

Thank you for your e-mail and your request for further information on the HUGO BOSS approach towards Syrian refugees working in supplier factories in Turkey.

HUGO BOSS is highly committed to upholding human rights and complying with internationally recognized labor and social welfare standards. Therefore, the HUGO BOSS social standards apply to all employees of HUGO BOSS suppliers, irrespective of whether they are permanent employees or employed in some other way. Moreover, these standards form a constituent element of the contractual provisions concluded with all suppliers.

The HUGO BOSS social standards comprise of the following:

- Compliance with national laws and international conventions,
- Prohibition of child labor and forced labor,
- Definition of maximum working hours and ensuring humane and safe working conditions,
- Prohibition of discrimination,
- Payment of appropriate wages,
- Right to freedom of association and collective bargaining, and
- Rules to promote a conscientious and ethical approach to the environment.

Since the HUGO BOSS social standards apply to all employees, these are also applicable to all refugees, irrespective of their nationality. For this reason, HUGO BOSS has not created a separate policy for Syrian refugees, but instead expects (and documents) from all suppliers that working conditions and labor standards are equal for all employees.

We hope that this information assists you in your research on creating more transparency on the current situation of Syrian refugees working in supplier factories in Turkey.