**Hugo Boss’ response to the report by Clean Clothes Campaign**

*Business & Human Rights Resource Centre invited Hugo Boss to respond to the following report:*

*– “Europe’s sweatshops: The results of CCC’s most recent researches in Central, East and South East Europe”, Clean Clothes Campaign, 17 November 2017:*

[https://cleanclothes.org/livingwage/europe/europes-sweatshops](https://cleanclothes.org/livingwage/europe/europes-sweatshops" \t "_blank)

*In response, Hugo Boss sent the following statement:*

5 December 2017

Dear Ms. Ebert,

Thank you very much for your invitation to respond to your reflection of the CCC’s new report and country profiles on Eastern Europe.

HUGO BOSS does have sourcing relationships with 6 vendors in Serbia and Ukraine and is hence mentioned along with a number of other well-known companies in the report. We transparently report on the number of suppliers in different countries in our supplier map, which is publicly available on our website at: <http://group.hugoboss.com/en/sustainability/partners/>

In its report, the CCC focuses not only on general working conditions but above all on the question of reliable and adequate remuneration for work done in the factories. The topic of minimum wages is part of the HUGO BOSS Social Standards and is regularly reviewed as part of our social program. The last observed cases of a minimum wage shortfall of HUGO BOSS suppliers in the examined countries lie more than 2 years back. In the context of the corresponding Corrective Action Plans, steps and measures have been taken - together with the suppliers concerned - and the detected shortcomings were remedied.

The gap between national minimum wages and a need-covering living wage deemed necessary for securing the livelihoods of a family that is denounced regularly by the CCC is undoubtedly there. However, an alignment in this regard cannot be solved by a company on its own. What is needed here is the ‘power of the many’, especially of the local politicians and social partners. For this reason, HUGO BOSS together with peers and stakeholders has worked in various initiatives such as the Fair Labor Association and the Alliance for Sustainable Textiles for several years.

In our stakeholder dialogs, we also regularly respond to feedback from our stakeholders and discuss relevant issues for the future. A report on our last Bad Urach stakeholder dialogue on 8 and 9 November 2017 can be found here: <http://group.hugoboss.com/en/sustainability/sustainability-at-hugo-boss/stakeholder-engagement/bad-urach-dialog/>

Sustainability is an important pillar of our co­­mpanies’ strategic plan. You will find specific examples and target formulations of HUGO BOSS’ sustainability activities for each field on the website as well as in­­­ our Sustainability Report: <http://group.hugoboss.com/en/sustainability/>

Please do not hesitate in case of further questions or remarks.

Best regards,

Andreas Streubig

HUGO BOSS AG

Director Global Sustainability

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