



/
FORWARD
FASHION
/

2019 CORPORATE RESPONSIBILITY REPORT





About PVH Corp.

PVH is one of the most admired fashion and lifestyle companies in the world. We power brands that drive *FASHION FORWARD* — *for good*. We manage a diversified brand portfolio, including the *CALVIN KLEIN*, *TOMMY HILFINGER*, *Van Heusen*, *IZOD*, *ARROW*, *Warner's*, *Olga* and *Geoffrey Beene* brands, as well as the digital-centric *True&Co.* intimates brand. We market a variety of goods under these and other nationally and internationally known owned and licensed brands. PVH has over 40,000 associates operating in more than 40 countries and generated \$9.9 billion in revenues in 2019. That's the Power of Us. That's the POWER OF PVH.



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Our annual Corporate Responsibility (“CR”) Report provides information and performance data on our operations during our 2019 fiscal year. We report our performance under the Global Reporting Initiative’s (“GRI”) Standards under the “Core” option and in line with the Ten Principles of the United Nations Global Compact.

Questions, comments or feedback regarding this Report or our *Forward Fashion* strategy are welcomed. Please direct them to cr@pvh.com.

For more information on our policies, including CR Governance & Stakeholder Engagement, Our Approach to CR and Human Rights, Code of Conduct, CR Supply Chain Guidelines and other resources, please see responsibility.pvh.com/resources.

For more information please see responsibility.pvh.com.



Emanuel Chirico,
Chairman &
Chief Executive Officer

“We strive to do the right thing for our people, our stockholders, our communities and our planet — and prioritize long-term benefits over short-term goals.”

A Note From Our CEO

Environmental and social impact issues have captured the world’s attention like never before — influencing purchasing behavior and driving sustainability-focused consumer activism.

Led by younger generations, investors and NGOs, and in many cases supported by brand owners, movements calling for social justice reform, climate action and more have gained global momentum. The conversation around the responsibility of business to support sustainable development has shifted from a nice-to-have to a need-to-do.

Fulfilling this expectation requires many organizations to adopt an entirely new approach to business but, for PVH, it further validates the critical role corporate responsibility (“CR”) has always played within our broader business strategy. We strive to do the right thing for our people, our stockholders, our communities and our planet — and prioritize long-term benefits over short-term goals. In May of 2019, we launched our new CR strategy — *Forward Fashion* — setting a new level of ambition and transparency to drive transformational change across both PVH and our industry.

It is important to acknowledge that we are living in a very different world than we were just a few months ago. As I write this letter, we are still navigating our way through the COVID-19 pandemic, which has severely affected every aspect of the apparel industry, from the closure of retail stores globally, to impacts on associates,

consumers and supply chain workers, their families and their communities.

Our values as an organization and our longstanding commitment to CR continue to drive our approach to decisions we make as a business — and this is especially important in times of crisis. Nothing is more important to us than our people, and our priority is the health, safety and wellbeing of our associates. To date, we have supplied over ten million face masks to associates worldwide and we have expanded the offerings on our education platform, PVH University, which includes courses ranging from remote working skills to mental health and wellness. Our global employee assistance programs are available 24/7 to provide advice and guidance and, for colleagues in the U.S. in need, our Associate Relief Fund is providing financial support to those severely impacted as a result of the pandemic.

We collaborated with our industry peers, NGOs, governments and worker and employer representatives to create and endorse the International Labour Organization’s call to action to protect garment workers during the pandemic. Thanks to the innovative thinking and agility of our associates,



/ CEO Letter

we were able to source and supply over six million units of personal protective equipment (“PPE”) for healthcare workers on the front lines. And, through The PVH Foundation, we have donated over \$2 million to COVID-19 relief efforts, including to our long-term partner Better Work, to support activities benefitting suppliers and workers through the crisis. We continue to explore meaningful ways to address the needs of the communities where we work and live, collaborating alongside our partners to address ongoing human and business impacts.

Against the backdrop of the pandemic, we are also witnessing a global movement against systemic racism and social inequality in the U.S. and around the world. At PVH, we condemn racial discrimination and stand against the social injustice that has plagued the U.S. and other countries for so long. We believe that Black lives matter. This should not be a controversial or divisive statement — it is a universal truth. Within this report we have been transparent about representation and diversity across our company. We have a lot more to do — and we are fully committed to doing the work. Over the next few months we will be publishing a set of targets focused on racial equality, representation and advancement, and we commit to disclosing the actions being taken across our organization to meet these targets.

Our current reality and evolving business challenges require us to be agile but we remain committed to delivering on our long-term *Forward Fashion* strategy and targets, and to reporting on our progress. We cannot lose the momentum gained in 2019. While the apparel

industry will be uniquely transformed post-pandemic, we have a responsibility to help shape this “new normal” for the benefit of all stakeholders. We are steadfast in our commitments to prioritize climate action, to build tighter, more resilient supply chains, to fight for social justice, and to deliver more sustainable products to our consumers.

This cannot be achieved by one company alone. I’ve been encouraged by the shift in our industry toward collaboration for common solutions. 2019 saw a number of significant initiatives and partnerships that I believe will be powerful forces for achieving change at scale.

- We signed the Fashion Pact, a coalition of more than 60 global fashion and textile companies pledging to reduce the environmental impact of the fashion industry. Forming a cohesive front at this scale shows how serious the fashion industry is about taking tangible action to protect our planet.
- I joined with more than 75 U.S. CEOs and labor leaders in signing a collective statement supporting the Paris Agreement to combat climate change, reaffirming our promise to continue to play our part in the fight for climate action.
- I was appointed to the United Nations Global Compact Board, affording me with an opportunity to work with like-minded business leaders at the helm of a group whose mission aligns with my own leadership philosophy — that business leaders have an obligation to take a stand on the pressing issues that we face as a global society.

- We signed the “Open to All” pledge, joining a nationwide campaign in the U.S. to build awareness and understanding about the importance of protecting people from discrimination — and to defend the principle that when businesses open their doors to the public, they should be Open to All.
- We commenced a partnership with Fordham University’s Gabelli School of Business to establish an academic hub for the study of CR and Sustainability. The program is intended to advance the relationship between industry and academia and, most importantly, to invest in the education of talented students and support their development into conscientious business leaders of tomorrow.

Particularly with the significant challenges we have all faced so far in 2020, I could not be prouder of our PVH associates around the world. I want to thank every one of them for their hard work, dedication and integrity. It is through the hardest times that we see the true strength of our collective character, and my confidence in PVH and its ability to drive *fashion forward — for good* — is unwavering.

Emanuel Chirico,
Chairman & Chief Executive Officer



A Note From Our CR Leadership



Melanie Steiner,
Chief Risk Officer

2019 was a year defined by positive momentum for CR at PVH. Centered around the launch of our ambitious sustainability strategy — *Forward Fashion* — we set a new level of ambition and transparency for sustainable business — and our 15 timebound targets provide a clear plan of action to achieve this.

Building on many years of hard work, the launch of *Forward Fashion* was a landmark moment for us as leaders of the CR team. We quickly pivoted from planning to action through program implementation, signing impactful pledges, and joining industry groups that aligned with our strategy and harnessed the power of partnership to drive lasting positive change.

We are pleased to share our 12th annual CR Report with you, which honors our commitment to accountability and transparency by reporting the advancements we have made over the last 12 months. We are extremely proud of what our teams have accomplished and, while you will notice that we have approached this year's report differently and scaled back our storytelling content to be sensitive to the current pandemic environment, we continue to increase transparency by sharing more detailed performance data and progress indicators. We will continue to expand our data disclosure from year to year and, as appropriate, we will also share more in-depth

narratives about our work. While there is still much more to do, we are dedicated to making our progress publicly available, and to holding ourselves accountable to being transparent about opportunities for improvement.

The unprecedented challenge brought on early this year with the rapid spread of COVID-19 continues to have a profound impact across the entire apparel value chain. A crisis of this scale demands a collaborative industry response and, while the power of collective action has always been at the heart of our strategy and how we lead our teams, during these challenging times it has never been more critical. We are working actively alongside our peers and stakeholders, and adapting many of our CR actions both to tackle immediate issues and to plan ahead for emerging social and environmental needs.

Both the pandemic and the recent global uprising against systemic racism and social inequality have exposed the fragility and injustices of many of our global systems.



Marissa Pagnani McGowan,
Senior Vice President,
Corporate Responsibility



/ CR Leadership Letter



As we navigate the path toward recovery, we are presented with a responsibility — and an opportunity — to emerge stronger than before and build back a better, more just and resilient future for all people, for the planet and for business.

While this moment in time is truly trying for so many, we can — and will — rebuild stronger by doing the hard work required to reach our *Forward Fashion* targets, by ensuring CR continues to play a vital role in our business recovery plans, and by fostering the connections and collaborations with our stakeholders that are necessary to drive transformation at scale.

It is a journey that is often difficult, always humbling and infinitely rewarding. We thank you all for joining us.

Melanie Steiner,
Chief Risk Officer

Marissa Pagnani McGowan,
Senior Vice President, Corporate Responsibility

“The unprecedented challenge brought on early this year with the rapid spread of COVID-19 continues to have a profound impact across the entire apparel value chain. A crisis of this scale demands a collaborative industry response and, while the power of collective action has always been at the heart of our strategy and how we lead our teams, during these challenging times it has never been more critical.”



Strategy & Highlights





Our *Forward* Fashion Strategy



We believe that brilliant design and creative solutions are not just reserved for the clothes we make but also for the way we make them. There is a story woven into every piece we create. It is the story of the fingers that pick the cotton, the hands that spin the fabric and the communities where they are crafted. A story about how the materials are selected, how our factories are powered and their impact on people and the environment. A story about the kind of business we are and the one we want to be.

Forward Fashion is our strategy to transform how clothes are made and (re)used, and the

actions we will take to move our business and the fashion industry toward a more innovative and responsible future. We recognize that resources are limited, and for us, human rights are non-negotiable.

Through *Forward Fashion*, we aim to reduce our negative impacts to zero, increase positive impacts to 100% and improve the over one million lives throughout our value chain: our associates and supply chain workers, their families and their communities. The fashion industry is changing and, at PVH, we recognize our responsibility and opportunity to drive *fashion forward — for good*.



WHERE WE FOCUS

We are prioritizing our impact on three strategic focus areas where we can drive the most transformative change. Within these areas, we are focusing on 15 priorities, each with a specific, measurable and timebound target for our business to achieve. *Forward Fashion* represents a deepening of our commitment to do the right thing and a renewed sense of urgency to use our scale to transform ourselves and the industry.



ZERO

Reduce negative impacts to zero



100%

Increase positive impacts to 100%



1M+

Improve 1 million+ lives across our value chain

ELIMINATE CARBON EMISSIONS

Our offices, warehouses and stores will be powered by 100% renewable electricity by 2030 and we will drive a 30% reduction in our supply chain emissions by 2030.

END WASTE

All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics by 2030.

ELIMINATE HAZARDOUS CHEMICALS & MICROFIBERS

Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.

INNOVATE FOR CIRCULARITY

Three of our most commonly purchased products will be completely circular including the full traceability of key raw materials by 2025.

SOURCE ETHICALLY

100% of PVH suppliers will meet or exceed all of our social and environmental standards by 2030.

AMPLIFY WORKER VOICES

100% of workers employed by key suppliers will have their voices heard through representative workplace committees by 2025.

PROMOTE SAFE WORKPLACES

100% of our suppliers will promote and maintain safe and healthy work environments by 2025.

ADVANCE LIVING WAGES

100% of our key suppliers in two key production countries by 2025 and four by 2030 proactively support industry-wide collective bargaining to achieve living wages.

RECRUIT ETHICALLY

100% of migrant workers at our Level 1 & key Level 2 suppliers will not pay recruitment fees by 2025.

REGENERATE MATERIALS

Sustainably source 100% of our cotton and viscose by 2025, and 100% of polyester by 2030.

EMPOWER WOMEN

Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain by 2030.

FOSTER INCLUSION & DIVERSITY

Expand unconscious bias training to all 38,000+ PVH associates globally by 2023 and achieve gender parity in leadership positions by 2030.

DEVELOP TALENT

Expand professional skills development and digital literacy programs through PVH University to reach all 38,000+ PVH associates globally by 2023.

EDUCATE THE FUTURE

Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023.

PROVIDE ACCESS TO WATER

Establish five collective action projects in our most water-stressed sourcing communities by 2025.



2019
HIGHLIGHTS

ZERO

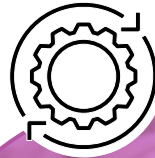
OUR AMBITION IS FOR OUR PRODUCTS AND BUSINESS OPERATIONS TO GENERATE ZERO WASTE, ZERO CARBON EMISSIONS AND ZERO HAZARDOUS CHEMICALS, AND FOR OUR PRODUCTS TO BE TRULY CIRCULAR IN THE CONSUMER CYCLE

We launched a **U.S.-wide internal clothing takeback campaign** to test and learn how we can repurpose post-consumer used materials as we work towards producing circular products at scale.

We launched **circularity training** for our associates.

Our CEO signed a **collective statement supporting the Paris Agreement** to combat climate change.

All of our (**over 190**) key wet processors provided verified SAC Higg 3.0 FEM data.



We received approval of our **absolute GHG emission reduction targets** from the Science Based Targets initiative, furthering our commitment to a zero-carbon economy.

Tommy Hilfiger launched its first collection of **100% recycled jeans**, made from leftover cotton scraps from cutting tables and factory floors and thread from recycled plastic bottles, and using more-sustainable buttons.



We committed to the **Arctic Shipping Corporate Pledge** by Ocean Conservancy, voluntarily agreeing to suspend our products from being shipped on vessels via the arctic shipping routes, acknowledging the climate risks threatening these ecosystems.

2020

We joined over 300 U.S. companies in the LEAD on Climate initiative calling for resilient, long-term climate solutions to be included in future economic recovery plans.

We signed the “Uniting Business and Governments to Recover Better” statement as part of the UNGC and Science Based Targets initiative’s “Business Ambition for 1.5°C” campaign along with more than 150 major companies.



2019 HIGHLIGHTS

100%

OUR AMBITION IS FOR 100% OF OUR PRODUCTS AND PACKAGING TO BE ETHICALLY AND SUSTAINABLY SOURCED, AND FOR 100% OF OUR SUPPLIERS TO RESPECT HUMAN RIGHTS AND BE GOOD EMPLOYERS

We joined **Canopy's Pack4Good initiative** with a 2022 target to eliminate the sourcing of wood-derived materials from ancient and endangered forests.

Approximately **50%** of our cotton footprint was sustainably sourced, including Better Cotton, and organic and recycled cotton.



We implemented the **Social and Labor Convergence Program** ("SLCP") assessment with **99** facilities across India, China and Sri Lanka with the goal of **100%** adoption by the end of 2022.*

*The SLCP is an industrywide data collection tool that aims to create an efficient and sustainable solution for social audits with a goal of alleviating audit fatigue for our suppliers

We continued to **disclose all Level 1 direct factories** and key fabric and trim suppliers, along with details such as facility names, addresses, count of workers and product type, under the **Transparency Pledge**.



We were **named one of the two leading companies by Platform Living Wage Financials** for our efforts to advance living wage payments for supply chain workers.

We joined 144 brand owners in signing the American Apparel and Footwear Association and Fair Labor Association's **Commitment to Responsible Recruitment**.

2020

Supported the convening of, and fully endorsing, the views, priorities and actions outlined in *COVID-19: Action in the Global Garment Industry* published by the International Labour Organization ("ILO") together with the International Organization of Employers ("IOE"), the International Trade Union Confederation ("ITUC") and IndustriALL Global Union.

Issued updated supplier guidelines for addressing the impact of COVID-19, sharing the latest information from the World Health Organization ("WHO"), ILO and other international organizations.



2019 HIGHLIGHTS

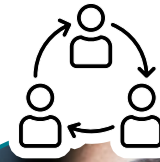
1M+

OUR AMBITION IS FOR OUR BUSINESS TO IMPROVE THE OVER ONE MILLION LIVES ACROSS OUR VALUE CHAIN, FOCUSING ON EDUCATION AND OPPORTUNITIES FOR WOMEN AND CHILDREN, ENSURING ACCESS TO CLEAN WATER FOR ALL, AND CONTINUING TO CHAMPION INCLUSION AND DIVERSITY SO EVERYONE CAN ACHIEVE THEIR FULL POTENTIAL

We signed the **“Open to All”** pledge, a national nondiscrimination campaign.

50.6% of leadership positions* now filled by females.

*PVH defines leadership positions as VP level and above



We partnered with **Howard University**, a prominent historically black university (“HBU”), to develop young students’ business acumen specifically related to our industry. The goal is to bring **more diverse students into our talent pipeline.**

We announced a **\$3 million**, three-year grant extension with Save the Children.

We improved our CDP water score and moved into the Leadership band with a score of **A-**.



We were the first apparel company to obtain a license for the **Personal Advancement Career Enhancement (“P.A.C.E.”)** learning program aimed at providing female garment workers the professional and life skills they need to succeed in their lives holistically.

We worked with our partners **WWF** and **GIZ** on collective-action efforts to preserve and provide access to clean water in four key basins globally – Ethiopia’s Lake Hawassa, China’s Taihu basin, Vietnam’s Mekong Delta and India’s Cauvery river basins.

We were re-certified as a **Great Place To Work®** in the U.S. for the second year in a row.

2020

The PVH Foundation – our philanthropic fund specifically dedicated to nonprofit donations and volunteer programs – committed more than \$2 million toward COVID-19 relief efforts, including funds to our long-term partner Better Work, to support activities benefitting suppliers and workers through the crisis.

Among seven global companies – together with the UN Global Compact’s CEO Water Mandate – to spearhead the formation of the Water Resilience Coalition.

Proud patron of the UN Global Compact initiative ‘Target Gender Equality,’ which aligns with our goals to advance gender equality, and calls on others to join us in setting clear targets and commitments for equal representation and leadership in business.



Priorities & Progress







Zero

REDUCE NEGATIVE IMPACTS TO ZERO

To drive fashion forward, we cannot stop at simply reducing our negative impacts; we must work to eliminate them. Our ambition is for our products and business operations to generate zero waste, zero carbon emissions and zero hazardous chemicals, and for our products to be circular.

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <p>Eliminate Carbon Emissions Protect our global climate by reducing energy use and powering our business through renewable sources</p>	Our offices, warehouses and stores will be powered by 100% renewable electricity and we will drive a 30% reduction in our supply chain emissions.	2030	<ul style="list-style-type: none"> Evaluate and mitigate the risks to our business created by climate change. Develop and implement greenhouse gas (“GHG”) reduction and climate resiliency strategies for our owned and operated facilities, and with our supply chain stakeholders. Lower our GHG footprint by cutting energy consumption, increasing energy efficiency and driving investment in renewables. 	<ul style="list-style-type: none"> 28% of energy used in our offices, warehouses, and stores was derived from renewable sources in 2019. We received approval of our absolute GHG emission reduction targets from the Science Based Targets initiative, furthering our commitment to a zero-carbon economy. PVH’s targets are in line with the most ambitious level of decarbonization set by the Paris Agreement at 1.5 degrees Celsius. We are collaborating with our industry peers to reduce Scope 3 emissions (including supply chain emissions) through several initiatives including our involvement in the Apparel Impact Institute, the UN Fashion Charter on Climate Change, and the Fashion Pact.
 <p>End Waste Divert the waste we send to landfill</p>	All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics.	2030	<ul style="list-style-type: none"> Divert waste from stores, distribution centers and offices by establishing and tracking against baselines, and setting standards to embed into PVH’s general facility management and procurement practices. Monitor and apply alternative options for materials generating significant damage to our environment, notably plastic polybags. Educate and enable associate behavior change, particularly related to reuse and recycling. 	<ul style="list-style-type: none"> We established our first global waste baseline and calculated our 2019 waste footprint, which found that we diverted 57% of waste that would otherwise be sent to landfills. We established internal guidelines for waste management that includes the ban of single-use plastics across all North American offices.



/ Reduce Negative Impacts to Zero



PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS	
	<p>Eliminate Hazardous Chemicals & Microfibers Eliminate water pollution from our wet processors</p>	<p>Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers.</p>	<p>2025</p>	<ul style="list-style-type: none"> • Commit to using safer substances in the materials and processes required to manufacture our products and protect our consumers, workers, sourcing communities and the natural environment. • Utilize standardized industry tools to contribute to enabling efficient removal of hazardous chemicals from our supply chain. • Drive effective chemical management practices across the product life-cycle: managing inputs and outputs, and innovating chemistries. 	<ul style="list-style-type: none"> • As of 2019, all of our key wet processors (over 190) provided verified Sustainable Apparel Coalition (“SAC”) Higg 3.0 Facility Environmental Module (“FEM”) data that enables tracking on compliance and critical foundational chemical management in facilities. This is an essential step to track environmental data from our wet processors. • We released the official Zero Discharge of Hazardous Chemicals Programmes’ (“ZDHC”) Manufacturing Restricted Substances List (“MRSL”) to our supply chain partners, to advance chemical management compliance. • We contributed toward the exploration of advanced wastewater treatment technologies in partnership with Fashion for Good to test the technical and economic feasibility of a new wastewater treatment system, created by SeaChange Technologies. The system aims to sustainably eliminate wastewater from industrial processes in a single step. • We evolved our full-cycle approach to responsible chemical management by tailoring training programs to priority regions.
	<p>Innovate for Circularity Foster and harness innovation to design and manufacture products that eliminate product waste</p>	<p>Three of our most commonly purchased products will be completely circular, including the full traceability of key raw materials.</p>	<p>2025</p>	<ul style="list-style-type: none"> • Tackle the circularity challenge with a three-prong approach: <ul style="list-style-type: none"> - Design products with safe and renewable materials; - Make products that are “made to be made again”; - Develop new business models to extend the use of clothing, and capture rental and resale market share. • Instill a circular-mindset across PVH in product design, development and (re)distribution through guidelines, training, measurement tools and systems integration. • Test, invest in and apply new technologies, materials and business models to enable circularity throughout our value chain. • Incentivize and collaborate with supply chain partners, innovators and other actors throughout our value chain to implement new technologies and practices. • Leverage PVH’s digital acceleration efforts and new technologies to enable more efficient design production and traceability as critical components to producing circular products. 	<ul style="list-style-type: none"> • Tommy Hilfiger launched its first collection of 100% recycled jeans, made from leftover cotton scraps found on cutting tables and factory floors and thread from recycled plastic bottles, and using more-sustainable buttons. • We rolled out global Circularity 101 trainings to educate associates about key circularity concepts, circular design principles and business models. Tommy Hilfiger also kicked off circular design trainings with London College of Fashion. • We launched a U.S.-wide internal clothing takeback campaign to test and learn how we can repurpose post-consumer used materials, as we work towards producing circular products at scale. The over 3,300 pounds of gently worn garments donated are enabling us to test new mechanical and chemical recycling technologies, industrial upcycling into insulation, and repair and re-commerce opportunities. • We established internal global sustainable product and packaging guidelines. • We participated in two pilots focused on traceability in the fashion industry: the Organic Cotton Traceability Pilot, the first digitized project of its kind to track the organic cotton journey from farm to retail garment, and the Connect Fashion Initiative, which tests the use of EON’s CircularID designed to promote circularity by creating a new standard for communicating information about fashion products.



100%

INCREASE POSITIVE IMPACTS TO 100%




Fashion has the power to be a positive force in the world. So when we identify areas where we can make a positive impact for our people and planet, we won't stop halfway. Our ambition is for 100% of our products and packaging to be ethically and sustainably sourced, and for 100% of our suppliers to respect human rights and be good employers.*

	PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
	Source Ethically Expand the application of our social and environmental standards to the manufacturing of all products and materials	100% of PVH suppliers will meet or exceed all of our social and environmental standards.	2030	<ul style="list-style-type: none"> • Drive the adoption of industry tools across social and environmental assessments to create a level playing field and provide standardized measurements. • Enable supplier improvements to social and environmental practices and programs. • Expand the scope and scale of our programs, and encourage adoption by more — and varied — suppliers. • Equip our suppliers with tools to identify opportunities for improvement, implement and sustain these improvements, and track and report progress. 	<ul style="list-style-type: none"> • 94% of suppliers scored a yellow rating or higher (meeting or exceeding our expectations) on our social assessment. • We committed to adopt the Social and Labor Convergence Program (“SLCP”) assessment, an industry-wide data collection tool that aims to create an efficient and sustainable solution for social audits, by the end of 2022. We initiated implementation of the SLCP assessment with 99 facilities across India, China and Sri Lanka in 2019 (representing 5% of total applicable facilities). • 692 facilities (inclusive of all Level 1 Tier 1 and 2 facilities and key mills, trims and wet processors) completed the SAC Higg FEM self-assessment and approximately 28% had this data verified. We continue to engage facilities on Performance Improvement Plans to ensure sustain solutions to minimizing the environmental impacts of manufacturing.
	Amplify Worker Voices Improve working environments through worker engagement and representation	100% of workers employed by key suppliers will have their voices heard through representative workplace committees.	2025	<ul style="list-style-type: none"> • Provide our suppliers with training and advisory services to establish workplace committees, thereby enabling them to more independently manage and improve working conditions through worker engagement and representation rather than relying on audit results alone. • Commit to improving factory working conditions by promoting worker engagement and representation, primarily through our Workplace Cooperation Program in partnership with Better Work, which focuses on cooperation and communication between workers and managers. 	<ul style="list-style-type: none"> • 271 factories are currently involved in PVH’s Workplace Cooperation Program or Better Work’s Advisory Services to strengthen worker-management committees (representing 54% of total applicable facilities), and we continue to increase the number of key suppliers reached by the program.

* At PVH we define “good employers” as those who do not violate the human rights standards included in our Code of Conduct, and go beyond these requirements to provide a working environment consistent with our *Forward Fashion* targets.




/ Increase Positive Impacts to 100%

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <p>Promote Safe Workplaces Ensure safe and healthy workplaces for all workers in our supply chain</p>	<p>100% of our suppliers will promote and maintain safe and healthy work environments.</p>	<p>2025</p>	<ul style="list-style-type: none"> • Use data to inform a risk-based approach to address workplace safety risks in our supply chain. • Leverage multi-stakeholder partnerships to assess and improve workplace safety at an industry level, focusing on those countries with the highest safety risks. 	<ul style="list-style-type: none"> • Through the Accord on Fire and Building Safety in Bangladesh (“Bangladesh Accord”), we remediated 97% of initial safety issues found at factories. • 83% of in-scope* PVH factories have completed all Bangladesh Accord health and safety training sessions. • Globally, 65% of facilities who have received PVH’s advisory services showed improvement in the number of health & safety issues found in their assessments in 2018-2019. <p>* In-scope is defined by factories located outside of export processing zones; all but 2 Bangladeshi vendors were trained.</p>
 <p>Advance Living Wages Create conditions for national living wage agreements through industry-wide collective bargaining linked to our purchasing practices</p>	<p>100% of our key suppliers in key production countries proactively support industry-wide collective bargaining to achieve living wages.*</p>	<p>Two countries by 2025 and four by 2030</p>	<ul style="list-style-type: none"> • Understand the compensation and payment systems of all suppliers by conducting factory assessments and providing advisory services. • Embed “global purchasing practices commitments” across our company to better support our suppliers’ ability to pay workers the agreed upon living wage in their respective countries, including: <ul style="list-style-type: none"> - Negotiated wages as itemized costs in purchasing prices; - Fair terms of payments; - Better planning and forecasting; - Training global associates on responsible sourcing and buying; and - Responsible exit strategies. • Work alongside other global brand owners and IndustriALL, a global union federation, to create conditions that support industry-wide collective bargaining agreements at a national level to establish living wages. 	<ul style="list-style-type: none"> • Named one of the two leading companies by the Platform Living Wage Financials for our efforts to advance living wage payments for supply chain workers. • We invited all of our tier 1 and tier 2 vendors to complete a better buying survey and anonymously provide feedback about our business practices to gain insights into how we can be a more responsible partner. Overall, we received positive feedback on how we communicate deadlines for order activities, and noted room for improvement in providing more frequent order forecasts. • We play an active role in convening key stakeholders in Ethiopia, a key production country, to strategize about ways to promote freedom of association, social dialogue and fair wages.
 <p>Recruit Ethically Partner with our suppliers to ensure ethical recruitment practices for migrant workers</p>	<p>100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees.</p>	<p>2025</p>	<ul style="list-style-type: none"> • Partner with industry initiatives and international organizations to engage suppliers in countries with high-risk migrant labor practices to ensure migrant workers are recruited ethically, live in safe and healthy conditions, and are integrated into the workforce. • Train our suppliers to establish procedures to effectively identify and remediate recruitment fees issues, and enact management systems to prevent the charge of recruitment fees when migrant workers are initially recruited for employment. 	<ul style="list-style-type: none"> • We issued more robust guidance to, and conducted trainings with, all our suppliers on our Migrant Labor Policy. • Based on risk indices, we identified high-risk countries to prioritize for enhanced due diligence and training.

*The countries included in our living wage target align directly with countries where our partner ACT is active, and are relevant sourcing countries for PVH. For more information about our Living Wage strategy, including our strategic approach and our ACT partnership, click [HERE](#).



/ Increase Positive Impacts to 100%



PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <p>Regenerate Materials Transition key product and packaging materials to sustainable alternatives, and support regenerative agriculture practices, while protecting animal welfare.</p>	Sustainably source 100% of PVH's cotton, viscose and polyester.	Cotton and viscose by 2025, polyester by 2030	<ul style="list-style-type: none"> • Source raw materials while taking into account environmental and social considerations. • Pursue our sustainable cotton target by procuring a variety of more sustainable cotton sources, including organic and Better Cotton, as well as testing and evaluating opportunities to expand this portfolio with recycled cotton, the forthcoming U.S. Cotton Trust Protocol, and regenerative cotton. • Pursue our sustainable polyester target by working to scale the procurement of recycled fibers and identifying opportunities for all our divisions to feature products made with recycled polyester. • Promote our Forest Protection Policy, alongside a formal commitment to Canopy's CanopyStyle and Pack4Good initiatives, which addresses both our wood-based materials in the supply chain and paper and packaging use, with an added focus on materials that can negatively contribute to the clearing of forests throughout our value chain. It includes a commitment to eliminate Ancient and Endangered Forests fiber from our viscose fabrics by the end of 2020. 	<ul style="list-style-type: none"> • Approximately 50% of our cotton footprint was sustainably sourced, including Better Cotton, organic and recycled cotton. • Approximately 10% of polyester was sustainably sourced. • 4% of viscose was sustainably sourced. • We underscored our commitment to sustainable viscose by committing to eliminate Ancient and Endangered Forests fiber from our viscose fabrics by the end of 2020.



1M+




IMPROVE THE 1M+ LIVES ACROSS OUR VALUE CHAIN

At PVH, we honor the fundamental role our collective workforce has in the success of our business and we are committed to continually improving the lives of our associates and supply chain workers, and those of their families and communities. Our ambition is for our business to improve the over one million lives across our value chain, focusing on education and opportunities for women and children, ensuring access to clean water for all, and continuing to champion inclusion and diversity so everyone can achieve their full potential.

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <p>Empower Women Remove barriers to advancement and create pathways to opportunity and choice for women in our supply chain</p>	<p>Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain.</p>	<p>2030</p>	<ul style="list-style-type: none"> • Focus on partnering with our strategic suppliers to embed women’s empowerment as part of their human resources strategy. • Train our suppliers’ professional development teams on women’s empowerment principles. • Partner with peer companies and multi-stakeholder initiatives to harmonize industry approaches, and ensure that female garment workers can access empowerment and skill-building programs. 	<ul style="list-style-type: none"> • Over 3,400 women from across our supply chain participated in professional and life skills development programs in 2019. • Nine supply chain vendors, representing 35 factories in India, Sri Lanka and Bangladesh have made long-term commitments to implement professional life skills and development programs, and are currently participating in the P.A.C.E. program in their respective supply chains to the benefit of their female workers.
 <p>Foster Inclusion & Diversity Create an environment where every individual is valued</p>	<p>Expand unconscious bias training to all 38,000+ PVH associates globally and achieve gender parity in leadership positions.</p>	<p>Training by 2023 and gender parity in leadership by 2030</p>	<ul style="list-style-type: none"> • Cultivate inclusion, equity and diversity for all in our workplace, marketplace and our communities. • Focus Inclusion & Diversity (“I&D”) efforts across three pillars: workplace, marketplace and community. These three pillars drive our I&D initiatives across PVH to grow the business and to drive <i>fashion forward — for good</i>. At the foundation of the pillars are the following support systems: leadership support and engagement, governance, strategic partnerships, metrics and analytics, business resource groups (“BRGs”), communications, and education and awareness. 	<ul style="list-style-type: none"> • 98% of associates completed unconscious bias training to date. • 50.6% of leadership positions* now filled by females. <p>* PVH defines leadership positions as VP level and above</p>



/ Improve the 1M+ Lives Across Our Value Chain

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <p>Develop Talent Develop a talented and skilled workforce that embodies PVH's values and an entrepreneurial spirit while empowering associates to design their future</p>	Expand professional skills development and digital literacy programs through PVH University to reach all 38,000+ PVH associates globally.	2023	<ul style="list-style-type: none"> Empower associates across the company to design their futures and build core competencies by delivering engaging and impactful learning content through PVH University ("PVH U"). PVH U supports PVH's global priorities by: <ol style="list-style-type: none"> Developing leaders, Preparing the workforce of the future, and Creating a strong associate experience. PVH U programs include Academies for Leadership, Digital, Supply, Logistics, HR, Systems & Applications, Formal Development Programs for Leaders, Professional Skills Certificate Programs, and a Leaders as Teachers program in which PVH associates instruct on topics in their area of expertise. All leverage in-person and virtual classes, digital-learning, and tools for application. 	<ul style="list-style-type: none"> 39% of Associates have taken Professional Skills or Digital Literacy Course through PVH U. PVH U launched its Digital Academy to build enterprise digital literacy, data literacy, and to support digital transformation initiatives.
 <p>Educate the Future Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life</p>	Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services.	2023	<ul style="list-style-type: none"> Through our partnership with Save the Children and others, invest in programs that ensure that education is accessible to everyone, especially those in underserved or vulnerable communities. Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life. Invest in early intervention programs that are crucial for children to have the opportunity to reach their fullest potential in school and beyond. Invest in continuing education for teens and young adults, ensuring that at-risk youth have the necessary skills to achieve employment. 	<ul style="list-style-type: none"> Outreach was provided to 30,585 individuals worldwide through Save the Children's training and programming in 2019.
 <p>Provide Access to Water Ensure access to clean water for communities in our key basins through collaborative action</p>	Establish five collective action projects in our most water-stressed sourcing communities.	2025	<ul style="list-style-type: none"> Enable access to clean water through locally rooted, cross-stakeholder collective action projects in strategic water-stressed sourcing communities for PVH. Leverage the expertise of non-profit experts, WWF and GIZ's International Water Stewardship Programme, and engage peers to drive scaled impact of programs to preserve and restore local water resources. 	<ul style="list-style-type: none"> Working with our partners WWF and GIZ on collective-action efforts to preserve and provide access to clean water in four key basins globally – Ethiopia's Lake Hawassa, China's Taihu basin, Vietnam's Mekong Delta and India's Cauvery river basins. We improved our CDP water score and moved into the Leadership band with a score of A-.



Performance Summary





Performance Summary

Our 2019 performance summary can be found on the following pages and presents data progress from the year. In preparing this report, we have been guided by the GRI Standards framework.

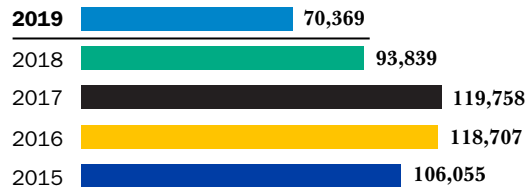


Emissions

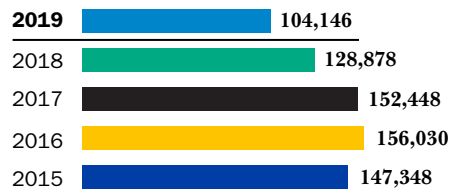
Scope 1 (MT CO2e)



Scope 2 (MT CO2e)

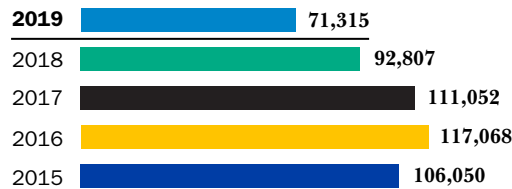


Total Scope 1 & 2 GHG Emissions (MT CO2e)

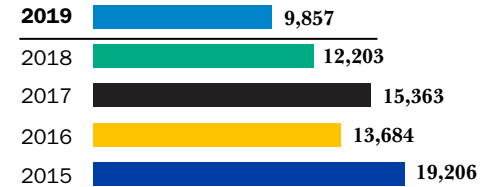


Scope 1 & 2 GHG Emissions by Facility Type (MT CO2e)

Retail



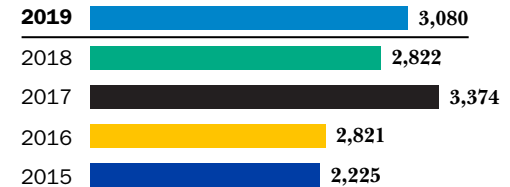
Offices



Warehouses



Vehicles



Note:

- In 2018, we restated our 2015 global baseline because we are now using the market-based approach instead of the location-based approach to calculate our footprint. The market-based approach allows us to account for renewable energy in our footprint, whereas the location-based method did not.
- Warehouses include emissions from distribution centers and from PVH Neckwear Factory.
- Offices include emissions from showrooms.
- Includes fugitive emissions from vehicle refrigerants.



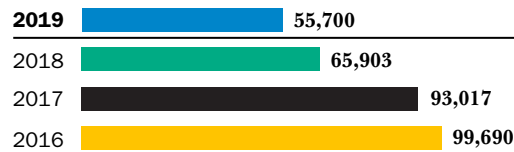
/ Performance Summary



Emissions

Scope 1 & 2 GHG Emissions by Region (MT CO2e)

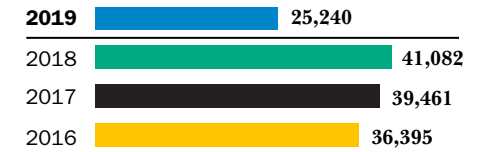
North America



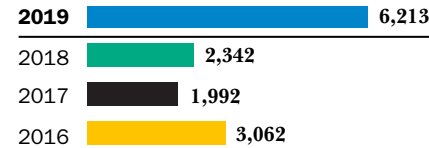
Eastern Asia



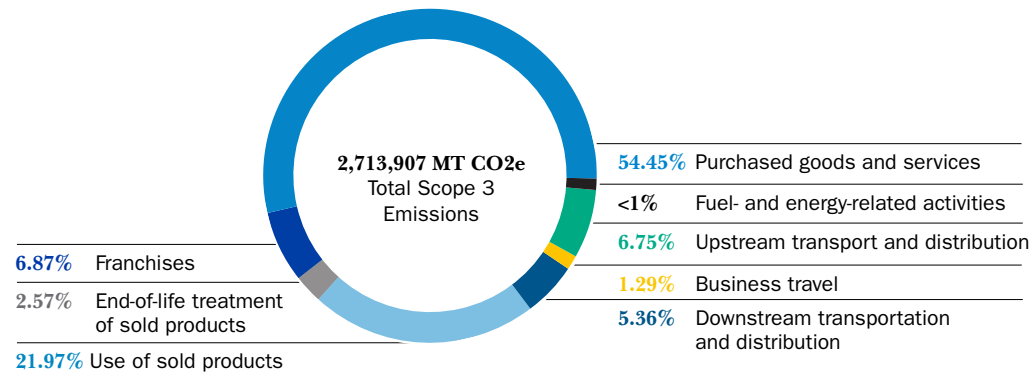
Europe



Other



Scope 3 Emissions by Category



·The categories listed above are in line with the GHG Accounting Protocol – Scope 3 categories

Note:

- In 2018, we restated our 2015 global baseline because we are now using the market-based approach instead of the location-based approach to calculate our footprint. The market-based approach allows us to account for renewable energy in our footprint, whereas the location-based method did not.
- Warehouses include emissions from distribution centers and from PVH Neckwear Factory.
- Offices include emissions from showrooms.
- Includes fugitive emissions from vehicle refrigerants.

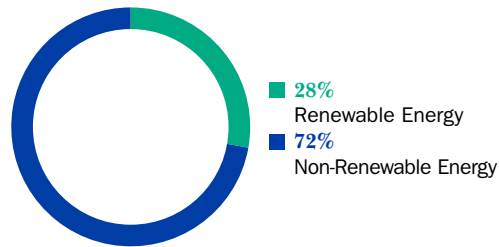


/ Performance Summary

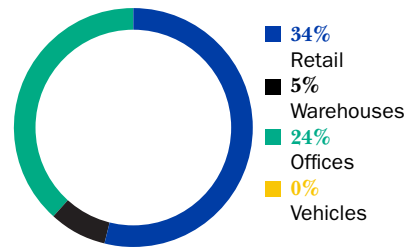


Energy/Electricity

Total Renewable Energy Use



Renewable Electricity Use, by Facility Type



Non-Renewable Electricity Use, by Facility Type (kWh)

Retail	112,098,969
Warehouses	37,354,310
Offices	27,100,409
Vehicles	21,687
Total	176,575,375

Energy Consumption (GJ)

1,485,670

Total Energy Consumption

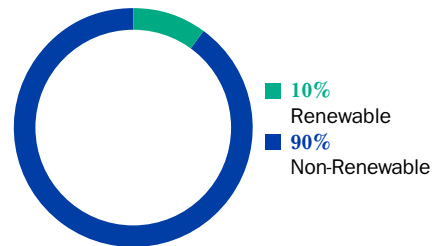
572,333

Total Fuel Consumption

530,361

Total Heating Consumption

Renewable Energy – Supply Chain



Renewable Energy Use, by Region (kWh)

North America	48,387,000
Europe	20,448,792
Total	68,835,792

Note:

- WRI's Corporate GHG Accounting Protocol.
- Data covers electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide.
- Offices include emissions from showrooms.
- Warehouses include emissions from distribution centers and includes fugitive emissions from vehicle refrigerants.
- Almost all natural gas and some propane for heating, and a mixture of gasoline, diesel oil, and compressed natural gas for vehicles.



/ Performance Summary



Waste: Owned & Operated

This represents data from our 2019 waste baseline.*

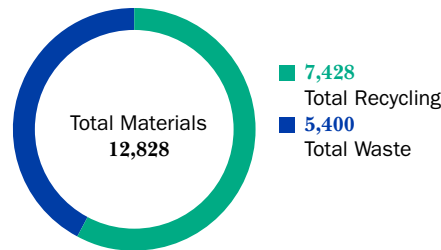
57%

Waste Diverted From Landfill

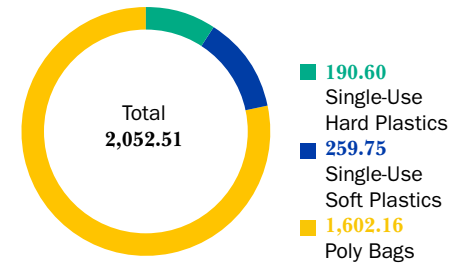
26,453 MT

Total Amount of Non-Hazardous Waste

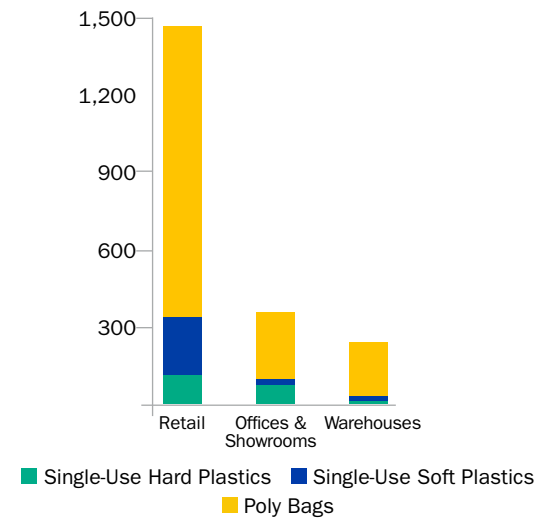
Total Waste Footprint (MT)



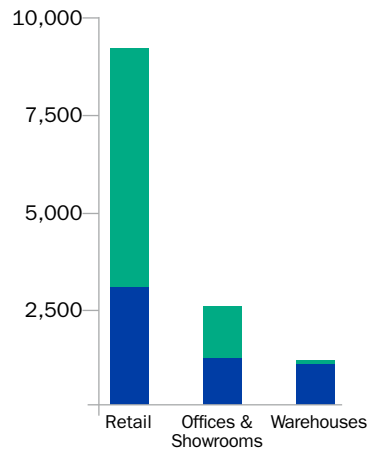
Single-Use Plastics, Global (MT)



Single-Use Plastics, by Facility Type (MT)

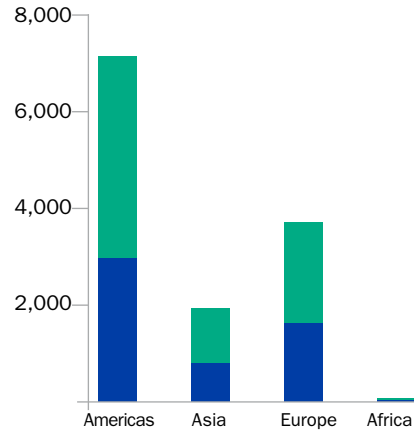


Waste by Facility Type



■ Est. Trash per Year (MT) ■ Est. Recycling per Year (MT)

Waste by Region



■ Est. Trash per Year (MT) ■ Est. Recycling per Year (MT)

* PVH created its global waste baseline in 2019 to identify the current diversion rate from landfill. The baseline was created by:
 · Using the results of 19 waste audits performed across various owned and operated facility types in North America; and
 · Square footage and sales volume data, to scale up the results and findings across our global portfolio.

Note:
 Single-use hard plastics include: drink cups, bottles, food containers, hangers, security tags, neck inserts, plastic utensils. Single-use soft plastics include: shopping bags, general-use plastic bags, trash bags, fast food drink tops and straws, packaging material, plastic labels, tape, snack bags, food wrappers, plastic film/wrap, bubble wrap.





/ Performance Summary



Water

(in cubic meters)

Total Water Use: Owned and Operated and Supply Chain

92,521,783.5



Supply Chain

Total Water Use

92,385,550.5



Owned and Operated

Total Water Use

136,233

Total Water Use by Region and Source

Americas

Rainwater	0.0
Ground Water	73,922.7
Municipal Water	23,111.0
Produced/Process Water	79,471.4
Surface Water	0.0
Waste Water From Other Organizations	0.0

SA

Rainwater	52,195.0
Ground Water	14,273,164.2
Municipal Water	3,173,175.9
Produced/Process Water	4,250,919.6
Surface Water	837,588.0
Waste Water From Other Organizations	0.0

EMEA

Rainwater	7,047.8
Ground Water	8,504,680.6
Municipal Water	1,343,411.8
Produced/Process Water	1,455,297.0
Surface Water	299,658.0
Waste Water From Other Organizations	0.0

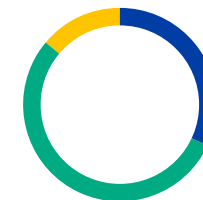
ESA

Rainwater	20,887.4
Ground Water	1,768,130.0
Municipal Water	25,252,417.1
Produced/Process Water	9,955,844.0
Surface Water	17,975,353.0
Waste Water From Other Organizations	3,039,276

Grand Total

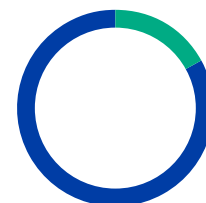
Rainwater	80,130.2
Ground Water	24,619,897.5
Municipal Water	29,792,115.7
Produced/Process Water	15,741,532.0
Surface Water	19,112,599.0
Waste Water From Other Organizations	3,039,276.0

Water Use by Facility Type



- 43,767 Offices
- 73,819 Retail
- 18,648 Distribution centers and warehouses

Water Use by Facility Type



- 15,677,963.83 Tier 1
- 76,707,586.64 Beyond Tier 1

20% of water was recycled across Tier 1 and Tier 2



/ Performance Summary



Materials

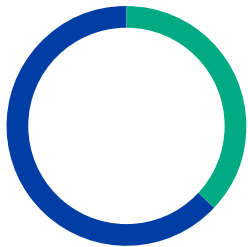
Total Materials Use

27%

(43,402 MT) of total material use was from sustainable materials

Sustainable materials include those with sustainable certifications such as organic and recycled.

Cotton Use by Volume (MT)

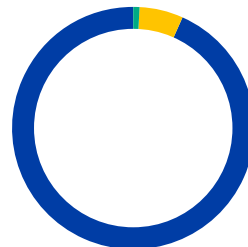


37%: 41,014
Sustainably Sourced
(Better Cotton,
Organic, Recycled)

63%: 68,941
Conventionally Sourced



Sustainable Cotton Use by Volume (MT)



0.1%: 59
Recycled Cotton

5.9%: 2,410
Organic Cotton

94.0%: 38,454
BCI Cotton

In 2019, we sourced an estimated 49% of our cotton as Better Cotton.

Note:

The above represents data from the 2018 fiscal year (which commenced February 5, 2018 and ended on February 3, 2019). Material mapping is a compilation of data that captures the amounts of materials PVH uses in its production within a given time period. This material mapping exercise is essential for measuring and tracking progress against our *Forward Fashion* corporate responsibility goals. The data in this report represents the amount of direct raw materials procured globally throughout the company during fiscal year 2018.

Other Materials Use by Volume

Man Made Cellulosic Fibers (MMCF)
2,861 MT
(including Cellulosics (Non Lyocell), Acetate, Tencel and Lyocell)

Sustainable MMCF
103 MT (3.8%)

Conventional Nylon
8,287 MT
Recycled Nylon
95 MT (1.1%)

Conventional Polyester
20,827 MT
Recycled Polyester
2,190 MT (10.5%)

Down
76 MT
100% of our Down is certified by the Responsible Down Standard

Packaging

74%

Recyclable

Note:

The content provided is vendor sourced, and we are continuously working to improve the quality of the data. This data is dependent on what each supplier can provide and there can be substantial variances year to year. As our teams work together, we are learning every year how to make the collection process more efficient and accurate. This data does not include Tommy Hilfiger.

As part of our annual Scope 3 GHG footprint we report on the emissions from all materials used to make our products. We use the 'Raw Material Source' impact score from the HIGG Materials Sustainability Index ("HIGG MSI") to calculate the total impact from the volume of each type of material present in the company's annual material mapping exercise. The remainder of the impact of the production lifecycle for each material is captured by the HIGG FEM data we received from our suppliers.



/ Performance Summary



Develop Talent



Inclusion & Diversity

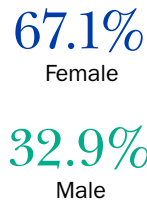
100%

Office associates were provided with unconscious bias module as part of the annual required PVH Complies training program

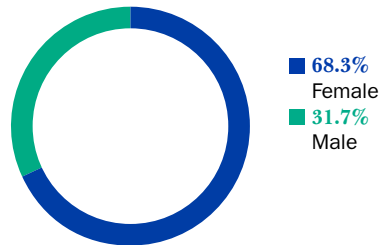
39%

Associates who have taken professional skills or digital literacy course through PVH U

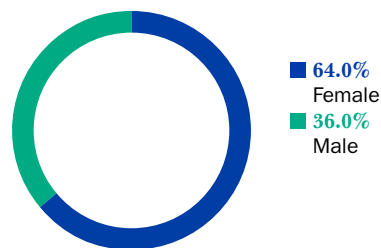
Global Workforce, by Gender



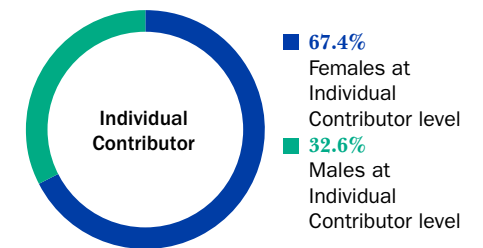
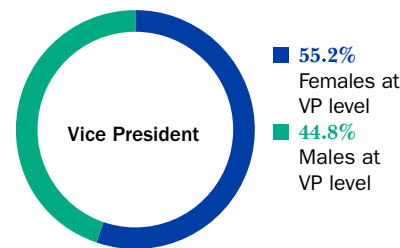
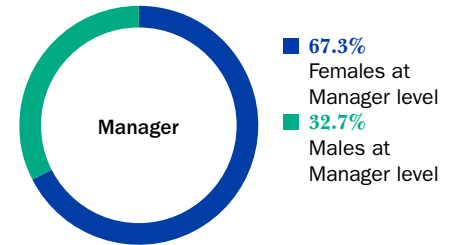
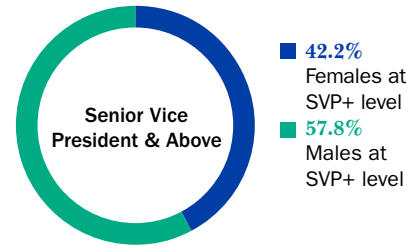
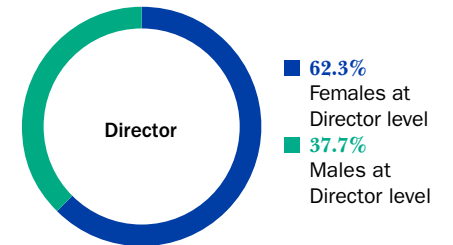
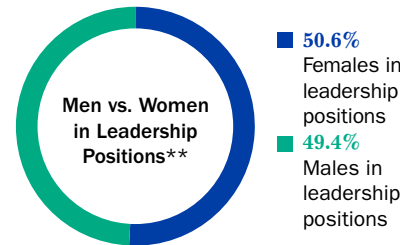
Global Retail & Warehouse Workforce, by Gender



Global Office Workforce, by Gender



Global Workforce, by Gender and Level*



*This data excludes Europe, where it is not reported and not available.

**PVH defines Leadership Positions as VP level and above.



/ Performance Summary

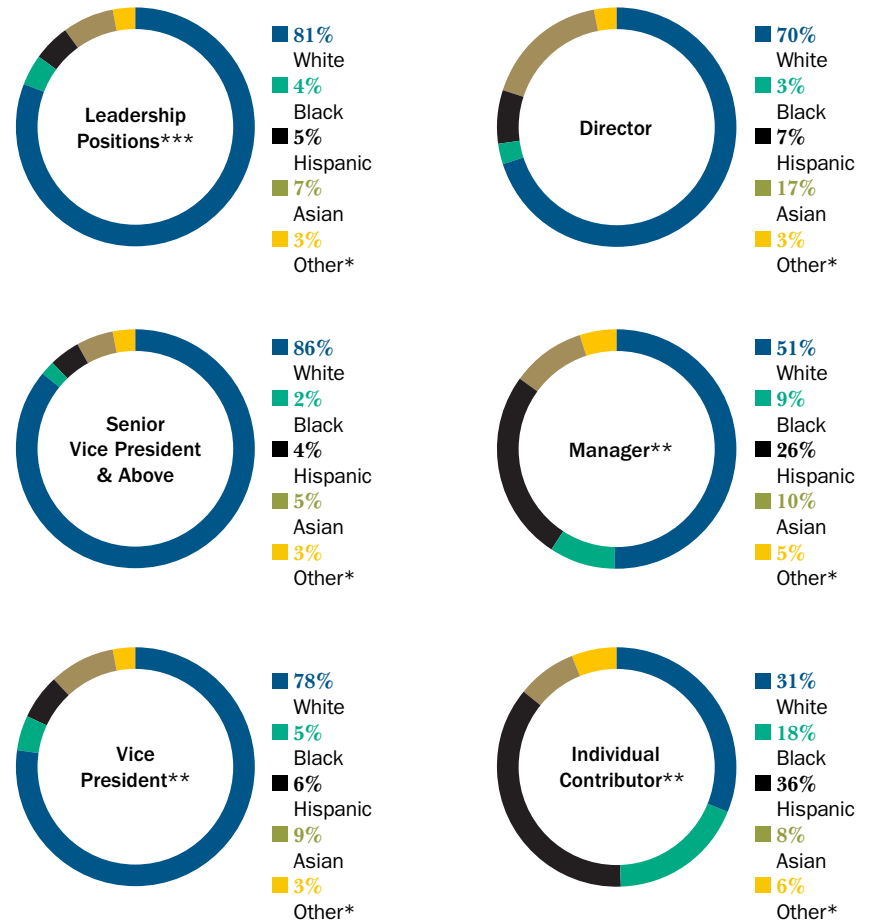


Inclusion & Diversity

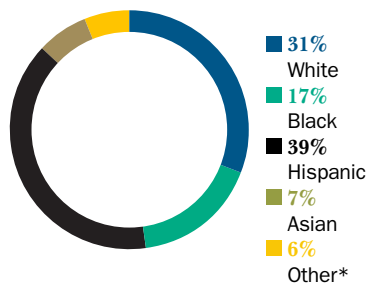
Total U.S. Workforce, by Race/Ethnicity

White	38.6%
Total Non-white	60.9%
Black or African American	15.0%
Hispanic or Latino	32.1%
Asian	8.8%
Multi-ethnic	3.1%
Native Hawaiian or Pacific Islander	1.5%
American Indian or Alaskan Native	0.4%
Declined to self-identify	0.5%

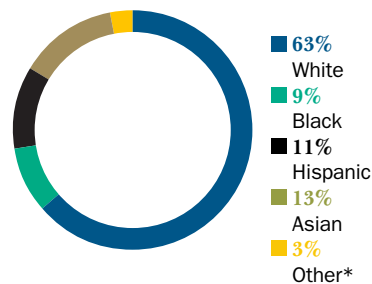
Total U.S. Workforce, by Race/Ethnicity and Level



U.S. Retail & Warehouse Workforce, by Race/Ethnicity



U.S. Office Workforce, by Race/Ethnicity**



*Other includes American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, Multi-ethnic and those who declined to self-identify their race/ethnicity.

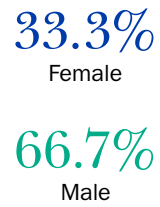
**Due to rounding of underlying data, numbers don't add to 100%.

***PVH defines Leadership Positions as VP level and above.

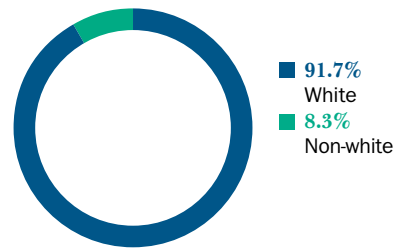


Inclusion & Diversity

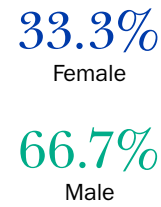
Board Directors, by Gender



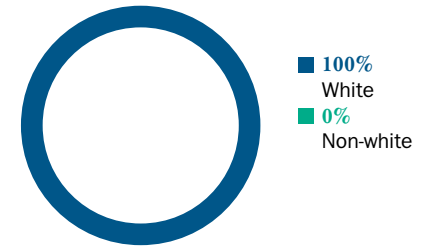
Board Directors, by Race/Ethnicity



Senior Executives*, by Gender



Senior Executives*, by Race/Ethnicity



Board Directors, by Age

Under 30	0%
Age 30-50	8.3%
Over 50	91.7%

*C-Suite and Executive Officers



/ Performance Summary



Inclusion & Diversity

Total New Hires, by Gender*

61.5%

Female

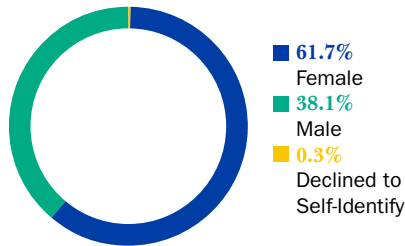
38.2%

Male

0.3%

Declined to Self-Identify

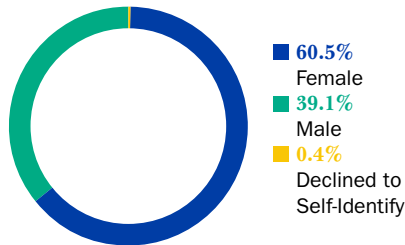
Global Retail & Warehouse New Hires, by Gender*, ***



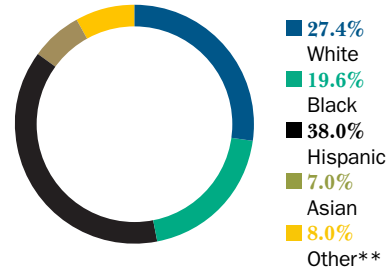
Total U.S. New Hires, by Race/Ethnicity

White	28.8%
Black or African American	19.7%
Hispanic or Latino	35.9%
Asian	7.6%
Multi-ethnic	4.4%
Native Hawaiian or Pacific Islander	2.1%
American Indian or Alaskan Native	0.5%
Declined to Self-Identify	1.0%

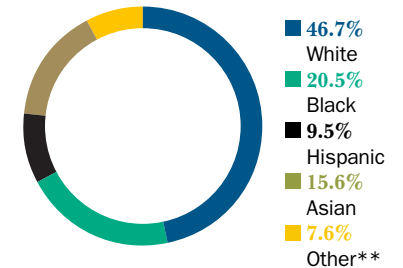
Global Office New Hires, by Gender*



U.S. Retail & Warehouse New Hires, by Race/Ethnicity



U.S. Office New Hires, by Race/Ethnicity***



*This data excludes Europe, where it is not reported and not available.
 **Other includes American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, Multi-ethnic and those who declined to self-identify their race/ethnicity.
 ***Due to rounding of underlying data, numbers don't add to 100%.

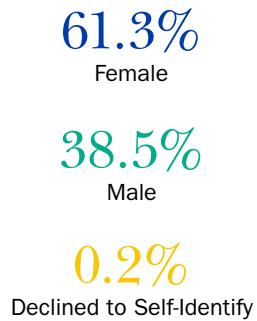


/ Performance Summary

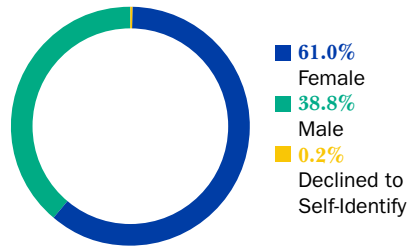


Inclusion & Diversity

Total Turnover, by Gender*



Global Retail & Warehouse Turnover, by Gender*



Total U.S. Turnover, by Race/Ethnicity

White	31.9%
Black or African American	19.2%
Hispanic or Latino	34.1%
Asian	7.0%
Multi-ethnic	4.6%
Native Hawaiian or Pacific Islander	2.1%
American Indian or Alaskan Native	0.5%
Declined to Self-Identify	0.6%

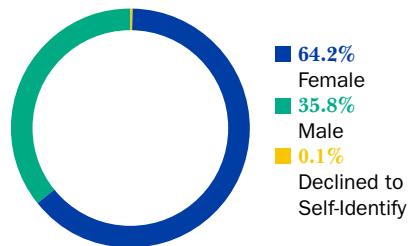
U.S. Retail & Warehouse Turnover

71.6%

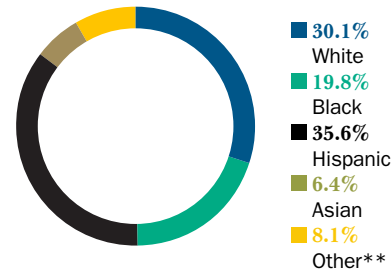
U.S. Office Turnover

19.1%

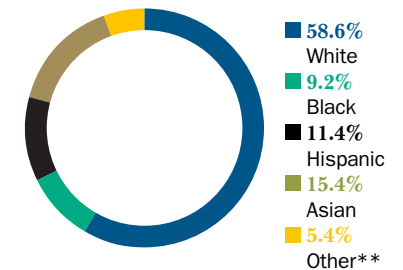
Global Office Turnover, by Gender*, ***



U.S. Retail & Warehouse Turnover, by Race/Ethnicity



U.S. Office Turnover, by Race/Ethnicity



*This data excludes Europe, where it is not reported and not available.
 **Other includes American Indian or Alaskan Native, Native Hawaiian or Pacific Islander, Multi-ethnic and those who declined to self-identify their race/ethnicity.
 ***Due to rounding of underlying data, numbers don't add to 100%.



/ Performance Summary

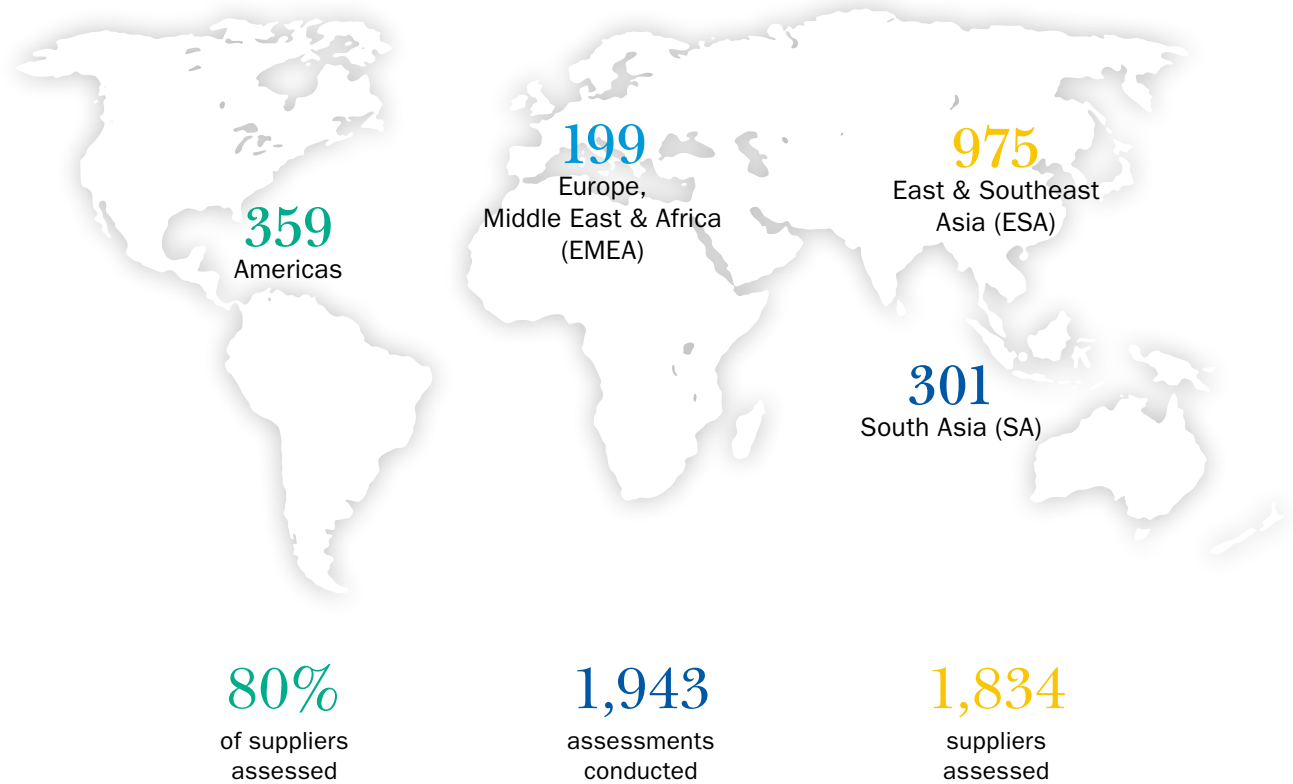


Supplier Social Assessments

Factory Performance (color ratings)*

Gold 3%	Orange — 2 nd 1%
Green 13%	Red 0%
Yellow 63%	White 1%
Orange — 1 st 4%	Gray 15%

Operations Assessed, by Region



*Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH businesses. "Gold" rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. "Green" and "Yellow" ratings indicate that the supplier exceeds or meets code of conduct standards. "Orange-1st" and "Orange-2nd" ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. "Gray" ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category and may undergo a self-assessment, short-form assessment or rating equivalency. "Red" and "White" ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.

Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. Red and white factories are not authorized for production.



/ Performance Summary



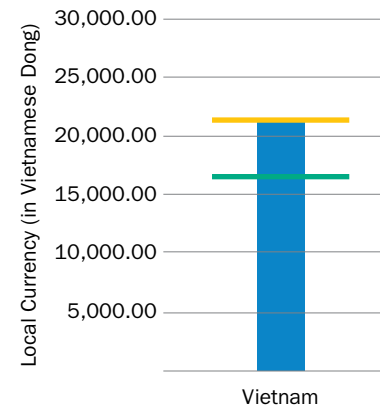
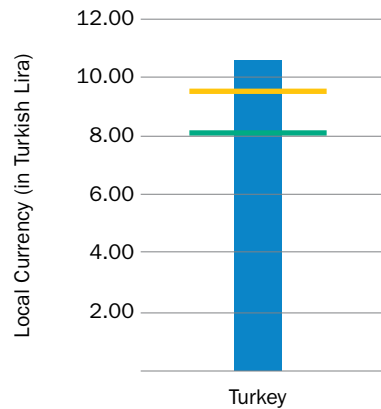
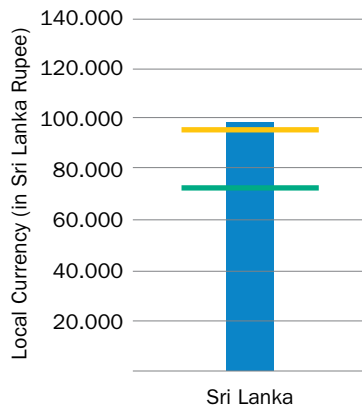
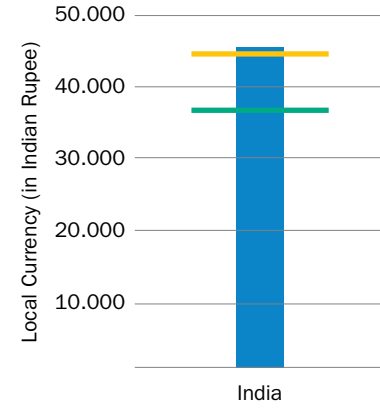
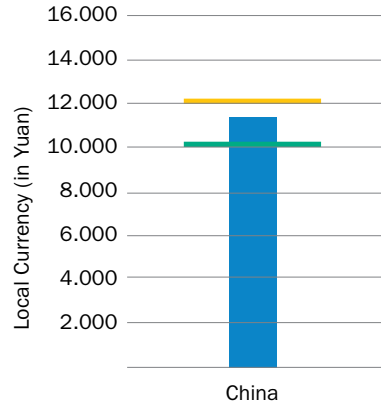
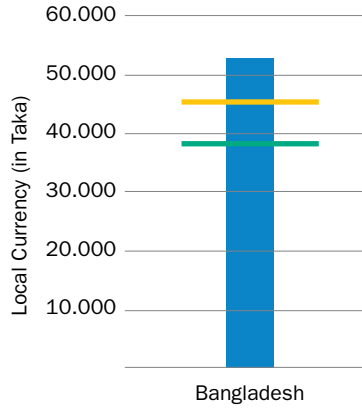
Living Wages

This wage data depicts how average hourly wages paid to workers in PVH supplier factories compare to legal minimum hourly wages and average hourly wages in the apparel sector across sourcing countries constituting 75% of PVH's global FOB value in 2019. PVH is committed to transparency about how we are seeking to advance the payment of living wages and is continuously working to improve how this data is reported.

■ PVH supplier factories' average hourly wage

■ Apparel sector's average hourly wage

■ Legal minimum hourly wage



All values listed in local currency.

All PVH-specific supplier data is based off directly-sourced facilities and does not include facilities in the Better Work program.

All data for the analysis was provided by ELEVATE from its EiQ platform. Wage data captures wage rates for regular working hours and does not include statutory deductions or overtime payments. Source: <https://www.elevatelimited.com/services/analytics/eiq>

Country-specific notes:

Bangladesh: ELEVATE data includes factories located in Export Processing Zones. Better Work does not operate its program in factories within Export Processing Zones.

Vietnam: ELEVATE data represents a subset of PVH supplier factories located in Central Vietnam or not yet onboarded in the Better Work program. Better Work operates in North and South Vietnam, engaging 57% of PVH's supplier factories in Vietnam.



/ Performance Summary



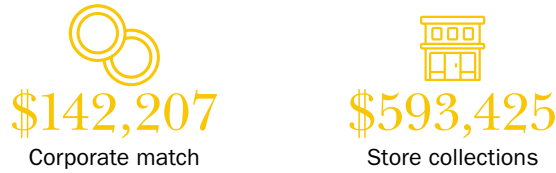
Charitable Giving

This data is from the 2019 calendar year.

Corporate Philanthropic Contributions by Category



Charitable Contributions by Type



Total Volunteer Hours



Total Charitable Giving





Indices





GRI Content Index 2019

All topics follow GRI 2016 Standards, unless otherwise noted.

Disclosure Number and Title	2019 Response		
Organizational Profile			
102-1 Name of the organization	PVH Corp. ("PVH")		
102-2 Activities, brands, products, and services	PVH is one of the most admired fashion and lifestyle companies in the world. We power brands that drive <i>FASHION FORWARD — for good</i> . We manage a diversified brand portfolio, including the <i>CALVIN KLEIN</i> , <i>TOMMY HILFIGER</i> , <i>Van Heusen</i> , <i>IZOD</i> , <i>ARROW</i> , <i>Warner's</i> , <i>Olga</i> and <i>Geoffrey Beene</i> brands as well as the digital-centric <i>True&Co.</i> intimates brand. We market a variety of goods under these and other nationally and internationally known owned and licensed brands. PVH has over 40,000 associates operating in more than 40 countries and generated \$9.9 billion in revenues in 2019. That's the Power of Us. That's the POWER OF PVH.		
102-3 Location of headquarters	200 Madison Avenue, New York, NY 10016		
102-4 Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	PVH Form 10K, Page 1		
102-5 Ownership and legal form	PVH is a publicly traded company listed on the New York Stock Exchange.		
102-6 Markets served	PVH Form 10K, Pages 1-2		
102-7 Scale of the organization	PVH Form 10K, Pages 1-8		
102-8 Information on employees and other workers	<table border="0"> <tr> <td data-bbox="762 937 1392 1317"> <p>Employees by employment type:</p> <p>Female, full-time: 13,583 Female, part-time: 10,872 Female, grand total: 24,455</p> <p>Male, full-time: 7,016 Male, part-time: 4,954 Male, grand total: 11,970</p> <p>All, full-time: 20,599 All, part-time: 15,826 All, grand total: 36,425 57% of all jobs are full-time</p> </td> <td data-bbox="1392 937 2009 1317"> <p>Employees by region:</p> <p>Asia Pacific — 5,069 Europe — 12,350 South America — 648 North America — 18,311 Africa — 47</p> </td> </tr> </table>	<p>Employees by employment type:</p> <p>Female, full-time: 13,583 Female, part-time: 10,872 Female, grand total: 24,455</p> <p>Male, full-time: 7,016 Male, part-time: 4,954 Male, grand total: 11,970</p> <p>All, full-time: 20,599 All, part-time: 15,826 All, grand total: 36,425 57% of all jobs are full-time</p>	<p>Employees by region:</p> <p>Asia Pacific — 5,069 Europe — 12,350 South America — 648 North America — 18,311 Africa — 47</p>
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102-9 Supply chain	PVH Global Supply Chain PVH Factory List Disclosure		
102-10 Significant changes to the organization and its supply chain	No significant changes.		

**Disclosure Number and Title****2019 Response****Organizational Profile (continued)**

102-11 Precautionary Principle or approach	We consider the precautionary principle as a key component of the organization's management of risks related to people, environment and communities. Notably, the precautionary principle was an important guiding principle in the development of PVH's Chemical Management Commitment and Action Plan.
102-12 External initiatives	<p>General CR/Sustainability — American Apparel & Footwear Association (AAFA), Business for Social Responsibility (BSR), Fordham University Gabelli School of Business, Sustainable Apparel Coalition (SAC), UN Global Compact, Women's Empowerment Principles Human Rights & Safe Workplaces — Accord on Fire and Building Safety in Bangladesh ("The Accord"), ACT, Better Work, Responsible Labor Initiative, Ronald McDonald House New York, SAC, Safe Horizon, Save the Children, Social and Labor Convergence Project (SLCP), UN Guiding Principles on Human Rights, World Vision</p> <p>Inclusion & Diversity — CEO Action to Promote Diversity & Inclusion, CFDA, NEST, P.A.C.E., Plan International, UKAID, UN Free and Equal Campaign, USAID, Women's Empowerment Principles</p> <p>Environmental Sustainability — AFIRM Group, Apparel Impact Institute, Better Cotton Initiative (BCI), Business for Social Responsibility, Business Renewables Center (BRC), Canopy, CEO Water Mandate, Ellen MacArthur Foundation, Fabscrap, Fashion for Good, G7 Fashion Pact, Global Fashion Agenda, How2Recycle program, Plug and Play, RE100, REBA, SAC, Science-based Targets Initiative (SBTi), Sustainable Apparel Coalition, Sustainable Packaging Coalition, Textile Exchange, The UN CEO Water Mandate, UN Fashion Charter for Global Climate Action, UN Global Compact, WWF International, ZDHC, Zero Discharge of Hazardous Chemicals (ZDHC) Programme</p>
102-13 Memberships of associations	<p>Leadership Positions:</p> <ul style="list-style-type: none"> • Emanuel Chirico, CEO, is on the Board of Dick's Sporting Goods, Board of Trustees for Montefiore Medical Center, Board of Trustees for Save the Children and on the Board of the UN Global Compact • Melanie Steiner, Chief Risk Officer, is on Advisory Board for Change Fashion Challenge at New York Academy of Sciences and is a Board Member for Fashion for Good • Marissa Pagnani McGowan, Senior Vice President of Corporate Responsibility, sits on the Steering Committee of the Global Fashion Agenda, and previously sat on the Steering Committee of the Bangladesh Accord <p>PVH Representation:</p> <ul style="list-style-type: none"> • Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Advisory Council, part of other working groups and task teams, including transparency working group and European Policy working group • SLCP: Signatory member, Technical Advisory Committee and other working groups • Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group • Apparel Impact Institute: Founding brand • BSR: Responsible Luxury Initiative (ReLI) working group Maximizing Worker Engagement, HERproject • AFIRM: Four committees: Training, RSL, Public Policy and Compliance, and we lead the packaging RSL committees • ZDHC: Wastewater, Audit protocol and MRSL working groups • AAFA: Environmental Committee initiative • Better Work: PVH CR VP sits on the Advisory Committee for Better Work representing North American brands, founding brand of Better Work Academy • Responsible Labor Initiative: PVH CR Senior Manager is on the Steering Committee • ACT: Working groups focused on Purchasing Practices Communications, and Accountability & Transparency • CEO Water Mandate: Apparel Industry working initiative • Nest: Steering Committee
Strategy	
102-14 A statement from the most senior decision-maker of the organization	See our CEO's letter in the 2019 CR Report.



Disclosure Number and Title

2019 Response

102-15	Provide a description of key impacts, risks, and opportunities	PVH Materiality Assessment
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Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	PVH's Values
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102-17	Mechanisms for advice and concerns about ethics	<p>Associates and workers can report any suspected policy violations, inappropriate behavior and unethical practices via Tell PVH, our global reporting hotline. Tell PVH creates a direct channel for open and anonymous communication to report concerns about misconduct and violations of our code of conduct and to ensure that concerns are heard and addressed in a timely manner. Since 2017, Tell PVH is open to all workers in our supply chain, in addition to PVH associates. To ensure that our supply chain workers are aware of Tell PVH, auditors hand out information cards to workers during PVH CR assessment. Tell PVH acts as a channel for PVH to capture and address concerns or complaints raised by the people who work for us directly and indirectly in our supply chain. Workers and associates, subject to certain legal limitations, can report any suspected policy violations, inappropriate behavior and unethical practices via the hotline. In the majority of cases, they can make reports anonymously, either online or by telephone, in one of 15 languages. We provide regular updates to the associate or worker concerned, who can also track the progress of the complaint online. When we receive a worker grievance, either from the worker directly or via a union or NGO, CR associates document the issue and escalate it immediately to our CR leadership via a weekly reporting and escalation process that is documented through a standard operating procedure, from factory notification through executive review. The corporate and regional CR teams coordinate to address the issue by engaging the worker, factory managers, the relevant PVH sourcing team and potentially third parties. The CR team verifies the validity of the claim, arranges appropriate investigations and works with relevant parties to address any gaps. All parties are kept informed of developments. The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities. We had 18 supply chain grievances in 2019: 8 from Tell PVH, 8 from workers, and 2 from unions. All are considered resolved.</p>
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Governance

102-18	Governance structure	PVH Corporate Governance
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Stakeholder Engagement

102-40	List of stakeholder groups	<p>Associates, investors, suppliers, workers in our supply chain, nongovernmental organizations (“NGOs”), industry associations and multistakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers.</p> <p>Please see our most recent Materiality work here.</p>
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102-41	Collective bargaining agreements	PVH Form 10K, Page 15
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102-42	Identifying and selecting stakeholders	PVH Materiality Assessment
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102-43	Approach to stakeholder engagement	PVH Materiality Assessment
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102-44	Key topics and concerns raised	PVH Materiality Assessment
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Reporting Practice

102-45	Entities included in the consolidated financial statements	Notes to consolidated financial statements — See 2019 Annual Report, Pages 110-164.
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102-46	Defining report content and topic Boundaries	PVH Materiality Assessment
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102-47	List of material topics	PVH Materiality Assessment
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**Disclosure Number and Title****2019 Response****Reporting Practice (continued)**

102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	PVH Materiality Assessment
102-50	Reporting period	Fiscal year 2019. If any data points are reported as other than fiscal year, this is noted.
102-51	Date of most recent previous report	May 2019
102-52	Reporting cycle	Annual
102-53	Provide the contact point for questions regarding the report or its contents	cr@pvh.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	responsibility.pvh.com/resources/
102-56	External assurance	This report has not received external verification. We are continuing to build our internal processes to allow for consistent data collection and enhancement of verification.

Economic Performance

103-1	Economic Performance	PVH 2019 Annual Report
201-1	Direct economic value generated and distributed	PVH 2019 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	PVH 2019 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	PVH 2019 Annual Report
201-4	Financial assistance received from government	No financial support was needed from the U.S. Government in 2019.

**Disclosure Number and Title****2019 Response****Anti-Corruption**

103-1 Explanation of the material topic and its Boundary	We understand the importance of implementing strong policies and procedures around bribery and anti-corruption. We have systems in place to train associates on ways to identify and report potential cases of bribery and/or corruption. Legal and Compliance personnel also conduct ongoing risk assessments. We strive to ensure that all of our policies and procedures reflect our commitment to upholding the highest moral, ethical and legal standards in everything we do. In order to help our associates understand our policies and procedures, we require mandatory in-person and online compliance training, in local languages. To measure effectiveness, internal and external auditors conduct periodic reviews of our anti-corruption program at the global, regional, country and business unit levels. Our policy development and distribution, training and assessments are reported to our key stakeholders. We engage senior management, Legal, Audit, HR, Corporate Responsibility and key business leaders in every geography in which we do business to assist with the dissemination and socialization of our program, policies and procedures.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
205-1 Operations assessed for risks related to corruption	We have identified our supply chain as the main risk area of our operations. All suppliers are required to go through our social assessment program.
205-2 Communication and training about anti-corruption policies and procedures	100% — We require that all PVH associates, as well as PVH Board members, participate in PVH Complies, our compliance training program consisting of online courses on key topics that include our Code of Business Conduct and Ethics, anti-bribery and anti-corruption policies and legislation, insider trading and conflicts of interest. For more information see our Code of Conduct.
205-3 Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.



Disclosure Number and Title

2019 Response

Materials

103-1 Explanation of the material topic and its Boundary	<p>Our sustainable materials strategy focuses on sourcing with more environmental and social considerations in respect of all materials, including natural, synthetic and animal-based. We are taking action in relation to each of these three categories based on volume, risks and new market opportunities and work with each business division to determine which initiatives make the most sense for its business priorities. With the release of our 2018 CR Report, we launched our target around sustainable materials. Our target is to sustainably source 100% of PVH's cotton and viscose by 2025, and 100% of polyester by 2030.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	<p>We conducted a global materials mapping exercise to inform our sustainable materials strategy. Considering the volumes of various raw material types, as well as business risks and opportunities, we identified priority areas of focus within natural, synthetic and animal-based raw material categories. To implement this strategy, we are introducing new resources, tools and trainings to our raw materials and design teams to enable them to incorporate sustainability considerations into their daily activities.</p> <p>Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for us. Cotton represents nearly 70% of our raw material use, so we have a great need and opportunity to invest in sourcing more sustainable cotton. We are taking a portfolio approach to sustainable cotton by procuring and supporting the market growth for a variety of more sustainable cotton sources. As our program continues to evolve, we are continuously addressing the need to move further into our materials supply chain due to the high level of impact at the growing/milling stage. A core component of our global sustainable cotton program is sourcing Better Cotton, which is produced by farmers in a way that is measurably better for the environment and farming communities.</p> <p>In terms of synthetic fibers, several of our divisions are taking a lead on initiating the procurement of recycled or upcycled fibers with a view to scale these efforts, where appropriate. We are also continuously identifying opportunities for all our divisions to feature products made with recycled polyester, with the aim of eventually sourcing recycled polyester whenever possible.</p> <p>Responsible sourcing of animal-based materials has become an increasingly important issue to our company and stakeholders. Although these materials represent a very small portion of our global material footprint, we rolled out a global animal welfare policy in 2017. The policy addresses animal-based materials across seven categories, including wool, leather and down. We refer to the "Five Freedoms" concept, promoted by the World Organization for Animal Health (OIE), as the guiding principles for our animal welfare policies. PVH has discontinued the use of angora in our products. Additionally, animal fur, as defined by Fur Free Retailer, is prohibited, and all products containing synthetic fur must be labeled appropriately. PVH believes the sheep and goats that produce wool for our products should be treated responsibly and raised on farms that preserve land health. We became members of the Textile Exchange (TE), and we intend to use their Responsible Wool Standard (RWS) wool in our products moving forward in order to support our commitment to this goal. We also have made the decision to remove all mohair products by 2020 due to concerns about its production. In addition, we will explore other standards introduced in the market. PVH does not allow down and/or feathers from birds that have been live plucked or force fed. We also require that down used in our products be certified by the Textile Exchange's Responsible Down Standard (RDS) to ensure it has been sourced responsibly. PVH is committed to sourcing exotic skins in a responsible manner. PVH does not source exotic skins from any endangered or threatened species, as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) in its red list. We strive to improve traceability and collaborate on responsible sourcing practices for exotic skins. All leather must be a byproduct of the meat industry. Additionally, PVH is actively exploring commercially viable substitutes to animal-based materials that meet the needs of our brands and customers. These changes will be reflected in products that will be in stores and e-commerce sites from 2019 and onward.</p> <p>As a step toward achieving our <i>Forward Fashion</i> commitment to procuring sustainable viscose, PVH joined the CanopyStyle initiative in 2019, spearheaded by the not-for-profit Canopy, which has galvanized brands and retailers to eliminate the sourcing of wood-derived fabrics from endangered species habitats and ancient and endangered forests by 2020. Furthermore, PVH will continue its work with the Leather Working Group and Textile Exchange to better assess and implement responsible leather sourcing practices. We have also banned the sourcing of leather from endangered species habitats and ancient and endangered forests. Additionally, initiatives undertaken to achieve our Innovate for Circularity and Regenerate Materials targets support this effort.</p>

**Disclosure Number and Title****2019 Response****Materials (continued)**

301-1 Materials used by weight or volume	<p>Top 5 Materials by Volume</p> <table border="1"> <thead> <tr> <th></th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Cotton</td> <td>109,956</td> </tr> <tr> <td>Conventional Cotton</td> <td>68,941</td> </tr> <tr> <td>Better Cotton*</td> <td>38,545</td> </tr> <tr> <td>Organic Cotton</td> <td>2,410</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Total Polyester</td> <td>23,016</td> </tr> <tr> <td>Conventional Polyester</td> <td>20,827</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Total Nylon</td> <td>8,382</td> </tr> <tr> <td>Conventional Nylon</td> <td>8,287</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Total Viscose</td> <td>2,862</td> </tr> <tr> <td>Acetate</td> <td>169</td> </tr> <tr> <td>Cellulosics (non Lyocell)</td> <td>2,589</td> </tr> <tr> <td>Lyocell</td> <td>44</td> </tr> <tr> <td>Tencel</td> <td>59</td> </tr> <tr> <td>Elastane, Spandex, & Lycra</td> <td>2,718</td> </tr> </tbody> </table> <p>*BCI focuses on sustainable farming practices and does not require physical segregation of the BCI cotton from conventional cotton.</p>		2019 Tonnage (MT)	Total Cotton	109,956	Conventional Cotton	68,941	Better Cotton*	38,545	Organic Cotton	2,410	Recycled Cotton	59	Total Polyester	23,016	Conventional Polyester	20,827	Recycled Polyester	2,190	Total Nylon	8,382	Conventional Nylon	8,287	Recycled Nylon	95	Total Viscose	2,862	Acetate	169	Cellulosics (non Lyocell)	2,589	Lyocell	44	Tencel	59	Elastane, Spandex, & Lycra	2,718	<p>Top 5 Sustainable Materials by Volume</p> <table border="1"> <thead> <tr> <th>Material</th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Sustainable Materials</td> <td>43,402</td> </tr> <tr> <td>Sustainable Cotton</td> <td>41,014</td> </tr> <tr> <td>Better Cotton*</td> <td>38,545</td> </tr> <tr> <td>Organic Cotton</td> <td>2,410</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Sustainable Polyester</td> <td>2,190</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Sustainable Polyester</td> <td>95</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Sustainable Viscose</td> <td>103</td> </tr> <tr> <td>Lyocell</td> <td>44</td> </tr> <tr> <td>Tencel</td> <td>59</td> </tr> <tr> <td>Sustainable Wool</td> <td>1</td> </tr> <tr> <td>Recycled Wool</td> <td>1</td> </tr> </tbody> </table>	Material	2019 Tonnage (MT)	Total Sustainable Materials	43,402	Sustainable Cotton	41,014	Better Cotton*	38,545	Organic Cotton	2,410	Recycled Cotton	59	Sustainable Polyester	2,190	Recycled Polyester	2,190	Sustainable Polyester	95	Recycled Nylon	95	Sustainable Viscose	103	Lyocell	44	Tencel	59	Sustainable Wool	1	Recycled Wool	1
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Conventional Polyester	20,827																																																																			
Recycled Polyester	2,190																																																																			
Total Nylon	8,382																																																																			
Conventional Nylon	8,287																																																																			
Recycled Nylon	95																																																																			
Total Viscose	2,862																																																																			
Acetate	169																																																																			
Cellulosics (non Lyocell)	2,589																																																																			
Lyocell	44																																																																			
Tencel	59																																																																			
Elastane, Spandex, & Lycra	2,718																																																																			
Material	2019 Tonnage (MT)																																																																			
Total Sustainable Materials	43,402																																																																			
Sustainable Cotton	41,014																																																																			
Better Cotton*	38,545																																																																			
Organic Cotton	2,410																																																																			
Recycled Cotton	59																																																																			
Sustainable Polyester	2,190																																																																			
Recycled Polyester	2,190																																																																			
Sustainable Polyester	95																																																																			
Recycled Nylon	95																																																																			
Sustainable Viscose	103																																																																			
Lyocell	44																																																																			
Tencel	59																																																																			
Sustainable Wool	1																																																																			
Recycled Wool	1																																																																			
301-2 Recycled input materials used	<table border="1"> <thead> <tr> <th>Material</th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Recycled Materials</td> <td>2,344</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Recycled Wool</td> <td>1</td> </tr> </tbody> </table>	Material	2019 Tonnage (MT)	Total Recycled Materials	2,344	Recycled Cotton	59	Recycled Nylon	95	Recycled Polyester	2,190	Recycled Wool	1																																																							
Material	2019 Tonnage (MT)																																																																			
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Recycled Polyester	2,190																																																																			
Recycled Wool	1																																																																			
301-3 Reclaimed products and their packaging materials	<p>In 2019 we launched a U.S.-wide internal clothing takeback campaign to test and learn how we can repurpose postconsumer used materials, as we work towards producing circular products at scale. The over 3,300 pounds of gently worn garments donated are enabling us to test new mechanical and chemical recycling technologies, industrial upcycling into insulation, and repair and re-commerce opportunities.</p>																																																																			



Disclosure Number and Title

2019 Response

Water & Effluents (GRI Standards 2018)

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

Water is used at every stage of our product life cycles — from growing raw materials (such as cotton) to dyeing, tanning, printing and finishing garments, to the way consumers launder clothes. It is vital that we take steps to safeguard water resources in our sourcing countries, especially as the global population expands, increasing pressure on the world's available fresh water supplies. Access to safe water is a human right, and water and sanitation are essential for communities to thrive. The United Nation's SDG 6 sets a target for achieving safe, sustainably managed water for all by 2030. In support of this, we developed a global water strategy to safeguard and preserve water resources in the communities where we manufacture. We aim to ensure continuity and quality of water supply for community members and our business. We have used a number of different resources, insights and tools to develop a comprehensive global water strategy. The strategy is informed by our UN CEO Water Mandate commitment, a global water risk analysis conducted by WWF and insights into the life cycle impacts of our products. Additionally, we have been leveraging the Zero Discharge of Hazardous Chemicals ("ZDHC") Programme's work, notably its new Manufacturing Restricted Substances List ("MRSL") and Wastewater Guidelines. We have also taken steps to gain greater insight into our Level 1 and 2 suppliers' water use, particularly through the SAC's Higg Index Facilities Environmental Module ("FEM").

Our water strategy focuses on reducing water use in our own facilities, across our supply chain, at the product level (by introducing technologies such as waterless dyeing) and within our sourcing communities. PVH initiated a water risk assessment that accounted for approximately 90% of all Level 1 suppliers and strategic Level 2 suppliers. PVH collected the location of suppliers uploaded onto the WWF-DEG Water Risk Filter. Using the criteria provided by the Water Risk Filter, determinations were made on each facility's water risk based on calculations of physical, regulatory and reputational risk. The WWF Water Risk Filter Tool gave us initial insights as to the regions where our suppliers are located and the associated basin risks. This assessment provided the foundation of our water strategy that aims to preserve and safeguard water resources to ensure the continuity and quality of water supply for our operations and the communities where our goods are produced.

In an effort to reduce water use and contribute to water conservation, PVH has created a robust program that focuses on tracking and reducing use at our own facilities (stores, offices, warehouses, distribution centers, neckwear factory and joint venture shirt factory), as well as within our supply chain, driven largely through our rollout of the SAC Higg FEM and membership in the SAC Apparel Impact Institute. We are also exploring various product and process innovations that will lead to less water use, such as Tommy Hilfiger's Low Impact Denim program. Finally, we took a major step in 2017 to drive important water stewardship work through new partnerships with WWF and GIZ's International Water Stewardship Programme. The partnership will serve as the foundation of our water stewardship strategy and focus on four key areas:

1. Examining and improving water use in our supply chain
2. Evolving our sustainable materials strategy
3. Embarking on water stewardship projects
4. Working to implement SDG 6

Each of our businesses will contribute to WWF's stewardship work by sponsoring a critical water basin in one of our strategic sourcing destinations. Tommy Hilfiger will continue to support work in the Mekong River in Vietnam and the Taihu River in China. Calvin Klein will support the first of its kind of work in the region of the Cauvery River in India. Additionally, our Heritage Brands business will support our work in Preserving Lake Hawassa in Ethiopia, where we are already reducing water use through the Zero Liquid Discharge (ZLD) plant at the Hawassa Industrial Park which recycles more than 90% of the water used in the park. Together, PVH and WWF will identify water risks and engage in collective efforts to advance water conservation activities for local communities in other strategic sourcing locations across the globe. We aim to be inclusive with our partnerships in the locations where we work and live. With the involvement of WWF, we are co-initiating a multistakeholder collaboration with GIZ's International Water Stewardship Programme and are identifying opportunities through the UN CEO Water Mandate to work collectively with apparel companies in additional strategic sourcing communities.

PVH has also taken measures to reduce the water impact of products by sourcing more sustainable raw materials and by establishing a program to reduce the water consumption in the denim finishing process. Our Tommy Hilfiger business conducted a pilot project to explore different finishing techniques for its denim products, helping suppliers to adopt practices that significantly reduce water and energy consumption and require less chemical use per garment. Participating suppliers used the Environmental Impact Measuring software, a tool from Jeanologia that assesses the environmental impact of various garment finishing processes. The methodology encourages suppliers to use renewable energy, recycled water and more sustainable technologies (e.g., laser and ozone, which are water and chemical free).

**Disclosure Number and Title****2019 Response****Water & Effluents (GRI Standards 2018) (continued)**

303-1	Interactions with water as a shared source	Omission reason: PVH does not collect data of sufficient quality to enable reporting.
303-2	Management of water discharge-related impacts	<p>The PVH CR Supply Chain Guidelines require that the quantity and quality of all wastewater comply with relevant permits.</p> <p>PVH suppliers are obligated to follow all legal requirements for wastewater generated and disposed. In particular, suppliers should maintain valid wastewater and waste disposal permits to ensure compliance with all applicable laws and regulations.</p> <p>To manage wastewater in a way that will remove hazardous chemicals from the supply chain, we encourage suppliers to go beyond legal requirements, for example, application of the ZDHC Wastewater Guidelines and more advanced wastewater treatment technologies.</p>
303-3	Water withdrawal	Omission reason: PVH does not collect data of sufficient quality to enable reporting
303-4	Water discharge	
303-5	Water consumption	

Emissions

103-1	Explanation of the material topic and its Boundary	<p>Climate change is one of the greatest challenges facing us today. At PVH, we are committed to playing our part in reducing GHG emissions and combating climate change, in line with the United Nations Framework Convention on Climate Change Paris Agreement. We are taking steps to lower our GHG footprint by cutting energy consumption, increasing energy efficiency and using more renewable energy at our facilities and across our supply chain.</p> <p>Our commitment extends beyond measuring and reducing energy consumed in our own operations (Scope 1) and purchased electricity (Scope 2) emissions. We are also committed to measuring and reducing our indirect emissions (Scope 3), including emissions generated through third-party logistics and distribution of goods, business travel and those arising through purchased goods and services, including impacts from our supply chain and procurement.</p> <p>We measure our GHG reduction progress against our global 2015 owned and operated baseline, which reflects data provided by approximately 2,300 PVH facilities (including offices, stores and warehouses) in 40 countries. We established our Scope 3 baseline in 2017, have reported our 2018 footprint, and worked toward and established our Science Based Targets initiative (SBTi) target in 2019, which includes a 30% reduction in global supply chain emissions by 2030. PVH tracks reductions against our global GHG footprint through our commitment to the UN Fashion Charter Industry for Climate Action — to reduce emissions across Scope 1, 2 & 3 by 30% by 2030.</p> <p>Associates from our facilities around the world, including facility managers, office administrators, IT teams and travel coordinators, play a critical role in helping to monitor, report and analyze energy use. These associates also champion local GHG reduction efforts. Through our multi-year energy reduction strategy, we aim to generate both environmental and financial savings, focusing initially in North America and Europe, and prioritizing energy reduction and efficiency in our retail stores. Our GHG reduction initiatives center on reducing consumption (e.g., by controlling temperature and lighting at all our stores), improving energy efficiency (e.g., by switching to LED lighting and updating air conditioning), and sourcing more renewable energy. We also plan to implement a centralized energy management system, starting with North America Retail, to measure and manage our building energy use.</p> <p>For more data and information on our energy/electricity use please see our CR Report Performance Summary.</p>
103-2	The management approach and its components	
103-3	Evaluation of the management approach	



Disclosure Number and Title

2019 Response

Emissions (continued)

305-1 Direct (Scope 1) GHG emissions

a. 33,776 metric tons of CO₂e
 b. CO₂, CH₄, N₂O, HFC 134a, R-410A, HCFC-22
 c. n/a
 d.
 i. & ii. 2015. 41,293 metric tons of CO₂e
 2015 was the first year that we have conducted a global GHG footprint. Scope 1 emissions decreased between 2015 and 2017 due to:

- Decreased consumption of natural gas.
- Increased primary data availability (improved tracking of natural gas for North America Retail and replaced some modelled figures).

From 2017 to 2018, Scope 1 emissions increased due to two factors:

- First, about 6% more facilities were added which consume natural gas.
- Second, the overall square footage of PVH facilities increased by 24%, leading to higher modelled values for the majority of sites.

From 2018 to 2019, Scope 1 emissions decreased mostly due to the closing of a number of facilities.

iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation.

e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.

f. Operational control

g. WRI's Corporate GHG Accounting Protocol. Data covers refrigerants, fuel and natural gas consumed by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe. Scope 1 = 33,776 MT CO₂e. Offices = 9,857, Retail = 71,315, Warehouses = 19,894, Vehicles = 3,080. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and vehicles includes fugitive emissions from vehicle refrigerants.

305-2 Energy indirect (Scope 2) GHG emissions

a. 94,536 metric tons of CO₂e
 b. 70,369 metric tons of CO₂e
 c. CO₂, CH₄, N₂O
 d.
 i. & ii. 2015. 106,055 metric tons of CO₂e (market-based).
 2015 was the first year that we had conducted a global GHG footprint. Scope 2 emissions increased between 2015 and 2017 due to:

- New facilities opened and increased electricity consumption.

Scope 2 emissions decreased between 2017 and 2018 due to:

- The purchase of renewable energy credits in North America and the Netherlands, reducing over 31,000 metric tons of CO₂e.
- Improved tracking of electricity for North America Retail resulting in a 2% decrease in modelled data.

Scope 2 emissions decreased further between 2018 and 2019 due to:

- The increased purchase of renewable energy credits throughout Europe
- The closing of facilities
- Increased primary data
- Updated emission factors

iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation.

e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.

f. Operational Control

g. WRI's Corporate GHG Accounting Protocol. Data covers electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory, and retail facilities worldwide. Scope 2 = 70,369 MT CO₂e. Offices = 9,857, Retail = 71,315, Warehouses = 19,894, Vehicles = 3,080. Offices include emissions from showrooms. Warehouses include emissions from distribution centers.

**Disclosure Number and Title****2019 Response****Emissions (continued)**

305-3 Other indirect (Scope 3) GHG emissions	<p>a. 2,961,960 metric tons of CO₂e</p> <p>b. CO₂, CH₄, N₂O</p> <p>c. 878,617 metric tons CO₂e</p> <p>d. Categories reported</p> <ul style="list-style-type: none"> i. Purchased Goods & Services: 1,741,980 metric tons CO₂e ii. Fuel & Energy Related Activities: 24,534 metric tons CO₂e iii. Upstream Transport & Distribution: 194,714 metric tons CO₂e iv. Business Travel: 33,706 metric tons CO₂e v. Downstream Transportation & Distribution: 139,497 metric tons CO₂e vi. Use of Sold Products: 557,562 metric tons CO₂e vii. End of Life Treatment: 74,967 metric tons CO₂e viii. Franchises: 195,001 metric tons CO₂e <p>e. The base year calculation is from 2017 which was the earliest time data was available to calculate our Scope 3 emissions.</p> <p>f. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.</p> <p>g. WRI's Corporate GHG Accounting Protocol was used. Higg MSI Data along with various electricity EFs and EPA EFs were used for the majority of purchased goods and services emissions, and MSI EFs were used for our raw materials. DEFRA factors were used to calculate our category 3 emissions, and T&D was calculated using actual logistics data and tonne.km EFs from our TH team in Europe. Business travel was calculated using mileage data and CO₂e/mile EFs from DEFRA. Use of sold products was calculated using a number of various sold goods and the energy required to wash, dry, and iron them. EOL was calculated using a DEFRA EF and finally, franchises were calculated with actual electricity and fuel data.</p>
305-4 GHG emissions intensity	<p>a.</p> <ul style="list-style-type: none"> i. Scope 1 and 2 & Employee number: 2.60 ii. Scope 1 and 2 & Revenue: 0.000010510142 iii. Scope 1 and 2 & Square footage: 0.006270806816 iv. Scope 1, 2, and 3 & Employee number: 76.7 v. Scope 1, 2, and 3 & Revenue: 0.0003094263 <p>b. Employee number, revenue & square footage for Scope 1 and 2 and employee number & revenue for scope 1 and scope 2 and scope 3</p> <p>c. Scope 1, 2 & 3 emissions</p> <p>d. CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p>
305-5 Reduction of GHG emissions	<p>a. 32,518 metric tons of CO₂e reduced (Scope 1 & Scope 2)</p> <p>b. Scope 1: CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p> <p>c. Scope 2: CO₂, CH₄, N₂O</p> <p>2015 was the first year that we have conducted a global GHG footprint.</p> <p>d. Scope 1 & Scope 2.</p> <p>e. See response for letter G in 305-1 and 305-2.</p>
305-6 Emissions of ozone-depleting substances (ODS)	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

**Disclosure Number and Title****2019 Response****Effluents & Waste**

103-1 Explanation of the material topic and its Boundary	<p>Chemicals are used throughout the apparel manufacturing process. Managing these chemicals effectively and identifying safer substances is central to protecting human health and the environment. We are committed to using safer substances in materials used to manufacture our products and within the manufacturing processes themselves to protect the consumer, workers, sourcing communities, and the natural environment. We manage chemicals within our products through our Restricted Substance List (“RSL”), which sets concentration limits for substances found in our finished products. PVH’s published RSL applies to all products for PVH brands including, but not limited to: apparel, components, footwear, packaging, trims, home goods, and accessories.</p> <p>We also aim to address chemicals in the manufacturing process through the required adoption of the ZDHC Manufacturing Restricted Substances List (MRSL) and encouraged adoption of the Wastewater Guidelines. To monitor compliance with our chemical management program, we take a risk-based approach to auditing suppliers and testing products. We focus our efforts on the parts of our supply chain where the most significant chemical impacts occur, such as our mills and facilities with wet processing. As such, we require these suppliers to complete the Sustainable Apparel Coalition’s Higg Index FEM, as well as achieve minimum scores in the chemical and wastewater modules. In order to drive facility-level improvements and compliance, we expanded our Corporate Responsibility assessment program in 2017 to include a more comprehensive set of chemical indicators, including wastewater testing, in line with Zero Discharge of Hazardous Chemical (ZDHC) requirements. This information was collected as part of our roll-out of the Higg FEM. This has allowed us to gain a deeper understanding of chemical performance and compliance at the facility level and to identify areas for improvement. In 2018, we expanded the scope of this work with more than 125 strategic mills slated to provide us with verified SAC Higg 3.0 FEM data.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
306-1 Water discharge by quality and destination (Supply Chain)	<p>a. Total volume of planned and unplanned water discharges: 85,989,086 cubic meters Industrial: 22,500,272 cubic meters Domestic: 11,372,092 cubic meters Combined (Mixed industrial and domestic): 52,116,722 cubic meters</p> <p>b. Facilities that completed Higg FEM reported if they treated Domestic and Industrial wastewater separately or together.</p> <ul style="list-style-type: none"> • Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc. • Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc. • If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as Combined wastewater • The total volume is the sum of Industrial, Domestic, and Combined wastewater <p>Only facilities with verified data are included in this analysis. This data is from 2018.</p>

**Disclosure Number and Title****2019 Response****Effluents & Waste (continued)**

306-2 Waste by type and disposal method	<p>a. n/a</p> <p>b. 2019 Totals (all metric tons)</p> <p>2019 Global Owned & Operated Waste Baseline results:</p> <p>5,400 tons of waste</p> <p>7,428 tons of recycling</p> <p>57% diversion rate</p>
306-3 Significant spills	PVH has no significant spills to report.
306-4 Transport of hazardous waste	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
306-5 Water bodies affected by water discharges and/or runoff	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

Supplier Environmental Assessment

103-1 Explanation of the material topic and its Boundary	<p>We recognize the importance of the environmental impact of our suppliers. We include environmental criteria in full ("long form") supplier assessments (this applies to approximately two thirds of new suppliers). The assessments are implemented and managed by assessors, regional leads, report QA and brand liaisons, and overseen by CR leadership, through regular updates and escalations when necessary. We evaluate assessments at the regional level, with controls at the brand liaison and report QA levels. CR leadership is responsible for oversight. In 2019, PVH utilized the SAC's Higg FEM across our supply chain. The Higg FEM is a standardized tool for measuring apparel suppliers' environmental impacts and helping them drive improvements across seven impact areas. The tool enables us to manage the environmental impacts in our supply chain more effectively and improve the quality of our reporting. In 2019 we rolled out the Higg FEM to 692 (Direct) facilities in the PVH supply chain. Virtually all of these facilities have completed the data gathering process and approximately 25% had this data verified. In 2020, we anticipate that approximately 630 facilities in the PVH supply chain, including approximately 150 that involve wet processors (e.g., mills, laundries and dyehouses), will complete the Higg FEM along with our core CR assessment.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
308-1 New suppliers that were screened using environmental criteria	77% of new suppliers were screened using environmental criteria.
308-2 Negative environmental impacts in the supply chain and actions taken	<p>We utilized Higg Facility Environmental Module (FEM) to assess environmental impacts.</p> <p>a. 692 direct facilities were assessed.</p> <p>b. 149 wet processing facilities were identified as having significant actual and potential negative environmental impacts.</p> <p>c. Industrial wastewater discharge.</p> <p>d. 100% of them were engaged by PVH advisors and they needed to submit performance improvement plans.</p> <p>e. Zero. We did not use Higg FEM result to terminate business relationship.</p>

**Disclosure Number and Title****2019 Response****Employment**

103-1 Explanation of the material topic and its Boundary	We are committed to providing our most important asset — our approximately 40,000 associates around the globe — with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work. We continuously strive to improve the benefits we offer. Some of the benefits we offer are listed below (401-2).						
103-2 The management approach and its components							
103-3 Evaluation of the management approach							
401-1 New employee hires and employee turnover	<p>15,686 or 43% total jobs are U.S.-based. Between 2017 and 2019 there was -5% change in U.S. job creation.</p> <p>New Hires & Turnover</p> <table data-bbox="764 526 1984 607"> <tr> <td>Total number of employee hires in 2019</td> <td>13,679</td> </tr> <tr> <td>Total number of employees that turned over in 2019</td> <td>13,908</td> </tr> <tr> <td>Percentage of employee turnover in 2019</td> <td>57.80%</td> </tr> </table>	Total number of employee hires in 2019	13,679	Total number of employees that turned over in 2019	13,908	Percentage of employee turnover in 2019	57.80%
Total number of employee hires in 2019	13,679						
Total number of employees that turned over in 2019	13,908						
Percentage of employee turnover in 2019	57.80%						
401-2 Benefits provided to full-time employees	<p>We are committed to providing our most important asset — our approximately 38,000 associates around the globe — with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work. Specific benefits vary by associate grade, type of facility, and region and may include:</p> <ul data-bbox="764 753 1984 1365" style="list-style-type: none"> • PVH Wellness Program • Health, dental, and vision insurance • Life and Accidental Death & Dismemberment insurance • Critical Illness, Accident and Hospital Indemnity Insurance Programs • Disability insurance • Retirement plan benefits (401(k) and pension) are available to part-time employees meeting minimum IRS hours requirements • Domestic partner benefits • Employee Assistance Program “EAP” • Equity Program • Flexible Spending and Health Savings Accounts • Financial wellness/planning and pre-retirement workshops • Flexible working arrangements • Paid time off • Paid parental leave benefits • Identity Theft Protection • Group Legal • Group Auto & Home Insurance • Adoption Assistance • Outplacement services for severance situations • Backup Care for Children and Eldercare • Tuition Reimbursement (\$5,000 for undergraduate and \$8,000 for graduate courses per year) • College Scholarship Program, 529 College Savings, College and Educational advisory program • Employee product discounts program • Other benefits relevant and applicable to certain offices and geographies 						

**Disclosure Number and Title****2019 Response****Employment (continued)**

401-3 Parental leave

Total males entitled to parental leave — 2,986
 Total females entitled to parental leave — 4,761
 Total employees entitled to parental leave — 7,747

Total males who took parental leave — 42
 Total females who took parental leave — 207

Total employees who returned to work after parental leave — 100%

Note: These numbers are for Americas and Asia only, we currently do not have this information available for Europe. This includes non-retail, full-time employees only.

Occupational Health & Safety

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and wellbeing and foster a positive work-life balance. In our warehouses and distribution centers, our management approach involves providing site and division safety leadership, ensuring facility and division compliance with corporate safety standards, implementing safety directives, continuously improving safety performance, and ensuring safety policies and procedures are aligned with governmental regulations. To measure effectiveness, we perform safety audits and inspect facilities, machinery, and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. We also conduct ergonomic evaluations of job functions and provide recommendations on methods and techniques. We investigate industrial accidents, near-miss incidents, and occupational injuries to determine causes, install preventive measures, and manage return-to-work activities. We set internal targets and objectives in relation to the above management approach. We also provide for the safety of associates through a business continuity program, which involves associate preparedness, local site preparations, crisis management, and business recovery.

403-4 Worker participation, consultation, and communication on occupational health and safety

Our warehouses and distribution centers have Safety Committees. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter. Safety Committees are made up of representatives from multiple departments. They represent all associates in their respective area(s), inclusive of the entire workforce (100%).

403-9 Work related injuries

OH&S Claims reported — 347
 Total Fatalities — 0
 Total Lost Days due to sickness or injury — 4,909
 Record/report only claims — 136
 Indemnity claims — 160
 Repetitive motion claims — 7



Disclosure Number and Title

2019 Response

Training & Education

103-1 Explanation of the material topic and its Boundary	PVH University (PVH U) empowers associates across the enterprise to design their futures and enables them to build core competencies through engaging and impactful learning content.
103-2 The management approach and its components	PVH U supports the global HR priorities by: 1. Developing leaders, 2. Preparing the workforce for the future, and 3. Creating a strong associate experience.
103-3 Evaluation of the management approach	<p>PVH U includes:</p> <ul style="list-style-type: none"> • Academies for Leadership, Digital, Inclusion & Diversity, Supply, Logistics, HR, and Systems & Applications • Formal development programs for leaders • Professional skills certificate programs • In-person and virtual classes • eLearning and digital • Leaders as Teachers <p>In 2019 PVH U added its Digital Academy to build enterprise digital literacy, data literacy, and to support digital transformation initiatives within specific functions, such as Marketing. We are committed to providing professional skills and digital literacy upskilling to all global associates by 2023 and are already 39% to our goal. The Logistics Academy launched its first leadership development program for warehouse supervisors and built out some curated onboarding.</p> <p>PVH U's Leaders as Teachers program features leaders and subject matter experts within PVH to teach associates about our business, leadership, and other important topics. In 2019, topics covered in Leaders as Teachers included: Licensing at PVH, Legal 101, How to Read Your Paycheck, Supply at PVH, Merchandising, Digital Transformation, Managing through Change, Cybersecurity, Innovation Partnerships, and PVH Product.</p> <p>Globally PVH U offers a wide range of different courses, tailored to regional needs. This includes several courses developed by our Talent Development team, including Design Your Future, a course to guide associates in setting and achieving personal career goals. This aligns with an increased focus on self-directed development and growth through our performance cycle. More than 300 courses were offered in 2019 across classroom and virtual options. PVH U's digital content includes LinkedIn Learning, Open Sesame, General Assembly, TED Talks, and Business of Fashion, among others. More than 600 people, from front-line associates to executives, have participated in PVH University's suite of Leadership Programs.</p>
404-1 Average hours of training per year per employee	Approximately four hours of training per employee.



Disclosure Number and Title

2019 Response

Training & Education (continued)

404-2 Programs for upgrading employee skills and transition assistance programs

A core objective of PVH University is to prepare our workforce for the future. This is done through a number of ways, including formalized upskilling programs.

In 2019 PVH U partnered with the brand marketing organizations to upskill the teams in core areas: digital marketing foundations, consumer insights, eComm, and data-driven marketing. This aligned with a large consumer data platform implementation that was shifting the way the marketing organizations were working.

PVH U also upgrades associate skills by planning out curricula according to needs elevated by the business, data from engagement surveys, and market and industry trends. Some highlights from 2019 include:

- Consumer centricity
- Change and inclusive leadership
- Python
- Product management
- Interview skills
- SAP end-user training
- Agile methodology
- Cybersecurity

To support the successful implementation of enterprise systems, PVH has taken a blended approach to training and upgrading skills. Business Power Users (BPUs) are identified from the business to go through in-depth training in the systems and the business processes to enable them to teach and coach other business users to support their successful implementation. PVH U is also responsible for designing and developing formal end-user training and support materials.

PVH provides outplacement services for associates who retire or who are terminated. These services include transition coaching and job search support. PVH also supports associates in maintaining CPUs or in pursuing advanced degrees or certificates related to their fields of work.

404-3 Percentage of employees receiving regular performance and career development reviews

In 2019 PVH transitioned to a new approach to performance & development that focuses on quarterly performance discussions between managers and their direct reports. 100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period. 91% of employees received performance reviews in 2019 reporting period.

Diversity & Equal Opportunity

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

PVH's Inclusion & Diversity ("I&D") mission is to cultivate inclusion, equity and diversity for all in our workplace, marketplace and our communities. We focus Inclusion & Diversity ("I&D") efforts across three pillars: workplace, marketplace and community. These three pillars drive our I&D initiatives across PVH to grow the business and to drive *fashion forward — for good*. At the foundation of the pillars are the following support systems: leadership support and engagement, governance, strategic partnerships, metrics and analytics, business resource groups (BRGs), communications, and education & awareness.

**Disclosure Number and Title****2019 Response****Diversity & Equal Opportunity (continued)**

405-1 Diversity of governance bodies and employees	<p>Gender Workforce Data, percentage by level:</p> <p>Males at SVP+ level 57.80%</p> <p>Females at SVP+ level 42.20%</p> <p>Males at VP level 44.80%</p> <p>Females at VP level 55.20%</p> <p>Males at Director level 37.70%</p> <p>Females at Director level 62.30%</p> <p>Males at Manager level 32.70%</p> <p>Females at Manager level 67.30%</p> <p>Males at Individual Contributor level 32.60%</p> <p>Females at Individual Contributor level 67.40%</p> <p>Total males at company 32.90%</p> <p>Total females at company 67.10%</p>	<p>Employee Age Demographics:</p> <p>Silent Generation (1928-1945 75-92) 0.20%</p> <p>Baby Boomers (1946-1964 56-74) 7.60%</p> <p>Generation X (1965-1980 40-55) 21.20%</p> <p>Generation Y/Millennials (1981-1996 24-39) 40.70%</p> <p>Generation Z (1997 and onward 23 and younger) 30.40%</p> <p>Board of Directors Demographics:</p> <p>Male 66.70%</p> <p>Female 33.30%</p> <p>Aged under 30 0%</p> <p>Aged 30-50 8.30%</p> <p>Aged over 50 91.70%</p> <p>White 91.70%</p> <p>Non-white 8.30%</p>
405-2 Ratio of basic salary and remuneration of women to men	Please see our UK Gender Pay Gap report. PVH is undergoing a data collection project to collect gender pay gap information for our business globally. We do not have sufficient information ready to share for 2019, but are excited to share more in the future.	

Non-Discrimination

103-1 Explanation of the material topic and its Boundary	Discrimination is prohibited by our Code of Conduct (“CoC”) and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
406-1 Incidents of discrimination and corrective actions taken	Omission reason: Information unavailable. Due to a change in data systems, we are no longer able to track this information.

Freedom of Association & Collective Bargaining

103-1 Explanation of the material topic and its Boundary	We require our suppliers to support workers’ rights to freedom of association (“FOA”) through our Code of Conduct. This is also an integral part of our Human Rights program.
103-2 The management approach and its components	We also promote FOA through Corrective Action Plan (“CAP”) remediation and training activities, or when challenges arise within worker-management relationships.
103-3 Evaluation of the management approach	Our suppliers’ ability to respect FOA is also measured via our assessment tool and included in every assessment. When challenges arise between workers and managers, the issue is escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The PVH CoC includes FOA/collective bargaining agreements and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.

**Disclosure Number and Title****2019 Response****Child Labor**

103-1	Explanation of the material topic and its Boundary	Preventing child labor is a requirement of our Code of Conduct (“CoC”) and is an integral part of our Human Rights program. Child labor information is measured via our assessment tool and included in every assessment.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
408-1	Significant risk of child labor in operations and suppliers	A Shared Commitment, The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.

Forced or Compulsory Labor

103-1	Explanation of the material topic and its Boundary	Forced or compulsory labor is prohibited by our Code of Conduct. Compliance is measured via specific indicators in our assessment tool and included in every assessment. In 2018, we revised our Migrant Worker Policy & Guidelines to provide more guidance to suppliers on our expectations around implementing policies, procedures, and monitoring mechanisms regarding this issue, and published said Guidelines in 2019.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
409-1	Significant risk of forced or compulsory labor in operations and suppliers	CA Transparency in Supply Chain & UK Modern Slavery Statement PVH CR Supply Chain Guidelines The PVH Code of Conduct includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the Code of Conduct. By working with a third-party partner, we developed a list of high-risk countries for migrant labor issues leveraging public domain indexes and PVH supply chain data. We have identified 12 high-risk countries for migrant labor issues for PVH as: Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia.

Human Rights Assessment

103-1	Explanation of the material topic and its Boundary	PVH’s longstanding commitment to human rights is rooted in A Shared Commitment, our Code of Conduct. Besides the human rights assessment, training and capacity building are also integral components to our CR supplier program, with targets and plans presented to the CR Committee of the Board. We share practical strategies and deliver training to support our suppliers to develop systems to better manage human rights and environmental risks in their factories. With a focus on driving positive change in working conditions and employment practices, our training sessions cover topics including fire safety, human rights implementation, worker-management dialogue, chemical management, assessment practices and data management. In 2019, we started adopting the Social Labor Convergence Program (SLCP) assessment, an industry-wide tool for collecting data via one mutually recognized assessment.										
103-2	The management approach and its components											
103-3	Evaluation of the management approach											
412-1	Operations that have been subject to human rights reviews or impact assessments	<table border="0"> <tr> <td>Total operations assessed</td> <td>1,834</td> </tr> <tr> <td>East & Southeast Asia (ESA)</td> <td>975 — 53.2%</td> </tr> <tr> <td>Americas</td> <td>359 — 19.6%</td> </tr> <tr> <td>South Asia (SA)</td> <td>301 — 16.4%</td> </tr> <tr> <td>EMEA</td> <td>199 — 10.9%</td> </tr> </table>	Total operations assessed	1,834	East & Southeast Asia (ESA)	975 — 53.2%	Americas	359 — 19.6%	South Asia (SA)	301 — 16.4%	EMEA	199 — 10.9%
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**Disclosure Number and Title****2019 Response****Human Rights Assessment (continued)**

412-2 Employee training on human rights	Omission reason: Information unavailable. Due to a change in data systems, we are no longer able to track this information.
412-3 Significant investment agreements and contracts that include human rights	In all of our licensing agreements, our policy and branded merchandise agreement, we have standard language around auditing, screening, disclosure, and meeting our standards.

Local Communities

103-1 Explanation of the material topic and its Boundary	<p>PVH is committed to driving <i>fashion forward — for good</i>. Our global philanthropic efforts are led by the PVH Foundation, a nonprofit corporation dedicated to improving the lives of women and children by creating safe spaces, improving access to education, and enhancing quality of life. PVH Cares is how we bring that purpose to life — organizing our almost 40,000 associates around the world to dedicate their time, talent, and resources in the communities where we work and live. Giving back is embedded in our culture, and we know that we are strongest when we all come together. We give associates the flexibility to contribute to and lend their professional expertise to local causes they care about, and in the U.S. and Canada, we offer 48 hours of paid volunteer time along with our matching gift program. PVH also offers an Associate Relief Fund — a charitable program funded by our associates for our associates. It provides cash grants to eligible colleagues in need due to natural disasters and personal hardship. Save the Children is PVH's global partner, and in 2019, we announced a three-year, \$3 million commitment to continue our funding of programs in the US, China, Bangladesh, India, and Ethiopia. That's the Power of Us. That's the Power of PVH.</p> <p>See below for a list of some of the organizations that we gave to in 2019: American Cancer Society Inc., American Cancer Society — New York, American Heart Association, Inc., Arthur Ashe Institute for Urban Health, Breast Cancer Research Foundation, Camp Boggy Creek, Cancer Support Community Central New Jersey, Comprehensive Youth Development, Daily Bread Food Bank, Dayton Foundation Depository, Delivering Good, Inc., DKMS, Dress for Success, Fashion Institute of Technology Foundation, Feeding Children Everywhere Inc., Fondation CHU Sainte-Justine / Sainte-Justine UHC Foundation, Food Bank of Somerset County Inc., Fordham University, Free Arts for Abused Children of New York City, Inc., Gilroy Garlic Festival Association, Inc., GMHC, Howard University, Hudson Guild, Interfaith Center on Corporate Responsibility (ICCR), Kids in Need of Defense (KIND), La Fondation, La Fondation des amis de l'enfance (Montréal) Inc., L'Hôpital de Montréal pour enfants — The Montréal Children's Hospital Foundation, Inc., Montefiore Health System, Inc., NRF Foundation, OnePULSE Foundation, Inc., Paso del Norte Foundation, Race to Erase MS, Raritan Valley Habitat for Humanity, Ronald McDonald House New York, Ronald McDonald House of Central & Northern New Jersey, Inc., Room to Grow National, Runway of Dreams Foundation, St. Jude Children's Research Hospital, Safe Horizon, Inc., Save the Children Canada/Aide à l'enfance Canada, Save the Children Federation, Inc., SNACK & Friends, Inc., The Conference Board, Inc., The Father's Day/Mother's Day Council, Inc., The Fresh Air Fund, The Foreseeable Future Foundation, The Hospital For Sick Children Foundation, The Leukemia & Lymphoma Society Eastern Pennsylvania Chapter, The Memorial Foundation, Inc., The New School, Tiegerman (formerly School for Language & Communication Development (SLCD), Tuesday's Children, Inc., Visions and Pathways, World Wildlife Fund (WWF), YMA Fashion Scholarship Fund.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	

**Disclosure Number and Title****2019 Response****Local Communities (continued)**

413-1 Operations with local community engagement, impact assessments, and development programs	<p>Local community engagement activities exist in all major office locations. We do not report on the percentage of our operations implementing community engagement activities, but rather a selection of the projects that take place throughout the year.</p> <p>We are proud to highlight our youth employability program in Hawassa Ethiopia run in partnership with Save the Children. The program trains local youth in the area and many program participants go on to be hired in our joint venture facility, the Hawassa Industrial Park. To date, there have been 89 participants (59 female) that have completed the youth employability program. Of those 89 participants, 65 (45 female) have been hired by the PVH factory.</p>
413-2 Operations with significant actual and potential negative impacts on local communities	While we know that our operations may have potentially negative impacts, the PVH Foundation is committed to making a positive impact in the communities where we live and work.

Supplier Social Assessment

103-1 Explanation of the material topic and its Boundary	<p>Human rights assessments are part of our supplier onboarding policy. We do not begin working with a supplier unless they have been assessed in line with labor/human rights criteria. If a potential new supplier is given a “Red” or “White” rating, this supplier is not approved for production, and we require a waiting period of 12 months before considering working with the facility again, during which time the facility is expected to complete a set of corrective actions.</p> <p>Our supplier assessments are implemented and managed by assessors, regional leads, quality assurance (“QA”) and brand liaisons, and overseen by our CR leadership, through regular updates and escalations (where necessary). We evaluate supplier assessments at the regional level, with controls at the brand liaison and QA levels. Our CR leadership is responsible for oversight. Following initial assessments, we re-assess suppliers based on the previous rating, participation in continuous improvement programs, and production volume. Supplier ratings inform purchasing decisions and training initiatives. We confer with specific sourcing divisions to determine how particular suppliers might be incentivized to raise their performance.</p> <p>We maintain a Responsible Exit policy, based on ACT’s Responsible Exit Policy and Check-List. Prior to exiting a factory, CR confers with specific sourcing divisions to ensure that measures were taken to address the reasons for exiting. If the supplier is unable to demonstrate sufficient improvement, we work with the supplier to conduct an impact assessment and mitigate adverse impacts on workers.</p> <p>In 2019, we continued the expansion of our assessment program beyond finished goods suppliers to trim facilities and mills, laundries, and other wet processors.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
414-1 New suppliers that were screened using social criteria	<p>100%</p> <p>We have an onboarding policy covering this topic. We do not begin working with any supplier without first screening them in line with labor/human rights criteria.</p>

**Disclosure Number and Title****2019 Response****Supplier Social Assessment (continued)**

414-2 Negative social impacts in the supply chain and actions taken

Total number of suppliers assessed for social impacts: 1,834

Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH Business Divisions. “Gold” rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. “Green” and “Yellow” ratings indicate that the supplier exceeds or meets Code of Conduct standards. “Orange — 1st” and “Orange — 2nd” ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. “Gray” ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category and may undergo a self-assessment, short-form assessment or rating equivalency. “Red” and “White” ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.

Color Ratings	Global
Gold	3%
Green	13%
Yellow	63%
Orange — 1st	4%
Orange — 2nd	1%
Red	0%
White	1%
Gray	15%
Total Factories	2,290

Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. “Red” and “white” factories are not authorized for production.



Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the Standard for the Apparel, Accessories & Footwear industry as defined by SASB's Sustainable Industry Classification System (SICS).

Topic	Accounting Metric	Code	Response
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	Please see our Materiality assessment For more information on our Regenerate Materials target and strategy please see our GRI Index and Priorities & Progress.
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	In 2018 we sourced 35% of our total cotton as Better Cotton. In 2019, we estimate that we sourced 49% of our cotton as Better Cotton. This was calculated using the BCCU's sourced in 2018 and assuming business specific growth rates in PVH total cotton consumption year over year. PVH does not allow down and/or feathers from birds that have been live plucked or force fed. We also require that down used in our products be certified by the Textile Exchange's Responsible Down Standard (RDS) to ensure it has been sourced responsibly.
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	For information about our Restricted Substances List (RSL) and Assessment and Management of Chemicals in our Supply Chain, please see our GRI Index and our Restricted Substances List.
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	The PVH CR Supply Chain Guidelines requires that the quantity and quality of all wastewater complies with relevant permits. Suppliers are asked to maintain valid wastewater permits to ensure compliance with all applicable laws and regulations. (Ref: Supplier Guidelines, pages 106-111)
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	692 facilities completed Higg FEM self-assessment and 193 of them had verification. Breakdown: 450 Tier 1 suppliers 142 Tier 2 suppliers 100 licensees 30% (692 out of 2,290 active facilities) of our Tier 1 and beyond Tier 1 facilities completed a Higg Self-Assessment in 2019. This includes facilities directly sourced by PVH.



Topic	Accounting Metric	Code	Response																				
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been assessed to a labor code of conduct, (3) percentage of total assessments conducted by a third-party auditor	CG-AA-430b.1	<p>Percentage of Tier 1 and beyond Tier 1 facilities that have been assessed to a labor code of conduct: 80%.</p> <p>Percentage of total assessments conducted by a third-party auditor: 85%.</p>																				
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct assessments	CG-AA-430b.2	<table border="0"> <tr> <td>Color Ratings</td> <td>Global</td> </tr> <tr> <td>Gold</td> <td>3%</td> </tr> <tr> <td>Green</td> <td>13%</td> </tr> <tr> <td>Yellow</td> <td>63%</td> </tr> <tr> <td>Orange — 1st</td> <td>4%</td> </tr> <tr> <td>Orange — 2nd</td> <td>1%</td> </tr> <tr> <td>Red</td> <td>0%</td> </tr> <tr> <td>White</td> <td>1%</td> </tr> <tr> <td>Gray</td> <td>15%</td> </tr> <tr> <td>Total Factories</td> <td>2,290</td> </tr> </table> <p>Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH Business Divisions. “Gold” rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. “Green” and “Yellow” ratings indicate that the supplier exceeds or meets Code of Conduct standards. “Orange — 1st” and “Orange — 2nd” ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. “Gray” ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category, and may undergo a self-assessment, short-form assessment, or rating equivalency. “Red” and “White” ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.</p> <p>Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. “Red” and “white” factories are not authorized for production.</p>	Color Ratings	Global	Gold	3%	Green	13%	Yellow	63%	Orange — 1st	4%	Orange — 2nd	1%	Red	0%	White	1%	Gray	15%	Total Factories	2,290
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Total Factories	2,290																						
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	Please see our Materiality assessment																					



UN Sustainable Development Goals

Our corporate responsibility strategy *Forward Fashion* is intentionally aligned with the UN Sustainable Development Goals (“UN SDG”) to ensure our efforts are also helping scale global solutions and advancing the needle toward a cleaner, more just and healthy future. We consider the SDGs critical markers in defining our ambitions and targets. Here’s a look at how our 15 priorities map to the UN SDGs.

UN SDG OUR PRIORITIES



Advance Living Wages
Recruit Ethically
Empower Women
Provide Access to Water
Educate the Future



Provide Access to Water
Educate the Future



Amplify Worker Voices
Promote Safe Workplaces
Advance Living Wages
Recruit Ethically
Empower Women
Provide Access to Water



Empower Women
Develop Talent
Educate the Future



Amplify Worker Voices
Advance Living Wages
Recruit Ethically
Empower Women
Foster I&D
Educate the Future

UN SDG OUR PRIORITIES



Eliminate Carbon Emissions
End Waste
Eliminate Hazardous Chemicals & Microfibers
Innovate for Circularity
Regenerate Materials
Provide Access to Water



Eliminate Carbon Emissions
Innovate for Circularity
Regenerate Materials



Source Ethically
Amplify Worker Voices
Promote Safe Workplaces
Advance Living Wages
Recruit Ethically
Empower Women
Foster I&D
Develop Talent
Educate the Future



Eliminate Carbon Emissions
End Waste
Innovate for Circularity



/ UN Sustainable Development Goals

UN SDG

OUR PRIORITIES



- Amplify Worker Voices
- Promote Safe Workplaces
- Advance Living Wages
- Recruit Ethically
- Empower Women
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- Eliminate Carbon Emissions
- End Waste
- Eliminate Hazardous Chemicals & Microfibers
- Innovate for Circularity
- Promote Safe Workplaces
- Advance Living Wages
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- Provide Access to Water



- Eliminate Carbon Emissions
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- Eliminate Carbon Emissions
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- Eliminate Hazardous Chemicals & Microfibers
- Regenerate Materials

UN SDG

OUR PRIORITIES



- Eliminate Carbon Emissions
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- Source Ethically
- Amplify Worker Voices
- Promote Safe Workplaces
- Recruit Ethically
- Empower Women



Every priority for us aligns with SDG Goal #17, given our firm belief that we cannot succeed systemically without partnerships and collaborations. So for every priority, we partner with our peers, NGOs and other stakeholders in our supply chain regularly to ensure we are conducting best practices, sharing lessons and increasingly moving our industry toward a common set of terms and standards.



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