and performance management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Senior manager incentives for human rights</li> <li>• Not met: At least one key AP HR risk, beyond employee H&amp;S</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Performance criteria made public</li> </ul>
B.1.3	Integration with enterprise risk management	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: HR risks is integrated as part of enterprise risk system</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Audit Ctte or independent risk assessment</li> </ul>
B.1.4.a	Communication /dissemination of policy commitment(s) within Company's own operations	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to ILO core conventions: Hugo Boss' Social Standards commits to respecting each of ILO's fundamental rights at work. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Communicates its policy to all workers in own operations: Although the Company commits to communicate its policies to all employees, it does not disclose how it communicates. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Commits to all 4 ILO core conventions: According to the Company's Social Standards, they openly committed to respecting each of ILO's fundamental rights at work. The same commitment is expected from the Company's suppliers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Communication of policy commitments to stakeholder: The Company stated it aims to keep an open dialog with stakeholders, but failed to explain how it does so. "HUGO BOSS strives to conduct an open, constructive dialog with stakeholders. The company has countless touch points with a variety of individuals and interest groups that are affected by the company's decisions along the entire value chain – including employees, customers and business partners, shareholders, and investors, as well as non-governmental organizations and representatives from civil society, business, academia, and politics" [Stakeholder Communication, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How policy commitments are made accessible to audience</li> </ul>
B.1.4.b	Communication /dissemination of policy commitment(s) to business relationships	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Commits to all 4 ILO core conventions for suppliers: See indicator A.1.2 [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Communicating policy down the whole AP supply chain: The Company stated it monitors its suppliers regularly, but does not disclose how it communicates its human rights policy down the whole supply chain or how it expects suppliers to do so to its own supply chain. [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Requiring AP suppliers to communicate policy down the chain: See above.</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: How HR commitments made binding/contractual: The Company explicitly connects the compliance with its Social Standards to the continuation of business partnerships. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Including on AP suppliers</li> </ul>
B.1.5	Training on Human Rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Scores at least 1 on A.1.2</li> <li>• Not met: Trains all workers on HR policy commitments: The Company provides a compliance e-learning program, which is available globally and includes a module on human rights and social standards. However, the Company also discloses that almost 14,700 employees work in the HUGO BOSS Group and at the end of 2018, only 1,022 employees across the Group had received online compliance training. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Management Report, 2018: <a href="http://annualreport-2018.hugoboss.com">annualreport-2018.hugoboss.com</a>]</li> <li>• Not met: Trains relevant AP managers including procurement: All training offered to procurement staff were directed to environmental topics, not human rights. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Score of 2 on A.1.2</li> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.1.6	Monitoring and corrective actions	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Scores at least 1 on A.1.2</li> <li>• Not met: Monitoring implementation of HR policy commitments</li> <li>• Not met: Monitoring AP suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Score of 2 on A.1.2</li> <li>• Not met: Describes corrective action process: The Company has a corrective action process in case of violations. In the case of a violation, the Company will notify the supplier of the violation and, as a rule, grant him a reasonable time to correct it. The length of time granted for correcting the violation will depend essentially on the nature of the necessary correction measures. If the supplier does not correct the violation in spite of being given a reasonable time to do so, HUGO BOSS may, without further notice, terminate the contractual relationship with immediate effect and remove all of the materials which were made available by it for processing. In addition, HUGO BOSS reserves the right to terminate its business relationship with the supplier if the supplier commits a serious violation of these Standards or repeatedly violates these provisions. A serious violation includes in particular using child labor or forced labor or unreasonably obstructing an inspection. Furthermore, HUGO BOSS reserves the right to claim compensation from the supplier for damages arising from the violation. The Company, however, only discloses data about its first tier. Evidence needed on number of incidences. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Example of corrective action</li> <li>• Not met: Discloses % of AP supply chain monitored</li> </ul>
B.1.7	Engaging business relationships	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: HR affects AP selection of suppliers: HUGO BOSS states that 'follows the principle that responsibility is shared with its partners. The Company obliges itself and its suppliers to adhere to human rights as well as fair working conditions and environmental protection. At the very start of the supplier selection process, information with regard to social, environmental and compliance topics is collected and assessed by means of a survey that is completed by the potential suppliers. Acknowledgment of and adherence to the HUGO BOSS Social Standards is one of the fixed and mandatory components of the contractual agreement'. In addition the Company discloses that 'In order to be able to better assess and manage social and environmental risks in the supply chain in general, HUGO BOSS creates special country scorecards in supplier management. This risk analysis includes social and environmental risks as well as financial and country risks. Depending on the risk assessment, counter-measures are defined. The result of the risk analysis is also considered for the integration of potential partners into the supplier portfolio of HUGO BOSS'. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: HR affects on-going AP supplier relationships: The Company explicitly states its suppliers must abide the code of conduct in order to have a lasting business partnership with it. "If HUGO BOSS determines that the supplier has violated one of</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<p>the above provisions, it will notify the supplier of the violation and, as a rule, grant him a reasonable time to correct it. (...) If the supplier does not correct the violation in spite of being given a reasonable time to do so, HUGO BOSS may, without further notice, terminate the contractual relationship with immediate effect and remove all of the materials which were made available by it for processing." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Both requirement under score 1 met</li> <li>• Not met: Working with AP suppliers to improve performance: The Company clearly stated it is committed to making suppliers apply sustainable policies and that reaching a bigger percentage of suppliers is a goal of the Company. However, it did not mention any processes linked to working to improve performance in suppliers that already apply those policies.</li> </ul>
B.1.8	Approach to engagement with potentially affected stakeholders	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Stakeholder process or systems</li> <li>• Not met: Frequency and triggers for engagement</li> <li>• Not met: Workers in AP SC engaged</li> <li>• Not met: Communities in the AP SC engaged</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Analysis of stakeholder views and company's actions on them</li> </ul>

## B.2 Human Rights Due Diligence (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
B.2.1	Identifying: Processes and triggers for identifying human rights risks and impacts	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Identifying risks in own operations</li> <li>• Met: Identifying risks in AP suppliers: The Company explicitly states that the "evaluation of country risk" is a part of including new suppliers in its supplier portfolio. "In order to be able to better assess and manage social and environmental risks in the supply chain in general, HUGO BOSS creates special country scorecards in its supplier management." [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Ongoing global risk identification: As indicated above, evaluation of country risk in the context of social and environmental risks is part of including new suppliers in the supplier portfolio. [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: In consultation with stakeholders</li> <li>• Not met: In consultation with HR experts</li> <li>• Not met: Triggered by new circumstances</li> </ul>
B.2.2	Assessing: Assessment of risks and impacts identified (salient risks and key industry risks)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Salient risk assessment (and context)</li> <li>• Not met: Public disclosure of salient risks</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.3	Integrating and Acting: Integrating assessment findings internally and taking appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Action Plans to mitigate risks</li> <li>• Not met: Including in AP supply chain</li> <li>• Not met: Example of Actions decided</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
B.2.4	Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: System to check if Actions are effective [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Lessons learnt from checking effectiveness</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	risks and impacts		
B.2.5	Communicating : Accounting for how human rights impacts are addressed	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Comms plan re identifying risks</li> <li>• Not met: Comms plan re assessing risks</li> <li>• Not met: Comms plan re action plans for risks</li> <li>• Not met: Comms plan re reviewing action plans</li> <li>• Not met: Including AP suppliers</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Responding to affected stakeholders concerns</li> <li>• Not met: Ensuring affected stakeholders can access communications</li> </ul>

### C. Remedies and Grievance Mechanisms (15% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
C.1	Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Channel accessible to all workers: The Company states that, for suppliers and own operations, "In any case a system of grievance will be in place for the employees." and "Employees as well as third parties may also contact the external ombudsman in confidence." However, no additional information about this mechanism found. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Code of Conduct, Not available: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Number grievances filed, addressed or resolved</li> <li>• Not met: Channel is available in all appropriate languages</li> <li>• Not met: Expect AP supplier to have equivalent grievance systems</li> <li>• Not met: Opens own system to AP supplier workers</li> </ul>
C.2	Grievance channel(s)/mechanism(s) to receive complaints or concerns from external individuals and communities	1.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Grievance mechanism for community: The Company's grievance mechanism is accessible to all external individuals and communities who may be adversely impacted by the Company. As can be seen in the following paragraph: "Employees as well as third parties may also contact the external ombudsman in confidence." [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Describes accessibility and local languages: See above.</li> <li>• Not met: Expects AP supplier to have community grievance systems</li> <li>• Met: AP supplier communities use global system: The Company states that "in any case a system of grievance will be in place for the employees" "as well as third parties". [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
C.3	Users are involved in the design and performance of the channel(s)/mechanism(s)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Engages users to create or assess system: The Company has a grievance mechanism in place, however discloses no evidence on engagement with stakeholders or how the channel was developed. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Description of how they do this</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Engages with users on system performance</li> <li>• Not met: Provides user engagement example on performance</li> <li>• Not met: AP suppliers consult users in creation or assessment: The Company stated that "in any case a system of grievance will be in place for the employees", which applies to own operations and suppliers. However, no further evidence found. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
C.4	Procedures related to the mechanism(s)/channel(s) are publicly available and explained	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Response timescales</li> <li>• Not met: How complainants will be informed</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Escalation to senior/independent level</li> </ul>
C.5	Commitment to non-retaliation over	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Met: Public statement prohibiting retaliation: The Company prohibits retaliations against anyone who raises complaints regarding violations of its Code of Conduct,</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
	complaints or concerns made		as can be seen in the following paragraph: "We guarantee that the person making a report will be protected. HUGO BOSS will not tolerate any act of retribution against such person regardless of its form". 'Employees as well as third parties may also contact the external ombudsman in confidence'. [Code of Conduct, Not available.: <a href="http://group.hugoboss.com">group.hugoboss.com</a> ] <ul style="list-style-type: none"> <li>• Not met: Practical measures to prevent retaliation</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Has not retaliated in practice</li> <li>• Met: Expects AP suppliers to prohibit retaliation: Company's channel is open to third parties</li> </ul>
C.6	Company involvement with State-based judicial and non-judicial grievance mechanisms	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Won't impede state based mechanisms</li> <li>• Not met: Complainants not asked to waive rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Will work with state based or non judicial mechanisms</li> <li>• Not met: Example of issue resolved (if applicable)</li> </ul>
C.7	Remedying adverse impacts and incorporating lessons learned	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Describes how remedy has been provided</li> <li>• Not met: Says how it would remedy key sector risks</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Changes introduced to stop repetition</li> <li>• Not met: Approach to learning from incident to prevent future impacts</li> <li>• Not met: Evaluation of the channel/mechanism</li> </ul>

## D. Performance: Company Human Rights Practices (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.1.b	Living wage (in the supply chain)	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Living wage in supplier code or contracts: The Company publicly states it pays a living wage to every employee as can be seen in the next paragraph: "Every employee has a right to compensation for a regular work week that is sufficient to meet the employees' basic needs and to provide some discretionary income. Employers shall pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract." However, there is no reference to family or dependents being included in the living wage calculation or to the periodic improvement of compensations. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Improving living wage practices of suppliers: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Provide analysis of trends demonstrating progress: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
D.2.2	Aligning purchasing decisions with human rights	0	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Avoids business model pressure on HRs</li> <li>• Not met: Positive incentives to respect human rights</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> </ul>
D.2.3	Mapping and disclosing the supply chain	0.5	The individual elements of the assessment are met or not as follows: Score 1 <ul style="list-style-type: none"> <li>• Not met: Identifies suppliers back to product source: The Company indicates that "our supplier map contains all first-tier production sites". No reference found to whether it maps suppliers beyond tier 1. [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Supplier's Page, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> Score 2 <ul style="list-style-type: none"> <li>• Met: Discloses significant parts of supply chain and why: The Company discloses a map that includes all of our finished goods suppliers and their corresponding productions sites'. [Sourcing and Production, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Supplier's Page, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>



Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.4.b	Prohibition on child labour: Age verification and corrective actions (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Child Labour rules in codes or contracts: Hugo Boss is committed not to accept any form of child labor in its supply chain and own operations. The Company also discloses its strategy to prevent child labor: "It is absolutely necessary to verify the age of applicants for employment by requiring presentation of valid identification issued by an official authority prior to employment. A copy of such identification and all other legally required documentation must be kept on file during the entire period of employment." In addition, it discloses procedure for dealing with violations, including cease of work, compensation and safeguard of the child, including continuation of compulsory schooling and financial assistance for the family. [Child Labor Policy, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How working with suppliers on child labour: The Company stated "The HUGO BOSS Social Standards provide the basis for collaboration with all suppliers. They prohibit child labor and provide information on minimum criteria for employment", however it does not disclose initiatives to work with suppliers to eliminate child labour and to improve working conditions for young workers. [Child Labor Policy, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met: See above. [Child Labor Policy, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Provide analysis of trends demonstrating progress: Hugo Boss conducted a social compliance training in 2017 at various suppliers for the first time to increase awareness of social and environmental issues. This is to be expanded over the next few years, but at the present moment, there are no publicly disclosed analysis of trends demonstrating progress in the topic. [Child Labor Policy, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
D.2.5.b	Prohibition on forced labour: Debt bondage and other unacceptable financial costs (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Debt and fees rules in codes or contracts: The Company states that suppliers may not require their employees to furnish a 'security deposit' and wages must be paid at least monthly. Fines also must not be used against workers, as can be seen in the next paragraph: "Supplier must not use monetary fines, penalties, or deductions from employees' wages as a way to maintain labor discipline. Deductions must be limited to those allowed by local law. Measures must be transparent, documented, and have the consent of the employee." "No person may be employed or compelled to work against his or her will. In particular, suppliers may in no way use forced labourers, indentured servants, slaves or prisoners. (...) Suppliers may not require their employees to furnish a 'security deposit'." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How working with suppliers on debt &amp; fees: The Company expects total transparency from its suppliers in regards to salaries. "Information regarding pay slips must be given to employees in writing." However, there is no evidence that the Company works with suppliers to eliminate financial burdens on workers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.2.5.d	Prohibition on forced labour: Restrictions on workers (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Free movement rules in codes or contracts: The Company prohibits suppliers from withholding employee's documents or restricting freedom of movement against their will. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How these practices are implemented and monitored for agencies, labour brokers or recruiters</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
D.2.6.b	Freedom of association and collective bargaining (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: FoA &amp; CB rules in codes or contracts: The Company states in its Social Standards that its suppliers must respect their employees freedom of association and collective bargaining. The Company also states in its Code of Conduct that Hugo Boss and all its suppliers must comply with its Social Standards. "The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely. The supplier must not discriminate, harass, intimidate, or retaliate against employees who are exercising this right to associate freely or bargain freely and collectively." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How working with suppliers on FoA and CB: The Company offers its suppliers' employees the right to access its own grievance mechanism. "In any case a system of grievance will be in place for the employees." However, no evidence found in particular work carried out with them to improve suppliers' practices. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met: See above. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.2.7.b	Health and safety: Fatalities, lost days, injury rates (in the supply chain)	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Sets out clear Health and Safety requirements: The Company requires that suppliers provide their employees with a safe and hygienic working environment and that they take the most effective measures possible to prevent accidents and occupational diseases. In particular, the supplier has to conduct regular health and safety training for all employees. The Company also requires that taken measures must be properly documented by the supplier. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Injury rate disclosures</li> <li>• Not met: Lost days or near miss disclosures</li> <li>• Not met: Fatalities disclosures</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: How working with suppliers on H&amp;S</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.2.8.b	Women's rights (in the supply chain)	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Women's rights in codes or contracts: The Company did not explicitly commit to women's rights in its code of conduct. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How working with suppliers on women's rights [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirement under score 1 met [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>
D.2.9.b	Working hours (in the supply chain)	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Working hours in codes or contracts: Social standards for suppliers include complying with national legislation governing working hours. 'In the event that national law contains no such provisions or is less stringent than the relevant provisions of the ILO Core conventions, the normal working week will be limited to 48 hours'. Requirements also include maximum working hours including overtime, statutory leave and at least one day off per week. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Not met: How working with suppliers on working hours</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Both requirements under score 1 met</li> <li>• Not met: Provide analysis of trends in progress made</li> </ul>

## E. Performance: Responses to Serious Allegations (20% of Total)

Indicator Code	Indicator name	Score (out of 2)	Explanation
E(1).0	Serious allegation No 1		<ul style="list-style-type: none"> <li>• <b>Headline:</b> Hugo Boss accused of firing three employees for supporting a trade union at its own garment factory in Turkey</li> <li>• <b>Area:</b> FoA&amp;CB - dismissal of union workers</li> <li>• <b>Story:</b> According to an article published by IndustriALL Global Union in April 2016, Hugo Boss fired a worker at its largest production facility in Izmir, Turkey, in March 2016. The dismissed worker, Meryem Bicakci, supported the TEKSIF trade union organising at the factory. IndustriALL states that two other union supporters were also dismissed in late 2015 for similar reasons. IndustriALL Assistant General Secretary declared that this provides evidence that Izmir's management's union busting policy has not changed. IndustriALL has in the past provided several demands to Hugo Boss such as stopping the intimidation and threats inside the factory against workers joining the union and reinstating the workers sacked for joining the union.</li> <li>• <b>Sources:</b> [IndustriALL Global Union, 07/04/2016: <a href="http://industrial-union.org">industrial-union.org</a>][IndustriALL Global Union, 19/05/2016: <a href="http://industrial-union.org">industrial-union.org</a>]</li> </ul>
E(1).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Public response available: Although the Company had responded in the past to the labor rights conditions in Turkey, there is no evidence of the Company's responding to this specific allegation.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Response goes into detail</li> </ul>
E(1).2	The Company has appropriate policies in place	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Met:</b> Company policies address the general issues raised: The Company states that "The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely. The supplier must not discriminate, harass, intimidate, or retaliate against employees who are exercising this right to associate freely or bargain freely and collectively". [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• <b>Met:</b> Policies apply to the type of business relationships involved: The policy also applies to the Company's suppliers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Policies address the specific rights in question: Although the Company has the policy to prohibit intimidation or retaliation against employees who exercise the rights to freedom of association and collective bargaining, there is no evidence of the Company's implementing measures to fulfil this commitment. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
E(1).3	The Company has taken appropriate action	0.5	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• <b>Met:</b> Engages with affected stakeholders: The Company has engaged with the union and shareholders in meetings and in writing. [IndustriAll article on unfair dismissal in Turkey, May 2016: <a href="http://industrial-union.org">industrial-union.org</a> &amp; The Company's response to the union regarding the labour rights in Turkey, March 2016: <a href="http://business-humanrights.org">business-humanrights.org</a>]</li> <li>• <b>Not met:</b> Encourages linked business to engage affected stakeholders: CHRB could not find the evidence of the Company's encouraging its business partners to engage with the affected stakeholders.</li> <li>• <b>Not met:</b> Provides remedies to affected stakeholders: CHRB did not find evidence of the Company providing remedies.</li> <li>• <b>Not met:</b> Has reviewed management systems to prevent recurrence: CHRB did not find evidence of the Company reviewing the system followed by the case.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• <b>Not met:</b> Remedies are satisfactory to the victims</li> <li>• <b>Not met:</b> Has improved systems and engaged affected stakeholders: CHRB did not find evidence of the Company improving the system followed by the case.</li> </ul>
E(2).0	Serious allegation No 2		<ul style="list-style-type: none"> <li>• <b>Headline:</b> Hugo Boss accused of forced labour in India</li> <li>• <b>Area:</b> Forced labour - restriction of movement</li> <li>• <b>Story:</b> In January 2018, the Guardian reported that worker confinement has been found in the supply chain of Hugo Boss. One of the suppliers of the Company, Best Corporation, has been accused of several transgressions, including refusing to allow its female garment workers to leave its factory on their own free will, banning workers from having mobile phones or only permitting telephone calls under managers' supervision and the denial of independent inspections by local labour and human rights organisations.</li> </ul>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>• Sources: [Triple Pundit, 08/01/2018: <a href="http://triplepundit.com">triplepundit.com</a>][APPAREL RESOURCES, 08/01/2018: <a href="http://apparelresources.com">apparelresources.com</a>][The Guardian, 04/01/2018: <a href="http://theguardian.com">theguardian.com</a>]</li> </ul>
E(2).1	The Company has responded publicly to the allegation	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Public response available: Both the Company and the supplier have responded to the case. The Company stated that "Hugo Boss has been in regular contact and intensive exchange with the body-wear supplier to work on changes together and to achieve improvements in the mentioned areas". [The Guardian's article on forced labour in India, 2018: <a href="http://theguardian.com">theguardian.com</a> &amp; Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Response goes into detail: The Company does not disclose the details of the case.</li> </ul>
E(2).2	The Company has appropriate policies in place	2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Met: Company policies address the general issues raised: The Company states that "No person may be employed or compelled to work against his or her will. In particular, suppliers may in no way use forced laborers, indentured servants, slaves or prisoners. Employees may not be restricted in their freedom of movement either during or after working hours. ." [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a> &amp; Modern Slavery Act, 2019: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>• Met: Policies apply to the type of business relationships involved: The policy also applies to the Company's suppliers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Met: Policies address the specific rights in question: The Company has a policy to prohibit restrictions on employees' freedom of movement. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
E(2).3	The Company has taken appropriate action	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>• Not met: Engages with affected stakeholders: CHRB did not find the evidence of the Company's engagement with affected stakeholders.</li> <li>• Met: Encourages linked business to engage affected stakeholders: The Company states that "Hugo Boss has been in regular contact and intensive exchange with the body-wear supplier to work on changes together and to achieve improvements in the mentioned areas". [The Guardian's article on forced labour in India, 2018: <a href="http://theguardian.com">theguardian.com</a>]</li> <li>• Not met: Provides remedies to affected stakeholders: CHRB did not find evidence of the Company providing remedies.</li> <li>• Met: Has reviewed management systems to prevent recurrence: The Company has also affiliated itself with the Systemic Improvement of Labour Conditions in the Tamil Nadu Textile and Garment Industry initiative run by the German Partnership for Sustainable Textiles in order to improve the working conditions. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>• Not met: Remedies are satisfactory to the victims</li> <li>• Not met: Has improved systems and engaged affected stakeholders: The Company states that "The case of forced labor in India that was detected in 2016, was resolved in 2017 and long-term improvement measures were introduced. ", however, the details are not disclosed. In addition, there is no evidence of the Company's engagement with the affected stakeholders of the case. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
E(3).0	Serious allegation No 3		<ul style="list-style-type: none"> <li>• Headline: IndustriALL Global Union is calling on, Hugo Boss, to urgently intervene at its Peruvian textile supplier over worker rights violations and union busting</li> <li>• Area: FoA&amp;CB - dismissal of union workers</li> <li>• Story: On June 15, 2015, IndustriALL Global Union sent a letter calling on Hugo Boss to intervene over the urgent labour situation in Peru. The Company's Peruvian textile supplier, Topy Top, dismissed 12 union members. The dismissals only took place after workers had started to complain about unilateral changes to the work schedules and the calculation of overtime pay.</li> </ul> <p>IndustriALL Global Union, together with its affiliate, the National Federation of Textile Workers of Peru (FNTTP), is demanding that Hugo Boss ensures the reinstatement of the 12 union- dismissed affiliates.</p> <p>It is also reported that the company uses sector short-term contracts that violate international labour standards and make it impossible for workers to organise meetings and defend their rights.</p>

Indicator Code	Indicator name	Score (out of 2)	Explanation
			<ul style="list-style-type: none"> <li>Sources: [IndustriALL Global Union, 16/06/2015 : <a href="http://industrial-union.org">industrial-union.org</a>][IndustriALL Global Union, 15/06/2015 : <a href="http://industrial-union.org">industrial-union.org</a>][Sourcing Journal, 23/06/2015: <a href="http://sourcingjournal.com">sourcingjournal.com</a>]</li> </ul>
E(3).1	The Company has responded publicly to the allegation	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Public response available: CHRB could not find the evidence of the Company's response in public regarding this case.</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Response goes into detail</li> </ul>
E(3).2	The Company has appropriate policies in place	1	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Met: Company policies address the general issues raised: The Company states that "The employees shall have the right to establish or join the organizations of their choice and, as a group, to conduct negotiations on working conditions, in particular wages, and bargain freely. The supplier must not discriminate, harass, intimidate, or retaliate against employees who are exercising this right to associate freely or bargain freely and collectively". [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>Met: Policies apply to the type of business relationships involved: The policy also applies to the Company's suppliers. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Policies address the specific rights in question: Although the Company has the policy to prohibit intimidation or retaliation against employees who exercise the rights to freedom of association and collective bargaining, there is no evidence of the Company's implementing measures to fulfil this commitment. [Social Standards, 2017: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> </ul>
E(3).3	The Company has taken appropriate action	0	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 1</p> <ul style="list-style-type: none"> <li>Not met: Engages with affected stakeholders: CHRB did not find the evidence of the Company's engagement with affected stakeholders.</li> <li>Not met: Encourages linked business to engage affected stakeholders: CHRB could not find the evidence of the Company's encouraging its business partners to engage with the affected stakeholders.</li> <li>Not met: Provides remedies to affected stakeholders: CHRB did not find evidence of the Company providing remedies.</li> <li>Not met: Has reviewed management systems to prevent recurrence: CHRB did not find evidence of the Company reviewing the system followed by the case.</li> <li>Not met: Denies allegations, but has engaged affected stakeholders</li> </ul> <p>Score 2</p> <ul style="list-style-type: none"> <li>Not met: Remedies are satisfactory to the victims</li> <li>Not met: Has improved systems and engaged affected stakeholders: CHRB did not find evidence of the Company improving the system or engaging with stakeholders followed by the case.</li> </ul>

## F. Transparency (10% of Total)

Indicator Code	Indicator name	Score	Explanation
F.1	Company willingness to publish information	1.4 out of 4	Out of a total of 40 indicators assessed under sections A-D of the benchmark, Hugo Boss made data public that met one or more elements of the methodology in 14 cases, leading to a disclosure score of 1.4 out of 4 points.
F.2	Recognised Reporting Initiatives	2 out of 2	<p>The individual elements of the assessment are met or not as follows:</p> <p>Score 2</p> <ul style="list-style-type: none"> <li>Met: Company reports on GRI: The Company's Sustainability Report 2017/8 was developed in line with the G4 guidelines of the Global Reporting Initiative (GRI) in accordance with the core option. [Sustainability Report 2018, 2018: <a href="http://group.hugoboss.com">group.hugoboss.com</a>]</li> <li>Not met: Company reports on SASB</li> <li>Not met: Company reports on UNGPRF</li> </ul>
F.3	Key, High Quality Disclosures	0 out of 4	Hugo Boss met 0 of the 8 thresholds listed below and therefore gets 0 out of 4 points for the high quality disclosure indicator. Specificity and use of concrete examples

Indicator Code	Indicator name	Score	Explanation
			<ul style="list-style-type: none"> <li>• Not met: Score 2 for A.2.2 : Board discussions</li> <li>• Not met: Score 2 for B.1.6 : Monitoring and corrective actions</li> <li>• Not met: Score 2 for C.1 : Grievance channel(s)/mechanism(s) to receive complaints or concerns from workers</li> <li>• Not met: Score 2 for C.3 : Users are involved in the design and performance of the channel(s)/mechanism(s) Discussing challenges openly</li> <li>• Not met: Score 2 for B.2.4 : Tracking: Monitoring and evaluating the effectiveness of actions to respond to human rights risks and impacts</li> <li>• Not met: Score 2 for C.7 : Remedying adverse impacts and incorporating lessons learned Demonstrating a forward focus</li> <li>• Not met: Score 2 for A.2.3 : Incentives and performance management</li> <li>• Not met: Score 2 for B.1.2 : Incentives and performance management</li> </ul>

## Disclaimer

A score of zero for a particular indicator does not mean that bad practices are present. Rather it means that we have been unable to identify the required information in public documentation.

See the 2019 Key Findings report and technical annex for more details of the research process.

The Benchmark is made available on the express understanding that it will be used solely for general information purposes. The material contained in the Benchmark should not be construed as relating to accounting, legal, regulatory, tax, research or investment advice and it is not intended to take into account any specific or general investment objectives. The material contained in the Benchmark does not constitute a recommendation to take any action or to buy or sell or otherwise deal with anything or anyone identified or contemplated in the Benchmark. Before acting on anything contained in this material, you should consider whether it is suitable to your particular circumstances and, if necessary, seek professional advice. The material in the Benchmark has been put together solely according to the CHRB methodology and not any other assessment models in operation within any of the project partners or EIRIS Foundation as provider of the analyst team.

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As CHRB Ltd, we want to emphasise that the results will always be a proxy for good human rights management, and not an absolute measure of performance. This is because there are no fundamental units of measurement for human rights. Human rights assessments are therefore necessarily more subjective than objective. The Benchmark also captures only a snap shot in time. We therefore want to encourage companies, investors, civil society and governments to look at the broad performance bands that companies are ranked within rather than their precise score because, as with all measurements, there is a reasonably wide margin of error possible in interpretation. We also want to encourage a greater analytical focus on how scores improve over time rather than upon how a company compares to other companies in the same industry today. The spirit of the exercise is to promote continual improvement via an open assessment process and a common understanding of the importance of the UN Guiding Principles on Business and Human Rights.