

# HUGO BOSS

BRANDS:

HUGO  
BOSS

Formal name: Hugo Boss  
HQ: Germany  
Revenue 2018: € 2 796 000 000  
Profit 2018: € 236 000 000

Direct suppliers: 210  
Sub-contractors: 334  
according to brand

Top production countries: China  
Italy  
Turkey

## SUPPLY CHAIN TRANSPARENCY:



Hugo Boss discloses some information on the production units in its supply chain and publishes data in a machine-readable format. → Hugo Boss should become fully compliant with the Transparency Pledge and provide a breakdown by gender of the wages paid by its suppliers.

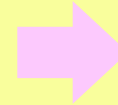
see: [transparencypledge.org](https://transparencypledge.org)

## LIVING WAGE PAID:



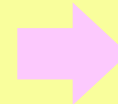
This means: Hugo Boss makes no claim and no public evidence was found that its suppliers are paying a living wage. → Hugo Boss should respect the right of workers in its supply chain to a living wage and ensure full transparency in order to demonstrate the implementation of a real living wage at factory level.

Hugo Boss has made no commitment that we can find to ensure a living wage is paid across its supplier network.



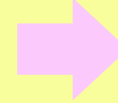
Hugo Boss should commit publicly to ensuring a living wage is paid across its supply chain.

Hugo Boss has no public plan describing how to improve wages for workers across its supplier network.



Hugo Boss should commit to a published plan describing how a living wage will be achieved in a reasonable time-frame.

No evidence was found that Hugo Boss takes steps to safeguard wages when they are in price negotiations with suppliers. This allows suppliers to put profit margins ahead of wage security for workers.



Hugo Boss should isolate labour from other production costs, so its suppliers do not cut wages in order to negotiate lower prices.

Several benchmarks are available for companies to measure whether wages are sufficient to meet the basic needs of workers and their families.

No evidence was found of public information on gender pay gaps in its supply chain.

Of these, the company says it is using the following in its supply chain:  
- FLA Wage Ladders

No data about wages currently paid to workers at its suppliers is disclosed.

Hugo Boss does not publicly report on unionization of workers nor on existing collective bargaining agreements in its supplier factories.

FASHION  
CHECKER

BRAND PROFILE

APRIL 2020



Funded by the  
European Union