

Geneva, 06 October 2014

Mr. Claus-Dietrich Lahrs
Chairman of the Managing Board and
Chief Executive Officer (CEO)
HUGO BOSS AG
Dieselstraße 12
72555 Metzingen
Germany

By e-mail info@hugoboss.com; Claus-Dietrich_Lahrs@hugoboss.com and telefax +497123942014

Answer to Your Letter from 1 September 2014 About Serious Labour Situation at Hugo Boss Operations in Turkey

Dear Mr. Lahrs,

I herewith acknowledge that [IndustriALL Global Union](http://www.industrialunion.org) has received a letter from Hugo Boss signed by Christoph Auhagen, CBO, in response to our letter from 19 August 2014.

First of all, I would like to mention you that I am surprised with the tone and content of your letter. I have difficulty in understanding your consideration about what I wrote to you in my previous letter as "baseless allegations." I see that you are a bit off the mark in your assessment of what is happening in Turkey.

Let me repeat that what I wrote in my letter are NOT allegations; on the contrary, these are facts solidly confirmed and documented by the Turkish judiciary system at both the Local and Supreme Court levels. As clear evidence, please find enclosed original and translated Local Court and Supreme Court verdicts for one dismissed worker. All other court verdicts are in our records with original copies. There are also reports produced by inspectors of the Ministry of Labour and Social Security, which came to the same conclusions.

These reports clearly demonstrate that local managers have exerted pressure on the workers so that they don't join the union. It is obvious that workers at Hugo Boss operations in Turkey cannot exercise their fundamental rights. They are faced with dismissals, threats, intimidation and pressures because of their union membership.

In addition, the same violations of fundamental workers' rights are taking place at your major supplier **Edirne Giyim**, located in the Thrace region. Again, nineteen union members were dismissed by Edirne Giyim on account of their union affiliation. The Local Labour Court's ruling called for re-instatement of the dismissed workers at Edirne Giyim as their employment contracts were terminated over unjustified reasons.

Furthermore, the Local Penal Court sentenced the human resource manager of Edirne Giyim to one-and-a-half-year in jail, and six other department chiefs were also sentenced to six-months in prison for violating the right to freedom of association and preventing workers from exercising their legitimate trade union rights as enshrined in the Turkish Criminal Code 5237. Likewise, there are also official inspector reports about intimidation by managers against union members at Edirne Giyim.

The situation is very clear to us, and IndustriALL Global Union finds it completely unacceptable.

IndustriALL Global Union once again offers to engage in a constructive dialogue through an immediate meeting with representatives from Hugo Boss, IndustriALL Global Union, TEKSIF and IG Metall to address the fundamental rights' violations at Hugo Boss' operations in Turkey.

Sincerely,

A handwritten signature in blue ink, consisting of the letters 'J', 'R', and 'L' in a stylized, cursive-like font.

Jyrki Raina
General Secretary

CC:
Berthold Huber, President, IndustriALL Global Union
Nazmi Irgat, General President, TEKSIF