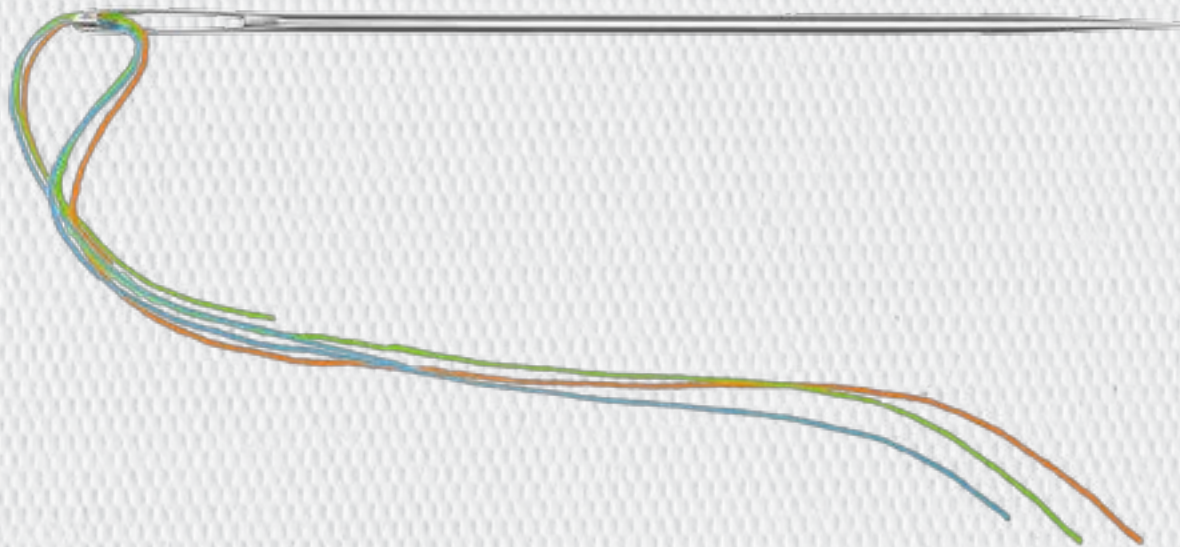


GRI INDEX 2014



CORPORATE SOCIAL RESPONSIBILITY REPORT 2014: GRI INDEX

This index shows how our CSR report is aligned to the Global Reporting Initiative's ("GRI") G3.1 guidelines. We believe that the report meets level C requirements (self-assessed).

STANDARD DISCLOSURES PART 1 – PROFILE

| GRI REFERENCE | DISCLOSURE (FULL/PARTIAL) | ONLINE LOCATION* | PDF REPORT LOCATION | ADDITIONAL NOTES |
|----------------------------------|--|------------------|--|---|
| 1. STRATEGY AND ANALYSIS | | | | |
| 1.1 | CEO's statement on CSR | Full | CEO's Statement | 4, 5 |
| 1.2 | Description of key impacts, risks and opportunities. | Full | CRO's Statement | 7, 8 |
| | | | Our Approach: Our source to store approach; Our three CSR focus areas | 10 |
| | | | Our Approach: Material topics | 11, 12 |
| | | | Responsible Business: Overview | 13 |
| | | | Responsible Business: Preserving the environment | 19 |
| | | | Q&A with Mark Green, EVP Global Supply Chain & Marissa Pagnani, VP CSR | 36, 37 |
| | | | Source & Make: Preserving the environment | 38, 39, 40 |
| 2. ORGANIZATIONAL PROFILE | | | | |
| 2.1 | Name of the organization | Full | http://pvh.com/company.aspx | PVH Corp. ("PVH") |
| 2.2 | Primary brands | Full | http://pvh.com/company.aspx http://pvh.com/brands.aspx | Calvin Klein, Tommy Hilfiger, Van Heusen, IZOD, ARROW, Speedo**, Olga and Warner's, as well as numerous licensed brands |
| 2.3 | Operational structure | Full | http://pvh.com/company.aspx http://pvh.com/company_business_groups.aspx | |
| 2.4 | Location of headquarters | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | 200 Madison Avenue, New York, NY 10016 |
| 2.5 | Countries of operation | Full | http://pvh.com/company.aspx http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 Global Factory Footprint | Major offices in United States, Canada, Mexico, The Netherlands, China, South Korea, Brazil |
| 2.6 | Nature of ownership and legal form | Full | http://pvh.com/company.aspx http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | See information within Form 10-K |
| 2.7 | Markets served | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | See information within Form 10-K |
| 2.8 | Scale of the organization | Full | http://pvh.com/company.aspx http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | See information within Form 10-K |

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| GRI REFERENCE | | DISCLOSURE (FULL/PARTIAL) | ONLINE LOCATION* | PDF REPORT LOCATION | ADDITIONAL NOTES |
|----------------------|---|------------------------------|---|------------------------|---|
| 2.9 | Significant changes in operation | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#4 | | |
| | | | http://pvh.com/company.aspx | | |
| | | | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | | See information within Form 10-K |
| 2.10 | Awards received | Full | pvh.com/company_recognitions | | |
| 3. REPORT PARAMETERS | | | | | |
| 3.1 | Reporting period | Full | About this report | 2 | Fiscal year 2014, which ended February 1, 2015 |
| 3.2 | Date of most recent previous report | Full | CSR Report 2013 | | Published July 2014 |
| 3.3 | Reporting cycle | Full | About this report | 2 | Fiscal year 2014, which ended February 1, 2015 |
| 3.4 | Contact point | Full | Home page (footer) | | csr@pvh.com |
| 3.5 | Defining content | Full | About this report | 2 | |
| | | | Our Approach: Our source to store approach; Our three CSR focus areas | 10 | |
| | | | Our Approach: Stakeholder engagement and materiality | 11, 12 | |
| 3.6 | Boundary of the report | Full | About this report | 2 | Unless otherwise stated (in footnotes within our CSR report), "our operations" includes PVH owned and leased offices, warehouses, and retail stores across the U.S., Canada, Latin America, Europe, and Asia/Pacific. We also include select information and performance data relating to our tier 1 suppliers. |
| | | | Our Approach: Material topics | 12 | |
| 3.7 | Limitations on report scope | Full | Our source to store approach; Our three CSR focus areas | 10 | |
| | | | Our Approach: Material topics | 11, 12 | |
| | | | Responsible Business: Environmental footprint and resource use | 19 | |
| | | | Source & Make: Environmental initiatives in the works | 39 | |
| 3.8 | Basis for reporting (joint ventures, subsidiaries, leased facilities, outsourced operations). | Full | About this report | 2 | Unless otherwise stated (in footnotes within our CSR report), "our operations" includes PVH owned and leased offices, warehouses, and retail stores across the U.S., Canada, Latin America, Europe, and Asia/Pacific. We also include select information and performance data relating to our tier 1 suppliers. |
| 3.9 | Data measurement techniques | Not reported | | | |

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|---|--|------------------------------|---|------------------------|--|
| 3.10 | Restatements | Full | Responsible Business: Preserving the environment | 19 | <i>The 2013 Greenhouse Gas Emissions numbers and scope presented in the report have been updated to reflect the latest methodology from the Intergovernmental Panel on Climate Change for calculating fugitive emissions. Additional updates were based on newly available information, such as corrections from estimated to metered utility bills.</i> |
| | | | Performance Summary | 54 | |
| 3.11 | Significant changes in scope and methods | Full | N/A | 2 | <i>No significant changes in scope or method.</i> |
| 3.12 | GRI content index | Full | GRI Index | | |
| 3.13 | Assurance statement | Not reported | N/A | | |
| 4. GOVERNANCE, COMMITMENTS AND ENGAGEMENTS | | | | | |
| 4.1 | Governance structure | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Governance Guidelines in menu on right hand side menu bar</i> |
| | | | CSR Governance | 11 | |
| 4.2 | Chair/Executive Officer status | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Governance Guidelines in menu on right hand side menu bar</i> |
| 4.3 | Board structure | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Governance Guidelines in menu on right hand side menu bar</i> |
| 4.4 | Board: mechanisms for employee and stockholder feedback | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Governance Guidelines in menu on right hand side menu bar</i> |
| | | | Our Approach: CSR Governance | 11 | |
| | | | Responsible Business: PVH – one of the world's largest apparel companies | 14 | |
| 4.5 | Remuneration linkage | Not reported | | | |
| 4.6 | Conflicts of interest | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Code of Business Conduct and Ethics in menu on right hand side menu bar</i> |
| | | | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Code of Ethics for Chief Executive Offices and Senior Financial Officers in menu on right hand side menu bar</i> |
| 4.7 | Board: process for determining qualifications and expertise, including considerations of diversity | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Governance Guidelines in menu on right hand side menu bar</i> |
| 4.8 | Statement of mission/values/code of conduct related to CSR | Full | http://pvh.com/company_strategy.aspx | 14 | <i>See Code of Business Conduct and Ethics in menu on right hand side menu bar</i> |
| | | | http://pvh.com/investor_relations_corporate_governance.aspx | | |
| | | | http://pvh.com/pdf/corporate_responsibility_shared_commitment.pdf | 28 | |
| 4.9 | Board: process for oversight of CSR performance, risks and opportunities. | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | <i>See Corporate Social Responsibility Committee Charter in menu on right hand side menu bar</i> |
| | | | CSR Governance | 11 | |

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STANDARD DISCLOSURES PART 2 – MANAGEMENT APPROACH (DMAs)

| GRI REFERENCE | | DISCLOSURE (FULL/PARTIAL) | ONLINE LOCATION* | PDF REPORT LOCATION | ADDITIONAL NOTES |
|---------------|--|------------------------------|---|------------------------|---|
| 4.10 | Board: evaluating own performance | Full | http://pvh.com/investor_relations_corporate_governance.aspx | | See Corporate Governance Guidelines in menu on right hand side menu bar |
| 4.11 | Precautionary principles | Not reported | | | |
| 4.12 | External charters or initiatives endorsed | Full | About this report | 2 | Global Reporting Initiative |
| | | | Responsible Business: Brand spotlight – Tommy Hilfiger 2020 sustainable evolution | 25, 26 | WWF; Better Cotton Initiative (BCI) |
| | | | Source & Make: Evolving our human rights program | 28, 30 | The Accord on Fire and Building Safety in Bangladesh; Better Work Initiative; Fair Labor Association (FLA) |
| | | | Source & Make: Factory Fire and building safety | 34 | The Accord on Fire and Building Safety in Bangladesh |
| | | | Source & Make: Collaborative initiative spotlight | 35 | Fair Labor Association (FLA); Better Work initiative; Brands Ethical Working Group (BEWG), India; Indonesia Brands Forum (IBF); Maquila Solidarity Network (MSN), Mexico; Apparel & Footwear Brands Collaboration Forum (AFBCF), Hong Kong; Retail Brands Group, Brazil |
| | | | Source & Make: Environmental initiatives in the works | 38, 39 | Sustainable Apparel Coalition's (SAC) Higg Index; Better Cotton Initiative (BCI); Textile Exchange; Better Mill Initiative; Leather Working Group |
| | | | Source & Make: Chemical management | 40 | Zero Discharge of Hazardous Chemicals program (ZDHC); Apparel and Footwear International RSL Management group (AFIRM) |
| 4.13 | Memberships in industry associations and/or advocacy organizations | Full | Responsible Business: Supporting communities | 22, 23, 24 | Various partnerships with NGOs and other advocacy groups |
| | | | Source & Make: Supporting communities | 41, 42 | Various partnerships with NGOs and other advocacy groups |
| | | | Sell & (Re)use: Supporting communities | 48, 49 | Various partnerships with NGOs and other advocacy groups |
| | | | Responsible Business: Brand spotlight – Tommy Hilfiger 2020 sustainable evolution | 25, 26 | Better Cotton Initiative (BCI) |
| | | | Source & Make: Evolving our human rights program | 28, 30 | Better Work Initiative; Fair Labor Association (FLA) |
| | | | Source & Make: Factory Fire and building safety | 34 | The Accord on Fire and Building Safety in Bangladesh |
| | | | Source & Make: Collaborative initiative spotlight | 35 | FLA, Better Work, BEWG, IBF, MSN, AFBCF, Retail Brands Group Brazil |
| | | | Source & Make: Environmental initiatives in the works | 38, 39 | Sustainable Apparel Coalition Higg Index; Textile Exchange; Better Mill Initiative; Leather Working Group |

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STANDARD DISCLOSURES PART 3 – PERFORMANCE INDICATORS

| GRI REFERENCE | | DISCLOSURE (FULL/PARTIAL) | ONLINE LOCATION* | PDF REPORT LOCATION | ADDITIONAL NOTES |
|---------------------------------|--|------------------------------|--|------------------------|---|
| 4.14 | List of stakeholders | Full | Our Approach: Stakeholder engagement and materiality | 11 | |
| 4.15 | Identification and selection of stakeholders | Partial | Our Approach: Stakeholder engagement and materiality | 11 | |
| 4.16 | Approaches to stakeholder engagement | Partial | Our Approach: Stakeholder engagement and materiality | 11 | |
| 4.17 | Key topics and concerns through engagement | Full | Our Approach: Stakeholder engagement and materiality | 11, 12 | |
| ECONOMIC | | | | | |
| DMA EC | Economic performance, Market presence and Indirect economic impacts | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | | See information within Form 10-K |
| ENVIRONMENTAL | | | | | |
| DMA EN | Materials, Energy, Water, Biodiversity, Emissions, effluents and waste, Products and services, Compliance, Transport and Overall | Partial | Responsible Business: Preserving the environment | 19, 21 | |
| | | | Source & Make: Preserving the environment | 38 | |
| | | | Sell & (Re)use: Preserving the environment | 46 | |
| LABOR PRACTICES AND DECENT WORK | | | | | |
| DMA LA | Employment, Labor/management relations, Occupational health and safety, Training and education, Diversity and equal opportunity, and Equal remuneration for women and men | Full | Responsible Business: Empowering people | 14, 15, 16, 17, 18 | |
| | | | Source & Make: Factory fire and building safety | 34 | |
| | | | Sell & (Re)use: Retail associate recognition and training | 44 | |
| | | | http://pvh.com/investor_relations_corporate_governance.aspx | | See Code of Business Conduct and Ethics in menu on right hand side menu bar |
| HUMAN RIGHTS | | | | | |
| DMA HR | Investment and procurement practices, Non-discrimination, Freedom of association and collective bargaining, Child labor, Forced and compulsory labor, Indigenous rights, Assessment, and Remediation | Full | Source & Make: A shared commitment – PVH's code of conduct | 28 | |
| | | | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| SOCIETY | | | | | |
| DMA SO | Local communities, Corruption, Public policy, Anti-competitive behavior, and Compliance | Full | Responsible Business: Renewed focus on women, children and education | 22 | |
| | | | Responsible Business: Associate volunteerism and philanthropy | 24 | |
| | | | Our Approach: CSR governance | 11 | |
| | | | http://pvh.com/investor_relations_corporate_governance.aspx | | See Code of Business Conduct and Ethics in menu on right hand side menu bar |

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|---------------------------|---|------------------------------|--|----------------------------------|----------------------------------|
| PRODUCT RESPONSIBILITY | | | | | |
| DMA PR | Customer health and safety, Product and service labeling, Marketing communications, Customer privacy, and Compliance | Partial | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | | See information within Form 10-K |
| ECONOMIC | | | | | |
| ECONOMIC PERFORMANCE | | | | | |
| EC1 | Economic performance | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#4 http://pvh.com/pdf/annual_reports/2014/ar2014.html#32 | | |
| EC2 | Financial implications, risks and opportunities of climate change | Not reported | | | |
| EC3 | Benefit plan | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#32 | | |
| EC4 | Significant financial assistance received from government | Not reported | | | |
| MARKET PRESENCE | | | | | |
| EC5 | Range of ratios of standard entry level wage by gender compared to local minimum wage | Not reported | | | |
| EC6 | Spending on locally based suppliers | Not reported | | | |
| EC7 | Local hiring and proportion of senior management hired from the local community | Not reported | | | |
| INDIRECT ECONOMIC IMPACTS | | | | | |
| EC8 | Development and impact of investments and services provided primarily for public benefit through commercial, in-kind or pro bono engagement | Partial | Responsible Business: Supporting communities Source & Make: Supporting communities Sell & (Re)use: Supporting communities | 22, 23, 24 41, 42 48, 49 | |
| EC9 | Understanding and describing significant indirect economic impacts, including the extent of impacts. | Partial | Source & Make: Overview Source & Make: Evolving our human rights program Source & Make: Partnering with suppliers in China to empower workers Q&A with Mark Green, EVP Global Supply Chain & Marissa Pagnani, VP CSR | 27 28, 29, 30 30 36, 37 | |
| MATERIALS | | | | | |
| EN1 | Materials used (by weight or volume) | Partial | Responsible Business: Environmental footprint and resource use Performance Summary | 19, 20 54, 55 | |
| EN2 | Recycled input materials (percentage) | Partial | Source & Make: Environmental initiatives in the works Sell & (Re)use: Retail and distribution highlights | 39 46, 47 | |

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|---------------------------------------|---|------------------------------|--|------------------------|------------------|
| ENERGY | | | | | |
| EN3 | Direct energy consumption by primary energy source | Not reported | | | |
| EN4 | Indirect energy consumption by primary source | Not reported | | | |
| EN5 | Energy saved | Partial | Responsible Business: Environmental footprint and resource use | 19, 20 | |
| | | | Responsible Business, Office environmental initiatives | 21 | |
| EN6 | Initiatives to provide energy-efficient or renewable energy-based products and services, and reductions in energy requirements as a result | Not reported | | | |
| EN7 | Initiatives to reduce indirect energy consumption and reductions achieved | Partial | Sell & (Re)use: Retail and distribution highlights | 46, 47 | |
| WATER | | | | | |
| EN8 | Total water withdrawal by source | Partial | Responsible Business: Environmental footprint and resource use | 19, 20 | |
| | | | Performance Summary | 54 | |
| EN9 | Water sources significantly affected by withdrawal of water | Not reported | | | |
| EN10 | Percentage and total volume of water recycled and reused | Not reported | | | |
| BIODIVERSITY | | | | | |
| EN11 | Land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas | Not reported | | | |
| EN12 | Impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas | Not reported | | | |
| EN13 | Habitats protected or restored | Not reported | | | |
| EN14 | Strategies, current actions, and future plans for managing impacts on biodiversity | Not reported | | | |
| EN15 | Number of IUCN Red List species and national conservation list species with habitats in areas affected by operations, by level of extinction risk | Not reported | | | |
| EMISSIONS, EFFLUENTS AND WASTE | | | | | |
| EN16 | Total direct and indirect greenhouse gas emissions by weight | Full | Responsible Business: Environmental footprint and resource use | 19, 20 | |
| | | | Performance Summary | 54 | |
| EN17 | Other relevant indirect greenhouse gas emissions by weight | Not reported | | | |

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|------------------------------|---|------------------------------|--|------------------------|--|
| EN18 | Initiatives to reduce greenhouse gas emissions and reductions achieved | Full | Responsible Business: Environmental footprint and resource use | 19,20,21 | |
| | | | Sell & (Re)use: Retail and distribution highlights | 46 | |
| EN19 | Emissions of ozone-depleting substances by weight | Not reported | | | |
| EN20 | NOx, SOx, and other significant air emissions by type and weight | Not reported | | | |
| EN21 | Total water discharge by quality and destination | Not reported | | | |
| EN22 | Total weight of waste by type and disposal method. | Partial | Responsible Business: Environmental footprint and resource use | 19, 20 | |
| | | | Performance Summary | 55 | |
| EN23 | Total number and volume of significant spills | Not reported | | | |
| EN24 | Transported, imported, exported, or treated waste deemed hazardous (weight), and transported waste shipped internationally (percentage) | Not reported | | | |
| EN25 | Water bodies and related habitats significantly affected by the reporting organization's discharges of water and runoff | Not reported | | | |
| PRODUCTS AND SERVICES | | | | | |
| EN26 | Initiatives to mitigate environmental impacts of products and services, and extent of impact mitigation | Partial | Responsible Business: Office Environmental Initiatives | 21 | |
| | | | Source & Make: Environmental initiatives in the works | 38, 39 | |
| | | | Sell & (Re)use: Retail and distribution highlights | 46, 47 | |
| EN27 | Products sold and their packaging materials that are reclaimed by category (percentage) | Partial | Sell & (Re)use: Retail and distribution highlights | 46, 47 | |
| COMPLIANCE | | | | | |
| EN28 | Fines and total number of sanctions for non-compliance with environmental laws and regulations | Not reported | | | |
| TRANSPORT | | | | | |
| EN29 | Environmental impacts of transporting products and other goods and materials, and transporting members of the workforce | Partial | Sell & (Re)use: Retail and distribution highlights | 46 | Corporate passenger vehicle fleet carbon footprint data is reported. |
| OVERALL | | | | | |
| EN30 | Total environmental protection expenditures and investments by type | Not reported | | | |

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|--|--|------------------------------|---|------------------------|----------------------------------|
| SOCIAL: LABOR PRACTICES AND DECENT WORK | | | | | |
| EMPLOYMENT | | | | | |
| LA1 | Total workforce by employment type, employment contract, and region, broken down by gender | Partial | Responsible Business: PVH – one of the world's largest apparel companies | 14, 15 | |
| | | | Performance Summary | 52, 53 | |
| LA2 | Total number and rate of new employee hires and employee turnover by age group, gender, and region | Partial | Performance Summary | 52 | |
| LA3 | Benefits provided to full-time employees that are not provided to temporary or part-time employees, by major operations | Partial | Responsible Business: PVH – one of the world's largest apparel companies | 14, 15 | |
| | | | Performance Summary | 52 | |
| LA15 | Return to work and retention rates after parental leave, by gender | Not reported | | | |
| LABOR/MANAGEMENT RELATIONS | | | | | |
| LA4 | Employees covered by collective bargaining agreements (percentage) | Full | http://pvh.com/pdf/annual_reports/2014/ar2014.html#35 | | See information within Form 10-K |
| LA5 | Minimum notice period(s) regarding significant operational changes, including whether it is specified in collective agreements | Not reported | | | |
| OCCUPATIONAL HEALTH AND SAFETY | | | | | |
| LA6 | Workforce represented in formal joint management-worker health and safety committees (percentage) | Not reported | | | |
| LA7 | Rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities by region and by gender | Not reported | | | |
| LA8 | Education, training, counseling, prevention, and risk-control programs in place to assist workforce, their families, or community regarding serious diseases | Full | Responsible Business: PVH – one of the world's largest apparel companies | 14, 15 | |
| LA9 | Health and safety topics covered in formal agreements with trade unions | Not reported | | | |
| TRAINING AND EDUCATION | | | | | |
| LA10 | Average hours of training per year per employee by gender, and by employee category | Not reported | | | |
| LA11 | Programs for skills management and lifelong learning for employees | Full | 2014 CSR in numbers | 6 | |
| | | | Chief Risk Officer's Statement | 8 | |
| | | | Responsible Business: Investing in our associates | 16, 17 | |
| | | | Sell &(Re)use: Retail associate recognition and training | 44 | |

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| LA12 | Employees receiving regular performance and career development reviews, by gender (percentage) | Not reported | | | |
| DIVERSITY AND EQUAL OPPORTUNITY | | | | | |
| LA13 | Diversity of governance bodies and employee categories (according to gender, age group, minority group membership, and other indicators) | Partial | Responsible Business: PVH – one of the world's largest apparel companies | 14, 15 | |
| | | | Performance Summary | 52, 53 | |
| EQUAL REMUNERATION FOR WOMEN AND MEN | | | | | |
| LA14 | Ratio of basic salary and remuneration of women to men by employee category | Not reported | | | |
| SOCIAL: HUMAN RIGHTS | | | | | |
| INVESTMENT AND PROCUREMENT PRACTICES | | | | | |
| HR1 | Investment agreements and contracts that include human rights concerns, or that have undergone human rights screening (Percentage and total number) | Partial | CRO's statement | 8 | |
| | | | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| | | | Performance Summary | 52 | |
| HR2 | Percentage of significant suppliers, contractors and other business partners that have undergone human rights screening, and actions taken | Partial | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| | | | Performance Summary | 52 | |
| HR3 | Employee training on human rights that are relevant to operations (total hours and percentage of employees) | Partial | 2014 CSR in Numbers | 6 | |
| | | | Responsible Business: Investing in our associates | 16, 17 | |
| | | | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| NON-DISCRIMINATION | | | | | |
| HR4 | Total number of incidents of discrimination and actions taken | Partial | Performance Summary | 51 | Of the incidents related to discrimination that were identified via our supplier factory assessment process, 67% were remediated. |
| FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING | | | | | |
| HR5 | Operations and suppliers identified in which the right to exercise freedom of association and collective bargaining may be violated or at risk, and actions taken | Full | Source & Make: Evolving our human rights program | 28, 29, 30 | 100% of issues resolved. |
| | | | Performance Summary | 51 | Of the incidents related to freedom of association that were identified via our supplier factory assessment process, 100% were remediated. |
| CHILD LABOR | | | | | |
| HR6 | Operations and suppliers identified as having risk for incidents of child labor, and measures taken | Full | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| | | | Performance Summary | 51 | |

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|---|--|------------------------------|---|------------------------|--|
| PREVENTION OF FORCED AND COMPULSORY LABOR | | | | | |
| HR7 | Operations and significant suppliers identified as having risk for incidents of forced or compulsory labor, and measures taken | Full | Source & Make: Evolving our human rights program | 28 | Of the incidents related to forced labor that were identified via our supplier factory assessment process, 100% were remediated. |
| | | | Performance Summary | 51 | |
| SECURITY PRACTICES | | | | | |
| HR8 | Security personnel trained in the organization's policies or procedures concerning aspects of human rights (percentage) | Not reported | | | |
| INDIGENOUS RIGHTS | | | | | |
| HR9 | Incidents of violations involving rights of indigenous people and actions taken (total number) | Not reported | | | |
| ASSESSMENT | | | | | |
| HR10 | Operations that have been subject to human rights reviews and/or impact assessments (Percentage and total number) | Full | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| | | | Performance Summary | 51 | |
| REMEDICATION | | | | | |
| HR11 | Number of grievances related to human rights filed, addressed and resolved through formal grievance mechanisms | Full | Source & Make, Evolving our human rights program | 30 | |
| | | | Performance Summary | 51 | |
| SOCIAL: SOCIETY | | | | | |
| LOCAL COMMUNITIES | | | | | |
| SO1 | Percentage of operations with implemented local community engagement, impact assessments, and development programs | Not reported | | | |
| SO9 | Operations with significant potential or actual negative impacts on local communities | Partial | Source & Make: Evolving our human rights program | 28, 29, 30 | |
| | | | Source & Make: Factory fire and building safety | 34 | |
| | | | Source & Make: Environmental initiatives in the works | 38, 39 | |
| | | | Source & Make: Chemical management | 40 | |

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| GRI REFERENCE | | DISCLOSURE (FULL/PARTIAL) | ONLINE LOCATION* | PDF REPORT LOCATION | ADDITIONAL NOTES |
|---------------------------|---|------------------------------|--|------------------------|---|
| SO10 | Prevention and mitigation measures implemented in operations with significant potential or actual negative impacts on local communities | Partial | Source & Make: Partnering with suppliers in China to empower workers | 30 | |
| | | | Source & Make: Day in the life of an assessor | 32, 33 | |
| | | | Source & Make: Factory fire and building safety | 34 | |
| | | | Source & Make: Collaborative initiative spotlight | 35 | |
| | | | Source & Make: Environmental initiatives in the works | 38, 39 | |
| | | | Source & Make: Chemical management | 40 | |
| | | | Source & Make: Global sourcing communities outreach | 41, 42 | |
| | | | Sell & (Re)use: Retail and distribution highlights | 46, 47 | |
| CORRUPTION | | | | | |
| SO2 | Percentage and total number of business units analyzed for risks related to corruption | Not reported | | | |
| SO3 | Percentage of employees trained in organization's anti-corruption policies and procedures | Full | Our Approach: CSR governance | 11 | 100% of employees are trained in our our Code of Business Conduct and Ethics, our anti-bribery policy and other related policies. |
| SO4 | Actions taken in response to incidents of corruption | Not reported | | | |
| PUBLIC POLICY | | | | | |
| SO5 | Public policy positions and participation in public policy development and lobbying | Not reported | | | |
| SO6 | Total value of financial and in-kind contributions to political parties, politicians, and related institutions by country | Not reported | | | |
| ANTI-COMPETITIVE BEHAVIOR | | | | | |
| SO7 | Total number of legal actions for anti-competitive behavior, anti-trust, and monopoly practices and their outcomes | Not reported | | | |
| COMPLIANCE | | | | | |
| SO8 | Monetary value of significant fines and total number of non-monetary sanctions for non-compliance with laws and regulations | Not reported | | | |

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|---------------------------------------|---|------------------------------|------------------|------------------------|------------------|
| SOCIAL: PRODUCT RESPONSIBILITY | | | | | |
| CUSTOMER HEALTH AND SAFETY | | | | | |
| PR1 | Life cycle stages in which health and safety impacts of products and services are assessed for improvement, and percentage of significant products and services categories subject to such procedures | Not reported | | | |
| PR2 | Total number of incidents of non-compliance with regulations and voluntary codes concerning health and safety impacts of products and services during their life cycle, by type of outcomes | Not reported | | | |
| PRODUCT AND SERVICE LABELING | | | | | |
| PR3 | Type of product and service information required by procedures, and percentage of significant products and services subject to such information requirements | Not reported | | | |
| PR4 | Total number of incidents of non-compliance with regulations and voluntary codes concerning product and service information and labeling, by type of outcomes | Not reported | | | |
| PR5 | Practices related to customer satisfaction, including results of surveys measuring customer satisfaction | Not reported | | | |
| MARKETING COMMUNICATIONS | | | | | |
| PR6 | Programs for adherence to laws, standards, and voluntary codes related to marketing communications, including advertising, promotion, and sponsorship | Not reported | | | |
| PR7 | Total number of incidents of non-compliance with regulations and voluntary codes concerning marketing communications, including advertising, promotion, and sponsorship by type of outcomes | Not reported | | | |
| CUSTOMER PRIVACY | | | | | |
| PR8 | Total number of substantiated complaints regarding breaches of customer privacy and losses of customer data | Not reported | | | |
| COMPLIANCE | | | | | |
| PR9 | Monetary value of significant fines for non-compliance with laws and regulations concerning the provision and use of products and services | Not reported | | | |

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