

Hugo Boss – Company Responses

Hugo Boss Response to Earthsight 4 April 2025

We would firstly like to clarify on the following: In your initial message, you assume HUGO BOSS is linked to Durlicouros and subsequently to Frigol via two of our suppliers in Italy – Conceria Cristina and FAEDA. However, both Conceria Cristina and FAEDA have confirmed to us that while they are procuring from Durlicouros in general, none of the leather they supplied to us in the specified timeframe (2020-2023) and onwards is coming from Durlicouros. We understand that FAEDA has already informed you about this. We also understand that this information was not available to you at the time of writing. We kindly ask you to consider this information and adapt the planned report to reflect it before publication.

Please find below additional information relating to the questions you sent. All linked documents are available publicly through our corporate website.

Human Rights

HUGO BOSS has established a comprehensive human rights framework, as outlined in our [Human Rights Statement](#). The HUGO BOSS Human Rights Statement is implemented through various codes, policies and guidelines, such as the HUGO BOSS [Code of Conduct](#) and [Supplier Code of Conduct](#), and the [Human Rights Policy](#), which delineate the expectations for employee interactions and working conditions.

Overall, HUGO BOSS's approach combines investigation, remediation, training, and continuous monitoring to effectively prevent and address human rights violations within its supply chains, with the right to end partnerships if requirements aren't met.

Deforestation & EUDR

HUGO BOSS has implemented a [formal framework](#) to protect forests through sustainable material choices, avoiding ancient and endangered forests and illegal logging. Collaborating with Canopy and prioritizing FSC-certified sources, the company supports alternative materials research to reduce forest-based fiber reliance. Supplier assessments ensure compliance with environmental standards, with the right to end partnerships if requirements aren't met.

HUGO BOSS acknowledges the EU's commitment to combating deforestation through the implementation of the EU Deforestation Regulation (EUDR). The company is committed to diligently aligning its operations with the EUDR mandates, thereby contributing to the preservation of forests and the advancement of sustainable development worldwide.

Traceability Efforts & LWG

In 2024, HUGO BOSS launched a Traceability initiative with TrusTrace to achieve product traceability and transparency. The company is currently focusing on the onboarding of direct Tier 2 suppliers, including the mentioned leather goods suppliers FAEDA and Conceria Christina, to meet EUDR requirements by the end of 2025. Both suppliers also have own traceability systems in place, with FAEDA's system being ICEC certified. Both suppliers share specific production lot information with us on request.

In 2017, HUGO BOSS became a member of the Leather Working Group (LWG). The LWG audit imposes extra due diligence for hides from Brazil and Paraguay, ensuring suppliers avoid deforestation and encroachment on indigenous lands. As of 2027, 100% of the leather HUGO BOSS uses will be sourced from at least LWG-silver-certified tanneries or tanneries with comparable standards. Our comparable standards to the LWG-silver-certification include accepting UNI 11427 combined with ISO 14000, or ISO 14000 paired with the ICEC Environment Audit.

Hugo Boss Response to Earthsight 9 April 2025

Thank you for reaching out again.

HUGO BOSS collects various data points from its leather suppliers, which include information on the country and region of leather origin. Our traceability initiative also requires all direct Tier 2 leather suppliers to provide farm-level information, aligning with the EUDR requirements set to take effect by the end of 2025.

We take your request very seriously and have conducted a comprehensive review. After assessing all available data as well as consulting with Faeda and Conceria Cristina, we can confirm that none of the leather they supplied to us is linked to Durlicuoros.