

Corporate Responsibility Report **2020**

DRIVING FASHION FORWARD  
**FOR GOOD**

PVH



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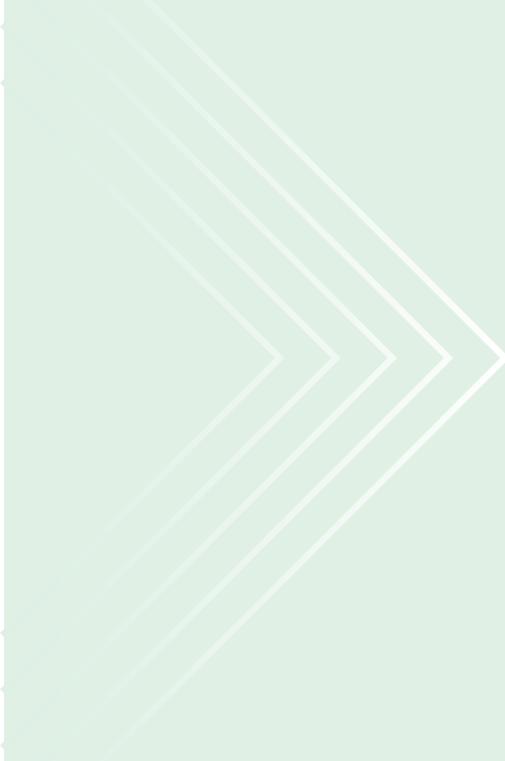
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# About PVH

PVH Corp. is one of the world's largest and most admired fashion companies, connecting with consumers in over 40 countries. Our global iconic brands include *Calvin Klein*, *TOMMY HILFIGER* and our Heritage Brands. Our 140-year history is built on the strength of our brands, our team and our commitment to drive fashion forward for good. That's the Power of Us. That's the Power of PVH.

**THAT'S THE  
POWER OF US.  
THAT'S THE  
POWER OF PVH.**



# About This **REPORT**

Our annual Corporate Responsibility (CR) Report provides information and performance data on our operations during our 2020 fiscal year (February 3, 2020 to January 31, 2021), unless otherwise indicated. Developed through cross-functional collaboration—and continually adapted in response to the evolving Environmental, Social and Governance (ESG) disclosure landscape—our report drives our ongoing data transparency and responds to the needs of stakeholders across our business, our industry and beyond.

# How We REPORT

This report acts as a resource for assessing our Corporate Responsibility progress, inclusive of Inclusion & Diversity. We report in alignment with the United Nations Guiding Principles, the Ten Principles of the United Nations Global Compact (UNGC), and the United Nations Sustainable Development Goals (UN SDGs). For the first time, we are proud to also publish our alignment to the Task Force on Climate-Related Financial Disclosures (TCFD) Standard.

As we continue to evolve our data disclosure, we look forward to further refining our reporting frameworks, expanding our data and performance platform to track progress against our *Forward Fashion* targets across all PVH brands and commercial regions, and learning from our peers and partners to remain aligned with advancing industry and non-financial reporting practices. We continue to monitor issues most material to our industry and, given emerging challenges, plan to revisit our assessment of material issues to accurately reflect priorities most relevant to our business and key stakeholders.

Our 2020 Performance Summary, found within this report, was prepared in guidance with the GRI framework and presents our progress from the year.

A comprehensive list of key resources and public statements, as well as details surrounding governance and policies, can be found throughout this report, and at [pvh.com/responsibility/resources](http://pvh.com/responsibility/resources).

Questions, comments or feedback regarding this report or our *Forward Fashion* strategy are welcomed. Please direct them to [cr@pvh.com](mailto:cr@pvh.com).

We have not obtained external assurance for this report.

Signposts woven throughout our report guide you to relevant resources and data to provide additional context to our reported progress and efforts.

## EXAMPLE



**SASB:** Raw Materials  
Sourcing >> CG-AA-440a.1

# A Note From Our CEO

2020 has been a year like no other in recent history. While our company and the industry were focused on navigating the COVID-19 pandemic and responding to urgent societal issues, PVH also continued to drive forward with a renewed sense of urgency on our commitments to use our scale and global presence to transform ourselves and the industry. Through the power and passion of PVH's people, we made notable progress across key initiatives on inclusion and diversity, environmental sustainability, human rights and climate change. These areas of focus and our values are at the heart of everything we do.

Our Corporate Responsibility (CR) Report for 2020 focuses on the issues we believe are critical to creating the future we want—as individuals, communities and society—together with our stakeholders. We also believe it is important to be transparent and measure our progress in delivering on our purpose to drive fashion forward for good.

In the report, you will read about the ongoing work of our brands, which continues to further our efforts. Each consumer-facing program is designed to have meaningful outcomes, grounded in their distinctive brand identity, and powered by *Forward Fashion*, our global CR strategy.

It is a privilege and a responsibility for companies like PVH to use our scale and global reach to make a difference on these important issues. We also understand that we will only achieve real and lasting change by working with our peers, partners and the industry as a whole. Among the collaborative efforts we are proud to be a part of:

- **CFDA:** We expanded our partnership with the Council of Fashion Designers of America (CFDA) to co-author the *State of Diversity, Equity & Inclusion in Fashion* report, including research and a roadmap for next steps to create a more representative and equitable workforce, talent pipeline and consumer base. It is a step on our journey to improve workplace opportunities for all.

- **ILO:** We worked alongside industry partners and peers to create and endorse the International Labour Organization's (ILO) Call to Action, to protect garment workers during the pandemic, ensure purchasing practice commitments are made to pay for finished and work-in-progress goods, and establish long-term sustainable systems of social protection.
- **Fashion Pact:** As environmental and social priorities rise to the forefront of industry agendas, the Fashion Pact, an initiative spearheaded by the CEOs of over 60 fashion and textile companies, released its first report and established clear targets to drive positive change in the areas of air, oceans and animals through industry collaboration.
- **America Is All In:** Global cross-sector partnership is key to achieving our *Forward Fashion* goals. PVH is proud to stand alongside our peers and partners in support of climate action, and endorse America Is All In, calling for a national mobilization on climate and recovery as we marked the fifth anniversary of the Paris Agreement.

We will continue to build on our core strengths, connect to our consumers in ways that are meaningful to them, and remain dedicated to innovation and continuous improvement. I could not be prouder of our entire team and the spirit they demonstrate every day, as together we work to drive fashion forward for good and co-create the next chapter of PVH's future.



A handwritten signature in black ink, appearing to read "Stefan Larsson".

**Stefan Larsson**  
Chief Executive Officer

# A Note From Our Chief Sustainability Officer

We launched our Corporate Responsibility strategy *Forward Fashion* in 2019 with a vision to establish a new level of ambition and transparency for sustainable business. In 2020, in the face of a global health crisis and increasing economic, social and political polarization, our vision took on a renewed sense of urgency.

The events of the past year affected our people, our business and supply chain, our families and communities—and the impacts continue to be felt around the world. It exposed the fragility of many of our global systems, and left organizations navigating the balance of taking immediate actions to prioritize health, safety and business survival, with maintaining focus on the efforts needed not only to recover but thrive as a business as we move forward. These defining moments reinforced that efficiency and resiliency need to be built into all of our systems if we're to be successful and emerge even stronger.

Establishing resilient systems is only possible through authentic leadership and embracing collaboration across the entire value chain. While we had to adapt our short-term strategies to address immediate needs across our organization, we were able to draw on our *Forward Fashion* strategy and the strength of our partnerships to inform the apparel industry's future. I am proud of the progress we have driven forward, from working across the apparel sector to create and endorse [The International Labour Organization \(ILO\) Call to Action](#), to partnering with our suppliers to accelerate the adoption of industry tools to measure and improve social and environmental performance, and joining over 300 companies in the [LEAD on climate initiative](#) to continue to prioritize climate action.

**“IF 2020 HAS TAUGHT US ANYTHING, IT’S THAT WE MUST CONTINUE TO MAKE ADVANCEMENTS AND IMPROVEMENTS TO ULTIMATELY DELIVER ON THE NEEDS OF ALL OUR STAKEHOLDERS AND PUSH MEANINGFUL PROGRESS BOTH AT PVH AND ACROSS THE INDUSTRY.”**

This year's CR report reflects on these notable actions and honors our commitment to accountability and transparency through the ongoing disclosure of extensive data. It also allows us to indicate the work we have ahead of us and what is to come. Aligning on a strategy and setting targets is never a complete journey but, rather, an evolving one. While *Forward Fashion* remains our guiding vision, if 2020 has taught us anything, it's that we must continue to make advancements and improvements across our programming, priorities and approach to non-financial reporting, to ultimately deliver on the needs of all our stakeholders and push meaningful progress both at PVH and across the industry.

Working to drive this critical progress will always bring with it challenges and considerations. The rapid growth of digital tools and innovations for circularity needs to account for the workers who comprise our industry's uniquely human supply chain. Developments in recycled materials must evolve alongside green chemistry and sustainable farming practices. These challenges are not easy, yet fashion has always had the ability to reinvent and renew, and this is what motivates all of us to strive for impactful solutions, unlock new opportunities, and continue to drive fashion forward—for good.



A handwritten signature in black ink, appearing to read "Marissa Pagnani McGowan".

**Marissa Pagnani McGowan**  
Chief Sustainability Officer



# 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 are committed to our strategy that supports sustainability and human rights around the world.

Through *Forward Fashion*, we aim to reduce our negative impacts to zero, increase positive impacts to 100% and improve the over 1 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 action 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 and 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 33,000+ 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 33,000+ 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.

# OUR BRANDS





# CALVIN KLEIN



## A CHAMPION FOR CHANGE

With a more than 50-year history of challenging stereotypes and the status quo, Calvin Klein has long been a champion for change. Through our iconic fashion lifestyle products and a global platform for self-expression and inclusion, we continue to advance progressive ideals as we reimagine Calvin Klein for the next 50 years.

Our new sustainable business strategy will present a bold level of ambition to ensure that Calvin Klein is more inclusive, more equitable, more innovative and circular. We will influence through action across our entire business—including product, workplace, supply chain, partnerships and communities. Setting this strategy with the potential to influence every decision in every part of our business is a significant undertaking, and we are prioritizing where we can make the biggest impact.

Calvin Klein will launch new commitments, programs and partnerships this year. While we know there's more work to do, we're already pushing boundaries in how we design, make, market and package our products.

## 2020 HIGHLIGHTS

### Calvin Klein

#### DOUBLED THE USE OF SUSTAINABLE MATERIALS

In 2020, Calvin Klein Europe more than doubled the use of its sustainable materials from the previous year.\*

In *Calvin Klein Jeans*, there was a focus on lower-impact denim finishing techniques that significantly reduce freshwater consumption and carbon emissions compared to conventional techniques.\*\*

# 2X

Calvin Klein Europe more than doubled the use of sustainable materials.

\*Increase from 10% total sustainable materials in 2019 to 21% total sustainable materials in 2020.

\*\*Lower Impact washes typically have 50% reduction in water use and 30% reduction in energy use compared to conventional washes.

#### INTRODUCED THE ECO SERIES



We introduced “The Eco Series” across a number of product categories including jeans, sportswear and performance. These programs featured the brand’s most iconic silhouettes reissued with sustainable attributes including more sustainable cotton, recycled materials and natural dyes.

#### CK ONE RECYCLE PROGRAM INTRODUCED FABRIC FROM RECYCLED PLASTIC WATER BOTTLES

# 55%

of our swimwear offering was made from recycled materials in 2020.

We incorporated innovative sustainable raw material alternatives in our underwear offerings that reduce our negative environmental impact without sacrificing any of the technical benefits for which the Calvin Klein Underwear brand is known.

Our CK ONE Recycle program introduced the use of Repreve fabric—made from recycled plastic water bottles—for men’s and women’s underwear. We also prioritized the use of innovative recycled materials in swim, leveraging textiles made from pre- and post-consumer waste, such as Repreve and ECONYL. In 2020, 55% of our swimwear offering was made from recycled materials. Moving into 2021, many of the swim programs will feature 100% recycled materials.

#### LAUNCHED CK EVERYONE—OUR FIRST CLEAN FRAGRANCE

Calvin Klein launched our first clean fragrance, CK EVERYONE, which is vegan, made from naturally derived alcohol and infused with ingredients sourced from natural origins. A gender-neutral scent, CK EVERYONE has a Silver Level Material Health Certificate from Cradle to Cradle Products Innovation Institute.\*\*\*



\*\*\* Cradle to Cradle Certified® is a globally recognized measure of safer, more sustainable products made for the circular economy.

#### CONTINUED OUR ONGOING COMMITMENT TO LGBTQIA ADVOCACY AND ALLYSHIP

Calvin Klein’s ongoing commitment to LGBTQIA advocacy and allyship continued in 2020, with a priority on COVID-19 relief efforts. The brand was a founding partner of OutRight Action International’s COVID-19 LGBTQIA+ Global Emergency Fund. Together with PVH Corp., we continued our support of onePULSE Foundation, the nonprofit established by the owner of the Pulse nightclub following the June 12, 2016 shooting in Orlando, Florida. We also supported Australia-based charity, The Equality Project, and sponsored PFLAG National.

Our #PROUDINMYCALVINS campaign celebrated self-expression and the full spectrum of LGBTQIA+ identities. Shot by Ryan McGinley, the series of stills and videos featured nine talents from around the world with an emphasis on diversity of experience, race, ethnicity and body type.



# TOMMY HILFIGER



## MAKE IT POSSIBLE: OUR VISION TO CREATE FASHION THAT “WASTES NOTHING AND WELCOMES ALL”

After 35 trailblazing years, Tommy Hilfiger continues to be a pioneer of classic, American cool style. Driven by a passion for breaking conventions and embracing bold ideas, the company has written the rule book for remaining at the forefront of the intersection of pop culture and heritage fashion. From the very beginning, Tommy Hilfiger has always believed that with hard work and a positive outlook, anything is possible. So, we are taking action to build towards a better fashion industry.

Today, we face some of the biggest challenges we have ever experienced—from climate change and natural resource scarcity to racism and inequity. We recognize that one fashion company cannot change all of this. But we can change the way we work and the clothes our consumers wear. Stitch-by-stitch. Person-by-person. Innovation-by-innovation. We are going to make this vision a reality. We do not know exactly how we will get there but we are determined to try.

Over the last decade we have made considerable progress on our sustainability journey and we look forward to accelerating it over the coming months and years. We know this is just the beginning and there is much more work to be done on our journey to create fashion that “Wastes Nothing and Welcomes All.”

## 2020 HIGHLIGHTS

### LAUNCHING OUR VISION TO “WASTE NOTHING AND WELCOME ALL”

In August 2020, we accelerated our commitments, with a focus on social and environmental sustainability. Working with more than 100 associates globally, we identified 24 initial targets, inclusive of the 15 *Forward Fashion* targets, towards 2030. The targets are focused on four pillars: Circle Round, Made for Life, Everyone Welcome and Opportunity for All.

Guided by our Rolling Innovation Plan, we will continuously review and assess where we stand, pivoting along the way, adjusting targets and doing everything we can to create fashion that “Wastes Nothing and Welcomes All.”

# 24

initial targets identified focusing on

**4**  
**CIRCLE ROUND**  
**MADE FOR LIFE**  
**EVERYONE WELCOME**  
**OPPORTUNITY FOR ALL**

### WORKING TOWARDS A MORE CIRCULAR FUTURE OF FASHION

**36,429**  
**KILOGRAMS**  
of textile waste diverted in The Netherlands to date.

In October 2020, we launched our first circular business model, *Tommy for Life*, in The Netherlands. With *Tommy for Life*, we take back items from consumers as well as damaged pieces from our stores or online operations, then clean, repair and resell them, keeping products in use longer. Through *Tommy for Life*, we've diverted 36,429 kg of textile waste in The Netherlands to date. An expansion of the program is planned for 2021.

### INNOVATING TO DRIVE SUSTAINABILITY IN THE DENIM INDUSTRY

Tommy Hilfiger continues to drive transformative change in the denim industry through sustainable innovations.

**90%**  
of our global denim is more sustainable, and

**2.1M**  
pieces have been produced containing 20% post-consumer recycled cotton.

We're also driving change through circular innovation, as demonstrated by our Ellen MacArthur Foundation (EMF) Jeans Redesign Collection, created with circular design principles like detachable buttons and the replacement of metal rivets.

### INCREASING REPRESENTATION WITHIN THE FASHION INDUSTRY

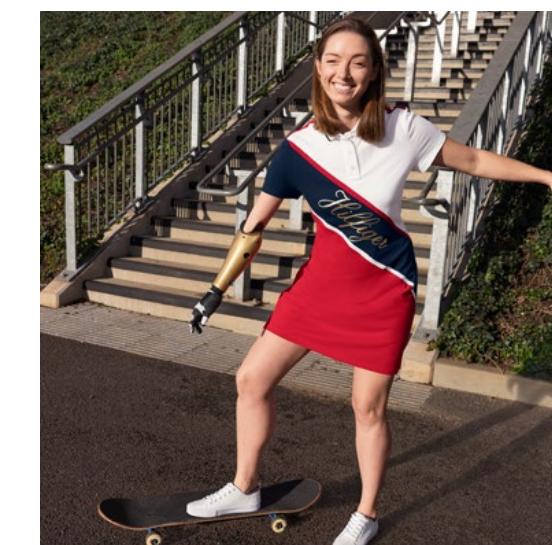
**\$5M**  
annual financial contribution to advance representation of BIPOC.

We're creating new programs and unlocking partnerships to drive real change. In June 2020, we committed to advancing Black, indigenous and people of color (BIPOC) representation within the fashion and creative industries with the launch of our *People's Place Program*. The three-pillar program is focused on Partnerships & Representation, Career Support & Industry Access and Industry Leadership, and will serve as our foundation as we work towards a much-needed shift in the fashion industry.

## **TOMMY HILFIGER**

### BUILDING TOWARDS A MORE INCLUSIVE FUTURE OF FASHION THROUGH EXPANDED PRODUCT OFFERINGS & EXPERIENCES

In 2020, we made great strides in expanding our inclusive product offering, including gender-neutral styles in our *TommyXLewisXH.E.R.* collection; expansion of our *Tommy Hilfiger Adaptive Collection* to the EU, Japan and Australia; the introduction of our first-ever Hijab line in select markets; expanded *Curve* offering; and a pilot of Model-Switch function with innovation on our European e-commerce site.





## HERITAGE BRANDS



### TOGETHER IN GOOD COMPANY: WORKING TOWARDS A MORE SUSTAINABLE AND INCLUSIVE FUTURE FOR ALL

Together in Good Company, Heritage Brands' corporate responsibility program, highlights and further accelerates the sustainability, community, and inclusion and diversity priorities being driven across our diverse portfolio of iconic lifestyle brands. Together in Good Company reflects the thoughtful design choices, product development solutions, and brand values guiding us on our journey to a more sustainable future.

Together in Good Company reinforces our alignment to PVH's *Forward Fashion* strategy and our commitment to reduce negative impacts to zero, increase positive impacts to 100%, and improve the over 1 million lives across our value chain. Our platform focuses on several areas where we believe we can drive the greatest impact: Using Sustainable Materials, Reducing Single-Use Plastic, Innovating for Circularity, Water Stewardship, Community Commitments, and Inclusion & Diversity priorities.

## 2020 HIGHLIGHTS

### OUR COMMITMENT TO SUSTAINABLE AND RECYCLABLE MATERIALS

#### WE HAVE COMMITTED TO USE

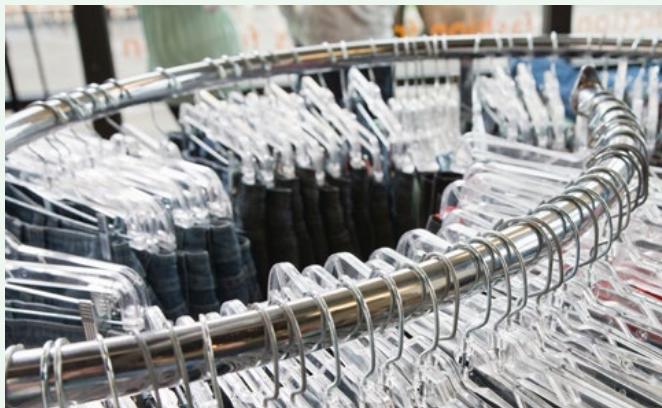
**100%**

sustainable cotton and 100% recycled polyester and nylon by 2025 in all of our products because they are the top three fabrics used in the Heritage Brands.

To support continued efforts to use sustainable materials and meet this target, we are working with teams internally and design partners to redefine materials use across our product offerings.

- 100% of the metal “Y-Zip” zippers we use are made with recycled polyester yarn tape.
- 75% of the cotton used by the Dress Furnishings Group and 33% of Heritage Brands Sportswear (IZOD and Van Heusen) was more sustainably sourced in 2019.
- 12% of the polyester used by the Dress Furnishings Group in 2019 was more sustainably sourced.

### REDUCING SINGLE-USE PLASTICS ACROSS OUR OPERATIONS



To reduce single-use plastics across our operations, we are focused on finding alternative solutions for hangers, collar stays, polybags, buttons and thread. Working cross-functionally, we’re exploring alternative solutions and materials for packaging and trim.

- The Dress Furnishings Group has developed a 50/50 recycled polyester bag using pre-consumer polyester.\*
- Heritage Brands Sportswear (IZOD and Van Heusen) has developed a 100% pre-consumer recycled polybag.\*\*
- All Heritage Brands woven bottom products now have zippers made from recycled plastic bottles.

\*For all Indonesia production  
\*\*For all Bangladesh production

### WATER PRESERVATION THROUGH OUR PROTECTING LAKE HAWASSA INITIATIVE

Nearly 100% of the manufacturing done at the Hawassa Industrial Park in Ethiopia is for our Heritage Brands business. Our teams are committed to protecting the community and its resources, with a focus on water stewardship. The Protecting Lake Hawassa initiative—launched in 2018 in partnership with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)—addresses solid waste management, afforestation and soil erosion control, and community and stakeholder engagement to protect the lake. With access to safely managed water, sanitation and hygiene (WASH) becoming increasingly critical amidst COVID-19, WASH plays a key role in helping reduce risk of outbreaks and slow the spread of coronavirus. To improve access to WASH services, our teams supported NatuRes and the Hawassa Water Supply and Sewerage Service Enterprise (HWSSE) in sourcing two submersible water pumps and one surface water pump.

#### HELPED

**300k+**

#### HAWASSA RESIDENTS

begin receiving potable water in partnership with NatuRes and the Hawassa Water Supply and Sewerage Service Enterprise.

### HERITAGE BRANDS

### COMMUNITY ENGAGEMENT AND VOLUNTEER INITIATIVES

**100%**

#### TARGETED PARTICIPATION

from all Heritage Brands associates as it relates to community involvement.

We are committed to engaging with our communities by providing associates with opportunities to participate in local volunteer initiatives and charitable causes. We’ve partnered with Coalition for the Homeless and Comprehensive Youth Development, both New York City-based organizations, to provide a breadth of unique engagements. Despite COVID-19 restrictions, Heritage Brands associates have hosted virtual career panels and mock interviews with youth and adults looking to re-enter the workforce. We are targeting 100% participation from all Heritage Brands associates as it relates to community involvement.

ZERO | 100% | 1M+

# PRIORITIES & PROGRESS



**ZERO** | 100% | 1M+

# Zero

## REDUCE NEGATIVE IMPACTS TO ZERO

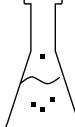
To drive fashion forward, we cannot stop at simply reducing our negative impacts; we must work to eliminate them. Our ambition is for our products and business operations to generate zero waste, zero carbon emissions and zero hazardous chemicals, and for our products to be circular.

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>ELIMINATE CARBON EMISSIONS</b> Protect our global climate by reducing energy use and powering our business through renewable sources.	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"> <li>Address climate change by lowering our greenhouse gas (GHG) footprint by cutting energy consumption, increasing energy efficiency, driving investment in renewables and procuring credible carbon offsets.</li> <li>Evaluate and mitigate risks to our business from climate change and consider the future footprint of our offices; assess omnichannel needs, purposes of physical spaces across our business and how best to support our distribution centers in operating sustainably, particularly as we adapt to the industry-wide shift toward e-commerce.</li> <li>Develop and implement GHG reduction and climate resiliency strategies for our owned and operated facilities, and with our supply chain stakeholders.</li> <li>Prioritize sourcing more sustainable raw materials with a lower carbon footprint.</li> </ul>	<ul style="list-style-type: none"> <li>Reduced our Scope 1 and Scope 2 emissions 47% from our 2017 baseline.</li> <li>43% of energy used in our offices, warehouses and stores was derived from renewable sources in 2020; an increase of 15% from last year. Our mid-2020 install of solar panels in our Venlo distribution center will show an increase in measurable benefits for the 2021 reporting year.*</li> <li>Continued to collaborate with our industry peers to reduce Scope 3 emissions across our supply chain, through our involvement in the Fashion Pact, UN Fashion Charter, and investments in mill improvement programs through the Sustainable Apparel Coalition's (SAC) Apparel Impact Institute (Aii).</li> <li>Driven by data gathered through Higg Facility Environmental Module (FEM), we've continued to explore innovations and technology solutions to improve processes across our supply chain. We learned that 35 of our facilities account for 75% of overall energy consumption and 70% of overall GHG emissions—with 6% still using coal in their operations. These insights equipped our teams to make recommendations for improvements in partnership with SAC's Aii.</li> <li>Signed onto several climate policy advocacy initiatives in 2020 including: <a href="#">"We Are Still In" statement</a>, <a href="#">"Uniting Business and Governments to Recover Better" statement</a>, <a href="#">LEAD on CLIMATE 2020</a>, and <a href="#">EU Green Recovery Call to Action Letter</a>.</li> <li>Joined the UNGC's Businesses Ambition for 1.5 degrees commitment.</li> </ul>

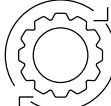
Note:

\* Our 2020 emissions reflect that, despite the impacts of COVID-19, many of our owned and operated facilities saw a smaller than anticipated reduction in energy usage. This is attributed to continued in-office and in-store energy use. Going forward, we look to implement additional energy saving solutions (lighting sensors/timers, energy management systems) with these findings in mind.

**ZERO** | 100% | 1M+

<b>PRIORITY</b>	<b>TARGET</b>	<b>BY</b>	<b>APPROACH</b>	<b>NOTABLE PROGRESS</b>
 <b>END WASTE</b> Divert the waste we send to landfill through solutions in our owned and operated facilities and continually drive sustainable packaging decisions.	All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics.	2030	<ul style="list-style-type: none"> <li>Test and apply alternative options for packaging materials generating damage to our environment, starting with plastic polybags given the rise in e-commerce.</li> <li>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.</li> <li>Educate and enable associate behavior change, particularly related to reuse and recycling.</li> </ul>	<ul style="list-style-type: none"> <li>Responding to the increase in e-commerce and the temporary closure of many stores and offices throughout the pandemic, we focused on reducing our plastic waste, and partnered with Fashion for Good for a pilot to recycle collected polybags into polybags made with 80% post-consumer recycled content. We also committed to ending our use of single-use plastics through the Fashion Pact.</li> <li>We're continually assessing the environmental demands of our on-product packaging across all PVH businesses and exploring alternatives and technological innovations as solutions are introduced to the market.</li> <li>Made a formal commitment to Canopy's CanopyStyle and Pack4Good initiatives, which address 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 2021.</li> </ul>
 <b>ELIMINATE HAZARDOUS CHEMICALS &amp; MICROFIBERS</b> Eliminate water pollution from our wet processors, recognizing that water is essential to the livelihoods and sanitation needs of those in the communities in which we work and live.	Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers.	2025	<ul style="list-style-type: none"> <li>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.</li> <li>Utilize standardized industry tools to contribute to enabling efficient removal of hazardous chemicals from our supply chain.</li> <li>Drive effective chemical management practices across the product life cycle: managing inputs and outputs, and innovating chemistries.</li> </ul>	<ul style="list-style-type: none"> <li>56% of our wet processing facilities that have submitted verified Higg FEM data (in 2019) have fully achieved a Level 2 score in the wastewater module, demonstrating that they are tracking the quality of their wastewater allowing them to set clear improvement targets in order to report against industry wastewater standards.</li> <li>Among our wet processing suppliers that submit verified Higg FEM data, 93% have fully achieved the requirements of the water module. They have established a water usage baseline, are tracking their ongoing water use, and they are setting targets to manage and improve water usage based on industry standards.</li> <li>Only 27% of facilities 'fully' or 'mostly' achieved a Level 2 score in the chemicals module. We are using this data to inform program recommendations to drive further progress in our supplier facilities, including a 2021 focus on chemical inventories.</li> </ul>

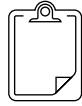
**ZERO** | 100% | 1M+

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>INNOVATE FOR CIRCULARITY</b> Foster and harness innovation to design and manufacture products that eliminate product and production waste.	Three of our most commonly purchased products will be completely circular, including the full traceability of key raw materials.	2025	<ul style="list-style-type: none"> <li>Work toward circularity based on a four-part definition informed by the Ellen MacArthur Foundation:               <ul style="list-style-type: none"> <li>- Design products with safe and renewable materials;</li> <li>- Make products that are “made to be made again”;</li> <li>- Use new business models to extend the use of clothing, and capture rental and resale market share;</li> <li>- Implement traceability mechanisms and systems.</li> </ul> </li> <li>Instill a circular mindset across PVH in product design, development and (re)distribution through guidelines, training, measurement tools and systems integration.</li> <li>By incentivizing and collaborating with supply chain partners, innovators and other actors—and leveraging precompetitive cross-industry collaboration where possible—we’re testing, investing in and applying new technologies, materials and business models to enable circularity across our value chain. This is supported by our digital acceleration efforts which enable more efficient design production and traceability, critical to producing circular products.</li> </ul>	<ul style="list-style-type: none"> <li>Helped drive Fashion for Good’s Full Circle Textiles project to explore the scaling of textile-to-textile chemical recycling technology to break down old garments and make them new.</li> <li>Partnered with Fashion for Good for a pilot to recycle collected polybags into polybags made with 80% post-consumer recycled content.</li> <li>Worked across our brand portfolio to create circular product road maps with complementary trainings.</li> <li>Tommy Hilfiger launched the first circular business model across our brand portfolio, <i>Tommy for Life</i>, in The Netherlands. The model takes back items from consumers as well as damaged pieces from our stores or online operations, then cleans, repairs and resells them, keeping products in use longer. Through <i>Tommy for Life</i>, we’ve diverted 36,429 kg of textile waste in The Netherlands to date. An expansion of the program is planned for 2021, with learnings from the program informing the development of circular business models across our organization.</li> <li>Released updated Global Sustainable Materials and Packaging guidelines and facilitated an accompanying webinar to further educate more than 200 associates in eight regions and office locations.</li> <li>We continue to drive change through circular innovation, as demonstrated by Tommy Hilfiger and Ellen MacArthur Foundation’s (EMF) Jeans Redesign Collection, created with circular design principles like detachable buttons and the replacement of metal rivets.</li> </ul>

# 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
 <b>SOURCE ETHICALLY</b> 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"> <li>Drive the adoption of industry tools across social and environmental assessments to create a level playing field and provide standardized measurements and data.</li> <li>Enable supplier improvements to social and environmental practices and programs.</li> <li>Expand the scope and scale of our programs and encourage adoption by more—and varied—suppliers.</li> <li>Equip our suppliers with tools to identify opportunities for improvement, implement and sustain these improvements, and track and report progress.</li> </ul>	<ul style="list-style-type: none"> <li>95% of suppliers scored a yellow rating or higher (meeting or exceeding our expectations) on our social assessment.</li> <li>Phased out the PVH proprietary social assessment tool for 250+ facilities and adopted the Social and Labor Convergence Program (SLCP) assessment. SLCP is an industry-wide data collection tool that aims to create an efficient and sustainable solution for social audits and PVH will be aiming to adopt SLCP for all applicable suppliers by the end of 2022.</li> <li>589 facilities have completed the SAC Higg FEM self-assessment and approximately 475 had this data verified. Analysis of this data enables our teams to engage facilities on Performance Improvement Plans to ensure sustainable solutions are implemented to minimize the environmental impacts of manufacturing and drive progress toward our <i>Forward Fashion</i> goals.</li> </ul>
 <b>AMPLIFY WORKER VOICES</b> 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"> <li>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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>131 factories are currently involved in PVH's Workplace Cooperation Program or Better Work's Advisory Services to strengthen worker management committees, representing 38% of total applicable facilities. We continue to increase the number of key suppliers reached by the program.</li> </ul>

Note:

\* 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.

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>PROMOTE SAFE WORKPLACES</b> Ensure safe and healthy workplaces for all workers in our supply chain.	100% of our suppliers will promote and maintain safe and healthy work environments.	2025	<ul style="list-style-type: none"> <li>Use data to inform a risk-based approach to address workplace safety risks in our supply chain.</li> <li>Leverage multi-stakeholder partnerships to assess and improve workplace safety at an industry level, focusing on those countries with the highest safety risks.</li> </ul>	<ul style="list-style-type: none"> <li>88% (74 out of 84 factories) of in-scope* PVH factories have completed all Bangladesh Accord (Bangladesh Accord) health and safety training sessions under the training protocol used prior to 2020.</li> <li>Through the Accord on Fire and Building Safety in Bangladesh, we remediated 97% of initial safety issues found at factories.</li> <li>To equip our partners with the tools needed to maintain a safe and healthy workplace, we issued <i>Guidelines for a Healthy Work Environment and Addressing the COVID-19 Crisis</i> to our supply chain business partners—based on World Health Organization (WHO) and other international guidelines—and provided specific COVID-19 supplier training addressing health and safety considerations.</li> </ul>
 <b>ADVANCE LIVING WAGES</b> Create conditions for national living wage agreements through industry-wide collective bargaining linked to our purchasing practices.	100% of our key suppliers in key production countries proactively support industry-wide collective bargaining to achieve living wages.**	Two countries by 2025 and four by 2030	<ul style="list-style-type: none"> <li>Understand the compensation and payment systems of all suppliers by conducting factory assessments and providing advisory services.</li> <li>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"> <li>Negotiated wages as itemized costs in purchasing prices;</li> <li>Fair terms of payment;</li> <li>Better planning and forecasting;</li> <li>Training global associates on responsible sourcing and buying; and</li> <li>Responsible exit strategies.</li> </ul> </li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Expanded our disclosure of wage data by increasing the number of in-scope sourcing countries from six to nine, with this year’s inclusion of Cambodia, Indonesia and Tunisia (moving from 75% to 86% of PVH’s global FOB***). The complete list of in-scope sourcing countries for which PVH is disclosing wage data can be found in the <a href="#">Performance Summary</a>.</li> <li>Co-created and endorsed the ILO’s Call to Action to mobilize emergency relief funds to protect garment workers’ income and employment through the COVID-19 crisis and worked with national governments, international organizations and labor partners to establish social protection systems into the future.</li> <li>Provided suppliers with continued access to PVH’s post-shipment financing program to ensure suppliers have the ability to ship goods and access funds to pay their workers ahead of receiving our payment.</li> </ul>

Note:

\*In-scope is defined by factories located outside of export processing zones; all but two Bangladeshi vendors were trained.

\*\*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](#).

\*\*\*PVH defines Freight on Board (FOB) as the total cost of the garments we manufacture in each of our in-scope countries.

ZERO | **100%** | 1M+

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>RECRUIT ETHICALLY</b> Partner with our suppliers to ensure ethical recruitment practices for migrant workers.	100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees.	2025	<ul style="list-style-type: none"> <li>Partner with industry initiatives and international organizations to engage suppliers in jurisdictions 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.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Trained suppliers in 12 high-risk jurisdictions on ethical recruitment including an overview of forced labor (including document retention, freedom of movement, pregnancy testing, etc.), steps required to avoid these issues, and a deep dive into tools to prevent migrant workers from paying recruitment fees and how to remediate fees if such issues are found.</li> <li>To enable ongoing education on best practices, 100% of direct suppliers in high-risk jurisdictions have also completed forced labor training on the Responsible Labor Initiative's E-learning platform. All new suppliers in high-risk jurisdictions will be required to complete such training as part of the onboarding process.</li> </ul>
 <b>REGENERATE MATERIALS</b> Transition key product and packaging materials to sustainable alternatives, and support regenerative agriculture practices, while protecting animal welfare.	Sustainably source 100% of PVH's cotton, viscose and polyester.	Cotton and viscose by 2025, polyester by 2030	<ul style="list-style-type: none"> <li>Source raw materials with increasing prioritization of environmental and social considerations.</li> <li>Pursue a variety of sustainable cotton sources, including organic, recycled, and Better Cotton, as well as testing and developing road maps to begin to source regenerative and new innovative forms of cotton.</li> <li>Pursue our sustainable polyester target by scaling the procurement of recycled fibers or identifying bio-based alternatives.</li> <li>Promote forest protection by eliminating the procurement of viscose from Ancient and Endangered forests and exploring bio-based alternative fibers.</li> </ul>	<ul style="list-style-type: none"> <li>Increased use of more sustainable cotton from 37% to 47% between 2018 and 2019.</li> <li>Increased use of more sustainable viscose from 4% to 9% between 2018 and 2019.</li> <li>Expanded our Animal Welfare Policy to include a full ban of exotic skins.</li> </ul>

ZERO | 100% | **1M+**

# 1M+

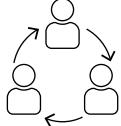
## IMPROVE THE 1M+ LIVES ACROSS OUR VALUE CHAIN

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 1 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
 <b>EMPOWER WOMEN</b> Remove barriers to advancement and create pathways to opportunity and choice for women in our supply chain.	Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain.	2030	<ul style="list-style-type: none"> <li>Focus on partnering with our strategic suppliers to embed women's empowerment as part of their human resources strategy.</li> <li>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.</li> <li>Expand women's empowerment programs to strategic supply chain communities to increase access to economic opportunities.</li> </ul>	<ul style="list-style-type: none"> <li>In 2020, 3,078 women enrolled in PVH Empower Women programs, including 2,428 women enrolled in factory programs and 650 women enrolled in community programs. In total, 6,586 women have enrolled in PVH Empower Women programs.</li> <li>Joined peer companies and supply chain partners (vendors) in making a commitment under the UN Foundation Private Sector Action for Women's Health &amp; Empowerment, providing an opportunity for us to work with a key stakeholder to address a broader range of women's needs through services and create pathways to opportunities for our female supply chain workers, their families and communities.</li> </ul>
 <b>PROVIDE ACCESS TO WATER</b> Ensure access to clean water for communities in our key basins through collaborative action.	Establish five collective action projects in our most water-stressed sourcing communities.	2025	<ul style="list-style-type: none"> <li>Enable access to clean water through locally rooted, cross-stakeholder collective action projects in strategic water-stressed sourcing communities for PVH.</li> <li>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.</li> </ul>	<ul style="list-style-type: none"> <li>Maintained our CDP water score and Leadership Band status, with a 2020 score of A-.</li> <li>Continued to make progress to achieve our collective goals through our water stewardship efforts with the World Wildlife Fund (WWF), with projects in Ethiopia's Lake Hawassa, China's Taihu Basin, Vietnam's Mekong Delta, Turkey's Büyük Menderes Basin and India's Noyyal Bhavani Basin. In response to the impacts of COVID-19, our teams have pivoted to support projects providing access to healthy and safe water, adequate sanitation, and improved hygiene (WASH) in order to prevent the spread of coronavirus.</li> </ul>

PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>EDUCATE THE FUTURE</b> Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life.	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"> <li>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.</li> <li>Invest in early intervention programs that are crucial for children to have the opportunity to reach their fullest potential in school and beyond.</li> <li>Invest in continuing education for teens and young adults, ensuring that at-risk youth have the necessary skills to achieve employment.</li> </ul>	<ul style="list-style-type: none"> <li>Reached an additional 29,368 children, parents, and teachers through early education and childcare services, teacher training, parenting resources and training, and youth employability training services in 2020.</li> <li>Activities were adjusted due to COVID-19 so that we could come as close as possible to achieving our goals while keeping children and families, factory workers and staff safe.</li> </ul>
 <b>DEVELOP TALENT</b> Develop a talented and skilled workforce that embodies PVH's values and an entrepreneurial spirit while empowering associates to design their future.	Expand professional skills development and digital literacy programs through PVH University to reach all 33,000+ PVH associates globally.	2023	<ul style="list-style-type: none"> <li>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).</li> <li>PVH U supports PVH's global priorities by:           <ol style="list-style-type: none"> <li>Developing leaders,</li> <li>Preparing the workforce of the future, and</li> <li>Creating a strong associate experience.</li> </ol> </li> <li>PVH U programs include Academies for Leadership, Digital, Supply, Logistics, HR, Systems &amp; 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.</li> </ul>	<ul style="list-style-type: none"> <li>With the accelerated rollout of our PVH U global learning platform, we were able to move from 40% of our goal in 2019 to 70% of our goal in 2020. Approximately 37% of associates who have access to the PVH U platform completed six or more courses in 2020.</li> <li>In 2020 70% of all corporate (non-retail) associates completed at least one non-mandatory course, and 8% of retail associates in China and North America completed at least one non-mandatory course.*</li> </ul>

ZERO | 100% | **1M+**

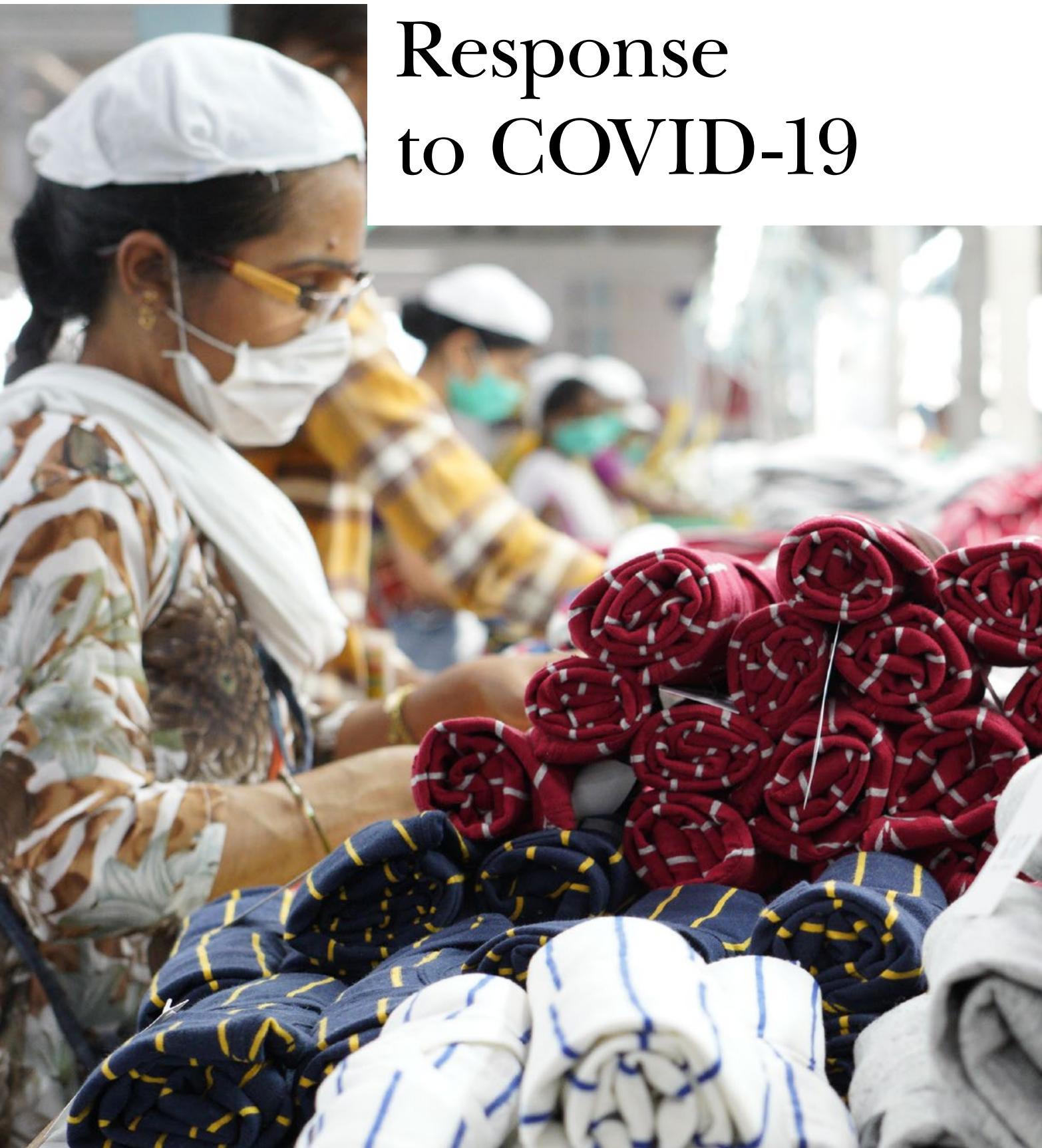
PRIORITY	TARGET	BY	APPROACH	NOTABLE PROGRESS
 <b>FOSTER INCLUSION &amp; DIVERSITY</b> Create an environment where every individual is valued.	Expand unconscious bias training to all 33,000+ PVH associates globally and achieve gender parity in leadership positions.  <i>Click to view our <a href="#">Nine Inclusion &amp; Diversity Commitments</a></i>	Training by 2023 and gender parity in leadership by 2030	<ul style="list-style-type: none"><li>Cultivate inclusion, equity and diversity for all in our workplace, marketplace and our communities.</li><li>Focus Inclusion &amp; Diversity (I&amp;D) efforts across three pillars: workplace, marketplace and community. These three pillars drive our I&amp;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 and awareness.</li></ul>	<ul style="list-style-type: none"><li>In 2020, approximately 3,266 associates completed Unconscious Bias training through comprehensive programs including 1,703 who received an I&amp;D Champion Digital Badge.</li><li>Working with PVH Corp.'s Global Inclusion &amp; Diversity Council, we rolled out nine global commitments that span the framework of our strategic I&amp;D pillars to deliver the greatest impact for our associates, our consumers, and our communities. These goals are global, reflecting our rich, regional diversity; although in select circumstances, they will be specific to a certain region. As we reach each of these milestones, we will identify new commitments to guide us forward.</li></ul>

RESPONSE TO COVID-19 | INCLUSION & DIVERSITY | CLIMATE ACTION | CIRCULARITY & PRODUCT INNOVATION |  
ADDRESSING GLOBAL SUPPLY CHAIN IMPACTS | SUPPORTING & EMPOWERING ASSOCIATES

# OUR STORIES



# Response to COVID-19



In 2020, COVID-19 affected every aspect of our organization, requiring us to assess and adapt several of our plans and business practices and, at times, make difficult decisions to balance interests and needs. Yet, despite these challenges, we remained true to our values and firmly committed to responsible business practices, taking action to support our associates, our suppliers and supply chain workers, our planet, and the communities in which we live and operate.

## FEATURE STORY

### BUILDING BACK BETTER THROUGH GLOBAL COLLABORATION

**\$2M+**  
donated to COVID-19  
relief efforts

**2M+**  
PPE units provided to the  
Montefiore Health System

#### SUPPORTING ON-THE-GROUND RECOVERY EFFORTS

To support those who continued to work on the front lines throughout the year, as well as those in need across our supply chain, The PVH Foundation donated more than \$2 million toward COVID-19 relief efforts. The grants were primarily used to support frontline medical workers, address food insecurity in our local communities and assist with a host of supply chain and industry relief efforts—in collaboration with organizations chosen by associates on the ground. In addition to monetary contributions, we shipped more than 2 million units of Personal Protective Equipment (PPE)—including isolation gowns, masks and face shields—to the Montefiore Health System in New York to help protect healthcare workers early in the pandemic.



**READ:** [PVH Corp. Statement on COVID-19 Supply Chain Impact](#)

## ADDRESSING IMPACTS ACROSS OUR SUPPLY CHAIN

Addressing the impacts of COVID-19 across our supply chain required cross-industry collaboration and partnerships with our suppliers as well as partners, governments and worker representatives. Together, we focused on finding solutions for workers' immediate needs as well as contributing to long-term efforts to strengthen social protections in key garment exporting countries.

We helped create and endorsed the ILO Call to Action, which is now supported by over 120 organizations from peer brands to global trade unions. The group focused on three priority areas: (i) Protecting garment workers' income, health, and employment; (ii) helping ensure that purchasing practice commitments were made to pay for all finished and work-in-progress goods and (iii) establishing long-term, sustainable systems of social protection as we move toward recovery. Collectively, the initiative helped provide \$4.9 million in worker wage support in Ethiopia and €115 million (\$136 million) disbursed to workers in Bangladesh. As we emerge from COVID-19, the ILO Call to Action will seek to work with governments and key stakeholders to ensure these social protections, such as unemployment insurances, are established in priority countries.

Our workers' health and safety remain a priority for PVH. At the outset of the crisis, we issued *Guidelines for a Healthy Work Environment and Addressing the COVID-19 Crisis*—based on World Health Organization (WHO) and other international guidelines—to our supply chain business partners and provided COVID-19 supplier training addressing health and safety considerations. A key part of our ongoing factory assessment process—which all suppliers must undergo—is focused on health and safety. Through our established issues-management process, we have a team that works with suppliers on risk mitigation and monitoring, addressing and resolving any reported issues—including receipt of wages, benefits and legally mandated severance payments by workers, factory closures, and health impacts of the pandemic on vulnerable worker populations.



**READ:** [CR Guidelines for a Healthy Work Environment](#)

This global crisis has underscored the importance of responsible business practices and the benefits of investing in strategic supply chain partnerships. Now, as the industry regains momentum, continual embedding of these practices across operations, in sourcing decisions and the planned incorporation of compliance cost will prove critical to ensure that we are building a more just and resilient global apparel supply chain.

## PRIORITIZING CLIMATE ACTION IN COVID-19 RECOVERY

The awareness and urgency to learn from the pandemic and work together to tackle the climate crisis has never been greater. Throughout 2020, we have continued to engage with our suppliers and invest in crucial energy efficiency programming to drive environmental improvements as we work towards our *Forward Fashion* goals. Alongside other global business leaders, we are committed to leveraging our voice and influence to inform policy changes and drive action as we build back better. For instance, we signed the United Nations Global Compact "Statement from business leaders for renewed global cooperation," advocating for multilateral partnerships to actively tackle the global climate crisis and address social inequality and racial injustice. The commitment serves as a pledge to partner with the UN, government, civil society and each other to create an enabling environment that serves the interest of people and planet, prosperity and purpose, through international cooperation and partnership—needed now more than ever.

We also signed RE100's Letter to EU policymakers in 2020, joining more than 50 major companies to call for corporate renewables to be built into the EU's COVID-19 economic stimulus package. The letter, signed by many of Europe's largest energy buyers and suppliers, addressed the EU Green Deal's 2050 climate targets and called for further detail and expansion to drive toward a goal of climate neutrality.



**READ:** [More on our climate actions and advocacy](#)

## PROTECTING THE HEALTH AND SAFETY OF OUR ASSOCIATES

Our associates remain at the center of our recovery efforts, and teams throughout our organization regularly evaluated our policies and procedures to best support individuals wherever they were working around the globe. Our people are our greatest asset and, like many of our peers, we had difficult conversations and faced tough decisions in our efforts to navigate the COVID-19 crisis effectively and protect those whose hard work and dedication drive us. We implemented a Global Employee Assistance Program (EAP) to support associates directly impacted by the pandemic, covered the private healthcare contributions of team members in the U.S., Canada and Brazil, and provided COVID-19 testing at no cost to all associates. We also provided access to telemedicine services and free flu shots to associates who did not

have coverage under our benefit plans. To provide financial support to associates diagnosed with COVID-19 and suffering financial hardship as a result, we expanded the reach of our Associate Relief Fund.



**READ:** [About our work to support associates during 2020](#)

## ADAPTING TO NEW WAYS OF WORKING

Guided by the needs of our associates, we developed new virtual work guidelines and implemented our Flexible Workplace Program, allowing teams to flex their day-to-day schedules to accommodate a new normal. Our weekly benefits digital newsletter kept associates up-to-date as we expanded and adjusted to provide as much ongoing support as possible, including gifting a two-year membership to Headspace—a virtual mental health and wellness platform—to encourage individual well-being. As we look toward an eventual transition back to our offices, we recognize that accountability from our leadership and our associates is key to ensuring a safe environment for our teams. To support this, we have partnered with PVH University to develop training on new COVID-safe policies and protocols to protect our teams as they return to the workplace gradually.



In line with PVH COVID-safe protocols, a number of associates worked from our offices for business-critical tasks.

**RESPONSE TO COVID-19** | INCLUSION & DIVERSITY | CLIMATE ACTION | CIRCULARITY & PRODUCT INNOVATION |  
ADDRESSING GLOBAL SUPPLY CHAIN IMPACTS | SUPPORTING & EMPOWERING ASSOCIATES



Our in-store associates adapted in accordance with health guidelines to ensure a safe environment for our teams and consumers.

## ENSURING COVID-19 SAFETY THROUGH IN-STORE AND ONLINE EXPERIENCES

The health and safety of our retail and warehouse associates and our consumers remained at the forefront of our planning. We followed health and safety guidelines issued by medical and health agencies, as well as governmental orders, while considering local COVID-19 rate trends, worker readiness and training, and the availability of protective and cleaning equipment and supplies. Stores generally were operated at reduced hours and occupancy levels, and we adapted the retail experiences, as well as expanded our digital commerce capabilities, to provide consumers with options for safe shopping.

## DIVERTING WASTE FROM LANDFILL

While COVID-19 accelerated many sustainability efforts across our industry, it also led to some intensified environmental impacts. In the face of shifting consumer demands and a marked decrease in in-store traffic, management of excess materials and product—a major sustainability roadblock in our industry—was forcefully brought to the forefront. To address this issue, we updated our Waste Disposal Standard Operating Procedures, warehoused materials and product for future seasons, and collaborated with our partners at Fashion for Good and Plug and Play to identify alternative uses. While this work was initially started to address an immediate challenge, early success has helped inform a future roadmap for ongoing education and innovation on product design and reuse. These principles support our circularity goals and are unlocking sustainable and efficient business opportunities to reimagine material and product waste across our brands.

# Inclusion & Diversity



## FEATURE STORY

### ACCELERATING OUR GLOBAL I&D STRATEGY AND RESPONDING TO SOCIAL INJUSTICE

We have accelerated our global Inclusion and Diversity (I&D) strategy by partnering with associates and peers on the best course of action to foster an industry of inclusion, belonging and equity for all. Our I&D work is an ongoing evolution that requires a commitment from all of us. The global pandemic and the social justice movement heightened our awareness and the need to accelerate our progress. We recognize this is a pivotal moment where we must focus on creating meaningful and sustainable change that impacts not only PVH but our industry at large. As part of our journey, we continue to be transparent and share our progress along the way.

We are dedicated to cultivating an environment where every individual is valued, and every voice is heard. In our efforts to foster a workplace culture where all associates feel empowered to be themselves and can count on us to provide opportunities for advancement and growth, we are guided by our values—Integrity, Individuality, Accountability, Passion, and Partnership. Over the past year, we identified areas of greatest impact where we live and work, aligning them to the three pillars of our I&D strategy: the

workplace, our marketplace and our communities. We also elevated our Global I&D Council, chaired by PVH CEO Stefan Larsson, to hold ourselves accountable to be both global in scope and transparent in our progress. Accordingly, the Council is responsible for:

- Owning and overseeing the global I&D strategy.
- Setting the strategic direction for the PVH I&D team and guidance for regional councils.
- Ensuring I&D focus areas are aligned with, and embedded in, PVH business strategy.
- Championing I&D initiatives across PVH.

We appointed Lance LaVergne to the new role of Chief Diversity Officer and SVP of Global Talent Acquisition and Associate Experience in August 2020. He is responsible for leading the development and implementation of an integrated global I&D strategy for PVH. Under his leadership, we established nine commitments that span the framework of our strategic I&D pillars to deliver the inclusive future we are championing. Ranging from inclusive representation to awareness and access, these goals are largely global, reflecting our rich, regional diversity.

# OUR INCLUSION AND DIVERSITY COMMITMENTS

At PVH, we believe in doing what's right for our associates, our consumers and our communities at large, including being proactive and vocal in our calls for racial justice and equity. As a leader in the fashion industry, we believe that our voice can be a huge influence in bringing awareness to opportunities and finding solutions with our peers to create equity for all. In 2020, we also expanded our partnership with the Council of Fashion Designers of America to co-author the *State of Diversity, Equity & Inclusion in Fashion* report, a definitive work of research that delves deeper into the barriers to greater inclusion and diversity in the fashion industry and identifies tangible actions industry participants can undertake to be more representative and equitable in their workforce, talent pipeline and consumer base.

We know we still have work to do and are dedicated to establishing tools and resources to power the initiatives and efforts needed to meet these goals. Members of our Global Inclusion & Diversity Council serve as the executive sponsors of each of our nine commitments. As we reach each milestone, we will evolve them into new commitments to continue to push us forward.

## WORKPLACE

### Inclusive Representation:

1. Achieve gender parity globally in all leadership positions at the SVP level and above by 2026.
2. Increase total BIPOC representation at SVP level and above by 50% and double Black and Hispanic/Latinx representation at Director and VP levels in the U.S. by 2026.

Our goal is for PVH associates to reflect the diversity of our consumers in communities around the world where we live and work, and to create opportunities for women and underrepresented populations, including BIPOC, LGBTQIA+ and individuals with diverse abilities. In some regions there are data privacy laws that govern the use of associate information, so we will begin our efforts by addressing gender representation globally and racial and ethnic representation in the U.S.

These representation commitments are aspirational in nature and are based on the representation of qualified candidates in our talent pipelines, both internal and external.

### Diverse Candidate Slate:

3. Implement a diverse candidate slate requirement for all Director level and above roles in the U.S. by 2021 YE, then expand globally where we can.

Who we hire, and how we hire them, has a significant impact on diversity at PVH. To ensure that we are considering the best and most talented people available, we will aim to have 50% of all candidates interviewed at the Director level and above represent at least one dimension of diversity such as gender, BIPOC, LGBTQIA+ or diverse abilities.

This practice will start in the U.S., with the intention of expanding it as broadly as possible globally, and we will focus on those associate levels that provide the greatest opportunities to enhance representation.

### Retention and Development:

4. Establish and implement formal mentoring programs, resources and tools globally for women, racially/ethnically diverse and other underrepresented groups by 2021 YE.

Active mentorship positively affects retention and development, and underrepresented groups have not always had the same access to effective mentorship. This year we will establish and deploy formal global mentoring programs and guidance for women and underrepresented associate populations in their respective regions.

### Culture of Inclusivity:

5. Deliver unconscious bias training globally to all PVH associates by 2022.

Everyone at PVH—associates, managers and leaders—must understand their role in establishing and maintaining an inclusive work environment in order to effect organizational change.

Unconscious bias training programs teach greater self-awareness to address and manage hidden biases and reduce their negative effects on workplace decisions and diversity and inclusion efforts. This mandatory program is already underway in Europe and will be deployed in phases throughout Asia and the Americas this year to reach all PVH associates around the world as part of our overall I&D learning curriculum.

**Accountability:**

6. Establish and implement an I&D leadership goal for annual performance review process for people managers globally by 2022.

Going forward, all people managers will have a specific I&D objective as part of their annual performance review process. This measure will hold our leaders accountable on actively driving our stated I&D commitments to fairness, equity and inclusion.

**MARKETPLACE****Marketing and Advertising Review:**

7. Establish quarterly global review of all company and brand marketing and advertising materials and experiences to ensure diverse representation by 2021.

It is important that our stores, showrooms and online venues deliver exceptional experiences that resonate with the unique needs and perspectives of our diverse consumers. To ensure these elements and materials reflect the wide range of consumer diversity, we will establish a cross-brand and business review board and implement a formal quarterly review process of our consumer-facing product, marketing, experiences and touchpoints.

**Supplier Diversity Program:**

8. Establish a formal corporate supplier diversity program in the U.S. and other applicable regions by 2022.

At PVH, we have made great strides in advancing human rights across the apparel supply chain, and we seek to extend this work and address issues of equity and inclusion with the indirect procurement of goods and services in the U.S. and other applicable regions. To achieve this, we will establish a formal supplier diversity program to track, monitor and expand our engagement and spend with a focus on minority/BIPoC and women-owned businesses.



Guy Vickers, President of the PVH Foundation, stands with associates at the Martin Luther King Jr. Memorial in Washington D.C.

**COMMUNITY****Awareness and Access:**

9. Invest \$10 million globally over the next four years to amplify awareness and access to opportunities in the fashion industry.

A significant barrier to greater inclusion and diversity, particularly in the fashion industry, is that underserved or underrepresented communities lack awareness of, and access to, opportunities in the industry. We aim to leverage the power of PVH and our platform to address those issues by committing a total of \$10 million over the next four years to support organizations, programs and initiatives that engage those communities and create greater pathways to opportunities in the fashion industry.

**"THE INCLUSION AND DIVERSITY CHALLENGES IN THE FASHION INDUSTRY ARE REAL."**

WE HAVE WORK TO DO AT PVH, AND TOGETHER WITH OUR LARGER INDUSTRY, WE HAVE A COLLECTIVE RESPONSIBILITY TO LEAN IN AND DRIVE REAL IMPACT. THIS IS AS IMPORTANT AS ANY BUSINESS STRATEGY AND SPEAKS MORE BROADLY TO WHO WE ARE AS HUMAN BEINGS AND THE IMPACT WE CAN HAVE ON SOCIETY."

**Stefan Larsson**, PVH CEO

# HIGHLIGHTS

## FOSTERING ACCOUNTABILITY AND ACTION WITH BE BRAAVE INITIATIVE

We launched our global Be BRAAVE initiative in June 2020 to support the Black community and to advance our ongoing efforts towards racial justice and equality. As part of the three-pronged commitment focused on listening, learning and action, we ran our first-ever global giving campaign supporting non-profit organizations focused on racial justice and equality, and hosted Associate Listening Sessions from August to October 2020 to provide a safe space for Black associates to share their experiences and discuss opportunities for advancement.

## CULTIVATING GLOBAL INCLUSION & DIVERSITY CONVERSATIONS

We relaunched our Inclusion & Diversity “Let’s Talk” speaker events globally to give associates access to internal leaders and external speakers discussing integral I&D topics including intersectionality, racial injustice, gender parity and more. These events support our efforts to become a better-educated and progressively unbiased organization.

## REINFORCING OUR COMMITMENT TO GENDER EQUALITY WITH UNGC

To promote gender parity, we joined the UN Global Compact’s Target Gender Equality initiative to advance gender parity across PVH, our branded businesses, and our industry. Additionally, we signed the Paradigm for Parity pledge, joining a coalition of business leaders dedicated to addressing the corporate leadership gender gap.

## AMPLIFYING INCLUSIVITY ACROSS THE APPAREL INDUSTRY

Alongside our Calvin Klein and Tommy Hilfiger businesses, we became a founding signatory of the Black in Fashion Council Pledge to support the advancement of Black individuals in fashion and beauty companies. In line with these efforts, Tommy Hilfiger launched the *People's Place Program*, a three-pillared platform that will seek to advance the representation of Black, indigenous and people of color within the fashion and creative industries.

## INCREASED REPRESENTATION THROUGH BUSINESS RESOURCE GROUP EXPANSION

We expanded our BRGs to create more opportunity for representation at all levels of the organization with new chapters in Asia, Europe and Australia for our LGBTQIA+, women and BIPOC associates and their allies. BRGs are associate-led groups that act as a resource for both the members and the organization by focusing on our global I&D strategic priorities.

## PROGRESS TOWARD GLOBAL UNCONSCIOUS BIAS TRAINING

PVH Europe began to roll out mandatory Unconscious Bias training to all PVH Europe associates. From June 2020 to December 2020, more than 1,400 associates were trained, with the goal to have all 11,000 associates trained by Summer 2021. As part of our I&D Commitments, this will be deployed in phases throughout Asia and the Americas in 2021 as part of our overall I&D learning curriculum.

# Climate Action



PVH's Netherlands-based Venlo Warehouse and Logistics Center, believed to be the world's most powerful solar rooftop with more than 48,000 solar panels.

SINCE OUR BASELINE IN 2017, WE HAVE ESTABLISHED SCIENCE-BASED TARGETS THROUGH THE SCIENCE BASED TARGET INITIATIVE (SBTI) IN 2019. THESE INCLUDE:

A reduction in absolute Scope 1, 2 & 3 emissions by **30%** by 2030

Increase annual sourcing of renewable electricity from **22% to 100%** in 2018 by 2030

## FEATURE STORY

### ADVANCING THE FIGHT AGAINST CLIMATE CHANGE THROUGH **ACTION, ADVOCACY AND PARTNERSHIP**

2020 brought forth challenges that put a spotlight on the need for businesses and governments to prioritize climate action and reduce negative environmental impacts. We have always recognized the importance of partnerships in driving lasting change and measurable progress in the fight against climate change.

As organizations around the world answer the urgent call for climate action, we are proud to have reaffirmed our environmental commitments, advocated for and piloted solutions through cross-sector collaboration, and continued to actively evolve our business practices to prioritize climate-friendly raw materials and investment in renewable energy.

Marking the fifth anniversary of the Paris Climate Agreement, and recognizing the progress made and the work left to be done, we endorsed America Is All In, the most expansive coalition of leaders ever assembled in support of climate action in the United States. Working alongside the federal government, thousands of private and public sector entities mobilized to raise domestic and international climate ambition, working toward a healthy, prosperous, equitable, and sustainable future.

We joined our peers in signing the UNGC's "Business Ambition for 1.5°C Commitment Letter" as well as a Statement from Business Leaders for Renewed Global Cooperation, recognizing the critical need for multilateral partnership in overcoming challenges and finding climate solutions. Published in conjunction with the UNGC, Science-based Targets Initiative (SBTi) and the We Mean Business Coalition (WMB), the statement is the largest-ever, UN-backed, CEO-led climate advocacy effort. By joining the signatory, companies reaffirmed their own science-based commitments to achieving a zero-carbon economy and urged governments across the globe to match their ambition as they finalized stimulus packages to support economic recovery.

We supported multiple climate advocacy initiatives calling for climate-smart policies to be prioritized in the development of post-pandemic recovery strategies. We became a signatory of RE100's letter to EU policymakers calling for corporate renewables to be built into the EU's COVID-19 economic stimulus package. Organized by RE100—a global corporate renewable energy initiative of which we've been a member since 2018—signatories called for a policy framework to boost corporate renewable electricity sourcing

**"AT PVH, WE ARE STEADFAST IN PUSHING FORWARD EFFORTS TO REDUCE GREENHOUSE GAS EMISSIONS AND CURB THE NEGATIVE EFFECTS OF CLIMATE CHANGE. AS WE NAVIGATE THE HUMAN AND BUSINESS IMPACTS OF THIS GLOBAL HEALTH CRISIS, WE HAVE A RESPONSIBILITY—AND OPPORTUNITY—TO ENSURE THAT RECOVERY EFFORTS INCLUDE CLIMATE-SMART POLICIES THAT ALIGN WITH THE LATEST SCIENCE. WITH LIKE-MINDED PARTNERS, WE CAN PRIORITIZE CLIMATE SOLUTIONS AND WORK TOGETHER TO BUILD A MORE RESILIENT, SUSTAINABLE FUTURE."**

**Manny Chirico**  
PVH Chairman and Board Member of the  
United Nations Global Compact

across the continent, not only generating hundreds of thousands of jobs and ensuring a sustainable energy transition, but helping the EU deliver on its goal to reach climate neutrality by 2050. In line with this, what is believed to be the most powerful solar rooftop was installed at our Netherlands-based Venlo Warehouse and Logistics Center. With more than 48,000 solar panels on-site, the location is “HollandseZon” certified, enabling the buyback of solar energy produced in order to indirectly power all of PVH Europe throughout The Netherlands with 100% renewable energy.

As a founding member of SAC's Aii, we have continued to explore opportunities to engage strategic fabric mills on scaling adoption of Aii's Clean by Design programming. The program partners apparel brands with local and global NGOs, expert service providers and factories to improve energy, water and chemical reduction.

In 2020—using baseline data established in 2019—we conducted online trainings and recommended Clean by Design programming to two of our key factories in India, where the teams completed seven projects, began an additional nine and developed plans to implement 17 more, all with the goal to decrease their energy and water footprints. Investing in this crucial programming drives industry-wide progress in the fight against climate change and reinforces our commitment to partnering with our suppliers where possible to achieve our collective environmental goals.

As we look ahead to COVID-19 recovery and the continuation of our ongoing environmental efforts, our commitment to climate action and the preservation of our planet's resources is only strengthened by our industry's continued dedication to building back better for everyone.

## 2021 AND BEYOND

### **Enhancing and Evolving Our Animal Welfare Policy**

In 2020, we enhanced our [Animal Welfare Policy](#), going beyond our previous commitment to sustainable sourcing of exotic skins by moving to fully ban their use in PVH products. This year we expanded our policy to include a PVH-wide commitment to sourcing 100% sustainable wool by 2025 procured through the Responsible Wool Standard and certified recycled wool. We will continue evolving our policies and exploring alternative materials as new standards and innovations are introduced to the market.

### **Expanding Initiatives for Renewable Energy**

As we drive progress toward our *Forward Fashion* goal for all PVH offices, warehouses and stores to be powered by 100% renewable electricity by 2030, we're exploring opportunities for more on-site renewable energy generation at our global distribution centers and pursuing solutions for offsite renewable energy such as virtual power purchase agreements. We're continuing to deploy energy efficiency programs, including the rollout of LED retrofits in our North American retail locations, and are implementing a third-party software solution to streamline and improve how we monitor energy usage throughout our North American owned and operated facilities.

# HIGHLIGHTS

## EVOLVING OUR WATER RISK ASSESSMENT IN LINE WITH CDP

For the second consecutive year, we achieved a score of A- for Water Security from the Carbon Disclosure Project (CDP), identifying us as a leader in demonstrating strategic best practices.

[READ MORE](#)

## ADDRESSING WATER SCARCITY WITH UNGC CEO WATER MANDATE'S WATER RESILIENCE COALITION

Recognizing the need to accelerate efforts to respond to water scarcity and its impacts, and in continuation of our water stewardship efforts, we joined our peers in the UNGC CEO Water Mandate in founding the Water Resilience Coalition and signing the Water Resiliency Pledge. This commitment focuses on collaborating to advance our shared mission to ensure freshwater basins are able to consistently supply what's needed for communities, businesses and the environmental resources upon which we all depend. The COVID-19 pandemic further emphasized the critical need to ensure access to clean and sustainable water sources for communities.

## DRIVING SUSTAINABLE PROGRESS THROUGH HIGG FEM DATA

In 2020, we conducted an in-depth analysis of data from a total of 428 PVH facilities gathered through the Higg FEM self-assessment and verification tool, gaining insights into the progress our suppliers are making toward meeting our social and environmental standards and expectations. We learned that 65% of our verified facilities have mostly or fully achieved Level 1 across all Higg modules—meaning they are measuring their performance and demonstrating environmental compliance. We also identified our wet processing facilities as our largest opportunity for improvement, requiring further engagement and support from our team. These insights are key as we work to promote improved ways of working across the apparel sector and empower our suppliers to reduce environmental impacts across our supply chain.

## PROTECTING WATER RESOURCES AND PROVIDING FOR WATER-STRESSED COMMUNITIES

We are working to reduce the risk of water scarcity in five of our most water-stressed sourcing communities including efforts in Ethiopia's Lake Hawassa, China's Taihu Basin, Vietnam's Mekong Delta, and India's Noyyal Bhavani Basin. Our partners at WWF and GIZ are our central experts in water resiliency and stewardship, helping drive remediation activities to preserve and restore local water resources in our most water-stressed strategic sourcing regions.

[READ MORE](#)



# Circularity & Product Innovation

**FEATURE STORY**

## WORKING TO MEET CONSUMER DEMAND THROUGH CIRCULAR INNOVATION

Our *Forward Fashion* priority to Innovate for Circularity aims to foster innovation to design and manufacture products that eliminate product waste by being made with safe and renewable materials, made to be made again and traceable back to their sources. We are gathering insights and exploring creative solutions to achieve the goal for three of our most commonly purchased products to be completely circular including full traceability of key raw materials by 2025. Guided through partnerships with experts like the Ellen MacArthur Foundation, we are working together to meet the accelerated consumer demand for sustainable, purposeful brands and experiences, and create products in line with our four-pillared definition of circularity, which defines a circular product as one that:

- Is designed with **safe and renewable materials**.
- Is **made to be made again**.
- Leverages **new business models** to extend the life of clothing, and capture rental and resale market share.
- Is underpinned by **traceability and transparency**, which are crucial to unlock circular product and business models at scale.

Through our partnerships with Fashion for Good and Plug and Play, we're testing and piloting the scalability of technologies and solutions to make the circular economy a reality for the apparel industry—from the materials we source to the packaging that makes its way to our consumers to how we turn one product into a new product.

We joined peer organizations to participate in Fashion for Good's Full Circle Textiles project with a goal to enable the scaling of technology needed to break down old garments and make them new. The project is testing textile-to-textile chemical recycling—the process of recovering fiber, yarn or fabric and reprocessing the material into new yarn to be used in our supply chains, with five innovators including Evrnu, Infinitex Fiber Company, PhoenixT, Re:Newcell and Tyton BioSciences.

In line with this work, we explored Infinitex Fiber Company's innovative technology turning cellulose-rich materials—like pre-worn garments or even used cardboard or straw—into unique, biodegradable, fully circular fibers. Both pilots drive progress toward achieving our *Forward Fashion* goals and support our organization-wide efforts to incorporate more sustainable materials across our portfolio.

**"THERE'S AN INCREASED DEMAND, DESIRE, AND EXPECTATION FOR BRANDS TO EXHIBIT SUSTAINABLE PRACTICES, AND IT'S MORE IMPORTANT THAN EVER TO LISTEN TO YOUR CONSUMERS ABOUT WHAT THEY WANT. WE'RE IN A CATALYZING MOMENT WITH AN OPPORTUNITY TO LEAN IN EVEN MORE ON SUSTAINABLE PRODUCTS AND CIRCULARITY."**

**Samantha Sims**  
PVH Vice President, Environmental Sustainability and Product Stewardship

**34%**

(56,764 MT) of total material use was from more sustainable materials

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



**READ:** [Relevant Indices Surrounding Waste](#)

Progressing toward a circular economy requires adoption of materials throughout our supply chain that are sustainable, recyclable and made to be made again. Polybags—the packaging used to protect our products during transit—are a sustainability hurdle for companies across our industry. To address this issue, and drive progress toward our *Forward Fashion* goal to End Waste, we partnered with Fashion for Good to facilitate a collaborative “Circular Polybag” pilot. By testing technology that de-inks and removes adhesives from the polybags, the pilot aimed to recycle collected polybags into polybags made with 80% post-consumer recycled content. Together, our teams produced a polybag that meets our environmental standards and can be scaled for use across our supply chain.

We look forward to expanding upon these explorations and marking more milestones on our collective journey to a more sustainable future.

## 2021 AND BEYOND

### Enabling On-Product Transparency to Scale

Providing consumers with credible and clear information on the sustainable attributes of our products is key to being transparent and responding to increasing consumer demand for sustainable products. We also believe that information at points of sale must be consistent among brands for it to be digestible and actionable for our consumers. We are partnering with the Sustainable Apparel Coalition (SAC) to adapt the Higg Index tools created to measure environmental and social impacts to translate them into an industry-wide on-product label to disclose environmental and social impact data. We're working with each of our marketing teams to test this program across our brand portfolio in 2021, with an aim for adoption and implementation as we work to respond to our consumers' sustainability expectations and explore new ways to communicate this important information.

### Mapping Chemical Content Within Post-Consumer Recycled Textiles

Transitioning to clean and reliable sources of recycled materials supports our *Forward Fashion* goals to Regenerate Materials and Innovate for Circularity. However, that transition presents several challenges, one of which is the lack of knowledge about the chemical content within post-consumer recycled textiles. To address this, we are participating in a large-scale study led by H&M Group and Inter IKEA Group to understand how post-consumer recycled textiles measure against existing chemical standards.

This year, the study group will pool its test results and share its findings, with a goal to develop an evidence-based action plan for the wider industry adoption of recycled textiles that meet strict chemical and safety standards.

# HIGHLIGHTS

## EXPLORING 3D DESIGN WITH TOMMY HILFIGER AND STITCH

Tommy Hilfiger partnered with PVH Europe's innovation start-up STITCH to explore 3D design capabilities and the possibility of bringing the technology to scale to further digital fashion developments across our industry, helping drive progress toward our collective goal to End Waste. With STITCH, designers can digitally construct products, enabling them to design garments that consider more efficient production processes and are prototyped in a matter of hours rather than weeks.

## EXPLORATIONS DRIVEN BY OUR FIRST-EVER TAKEBACK PILOT PROGRAM

We launched our first clothing takeback pilot program in 2019 to test and learn how we can repurpose post-consumer products. Insights from this pilot have informed opportunities for product repair—helping us understand the most common repairs and associated cost considerations—reworking for resale, downcycling and the implementation of innovative technologies for chemical recycling, where garments are broken down into their basic elements and re-spun into recycled fibers, yarns and textiles. We look forward to continuing to partner to identify further unlocks for a circular economy.

## PRESERVING WATER RESOURCES THROUGH TOMMY HILFIGER'S LOWER IMPACT DENIM PROGRAM

Beginning in 2020, Tommy Hilfiger set a target for 50% of its denim pieces to use lower-impact manufacturing in finishes, and has targeted that by 2025 50% of its denim pieces will use lower-impact fabrics. The Lower Impact Denim (LID) program is key in driving this goal, which drives adoption of denim finishes with lower environmental impacts across our supply chain. In 2020, more than 2 million *TOMMY HILFIGER* denim garments utilized lower-impact finishes.



# Addressing Global Supply Chain Impacts

FEATURE STORY

## EMPOWERING WOMEN AND THEIR COMMUNITIES ACROSS OUR SUPPLY CHAIN

Advancing women across our supply chain is a core priority in our *Forward Fashion* strategy. Due to the pandemic, many women across the value chain were disproportionately affected through impact to pay, increased gender-based violence, lack of childcare and parental support, and for some, dropping out of the workforce entirely. Considering these obstacles, as well as pre-pandemic challenges, our *Forward Fashion* strategy sets a target to Empower Women by removing barriers to advancement and creating pathways to opportunity and choice for women in our supply chain, with a key target to make professional and life skills development programs and services available to 500,000 women across our supply chain by 2030. We reaffirmed our dedication to this goal in 2020 by pledging our target as a UN Foundation commitment, expanding its scope to include health and other services, and calling on our industry peers to do the same.

A garment worker in a PVH supplier facility in Bangladesh.

**"P.A.C.E. HAS PROVIDED ME WITH SKILLS TO GROW, BOTH IN MY CAREER AND AS A PERSON. AS A TEAM LEADER I AM NOW ABLE TO EFFECTIVELY GUIDE MY TEAM TO HIGH PERFORMANCE, USING THE TOOLS, TECHNIQUES AND BEHAVIORS I LEARNED THROUGH P.A.C.E."**

**Lakmali Dilushika**  
Team Leader at PVH supplier MAS Intimates

# 6,586

women reached through  
Women's Empowerment pro-  
gramming

The driving force behind this work is the implementation of Gap Inc.'s *Personal Advancement Career Enhancement (P.A.C.E.)* program, an evidence-based comprehensive learning program for female garment workers that covers topics such as communication, problem solving and decision making, time and stress management, as well as water, sanitation and hygiene, health, and legal and financial literacy. We're committed to enabling women to leverage the knowledge obtained through the P.A.C.E. program to better access healthcare, legal and other essential services to further address their needs outside of the workplace. In 2020 we launched our first-ever P.A.C.E. community program in Ethiopia, benefiting communities near Hawassa Industrial Park. While we have launched P.A.C.E. trainings in 15 factories and facilities around the world, this marks our first program facilitated in a community setting with modules geared more toward life skills and communication tools that participants can take into their home and personal lives.

We are also partnering with suppliers to establish structures that encourage vendor program ownership and promote program sustainability through integration into supply chain vendor and factory policies, processes and human resources management systems. As the first apparel company to obtain a license to implement P.A.C.E. in its supply chain, this programming has helped us reach 6,586 women with our Women's Empowerment programming to date across four countries including Bangladesh, India, Sri Lanka and Ethiopia.

Our industry has a uniquely human supply chain, and empowering the individuals who help shape our brands is key to furthering *Forward Fashion*. As a foundation for these efforts, we are committed and aligned to the Organisation for Economic Co-operation and Development Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, and our current operations are consistent with this Guidance.



**READ:** [PVH Corporate Responsibility Supply Chain Standards and Guidelines](#)

## RESILIENCY OF OUR P.A.C.E. VENDORS

The benefits of the P.A.C.E. program have been evident since its implementation and, as with many programs and initiatives across our work, the necessity of P.A.C.E. was only amplified by COVID-19. "The pandemic raised many problems that we had to overcome," remarked Dilmi Ekanayake, Senior Executive of Human Resources and P.A.C.E. Gold Trainer at PVH vendor factory Hela Intimates. "It was clear to me that the participants of the P.A.C.E. workshops really wanted to learn what we were teaching, but at the same time we did not want to put their safety at risk."

Staff at the Hela facility quickly implemented necessary safety measures—temperature checks, mask mandates, class size limitations—to allow for safe workshop facilitation, with virtual classes held as needed. This is but one example of how our vendors who have continued to facilitate P.A.C.E. programming across our supply chain have ensured that women in the workforce continue to be empowered not only to persevere but to thrive amid unforeseen challenges.



Garment workers in a PVH facility in Hawassa Industrial Park in Hawassa, Ethiopia.

## 2021 AND BEYOND

### **Reinforcing Our Empower Women Efforts With the Resilience Fund for Women in Global Value Chains**

Driving progress toward our *Forward Fashion* priority to improve the over one million lives across our value chain, we joined the United Nations Foundation as a founding corporate partner to launch the [Resilience Fund for Women in Global Value Chains](#). The Fund aims to catalyze fundamental changes to advance gender equality, invest in women-led, community-based organizations and enable corporate partners to support sustained recovery for women in global value chains. We're proud to support The Fund alongside BSR, the Universal Access Project, Win-Win Strategies, The VF Foundation, H&M Foundation and Gap Foundation.

### **Furthering Our Alignment to the Organisation for Economic Co-operation and Development**

We are committed to furthering our work against the OECD Due Diligence Guidance for Responsible

Supply Chains in the Garment and Footwear Sector, in order to continue to align our strategy and operations with the latest OECD due diligence guidance and forthcoming mandatory due diligence legislation in the EU and across a growing number of EU member countries.

### **Driving Gender Equity in Supply Chains Through Empower@Work**

PVH will engage with Empower@Work, a new landmark global collaborative dedicated to driving collective action for gender equity in global supply chains and creating holistic enabling environments for female garment supply chain workers through open-sourced harmonized women's empowerment curriculum, program operating models, and policy/advocacy efforts. In partnership with organizations across our industry, Empower@Work connects brands to implementing partners to deploy women's empowerment training programs, such as P.A.C.E., at scale across the apparel industry supply chain.

# HIGHLIGHTS

## EMPOWERING OUR SUPPLIERS TO RECRUIT ETHICALLY

Due to the conditions associated with the global movement of people and current recruitment systems, migrant workers can be disproportionately vulnerable to human rights abuses such as discrimination and forced labor. Recognizing that monitoring the recruitment practices and employment conditions of migrant workers can be challenging and involves a long-term ongoing commitment, we continued to evolve our resources and practices to address this issue.

Building upon our updated Migrant Worker Policy and enhanced risk assessments, this year our teams launched Recruit Ethically training for all our suppliers in 12 high-risk jurisdictions. The sessions focused on PVH standards and the key elements of our Migrant Worker Policy, including our requirement that no worker pays any recruitment fee. The training also focused on the development of management systems to mitigate risk of forced labor, labor agent due diligence, and remediation processes if fees are found.

Issues involving migrant workers and forced labor are complex and can only be addressed through collaboration with our suppliers and other key partners. We continue to prioritize actions and partnerships with organizations like the Responsible Labor Initiative (RLI), reflecting our dedication to scaling cross-industry efforts to address the risk of forced labor in supply chains around the world.

## PROMOTING EARLY CHILDHOOD DEVELOPMENT WITH SAVE THE CHILDREN

The PVH Foundation's long-time partnership with Save the Children works to ensure children have the strong foundation they need to lead healthy, productive lives. In Bangladesh, our Early Childhood Care and Development (ECCD) project seeks to improve school readiness of garment workers' children by promoting cognitive, physical and social development, along with enhancing caregivers' parenting knowledge. The PVH ECCD project has been implemented in six ready-made garment (RMG) factories and, despite the impacts of COVID-19, we reached 4,892 individuals in 2020, including 2,321 children and 2,571 working parents.

## INCREASING DISCLOSURE TO ADVANCE LIVING WAGES

We are committed to ensuring that workers' compensation meets basic needs and provides some discretionary income and that fair labor practices are upheld throughout our supply chain. In our 2019 report we shared living wage data for the first time, directly comparing workers' average hourly wages in PVH supplier factories to both legal minimum hourly wages and average hourly wages in the apparel sector. This year, we expanded disclosure of wage data by increasing the number of in-scope sourcing countries from six to nine (moving from 75% to 86% of PVH's global FOB\*).



# Supporting & Empowering Associates

## FEATURE STORY

### PRIORITIZING ASSOCIATES IN 2020

The relationship between PVH and our associates has always been about supporting one another. The definition of support, however, significantly expanded and evolved over the course of 2020.

It is our priority to offer our more than 33,000 associates around the world the tools they need to live a life of good health, financial security, continuous learning and career development. Accordingly, we prioritize our associates' health and safety in every company initiative. We began sourcing Personal Protective Equipment (PPE) early on in the pandemic, giving priority to first responders in our communities and, soon after, to associates and their families.

Navigating through 2020 also meant redefining how associates can bring their whole selves to work and successfully balance the personal and professional elements of their lives. The challenges were multifold and The PVH Foundation continued to offer the Associate Relief Fund to those in need, with grants dedicated to COVID-related medical or personal hardships.

Our Compensation & Benefits teams around the world also broadened existing partnerships that could alleviate unexpected pressures and found new providers to address support areas

unique to the impact of the pandemic. Numerous resources were offered to associates and their families, including counselor support, webinars on remote working, home schooling and more, in addition to a library of articles and support materials available on the PVH portal.

Focusing attention on well-being became a priority, fully endorsed by company leaders around the world, with the broadened capabilities of our global Employee Assistance Program and access to the research-backed Headspace app that focuses on exercises for meditation, sleep, focus and movement.

At the same time, we continued to offer opportunities for associate growth and learning that have become integral to our way of working. It's important to recognize the efforts of everyone who went above and beyond to develop their skills so that PVH remains an agile, future-focused company ready to write its next chapter. And PVH University adapted, adding both pandemic and region-specific educational opportunities, evolving its courses in real-time to meet the needs of our team. We also launched a Digital Badging program to drive upskilling initiatives to prepare associates with skills to succeed today and in the future.

# HIGHLIGHTS

## ADAPTING TO NEW WAYS OF WORKING

To stay in touch with our associates and give them the opportunity to have their voices heard, we started distributing a “New Ways of Working” survey. The feedback has been instrumental in informing how we will work in the future and, as a result, we implemented a number of programs:

- Reimbursement for expenses related to setting up remote workspace.
- Continuation of our Flexible Workplace Program, giving associates the option to flex their start and end times up to 90 minutes outside of core hours, as long as business needs are met.
- Amendment of our Personal Time Off (PTO) policy in 2020 to carry over 10 days into 2021.
- Invested in Microsoft Teams and upgraded our Cisco WebEx and Jabber software to help our corporate associates stay connected and organized while working remotely.

## PRIORITIZING PAID TIME OFF WITH VOLUNTARY “YOU TIME” AND “BE YOU DAY”

We recognize that associates have other responsibilities to consider, especially during this unprecedented time. We launched the Voluntary You Time (VYT) program in our Amsterdam office allowing associates to voluntarily request reduced working hours or take extended time off, in exchange for a pro-rated reduction in salary and benefits. Additionally, we introduced “Be You Day,” a personal floating holiday to be used by PVH global associates for unique traditions and days that matter to them throughout the year, be it religious, cultural or personal.

## ACCELERATED ASSOCIATE EDUCATION OPPORTUNITIES

We accelerated the roll-out of our PVH University platform and nearly tripled the number of associates with access to digital learning and development content. Additionally, we introduced new development programs, including an “Ask Me Anything” series with PVH leadership and a Live Labs program to provide virtual hands-on tips and professional guidance to associates.

## SUPPORTING WELL-BEING THROUGH #YOUMATTER AND CULTURE OF CARE

We are committed to ending the stigma around all health conversations, whether it be mental, social, physical or financial health. To provide support and encourage peer-to-peer listening, we launched the #YOUMATTER community in which trained, volunteer Listeners from across our organization are available to give their undivided attention in a safe and confidential setting.

# PERFORMANCE SUMMARY

## EMISSIONS

At PVH, we are committed to reducing our GHG emissions in line with the United Nations Framework Convention on Climate Change Paris Agreement. We established science-based targets through the Science Based Target initiative (SBTi) in 2019, which includes a 30% reduction in global supply chain emissions by 2030, from a 2017 baseline. We are working to lower our GHG footprint by cutting energy consumption, increasing energy efficiency and increasing our renewable energy at our facilities and across our supply chain. This commitment extends beyond measuring and reducing energy consumed in our own operations (Scope 1) and purchased electricity (Scope 2) emissions to doing the same with our indirect emissions (Scope 3). Our annual footprint reflects data provided by over 2,000 PVH facilities (including offices, stores and warehouses) in 40 countries for Scope 1 & 2, and across our supply chain for Scope 3.

### SCOPE 1 (MT CO<sub>2</sub>E)



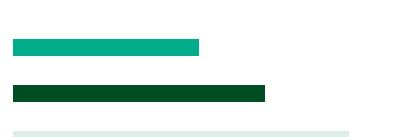
### SCOPE 1 & 2 TOTAL EMISSIONS (MT CO<sub>2</sub>E)



■ 2020 ■ 2019 ■ 2018 ■ 2017

■ 2020 ■ 2019 ■ 2018 ■ 2017

### SCOPE 2 (MT CO<sub>2</sub>E)



### CHANGE IN SCOPE 1 & 2 EMISSIONS FROM 2019

Offices	(24%)
Retail	(18%)
Warehouses	(41%)
Vehicles	0%
Total Average Decrease	(22%)

■ 2020 ■ 2019 ■ 2018 ■ 2017

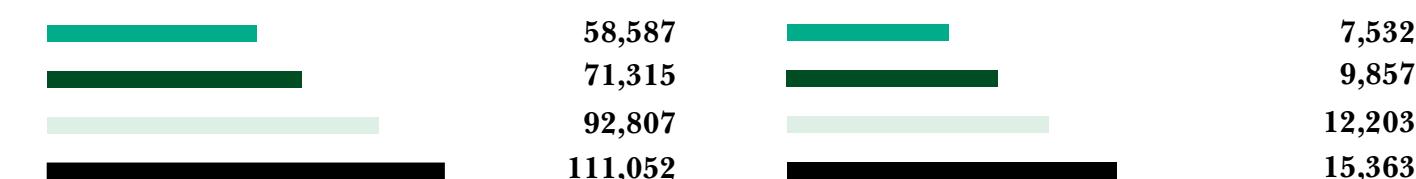
**2.44 MT**  
Emissions/Employee

**0.005 MT**  
Emissions/Square Foot

**0.0000113 MT**  
Emissions/Revenue \$

### SCOPE 1 & 2 GHG EMISSIONS BY FACILITY TYPE YEAR OVER YEAR (MT CO<sub>2</sub>E)

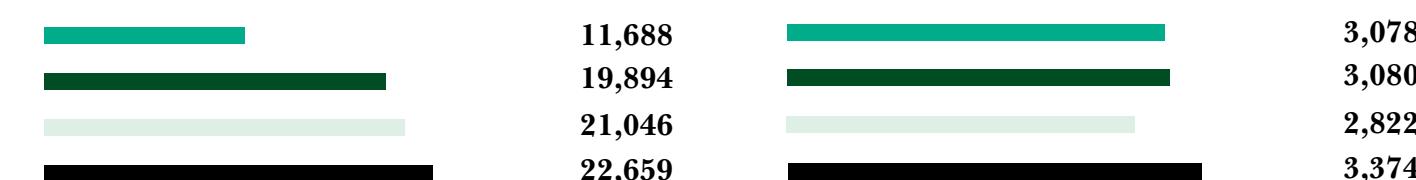
#### RETAIL



#### OFFICES



#### WAREHOUSES



#### VEHICLES

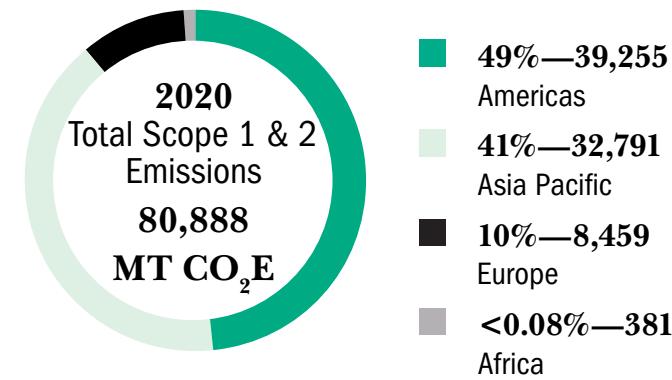


■ 2020 ■ 2019 ■ 2018 ■ 2017

■ 2020 ■ 2019 ■ 2018 ■ 2017

## EMISSIONS

### SCOPE 1 & 2 TOTAL EMISSIONS (MT CO<sub>2</sub>E)

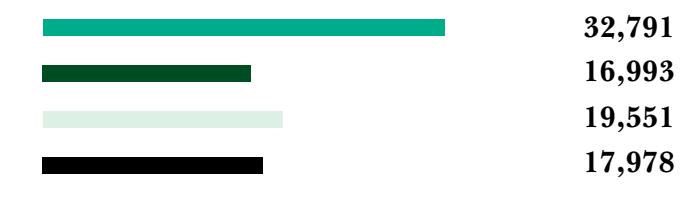


### SCOPE 1 & 2 GHG EMISSIONS BY REGION YEAR OVER YEAR (MT CO<sub>2</sub>E)

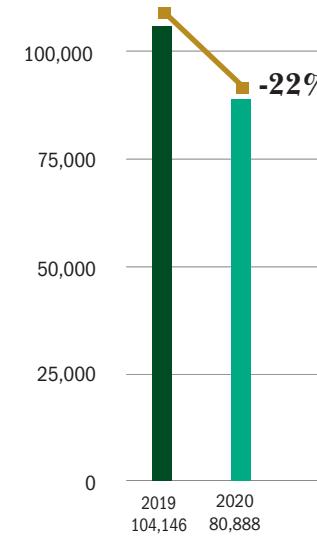
#### NORTH AMERICA



#### ASIA PACIFIC



### CHANGE IN SCOPE 1 & 2 NET CO<sub>2</sub> EMISSIONS FROM OWNED OPERATIONS, INCLUDING RENEWABLES (MT CO<sub>2</sub>E)



#### EUROPE



#### AFRICA



■ 2020 ■ 2019 ■ 2018 ■ 2017

■ 2020 ■ 2019 ■ 2018 ■ 2017

#### Note:

- Reporting by Region was re-mapped based on standard reporting regions. Increase in APAC Emissions is due to increased store openings, plus addition of the Australia market, which was previously unreported.
- Decrease in European emissions is due to REC purchases and Venlo solar project.

## EMISSIONS

### SCOPE 3 EMISSIONS (MT CO<sub>2</sub>E)



■ 2019 ■ 2018 ■ 2017

### PERCENT OF SCOPE 3 EMISSIONS FROM PURCHASED GOODS AND SERVICES

**51%**

Total

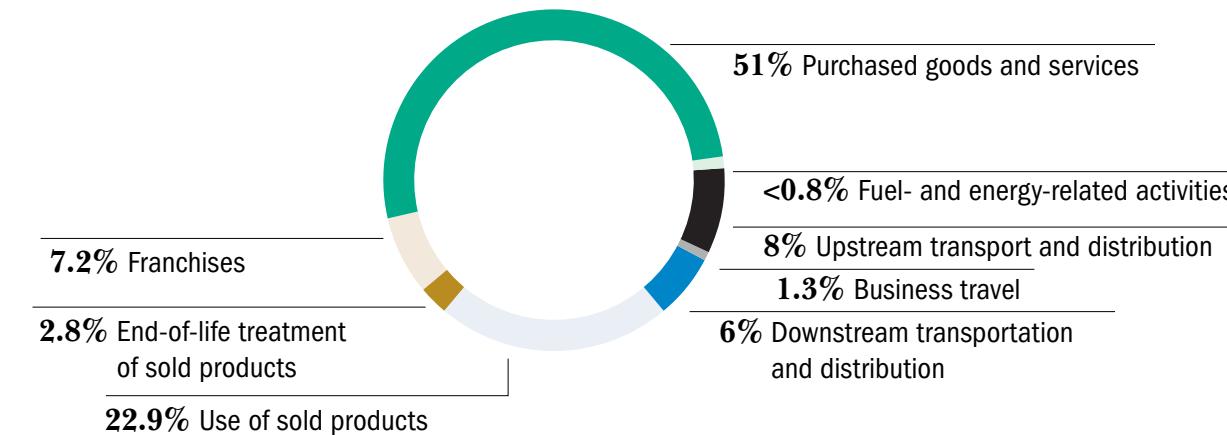
**22%**

Use of Sold Products

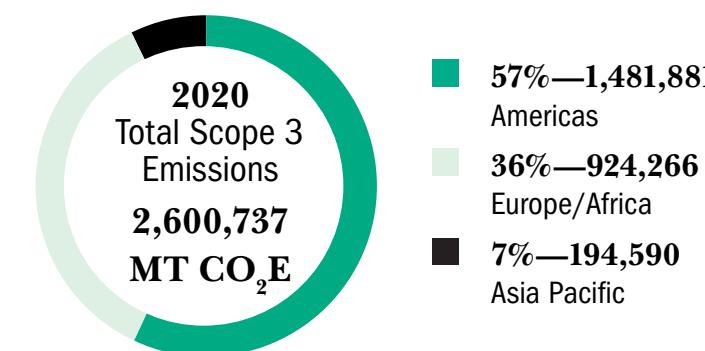
**8%**

Upstream Transport & Distribution

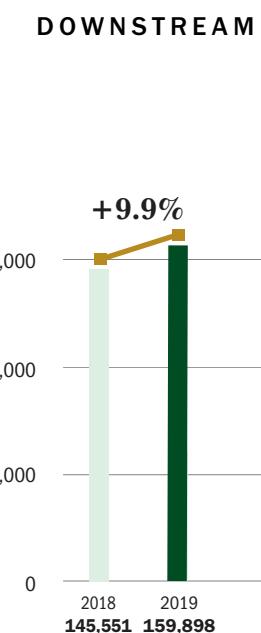
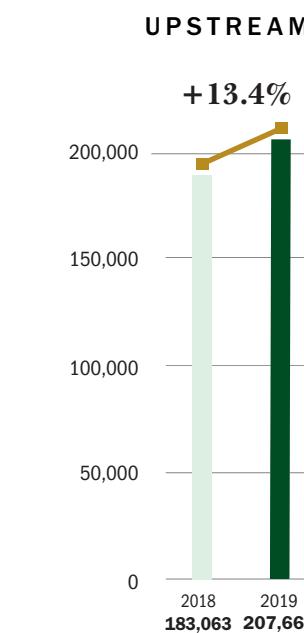
### TOTAL SCOPE 3 EMISSIONS (MT CO<sub>2</sub>E)



### SCOPE 3 BY REGION (MT CO<sub>2</sub>E)



### CHANGE IN SCOPE 3 EMISSIONS (MT CO<sub>2</sub>E)



Note:

- Standardized reporting nature of Scope 3 data is to report one year behind—PVH's Scope 3 data is reflective of CY19.
- Due to rounding, numbers may not add up to 100%.

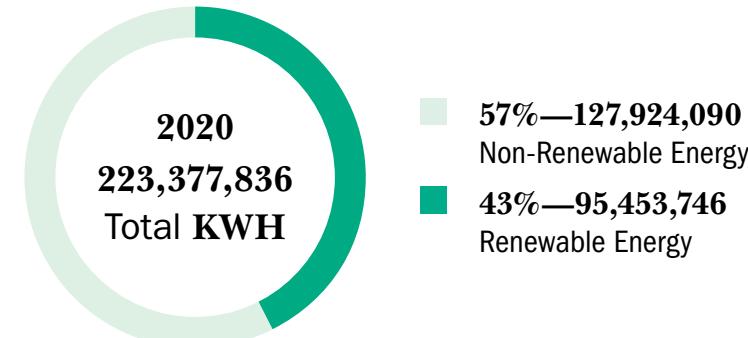
## ENERGY/ELECTRICITY

Within our *Forward Fashion* strategy, PVH is committed to protecting the global climate by reducing energy use and powering our businesses through renewable sources. Specifically, we established a public-facing target stating that all PVH offices, warehouses and stores will be powered by 100% renewable electricity by 2030. We will achieve this through reducing overall electricity usage, increasing energy efficiency and increasing our renewable energy usage, through projects like our rooftop solar panels in Venlo, Netherlands.

RENEWABLE ENERGY USE, BY FACILITY TYPE (KWH)



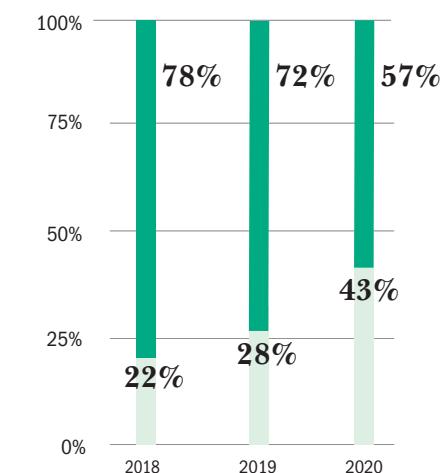
TOTAL RENEWABLE &amp; NON-RENEWABLE ENERGY (KWH)



ENERGY CONSUMPTION (MWH/GJ)

Non-Renewable Fuel Consumption	489,087 GJ
Total Heating Consumption	447,115 GJ
Total Electricity Consumption	223,356 MWH
<b>Total Energy Consumption</b>	<b>1,326,777 GJ</b>

RENEWABLE &amp; NON-RENEWABLE ENERGY USE (KWH)



Renewable Non-Renewable

Note:

- For information on Energy, Emissions, Carbon Improvement targets and conservation programs, please see our latest CDP submission.

## WASTE: OWNED/OPERATED

We are committed to using safer substances in the materials used to make our products and within the manufacturing processes themselves. We manage chemicals used to make our products through PVH's Restricted Substance List (RSL), which sets concentration limits for substances found in our finished products. Due to COVID-related store closures, we did not re-baseline or re-audit our owned and operated facilities for 2020. The RSL applies to all products for PVH brands including, but not limited to: apparel, components, footwear, packaging, trims, home goods and accessories. This represents data from our 2019 waste baseline.\*

**57%**

Non-Hazardous Waste  
Diverted From Landfill

**26,453 MT**

Total Amount of  
Non-Hazardous Waste

TOTAL WASTE FOOTPRINT (MT)



2019  
Total Materials  
12,828 MT

7,428 Total Recycling  
5,400 Total Waste

SINGLE-USE PLASTICS, GLOBAL (MT)

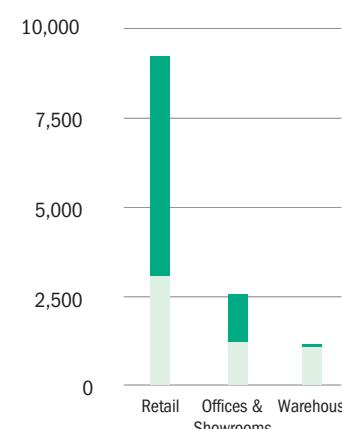


2019  
Total Materials  
2,052.51 MT

1,602.16  
Poly Bags  
259.75 Single-Use  
Soft Plastics  
190.60 Single-Use  
Hard Plastics

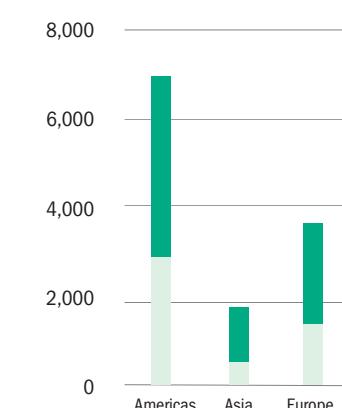
WASTE FOOTPRINT

BY FACILITY TYPE (MT)



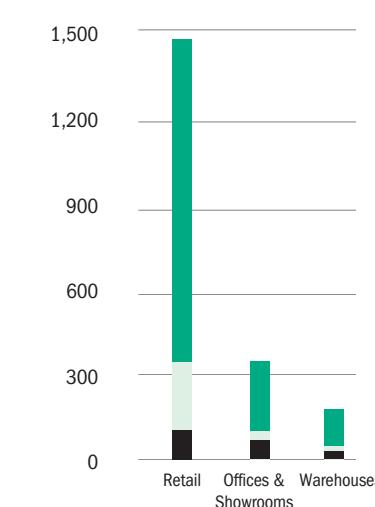
Est. Trash  
Est. Recycling

BY REGION (MT)



Est. Trash  
Est. Recycling

SINGLE-USE PLASTICS BY FACILITY TYPE (MT)



Poly Bags  
Single-Use Soft Plastics  
Single-Use Hard Plastics

\*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.

## WASTE: ON-PRODUCT PACKAGING

This represents data from our 2019 on-product packaging baseline.

### 2019 ON-PRODUCT PACKAGING

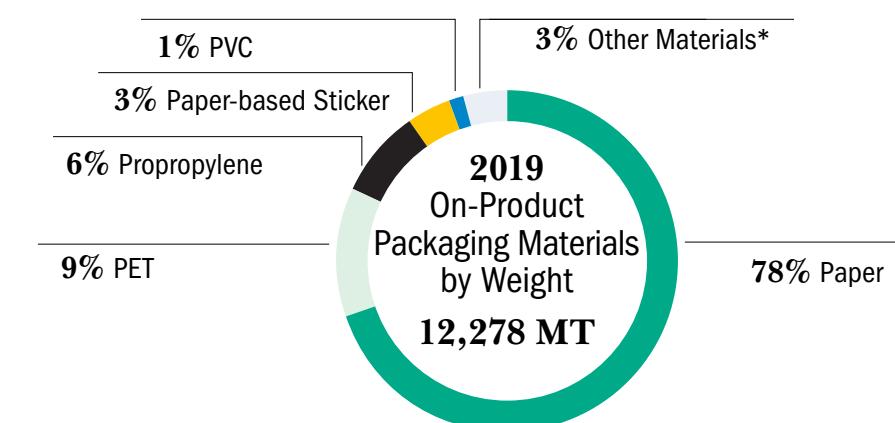
**47%**  
of Packaging Is Made From Recycled  
Sources (By Weight)

**78%**  
of On-Product Packaging  
Is Recyclable

**+15%**  
Additional Percentage of  
On-Product Packaging is Re-  
cyclable Depending  
on Location

**4,778,164**  
Pounds of Plastic Packaging

### 2019 ON-PRODUCT PACKAGING MATERIALS BY WEIGHT (MT)



Note:

- The on-product packaging 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.

Note:

- \*Other Materials: represent additional on-product packaging materials that make up <1% of total MT

## WATER

Our water strategy focuses on tracking and reducing use at our own facilities (stores, offices, warehouses, distribution centers, neckwear factory and joint venture shirt factory), at the product level (by using technologies such as waterless dyeing), within our sourcing communities 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. In 2017, we launched major partnerships with WWF and GIZ's International Water Stewardship Programme to further elevate our efforts.

### TOTAL WATER USE: OWNED AND OPERATED AND SUPPLY CHAIN (M<sup>3</sup>)



### WATER USE BY FACILITY TYPE (M<sup>3</sup>)



### TOTAL WATER FOOTPRINT AT MANUFACTURING/PROCESSING FACILITY LEVEL BY REGION (M<sup>3</sup>)

Total Americas	399,034
Total EMEA	13,075,314
Total ESA	63,968,998
Total SA	82,095,998
<b>Total</b>	<b>159,539,344</b>

### TOTAL WATER USE BY REGION AND SOURCE (M<sup>3</sup>)

#### AMERICAS

Rainwater	0
Ground Water	101,290
Municipal Water	102,175
Produced/Process Water	195,570
Surface Water	0
Wastewater From Other Organizations	0

#### SA

Rainwater	38,613
Ground Water	72,669,785
Municipal Water	3,700,331
Produced/Process Water	3,404,126
Surface Water	1,710,992
Wastewater From Other Organizations	572,151

#### ESA

Rainwater	401,727
Ground Water	1,657,851
Municipal Water	28,235,308
Produced/Process Water	16,477,997
Surface Water	16,607,042
Wastewater From Other Organizations	589,073

#### EMEA

Rainwater	5,618
Ground Water	9,252,249
Municipal Water	1,492,635
Produced/Process Water	2,186,301
Surface Water	138,511
Wastewater From Other Organizations	0

#### GRAND TOTAL

Rainwater	445,958
Ground Water	83,681,175
Municipal Water	33,530,449
Produced/Process Water	22,263,994
Surface Water	18,456,545
Wastewater From Other Organizations	1,161,224

### TOTAL OWNED AND OPERATED WATER FOOTPRINT (M<sup>3</sup>)

Total DC/Warehouses	57,178
Total Offices	30,617
Total Retail	37,737
<b>Total Owned and Operated Use</b>	<b>125,532</b>

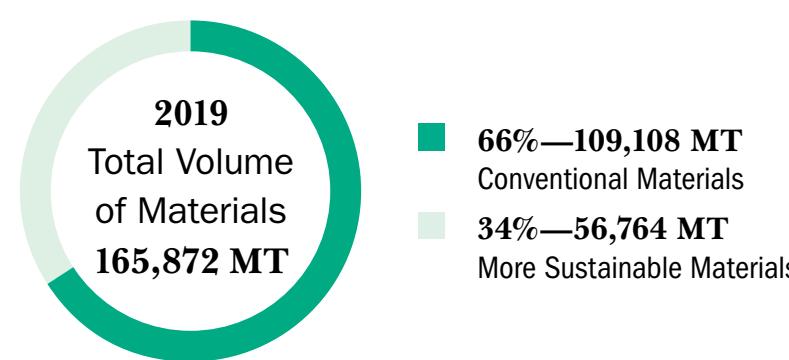
Note:

• Europe, Middle East &amp; Africa (EMEA); East &amp; Southeast Asia (ESA); South Asia (SA)

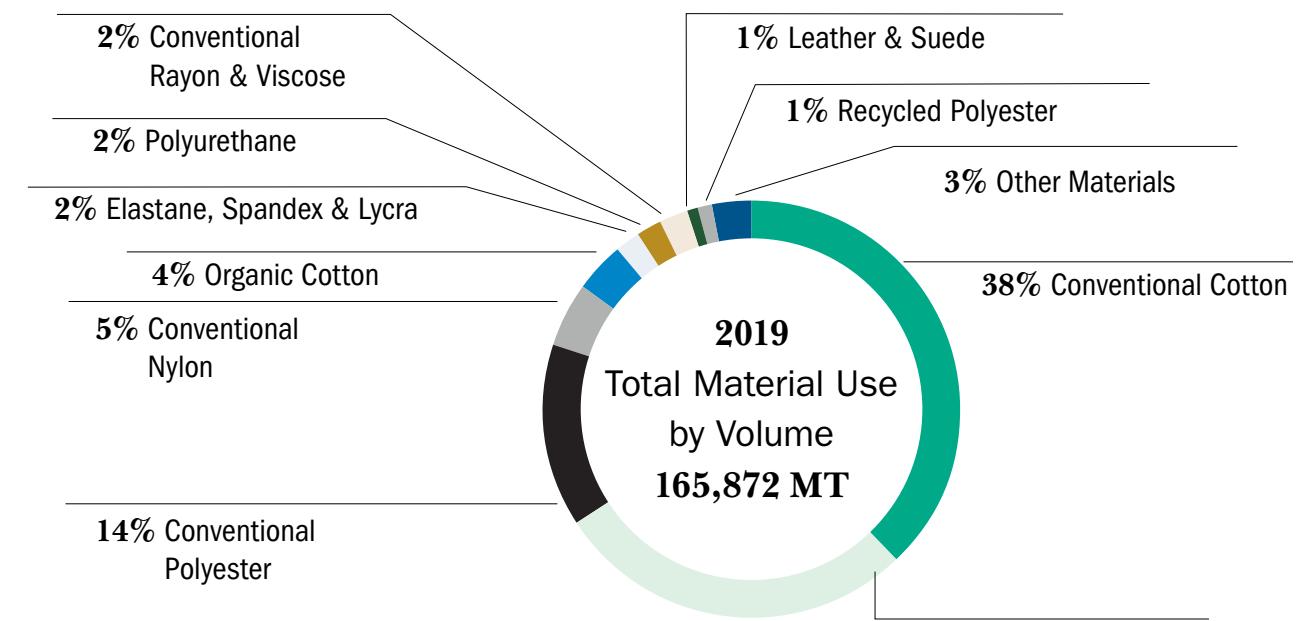
## REGENERATE MATERIALS

Our sustainable materials strategy focuses on sourcing all materials, including natural, synthetic and animal-based, with environmental and social considerations. We approach 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 based on their priorities. We also conduct a global materials mapping exercise annually to inform our sustainable materials strategy and track progress toward our Regenerate Materials goals, the results of which are shared below.

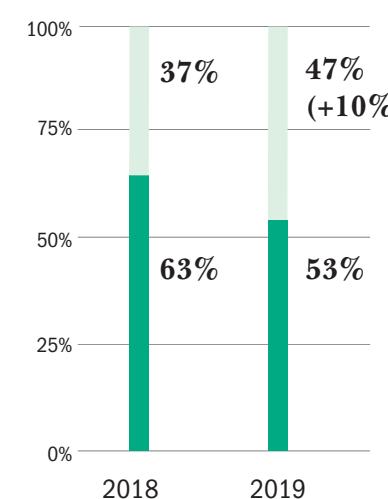
### TOTAL VOLUME OF MATERIALS (MT)



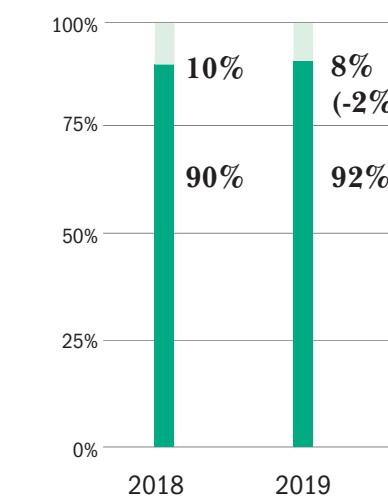
### 2019 TOTAL MATERIAL USE BY VOLUME (MT)



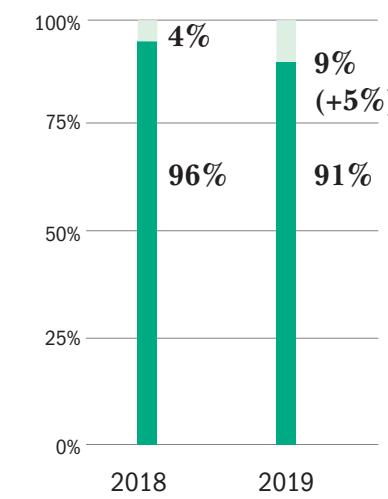
### MORE SUSTAINABLE COTTON USE FROM 2018 TO 2019



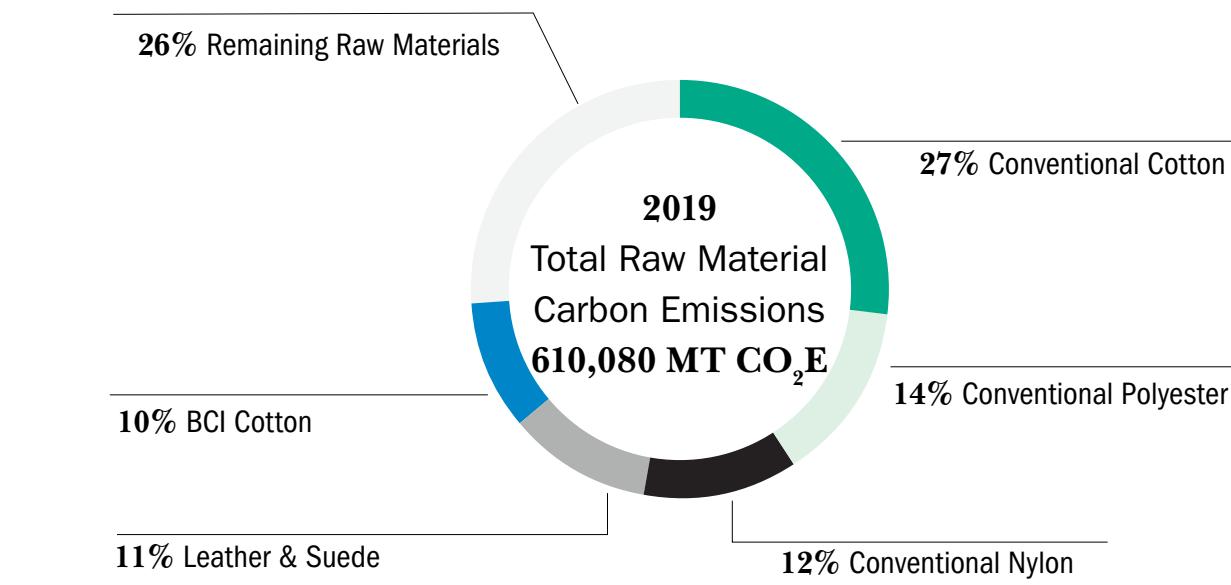
### MORE SUSTAINABLE POLYESTER USE FROM 2018 TO 2019



### MORE SUSTAINABLE VISCOSSE USE FROM 2018 TO 2019



### 2019 TOP CARBON-EMITTING RAW MATERIALS (MT CO<sub>2</sub>E)



■ Conventional ■ More Sustainable

Note:

- Other Materials: each represents <1% of total MT and includes, but is not limited to: Silicone, Conventional Wool, Down, Acrylic, PVC, Recycled Cotton, Polycarbonate, Tencel Modal, Silk, Linen, Recycled Nylon, Wool—Merino, Lyocell, Rubber (Natural), Tencel Lyocell, Acetate, Wool—Cashmere, Polyethylene, Polypropylene, Wool—Alpaca, Ramie, Hemp, Jute and Sisal, Thermoplastics, Neoprene, POM.
- 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 2019. As part of our annual Scope 3 GHG footprint we report on the emissions from the primary 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.

## REGENERATE MATERIALS

### 2019 MORE SUSTAINABLE MATERIALS BY VOLUME (MT)

More Sustainable Cotton	54,251
Better Cotton*	46,710
Organic Cotton	7,277
Recycled Cotton	264
More Sustainable Polyester	2,083
Recycled Polyester	2,083
More Sustainable Nylon	156
Recycled Nylon	156
More Sustainable Viscose	274
Tencel Modal	214
Tencel Lyocell	60
<b>Total</b>	<b>56,764</b>

### 2019 RECYCLED CONTENT (MT)

Recycled Cotton	264
Recycled Polyester	2,083
Recycled Nylon	156
<b>Total</b>	<b>2,503</b>

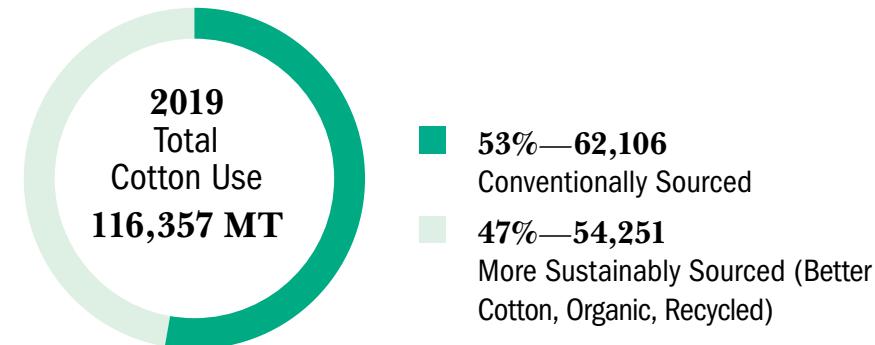
34%

of Total Material Use From More Sustainable Materials in 2019,

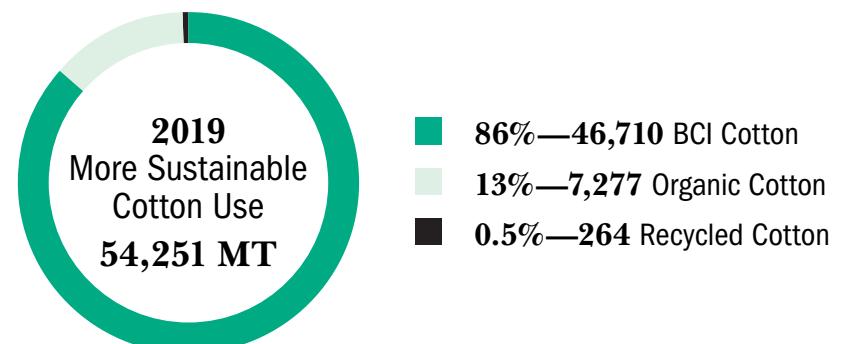
+7%

over 2018.

### COTTON USE BY VOLUME (MT)



### MORE SUSTAINABLE COTTON USE BY VOLUME (MT)



Note:

- 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 2019. As part of our annual Scope 3 GHG footprint we report on the emissions from the primary 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.
- PVH defines more sustainably sourced viscose as including, but not limited to, cellulosics with sustainably sourced certifications and specific sustainable fibers. PVH defines more sustainably sourced polyester as including, but not limited to, recycled and bio-based polyester.
- For more sustainable materials, we require certifications that could include but are not limited to: Global Recycled Standard (GRS), Recycled Claim Standard (RCS), Global Organic Textile Standard (GOTS), Organic Content Standard (OCS), Better Cotton Initiative, Forest Stewardship Council (FSC), Programme for the Endorsement of Forest Certification (PEFC) and Responsible Down Standard (RDS).
- PVH defines more sustainably sourced cotton as including, but not limited to, recycled cotton, organic cotton and BCI cotton.
- \*BCI focuses on sustainable farming practices and does not require physical segregation of the BCI cotton from conventional cotton.

### 2019 TOP 5 MATERIALS BY VOLUME (MT)

Material	Volume (MT)
<b>Total Cotton</b>	<b>116,357</b>
Conventional Cotton	62,106
Better Cotton*	46,710
Organic Cotton	7,277
Recycled Cotton	264
<b>Total Polyester</b>	<b>25,993</b>
Conventional Polyester	23,910
Recycled Polyester	2,083
<b>Total Nylon</b>	<b>8,277</b>
Conventional Nylon	8,120
Recycled Nylon	156
<b>Total Viscose</b>	<b>2,913</b>
Conventional Rayon & Viscose	2,478
Tencel Modal	214
Lyocell	106
Tencel Lyocell	60
Acetate	56
<b>Elastane, Spandex and Lycra</b>	<b>2,898</b>

518 MT

Down

100%

of Our Down is Certified by the Responsible Down Standard

## INCLUSION & DIVERSITY

PVH's Inclusion & Diversity mission is to cultivate inclusion, equity and diversity for all in our workplace and our communities. We focus I&D efforts across three pillars: workplace, marketplace and community. 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.

**TOTAL NUMBER OF ASSOCIATES BY EMPLOYMENT TYPE AND REGION**

Region	Temporary	Permanent	Total
Africa	—	33	33
Asia Pacific	—	4,847	4,847
Canada	262	2,302	2,564
Europe	146	10,244	10,390
Latin America	—	525	525
United States	1,158	12,712	13,870
<b>Total</b>	<b>1,566</b>	<b>30,663</b>	<b>32,229</b>

**33,000**

Total Number of Associates  
(Permanent and Temporary)

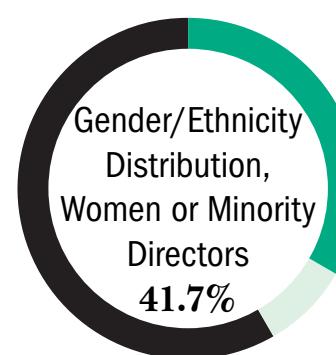
**PERMANENT ASSOCIATES BY GENERATION**

Silent Generation	31	0%
Baby Boomers	1,769	5%
Gen X	6,989	22%
Gen Y/Millennials	13,519	42%
Gen Z	8,939	28%
Age data not available	982	3%
<b>Total</b>	<b>32,229</b>	<b>100%</b>

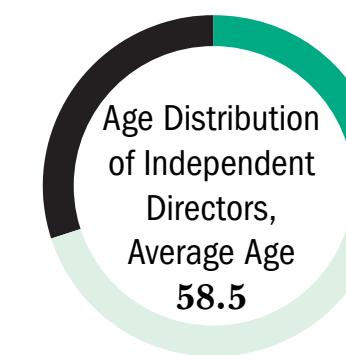
Note:

- Silent Generation represents employees who were born in 1928 to 1945. Baby Boomers represents employees who were born in 1946 to 1964. Gen X represents employees who were born in 1965 to 1980. Gen Y/Millennials represent employees who were born in 1981 to 1996. Gen Z represents employees who were born in 1997 onwards. Age data is not available for employees who chose to not disclose their age.
- The 33,000 figure is rounded up from the 32,229 to more closely align with reporting.
- Associate data is reflective of a point in time (1/31/21).
- Senior Executives are defined as EVP+.
- PVH does not track race/ethnicity outside of the U.S.

**PVH BOARD OF DIRECTORS DIVERSITY**



- 4—Women
- 1—Black
- 7—Other

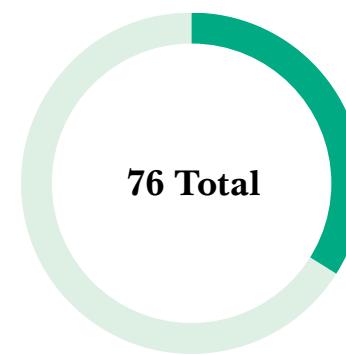


- 2—40-49 Years
- 5—50-59 Years
- 3—60+ Years



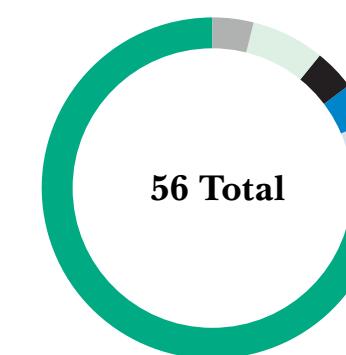
- 2—0-3 Years
- 5—4-10 Years
- 3—10+ Years

**PVH SENIOR EXECUTIVES BY GENDER**



- 34%—26 Female
- 66%—50 Male

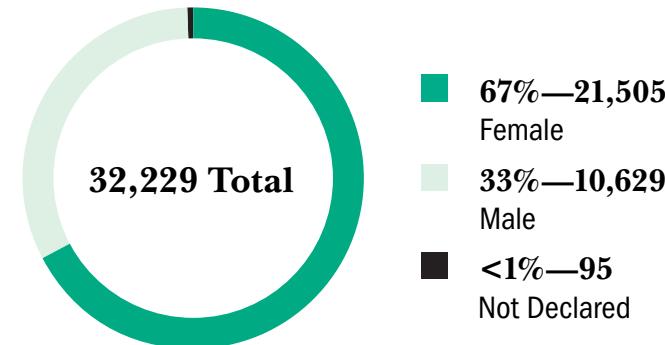
**U.S. SENIOR EXECUTIVES BY RACE/ETHNICITY**



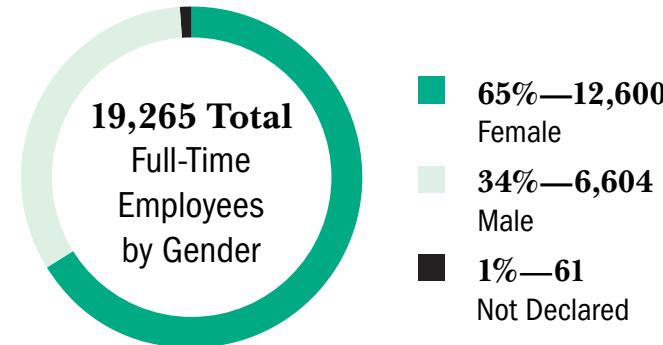
- 4%—2 Asian
- 7%—4 Black
- 4%—2 Hispanic
- 4%—2 Not Declared
- 2%—1 Other
- 80%—45 White

## INCLUSION & DIVERSITY

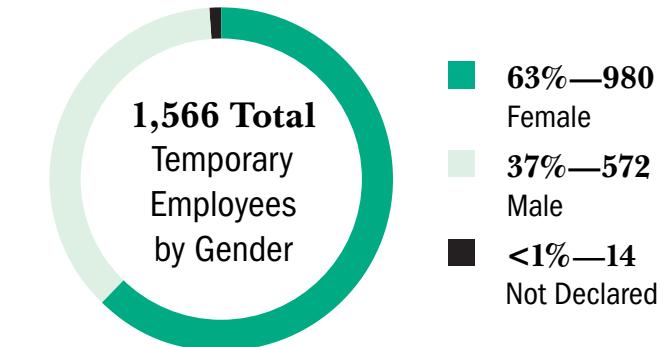
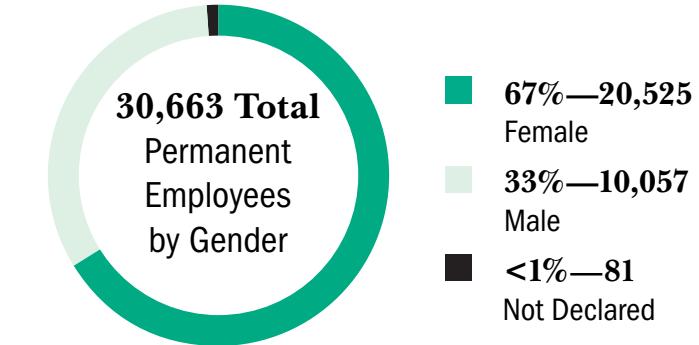
### GLOBAL WORKFORCE BY GENDER



### TOTAL NUMBER OF ASSOCIATES BY EMPLOYMENT AND GENDER



### TOTAL NUMBER OF ASSOCIATES BY GENDER



Note:

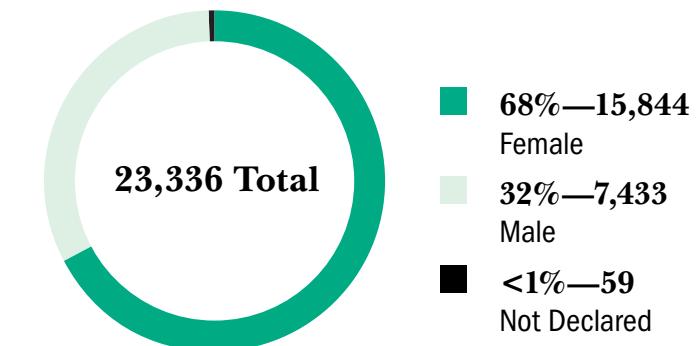
- Data has been compiled via associate self-identification in our HRIS system Workday. Please note that the data above does not include ~2,300 associates in Spain, Portugal, Australia, and New Zealand because they are not in Workday.
- We have seasonal variation in hiring during holiday shopping seasons, however there was significant variation in 2020 due to COVID-19.
- Associate data is reflective of a point in time (1/31/21).

## INCLUSION & DIVERSITY

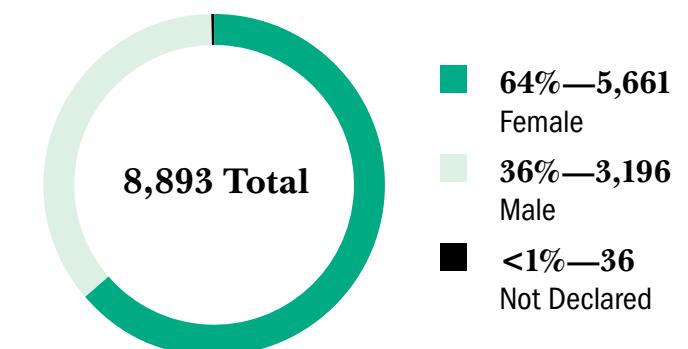
### GLOBAL WORKFORCE BY GENDER AND LEVEL



### GLOBAL RETAIL & WAREHOUSE WORKFORCE BY GENDER



### GLOBAL OFFICE WORKFORCE BY GENDER



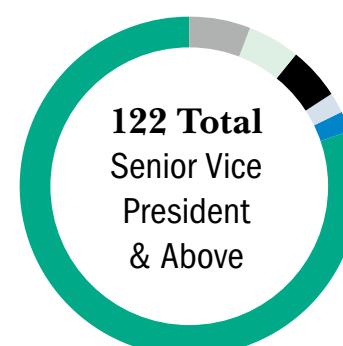
Note:  
 • Director nominees only.  
 • PVH defines Leadership Positions as VP level and above.  
 • Associate data is reflective of a point in time (1/31/21).

## INCLUSION &amp; DIVERSITY

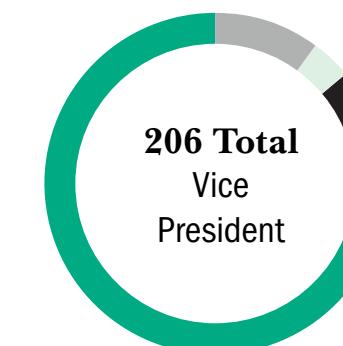
## TOTAL U.S. WORKFORCE BY RACE/ETHNICITY AND LEVEL



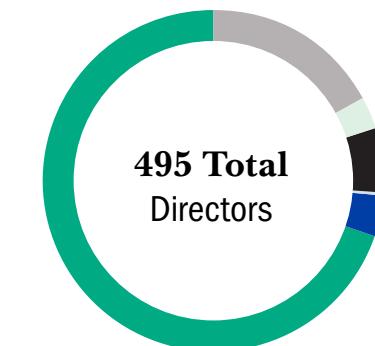
- 8%—27 Asian
- 4%—14 Black
- 5%—16 Hispanic
- 0%—0 Not Declared
- 3%—9 Other
- 80%—262 White



- 6%—7 Asian
- 5%—6 Black
- 5%—6 Hispanic
- <2%—2 Not Declared
- <2%—2 Other
- 81%—99 White



- 10%—20 Asian
- 4%—8 Black
- 5%—10 Hispanic
- 2%—4 Not Declared
- <1%—1 Other
- 79%—163 White



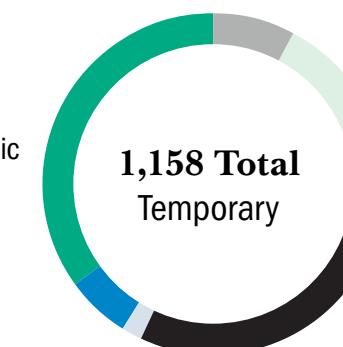
- 17%—84 Asian
- 3%—17 Black
- 6%—30 Hispanic
- <1%—2 Not Declared
- 4%—18 Other
- 69%—344 White



- 15%—252 Asian
- 6%—106 Black
- 14%—234 Hispanic
- 1%—10 Not Declared
- 3%—50 Other
- 60%—992 White

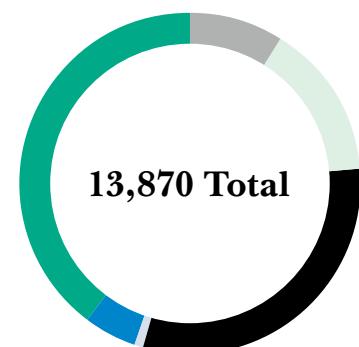


- 7%—728 Asian
- 17%—1,785 Black
- 36%—3,662 Hispanic
- 1%—52 Not Declared
- 5%—501 Other
- 34%—3,517 White



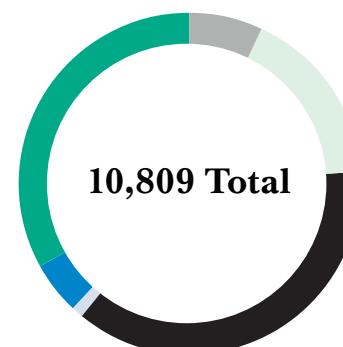
- 8%—96 Asian
- 16%—186 Black
- 33%—385 Hispanic
- 2%—22 Not Declared
- 6%—66 Other
- 35%—403 White

## TOTAL U.S. WORKFORCE BY RACE/ETHNICITY



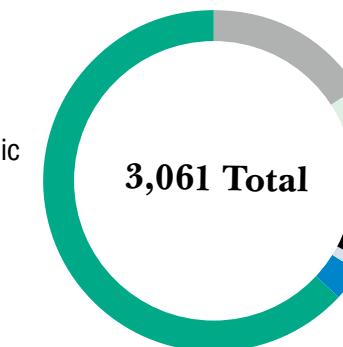
- 9%—1,187 Asian
- 15%—2,108 Black
- 31%—4,327 Hispanic
- 1%—92 Not Declared
- 5%—638 Other
- 40%—5,518 White

## U.S. RETAIL &amp; WAREHOUSE WORKFORCE BY RACE/ETHNICITY



- 7%—712 Asian
- 17%—1,888 Black
- 37%—4,006 Hispanic
- 1%—56 Not Declared
- 5%—551 Other
- 33%—3,596 White

## U.S. OFFICE WORKFORCE BY RACE/ETHNICITY



- 16%—475 Asian
- 7%—220 Black
- 10%—321 Hispanic
- 1%—36 Not Declared
- 3%—87 Other
- 63%—1,922 White

Note:

- PVH does not track race/ethnicity outside of the U.S.
- 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.
- Associate data is reflective of a point in time (1/31/21).

## RECRUIT ETHICALLY

Migrant workers who pay excessive recruitment fees are at high risk of being in situations of forced labor, modern slavery or human trafficking. Our Recruit Ethically program aims to ensure that migrant workers in our supply chain are not responsible for paying fees or expenses to secure or maintain employment with a factory, as stated in [PVH's Migrant Worker Policy](#).

### ETHICAL RECRUITING FINDINGS

<b>Forced Labor</b>	
Includes prison labor, trafficking, slavery and indentured workers	0
<b>Child Labor</b>	
	0
<b>Freedom of Movement</b>	
Fully remediated	1
Responsibly exited by PVH for severe violations	1
<b>Wage Deduction</b>	
Fully remediated	2
Supplier has submitted plan for remediation	1

### CAPABILITY BUILDING

**100%**

of direct suppliers in high-risk jurisdictions have completed our required Recruit Ethically training.

### MIGRANT WORKERS

Based on data reported by our suppliers in 2020,

**10%**

of PVH supply chain workers are migrants, inclusive of both domestic and foreign workers, and the foreign migrant worker percentage is

**1%.**

Additionally, approximately

**28.6%** of suppliers in 12 high-risk jurisdictions employ foreign migrant workers.

### REMEDIATION

An example of PVH's remediation efforts include a case in 2020 in Thailand where

**112** Burmese migrant workers were reimbursed for recruitment fees paid, and in total **\$22,900** was distributed.

### LABOR AGENTS

Among suppliers in 12 high-risk jurisdictions that have foreign migrant workers, about

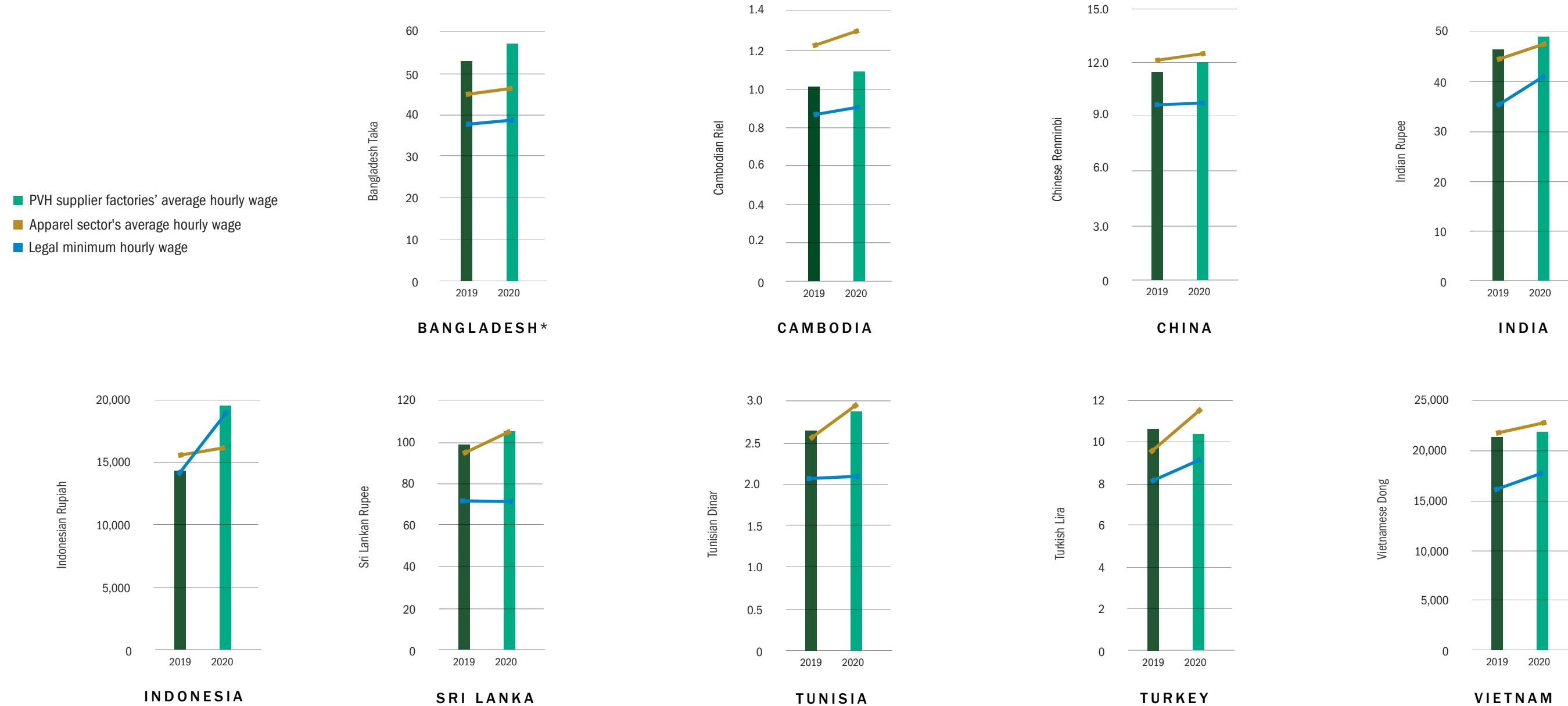
**50.8%** use labor agents.

#### Note:

- This data is based on information provided by our suppliers and does not include Better Work, ABVTEX facilities and 'Gray' suppliers, meaning those suppliers are authorized for production, fall under a de minimis or other exemption category, and may undergo a self-assessment, short-form assessment or rating equivalency.
- PVH's Code of Conduct, *A Shared Commitment*, is informed by the United Nation's Universal Declaration of Human Rights and is based on the Core Conventions of the International Labour Organization (ILO). Please see PVH CR Supply Chain Guidelines (pg. 5). All companies entering into a business partnership with PVH are required to sign PVH's Vendor Agreement. This agreement includes a requirement that companies abide by and attest to receiving and understanding PVH's *A Shared Commitment* and abide by PVH's policies, including our CR Supply Chain Guidelines.
- This data does not include licensee factories or suppliers which fall under the de minimis category.

## LIVING WAGES

PVH is committed to transparency about how we are working to advance the payment of living wages. As part of our approach, PVH collects supplier wage data on an ongoing basis during factory assessments. The data is analyzed at the end of each fiscal year to compare average hourly wages paid to workers in PVH supplier factories with legal minimum hourly wages, average hourly wages in the apparel sector and living wage benchmarks. This wage data depicts year-over-year comparisons for FY19 and FY20 and reflects an expanded reporting scope from six to nine countries this year, constituting 86% of PVH's global FOB value in 2020. Stakeholders can map these wage levels against various living wage benchmarks.



Note:

- All values listed in local currency.
- All PVH-specific supplier data is based on 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>

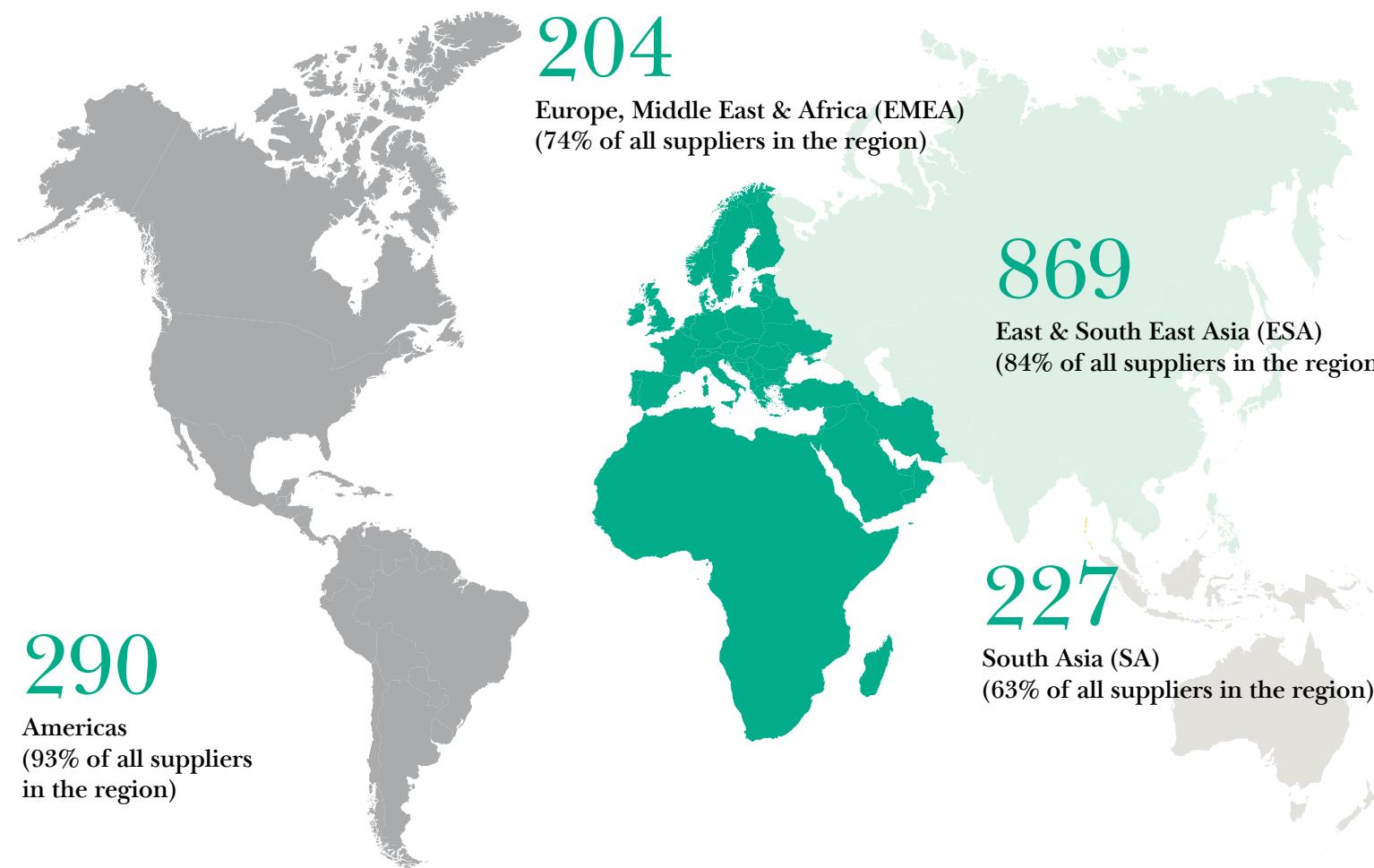
Country-Specific Footnote:

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

## SUPPLIER ASSESSMENTS: SOCIAL

We require social and environmental impact assessments during supplier onboarding, in keeping with our commitment to human rights and environmental protection. These 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, when necessary. In 2020, we continued expanding our assessment program beyond finished goods suppliers to trim facilities and mills, laundries and other wet processors.

### SUPPLIERS ASSESSED BY REGION



Note:

- This includes factories that are part of the Better Work program and undergo a Better Work assessment.
- 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.

### SUPPLIER ASSESSMENTS: SOCIAL

Rating	Percentage	Color
Gold	4%	Green
Orange—2nd	1%	Red
Orange—1st	3%	Yellow
Gray—1st	15%	White
Gray—2nd	0%	Gray

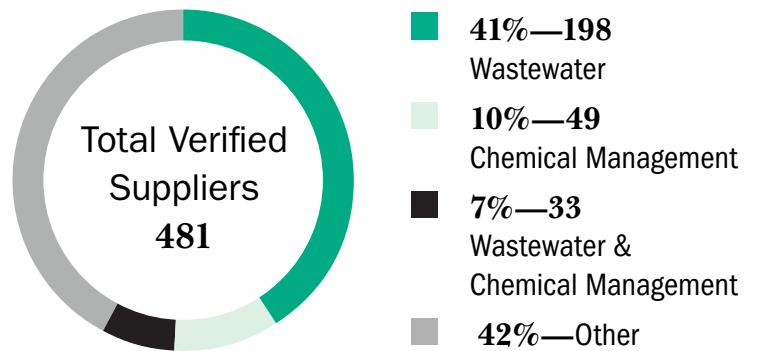
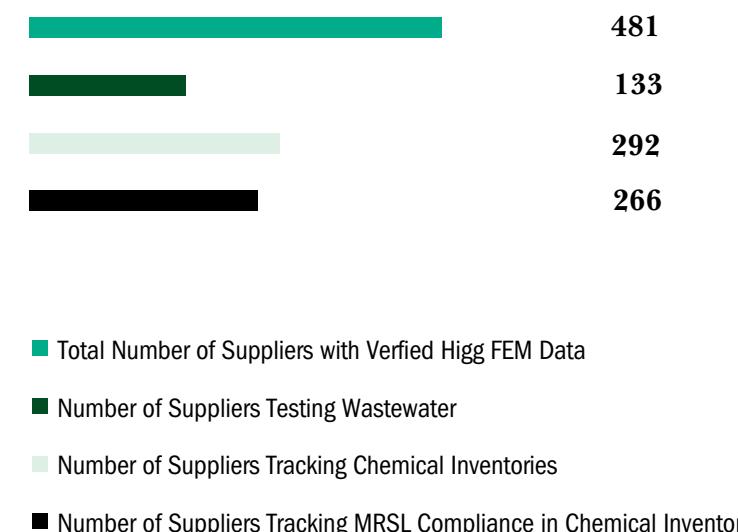
67%	1,590
of Tier 1 Supplier Facilities Audited to a Labor Code of Conduct	Suppliers Assessed for Social Impacts
87%	80%
of Tier 2 Supplier Facilities Audited to a Labor Code of Conduct	of Suppliers Assessed
88%	1,645
of Total Audits Conducted by a Third-Party Auditor	Assessments Conducted
1,986	Suppliers

**SUPPLIER ASSESSMENTS: ENVIRONMENT**

**588** of our core Tier 1 and beyond Tier 1 facilities completed a Higg Self-Assessment in 2020.

**481** provided verified Sustainable Apparel Coalition (SAC) Higg 3.0 Facility Environmental (FEM) data.

**189** of the verified facilities were those with wet processing (e.g., mills, laundries and dyehouses), which have been identified as the parts of our supply chain where the most environmental impacts occur, (particularly water, energy and chemical use) allowing for the greatest opportunity for improvement.

**ELIMINATE HAZARDOUS CHEMICALS****TOTAL NUMBER OF SUPPLIERS ACHIEVING VERIFIED LEVEL 2 IN HIGG FEM WASTEWATER AND CHEMICAL MANAGEMENT****HIGG FEM CHEMICAL MANAGEMENT AND WASTEWATER INSIGHTS****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.

## CHARITABLE GIVING

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 associates around the world to dedicate their time, talent and resources in the communities where they work and live. Save the Children is PVH's global partner, and we support early childhood education and youth employability programs in the U.S., China, Bangladesh, India and Ethiopia.

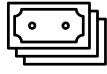
### CORPORATE MATCH

 **\$261,863**  
Total Corporate Match

 **1,859**  
Total Volunteer Hours

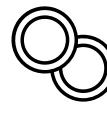
 **\$7,254**  
Volunteer Incentives

### COVID-19 RELIEF AND SUPPORT

 **\$1,445,200**  
Frontline Medical Needs

 **\$160,000**  
Food Insecurity

 **\$100,000**  
Community Resiliency

 **\$500,000**  
Supply Chain Community Support

 **\$270,000**  
Human Services

### TOTAL COVID-19 GRANTS

 **\$2,475,200**

### TOTAL CHARITABLE GIVING

Product	\$5,731,366
Cash	\$7,439,805
Corporate Match	\$261,863
Store Collection	\$413,070
Associate Fundraisers	\$111,348
Volunteer Incentives	\$7,254
<b>Total</b>	<b>\$13,964,706</b>

Note:

• Due to the move from calendar year to fiscal year reporting, January 2020 data was not captured, and for reference, is included here:  
Total Cash 1,378,781.34; Store Collections 5,814.86; Volunteer Hours 366.25.

# SUSTAINABILITY ACCOUNTING STANDARDS BOARD

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
<b>Management of Chemicals in Products</b>	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 <a href="#">Restricted Substances List</a> .
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	
<b>Environmental Impacts in the Supply Chain</b>	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	CG-AA-430a.1	The <a href="#">PVH CR Supply Chain Guidelines</a> 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.
	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	CG-AA-430a.2	PVH 2020 CR Report, page <a href="#">65</a>
<b>Labor Conditions in the Supply Chain</b>	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor	CG-AA-430b.1	PVH 2020 CR Report, page <a href="#">64</a>
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	CG-AA-430b.2	PVH 2020 CR Report, page <a href="#">64</a>
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	<a href="#">PVH Materiality Assessment</a>
	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	<a href="#">PVH Materiality Assessment</a> PVH 2020 CR Report, page <a href="#">39</a>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	34% of our materials are sustainably sourced. For all sustainable materials, PVH requires third party certifications including but not limited to: Better Cotton Initiative, Global Organic Textile Standard, Organic Content Standard, Global Recycled Standard, Recycled Content Standard, Responsible Down Standard, and Responsible Wool Standard.

# TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

## Aligning Our Reporting to the Task Force On Climate-Related Financial Disclosures (TCFD) Standard

PVH recognizes our alignment with industry frameworks and recommendations is key in addressing the evolving global impacts of climate change on our business and communities around the world. In line with the recommendations made by the Task Force on Climate-related Financial Disclosures, we publicly disclose our climate-related information through our annual CDP Climate Change response, available in our Appendix.

Please see below for our TCFD Index mapped to PVH's [2020 CDP Climate Change](#) and [2020 GRI responses](#).

TCFD DISCLOSURE	CDP	GRI
<b>Governance</b>		
a) Describe the board's oversight of climate-related risks and opportunities.	C1.1b	102-18, 102-31
b) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a	102-30
<b>Strategy</b>		
a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	C2.1a, C2.3, C2.3a, C2.4, C2.4a	102-15
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	C2.3a, C2.4a, C3.1, C3.1c, C3.1d, C3.1e, C3.1f	201-2
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.1a, C3.1c	
<b>Risk Management</b>		
a) Describe the organization's processes for identifying and assessing climate-related risks.	C2.1, C2.2, C2.2a, C2.1a, C2.3, C2.3a	
b) Describe the organization's processes for managing climate-related risks.	C2.1, C2.2, C2.1a, C2.3a	
c) Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	C2.1, C2.2	
<b>Metrics and Targets</b>		
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C4.2, C4.2a	
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	C6.1, C6.3, C6.5	102-29, 102-30
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a, C4.2, C4.2a	

# GLOBAL REPORTING INITIATIVE

This report has been prepared following the Global Reporting Initiative's (GRI) Standards.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Organizational Profile</b>	
102-1 <b>Name of the organization</b>	PVH Corp. (PVH)
102-2 <b>Activities, brands, products, and services</b>	PVH 2020 CR Report, page <a href="#">3</a>
102-3 <b>Location of headquarters</b>	200 Madison Avenue, New York, NY 10016
102-4 <b>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</b>	<a href="#">PVH 2020 Form 10-K</a>
102-5 <b>Ownership and legal form</b>	PVH is a publicly traded company listed on the New York Stock Exchange
102-6 <b>Markets served</b>	<a href="#">PVH 2020 Form 10-K</a>
102-7 <b>Scale of the organization</b>	<a href="#">PVH 2020 Form 10-K</a>
102-8 <b>Information on employees and other workers</b>	PVH 2020 CR Report, page <a href="#">58</a>
102-9 <b>Supply chain</b>	<a href="#">PVH 2020 Form 10-K</a> <a href="#">PVH Factory List Disclosure</a>
102-10 <b>Significant changes to the organization and its supply chain</b>	<a href="#">PVH 2020 Form 10-K</a>
102-11 <b>Precautionary Principle or approach</b>	We consider the precautionary principle as a key component of the organization's management of risks related to people, environment and communities.
102-12 <b>External initiatives</b>	<b>General CR/Sustainability</b> —American Apparel & Footwear Association (AAFA), Business for Social Responsibility (BSR), Fordham University Gabelli School of Business, Sustainable Apparel Coalition (SAC), UN Global Compact, UN Foundation, Women's Empowerment Principles <b>Human Rights &amp; Safe Workplaces</b> —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 <b>Inclusion &amp; Diversity</b> —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 <b>Environmental Sustainability</b> —AFIRM Group, Apparel Impact Institute, Better Cotton Initiative (BCI), Business for Social Responsibility, Business Renewables Center (BRC), Canopy, CEO Water Mandate, Ellen MacArthur Foundation, Fabsrap, 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, Zero Discharge of Hazardous Chemicals (ZDHC) Programme

<b>DISCLOSURE NUMBER AND TITLE</b>	<b>2020 RESPONSE</b>
<b>Organizational Profile (continued)</b>	
102-13 <b>Membership of associations</b>	<p>Leadership Positions:</p> <ul style="list-style-type: none"> <li>• Stefan Larsson, Chief Executive Officer, previously sat on the Board for The Real Real, Inc. and the Ralph Lauren Corporation</li> <li>• Emanuel Chirico, Chairman, 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</li> <li>• Marissa Pagnani McGowan, Chief Sustainability Officer, sits on the Steering Committee of the Global Fashion Agenda, and previously sat on the Steering Committee of the Bangladesh Accord</li> </ul> <p>PVH Representation:</p> <ul style="list-style-type: none"> <li>• 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</li> <li>• SLCF: Signatory member, Technical Advisory Committee and other working groups</li> <li>• Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group</li> <li>• Apparel Impact Institute: Founding brand</li> <li>• BSR: Responsible Luxury Initiative (ReLI) working group Maximizing Worker Engagement, HERproject</li> <li>• AFIRM: Four committees: Training, RSL, Public Policy and Compliance, and the Packaging RSL committees</li> <li>• AAFA: Environmental Committee initiative</li> <li>• Better Work: PVH CR VP sits on the Advisory Committee for Better Work representing North American brands, founding brand of Better Work Academy</li> <li>• Responsible Labor Initiative: PVH CR Senior Director is on the Steering Committee</li> <li>• ACT: Working groups focused on Purchasing Practices Communications, and Accountability &amp; Transparency</li> <li>• CEO Water Mandate: Apparel Industry working initiative</li> <li>• Nest: Steering Committee</li> </ul>
<b>Strategy</b>	
102-14 <b>Statement from senior decision-maker</b>	PVH 2020 CR Report, page 6
102-15 <b>Key impacts, risks and opportunities</b>	<u><a href="#">PVH Materiality Assessment</a></u>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Ethics</b>	
102-16 <b>Values, principles, standards, and norms of behavior</b>	<a href="#">PVH's Values</a>
102-17 <b>Mechanisms for advice and concerns about ethics</b>	<p><a href="#">PVH's Code of Business Conduct and Ethics</a></p> <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. In FY20, PVH received 14 grievance cases, 6 from workers (3 from Tell PVH, 3 from other channels) and 8 cases from trade unions. Investigations of 3 cases are still ongoing, all the rest of 11 cases are addressed.</p>
<b>Governance</b>	
102-18 <b>Governance structure</b>	<a href="#">PVH Corporate Governance</a>
102-22 <b>Composition of the highest governance body and its committees</b>	<a href="#">PVH 2021 Proxy Statement</a>
102-23 <b>Chair of the highest governance body</b>	<a href="#">PVH 2021 Proxy Statement</a>
102-26 <b>Role of highest governance body in setting purpose, values, and strategy</b>	<a href="#">Corporate Responsibility Committee of the Board Charter</a>
102-29 <b>Identifying and managing economic, environmental, and social impacts</b>	<a href="#">Corporate Responsibility Governance &amp; Stakeholder Engagement</a>
102-30 <b>Effectiveness of risk management processes</b>	<a href="#">Our Approach to CR and Human Rights</a>
102-31 <b>Review of economic, environmental, and social topics</b>	<a href="#">Corporate Responsibility Committee of the Board Charter</a>
102-32 <b>Highest governance body's role in sustainability reporting</b>	<a href="#">Corporate Responsibility Committee of the Board Charter</a> <a href="#">Corporate Responsibility Governance &amp; Stakeholder Engagement</a>
102-38 <b>Annual total compensation ratio</b>	<a href="#">PVH 2021 Proxy Statement</a>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Stakeholder Engagement</b>	
102-40 <b>List of stakeholder groups</b>	Associates, investors, suppliers, workers in our supply chain, nongovernmental organizations (NGOs), industry associations and multistakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers. Please see our most recent Materiality work <a href="#">here</a> .
102-41 <b>Collective bargaining agreements</b>	<a href="#">PVH 2020 Form 10-K</a>
102-42 <b>Identifying and selecting stakeholders</b>	<a href="#">PVH Materiality Assessment</a>
102-43 <b>Approach to stakeholder engagement</b>	<a href="#">PVH Materiality Assessment</a>
102-44 <b>Key topics and concerns raised</b>	<a href="#">PVH Materiality Assessment</a>
<b>Reporting Practices</b>	
102-45 <b>Entities included in the consolidated financial statements</b>	<a href="#">PVH 2020 Form 10-K</a>
102-46 <b>Defining report content and topic Boundaries</b>	<a href="#">PVH Materiality Assessment</a>
102-47 <b>List of material topics</b>	<a href="#">PVH Materiality Assessment</a>
102-48 <b>Restatements of information</b>	No restatements have been made
102-49 <b>Significant changes from previous reporting periods in the list of material topics and topic Boundaries</b>	<a href="#">PVH Materiality Assessment</a>
102-50 <b>Reporting period</b>	Fiscal year 2020. If any data points are reported as other than fiscal year, this is noted.
102-51 <b>Date of most recent previous report</b>	July 2020
102-52 <b>Reporting cycle</b>	Annual
102-53 <b>Provide the contact point for questions regarding the report or its contents</b>	<a href="mailto:cr@pvh.com">cr@pvh.com</a>
102-54 <b>Claims of reporting in accordance with the GRI Standards</b>	This report has been prepared in accordance with GRI Standards: Core option.
102-55 <b>GRI content index</b>	<a href="#">PVH CR Resources</a>
102-56 <b>External assurance</b>	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.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Economic Performance</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	<a href="#">PVH 2020 Form 10-K</a>
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	<a href="#">PVH 2020 Form 10-K</a>
201-1 <b>Direct economic value generated and distributed</b>	
201-2 <b>Financial implications and other risks and opportunities due to climate change</b>	<a href="#">PVH 2020 Form 10-K</a>
201-3 <b>Defined benefit plan obligations and other retirement plans</b>	<a href="#">PVH 2020 Form 10-K</a>
201-4 <b>Financial assistance received from government</b>	PVH received \$95.4M total YTD in government assistance in 2020 as a result of the COVID-19 pandemic.
<b>Procurement Practices</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH's Procurement team consistently partners with external resources such as the NBCC, MBDA, Voice of Your Customer, etc. to ensure inclusion of minority businesses for upcoming RFP/RFI's. Spend Visibility allows procurement to analyze and measure indirect spend (non-merchandise, non-resale) data and metrics by vendor, commodity, and diverse supplier. Within this RFP tool, Dunn & Bradstreet's diversity tool was implemented to track our diverse suppliers that participate in our competitive bidding process. Through this tool, data is available on awarded suppliers based on the capability that allows vendors the opportunity to self-identify as minority registered businesses.
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	Diverse Spend is represented using categories per Dunn & Bradstreet classifications. Vendors may represent and report under multiple diverse categories such as Disabled Owned, HBCU, Minority Owned, Small Business, Veteran Owned, Woman Owned, Disabled Veteran Owned. One of our I&D Commitments is to establish a formal corporate supplier diversity program in the U.S. and other applicable regions by 2022. We seek to address issues of equity and inclusion with the indirect procurement of goods and services in the U.S. and other applicable regions by establishing a formal supplier diversity program to track, monitor and expand our engagement and spend with a focus on minority/BIPOC- and women-owned businesses. All procurement associates are also required to include minority vendors as part of their search criteria throughout the vetting process when expanding our supply-base for upcoming projects and/or existing programs. Procurement has also successfully mandated the requirement for PVH teams to include Procurement on specific projects that fall within a specific spend-threshold. By accomplishing this, Procurement can take the lead on assisting with bringing new potential minority businesses to fruition.  Procurement's strategic goal is to manage all indirect spend in order to provide more opportunity specifically for more diverse suppliers. In the future, we aim to establish/implement a formalized supplier diversity program.
204-1 <b>Proportion of spending on local suppliers</b>	In CY19, Local (U.S) spend made up 89% of total indirect (not for resale) spend. Of that Local indirect spend, 36% was from diverse suppliers.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Anti-Corruption</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	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 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	
205-1 <b>Operations assessed for risks related to corruption</b>	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 <b>Communication and training about anti-corruption policies and procedures</b>	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 <a href="#">Code of Conduct</a> .
205-3 <b>Confirmed incidents of corruption and actions taken</b>	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Materials</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH CR 2020 Report, page <a href="#">56</a>
103-2 <b>The management approach and its components</b>	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.
103-3 <b>Evaluation of the management approach</b>	<p>Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for us. Cotton represents 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, including Better Cotton, organic cotton, and recycled cotton. 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 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 for animal-based materials has become an increasingly important issue to our company and stakeholders. Please see our <a href="#">Animal Welfare Policy Statement</a> for further details.</p> <p>As a step toward achieving our <i>Forward Fashion</i> commitment to procuring more sustainable viscose, PVH joined the CanopyStyle initiative in 2019. Please see our <a href="#">Forest Protection Policy</a> for further details.</p>
301-1 <b>Materials used by weight or volume</b>	PVH CR 2020 Report, page <a href="#">57</a>
301-2 <b>Recycled input materials used</b>	PVH CR 2020 Report, page <a href="#">57</a>
301-3 <b>Reclaimed products and their packaging materials</b>	Through <i>Tommy for Life</i> , we've diverted 36,429 kg of textile waste in the Netherlands.
<b>Energy</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH CR 2020 Report, page <a href="#">52</a>
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Energy (continued)</b>	
302-1 Energy consumption within the organization	PVH CR 2020 Report, page <a href="#">52</a>  WRI's Corporate GHG Accounting Protocol. Data covers purchased electricity, 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.
302-2 Energy consumption outside of organization	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
302-3 Energy intensity	2020 CDP Climate Change (C6.10)
302-4 Reduction of energy consumption	2020 CDP Climate Change (C4.2a and 7.9a)
302-5 Reductions in energy requirements of products and services	2020 CDP Climate Change (C4.5 and 4.5a)
<b>Water &amp; Effluents</b>	
103-1 Explanation of the material topic and its Boundary	Water is used at every stage of our product lifecycles—from growing raw materials (such as cotton) to dyeing, tanning, printing and finishing garments, to the way consumers launder clothes. We have used a number of different resources, insights and tools to develop a comprehensive global water strategy.
103-2 The management approach and its components	The strategy is informed by our UN CEO Water Mandate commitment, a global water risk analysis conducted by WWF and insights into the lifecycle impacts of our products. Additionally, we have been leveraging the Zero Discharge of Hazardous Chemicals (ZDHC) Programme's work, notably its Manufacturing Restricted Substances List (MRSList) 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). 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. Learn more about our approach on page <a href="#">65</a> .
103-3 Evaluation of the management approach	

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Water &amp; Effluents (continued)</b> <b>303-1 Interactions with water as a shared source</b>	<p>PVH primarily uses municipal water in our worldwide stores, offices, warehouses, distribution centers, neckwear factory and our joint venture in Hawassa, Ethiopia. The functions of these facilities are not water-intensive as use is limited to cleaning, maintenance activities, and personal consumption by employees, in comparison to other stages across the value chain. Freshwater availability is vital to PVH because it is critical for the growth of cotton and production of other raw material inputs in the value chain. It is also vital for the wet processing portion of the value chain (e.g., dyeing, washing, finishing) of a garment. Additionally, freshwater is essential for the health and hygiene of communities in which we operate. Through our roll-out of the Sustainable Apparel Coalition's Higg Facility Environmental Module from 2017–2019, we collected data to better understand our suppliers' environmental performance with a goal of driving improvements by setting targets.</p> <p>We ask all our Level 1 (cut and sew/ready-made goods) and strategic Level 2 suppliers (fabric mills, spinners, and dye houses) to report on water use, risks, and management practices by responding to the Higg Index. By engaging with our most strategic suppliers, representing over 80% of our business, we are able to calculate our water baseline by geography, facility type, and category, and understand our progress.</p> <p>Much of the apparel industry's water impact occurs early in the supply chain, particularly when fabrics are dyed or at wet processing facilities. PVH has continued to expand our assessment program to gain a broader view of our suppliers' water practices by growing our assessment program to include trim and mill facilities. The Higg FEM collects information pertaining to water usage, wastewater volumes and treatment, and water reduction strategies. Success is measured through Higg FEM scores, as it provides comprehensive data that gives insight to both the facility and PVH, to make strategic operational decisions, as well as help devise strategies and remediation plans.</p> <p>To work toward our commitments to water stewardship, we identified strategic sourcing regions—China, Ethiopia, India and Vietnam—that were also deemed as high water risk based on the WWF Water Risk Filter. These regions represent approximately half of total spend. Through these programs, we have engaged approximately 150 facilities across more than 50 industrial parks on supplier education and water stewardship collaboration. Our impact promotes a supply chain with access to resources and tools to implement positive change and drive the industry forward.</p> <p>We measure success at several levels:</p> <ol style="list-style-type: none"><li>1. Supplier Performance: Monitored through suppliers' Higg FEM scores</li><li>2. Programmatic Performance: PVH has set key performance indicators with our strategic partners including WWF, the U.N. Global Compact's CEO Water Mandate, Aii, and GIZ on their respective water stewardship and mill improvement programs</li><li>3. Corporate Performance: We measure success and monitor progress toward our <i>Forward Fashion</i> targets set in 2019, including:<ul style="list-style-type: none"><li>• Provide Access to Water</li><li>• Establish 5 collective action projects in PVH's most water-stressed sourcing communities by 2025</li><li>• Eliminate Hazardous Chemicals and Microfibers</li><li>• Water leaving wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025</li><li>• Source Ethically</li><li>• 100% of PVH suppliers will meet or exceed our social/environmental standards</li></ul></li></ol>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Water &amp; Effluents (continued)</b>	
303-2 Management of water discharge-related impacts	<p>The <a href="#">PVH CR Supply Chain Guidelines</a> 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: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
303-4 Water discharge	
303-5 Water consumption	PVH CR 2020 Report, page <a href="#">55</a>
<b>Biodiversity</b>	
103-1 Explanation of the material topic and its Boundary	<p>Within our <i>Forward Fashion</i> strategy, PVH engages in biodiversity protection and restoration work through the following public targets: Regenerate Materials, Eliminate Hazardous Chemicals &amp; Microfibers, and Provide Access to Water such as:</p> <ul style="list-style-type: none"> <li>• <a href="#">PVH's Forest Protection Policy</a> launched alongside a formal commitment to both the CanopyStyle and Pack4Good initiatives.</li> <li>• <a href="#">Animal Welfare Policy</a>, which bans the use of fur, angora and mohair, and communicates our commitment to sourcing responsible wool, down, leather and exotic skins.</li> <li>• <a href="#">Water Stewardship initiatives</a></li> <li>• A water risk assessment conducted with WWF, leading to a multi-year, million-dollar global partnership with WWF launched in 2018. Specifically, PVH, Tommy Hilfiger, and WWF are working together to help conserve freshwater resources in India's Cauvery River basins, Ethiopia's Lake Hawassa, China's Taihu basin and the Mekong Delta in Vietnam.</li> <li>• Through our collective action basin work, PVH has implemented a number of projects aimed at restoring the local biodiversity. Some specific examples of restoration activities at the basin level include: Through our Protecting Lake Hawassa Initiative we are working to ensure access to clean water for local communities in key basins around the world. Alongside our key partners and technical advisors, GIZ, WWF and the Rift Valley Lakes Basin Development Office, we continue to advance water conservation and stewardship efforts in Ethiopia and other critical water sources for our sourcing communities through exploration of new technologies and educational programming, and support of sustainable development policies at the local and national levels.</li> </ul>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	<p>Some of our commitments focus on removing deforestation and forest degradation from our direct operations and can be seen through our work with the Fashion Pact, Canopy's Pack4Good Initiative, and the We Mean Business Coalition. As we move forward, PVH will continue to build on its biodiversity strategy and has committed to creating a Science-based Target for biodiversity in 2021 through our commitment to the Fashion Pact.</p>
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
304-2 Significant impacts of activities, products, and services on biodiversity	
304-3 Habitats protected or restored	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Emissions</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	
103-2 <b>The management approach and its components</b>	PVH 2020 CR Report, page <a href="#">49</a>
103-3 <b>Evaluation of the management approach</b>	
305-1 <b>Direct (Scope 1) GHG emissions</b>	<p>a. 29,091 metric tons of CO<sub>2</sub>e  b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-410A, HCFC-22  c. n/a  d. 2017  i. &amp; ii. 2017. 32,689 metric tons of CO<sub>2</sub>e  2017 data is used to establish 2019 science based targets with the Science Based Target initiative (SBTi)  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.  From 2019 to 2020, Scope 1 emissions decreased by 14%, due mostly to a reduced number of facilities, and facility closures due to COVID-19  iii. Our 2017 baseline uses 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 = 29,091 MT CO<sub>2</sub>e. Scope 1 Breakdown: Offices = 575, Retail = 22,776, Warehouses = 2,671, Vehicles = 3,069. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and vehicles includes fugitive emissions from vehicle refrigerants.</p>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Emissions (continued)</b>	
305-2 Energy indirect (Scope 2) GHG emissions	<p>a. 88,213 metric tons of CO<sub>2</sub>e b. 51,797 metric tons of CO<sub>2</sub>e c. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O d. i. &amp; ii. 2017. 119,758 metric tons of CO<sub>2</sub>e (market-based). 2017 data is used to establish 2019 science based targets with the Science Based Target initiative (SBTi) Scope 2 emissions decreased between 2017 and 2018 due to:<ul style="list-style-type: none"><li>• The purchase of renewable energy credits in North America and the Netherlands, reducing over 31,000 metric tons of CO<sub>2</sub>e.</li><li>• Improved tracking of electricity for North America Retail resulting in a 2% decrease in modelled data.</li></ul>Scope 2 emissions decreased further between 2018 and 2019 due to:<ul style="list-style-type: none"><li>• The increased purchase of renewable energy credits throughout Europe</li><li>• The closing of facilities</li><li>• Increased primary data</li><li>• Updated emission factors</li></ul>Scope 2 Emissions decreased between 2019 and 2020 due to:<ul style="list-style-type: none"><li>• Purchase of Renewable Energy Credits for EU and North America</li><li>• Mid-year closure of facilities due to COVID-19</li><li>iii. Our 2017 baseline uses the market-based approach so that we can account for renewable energy purchases and generation.</li></ul>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 = 51,797 MT CO<sub>2</sub>e. Scope 2 Breakdown Offices = 6,621, Retail = 36,147, Warehouses = 9,017, Vehicles = 12. Offices include emissions from showrooms. Warehouses include emissions from distribution centers.</p>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Emissions (continued)</b>	
305-3 Other indirect (Scope 3) GHG emissions	<p>a. 2,600,737 metric tons of CO<sub>2</sub>e.  b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O  c. 57,058 metric tons CO<sub>2</sub>e  d. Categories reported</p> <ul style="list-style-type: none"> <li>i. Purchased Goods &amp; Services: 1,326,467 metric tons CO<sub>2</sub>e</li> <li>ii. Fuel &amp; Energy Related Activities: 16,749 metric tons CO<sub>2</sub>e</li> <li>iii. Upstream Transport &amp; Distribution: 207,663 metric tons CO<sub>2</sub>e</li> <li>iv. Business Travel: 33,585 metric tons CO<sub>2</sub>e</li> <li>v. Downstream Transportation &amp; Distribution: 159,898 metric tons CO<sub>2</sub>e</li> <li>vi. Use of Sold Products: 596,298 metric tons CO<sub>2</sub>e</li> <li>vii. End of Life Treatment: 73,738 metric tons CO<sub>2</sub>e</li> <li>viii. Franchises: 186,329 metric tons CO<sub>2</sub>e</li> </ul> <p>e. The base year calculation is from 2017 which was the earliest time data was available to calculate our Scope 3 emissions.  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.  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 Scope 3 emissions, and T&amp;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 CO<sub>2</sub>e/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"> <li>i. Scope 1 and 2 &amp; Employee number: 2.63</li> <li>ii. Scope 1 and 2 &amp; Revenue: 0.0000082</li> <li>iii. Scope 1 and 2 &amp; Square footage: 0.00507</li> <li>iv. Scope 1, 2, and 3 &amp; Employee number: 43.147</li> <li>v. Scope 1, 2, and 3 &amp; Revenue: 0.000133896</li> </ul> <p>b. Employee number, revenue &amp; square footage for Scope 1 and 2 and employee number &amp; revenue for Scope 1, Scope 2 and Scope 3  c. Scope 1, 2 &amp; 3 emissions  d. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22</p>
305-5 Reduction of GHG emissions	<p>a. 23,258 metric tons of CO<sub>2</sub>e reduced (Scope 1 &amp; Scope 2)  b. Scope 1: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22  c. Scope 2: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O  2015 was the first year that we have conducted a global GHG footprint.  d. Scope 1 &amp; Scope 2.  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	2020 RESPONSE
<b>Effluents &amp; Waste</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH 2020 CR Report, page <a href="#">53</a>
103-2 <b>The management approach and its components</b>	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.
103-3 <b>Evaluation of the management approach</b>	We also address chemicals in the manufacturing process through the required adoption of the ZDHC Manufacturing Restricted Substances List (MRSList) 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 2019, 189 wet processors including 44 strategic mills provide us with verified SAC Higg 3.0 FEM data.
306-1 <b>Waste generation and significant waste-related impacts</b>	<p>a. Total volume of planned and unplanned water discharges: 92,716,208 cubic meters            Industrial: 16,456,452 cubic meters            Domestic: 25,295,224 cubic meters            Combined (Mixed industrial and domestic): 50,964,532 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"> <li>• Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc.</li> <li>• Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc.</li> <li>• If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as combined wastewater</li> <li>• The total volume is the sum of Industrial, Domestic, and Combined wastewater</li> </ul> <p>Only facilities with verified data are included in this analysis. This data is from 2019.</p>
306-2 <b>Management of significant waste-related impacts</b>	<p>a. n/a</p> <p>b. 2019 Totals (all metric tons)            2019 Global Owned &amp; Operated Waste Baseline results:            5,400 tons of waste            7,428 tons of recycling            57% diversion rate</p>
306-3 <b>Waste generated</b>	PVH has no significant spills to report.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Effluents &amp; Waste (continued)</b>	
306-4 <b>Waste diverted from disposal</b>	
306-5 <b>Waste directed to disposal</b>	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>Environmental Compliance</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	<p><u>CR Governance &amp; Stakeholder Engagement</u>, <u>Environment Policy</u> and <u>Supplier Guidelines</u>.</p> <p>Our business partners are required to comply with all applicable environmental laws, rules and regulations at their facilities and in the communities in which they operate, particularly with respect to water, energy, hazardous chemicals, air quality and waste. Further, we expect our business partners to incorporate environmentally responsible practices into all of their activities that relate to their business with us. Proper documentation is important for providing evidence of compliance with the law and the standards above. Business partners must keep the following documents on file and available to Assessors and other authorized personnel: Copies of national and local labor codes, health and safety regulations, and environmental requirements.</p>
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	Suppliers are contractually obligated to uphold our <u>Code of Conduct</u> and perform against our expectations set out in our Supplier Guidelines. As part of our approach, suppliers within our current scope, including strategic and core cut and sew facilities, key mills, trims and wet processors, are assessed annually using Higg FEM to understand environmental impacts. This scope was defined as these operations represent our largest opportunity for impact. After FEM verification, suppliers are required to complete action plans to ensure improvements are being made. Regional advisors engage with facilities regularly throughout the year to track progress against those plans and advise on challenges a facility is facing. Factory authorization is dependent upon performance against supplier guidelines and PVH reserves the right to exit a factory in accordance with PVH Responsible Exit Standard Operation Procedure when necessary.
307-1 <b>Non-compliance with environmental laws and regulations</b>	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>Supplier Environmental Assessment</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH 2020 CR Report, page <u>65</u>
103-2 <b>The management approach and its components</b>	We include environmental criteria in full (long form) supplier assessments (applying to approximately two-thirds of new suppliers). The Sustainable Apparel Coalition (SAC) Higg 3.0 Facility Environmental (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. As of 2020, 588 total facilities provided SAC Higg FEM data. Virtually all of these facilities have completed the data gathering process and approximately 82% had this data verified. In 2020, we anticipate that approximately 481 facilities in the PVH supply chain, including approximately 189 that involve wet processors (e.g., mills, laundries and dyehouses), will provide verified Higg FEM along with our core CR assessment.
103-3 <b>Evaluation of the management approach</b>	
308-1 <b>New suppliers that were screened using environmental criteria</b>	All (100%) new factories must complete a full PVH CR assessment, which contains 14 Environment-related indicators, prior to authorization for production.
308-2 <b>Negative environmental impacts in the supply chain and actions taken</b>	We utilized Higg Facility Environmental Module (FEM) to assess environmental impacts. a. 588 direct facilities were assessed. b. 189 wet processing facilities were identified as having significant actual and potential negative environmental impacts. c. Industrial wastewater discharge. d. 100% were engaged by PVH advisors and needed to submit performance improvement plans. e. Zero. We did not use Higg FEM results to terminate business relationship.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Employment</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH 2020 CR Report, page <a href="#">46</a>  We empower our associates to design their future with opportunities to be their best selves. Our associates co-create as one team of creative and innovative people to connect to our consumers around the world and impact our iconic brands to drive fashion forward—for good. We are committed to recruiting, training and providing career advancement to all associates regardless of gender, race, religion, age, disability, sexual orientation, nationality, or social or ethnic origin.  Our Talent Acquisition strategy aligns across 5 key pillars: Attraction; Sourcing; Hiring; Capabilities; Operating model
103-2 <b>The management approach and its components</b>	ATTRACTION: Building out the employer brand, establishing a social media presence, developing a robust careers page and job descriptions, and delivering an exceptional candidate experience. SOURCING: Our employee referral program, market research and targeted candidate search capabilities, building an internal mobility capability and ensuring that diversity and inclusion are infused in all of our candidate attraction activities. HIRING: We leverage assessments and testing, structured interview guides and deliver a consistent onboarding experience for all new associates joining PVH. CAPABILITIES: Ensure we have the tools and capabilities necessary to engage, recruit and hire the talent PVH needs. This entails recruiter training and certification, interview skills training for all participants in the hiring process, and the data and analytics necessary to assess the effectiveness of our recruiting efforts. We are also focused on the process and workflows of talent acquisition, along with tools, technology and governance.
103-3 <b>Evaluation of the management approach</b>	We deliver talent acquisition services through a combined central/local operating model. At the center, we manage strategy, tools and technology to support the recruiting teams that are aligned to the respective brand groups and regions.
401-1 <b>New employee hires and employee turnover</b>	Total number of new employee hires during the reporting period: 5,574 Globally—excluding Europe, Australia and New Zealand Total number of employee turnover during the reporting period: 10,250 Globally—excluding Europe, Australia and New Zealand

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Employment (continued)</b> <b>401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees</b>	<p>We are committed to providing our most important asset—our approximately 33,000 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.</p> <p>In 2020, a significant number of benefits were added in support of our associates and their families. We implemented an Employee Assistance Program globally at the start of the COVID-19 pandemic (March 1st, 2020) and plan to continue offering it to associates and their families in support of emotional wellbeing. We paid the full cost of healthcare coverage for associates in the Americas for up to 5 months during 2020 to ensure there were no barriers to healthcare. We added a Benefits Resource page to the portal and a weekly Benefits Newsletter to help associates find the programs necessary to support their needs. A COVID-19 HR Support Desk was established to help associates who prefer talking to a representative. We added a Retail job resource site to help associates displaced as a result of COVID-19. Classes were added to PVH U about the CARES Act, unemployment and how to navigate home schooling. Guides on these topics were also added to the portal. Associates were reminded of the Associate Relief Fund to ensure those in need understood how to apply for assistance. The Headspace mindfulness app was added for all associates globally as another tool to help associates find balance. There were benefits that were reworked as well. We added virtual classes to the gym reimbursement programs and provided virtual access to the <i>People's Place Program</i> gym classes in the Netherlands. Weight Watchers program reimbursement was updated to include virtual attendance and more. At the same time, we made other changes to programs but did not cut benefits. The tuition reimbursement program was put on hold and has resumed with a new outsourced vendor who offers discounts to 2,000+ colleges/universities and assistance with financing. The college scholarship program was also put on hold and has resumed with new streamlined, automated administration.</p> <p>Specific benefits vary by associate grade, type of facility, and region and may include:</p> <ul style="list-style-type: none"><li>• PVH Wellness Program</li><li>• Health, dental, and vision insurance</li><li>• Life and Accidental Death &amp; Dismemberment insurance</li><li>• Critical Illness, Accident and Hospital Indemnity Insurance Programs</li><li>• Disability insurance</li><li>• Retirement plan benefits (401(k) and pension) are available to part-time employees meeting minimum IRS hours requirements</li><li>• Domestic partner benefits</li><li>• Global Employee Assistance Program (EAP)</li><li>• Equity Program</li><li>• Flexible Spending and Health Savings Accounts</li><li>• Financial wellness/planning and pre-retirement workshops</li><li>• Flexible working arrangements</li><li>• Paid time off</li><li>• Paid parental leave benefits</li><li>• Identity Theft Protection</li><li>• Group Legal</li><li>• Group Auto &amp; Home Insurance</li><li>• Adoption Assistance</li><li>• Outplacement services for severance situations</li><li>• Backup Care for Children and Eldercare</li><li>• Tuition Reimbursement (\$5,000 for undergraduate and \$8,000 for graduate courses per year)</li><li>• College Scholarship Program, 529 College Savings, College and Educational advisory program</li><li>• Employee product discounts program</li><li>• Other benefits relevant and applicable to certain offices and geographies</li></ul>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Employment (continued)</b>	
401-3 Parental leave	<p><b>Eligibility as of 12/31/2019:</b>  U.S. FT Associates:  Female: 4,205  Male: 2,296  Undeclared: 7  Total: 6,508</p> <p><b>U.S. FT Associates who took parental leave in 2019</b>  Female: 162  Male: 48</p> <p><b>U.S. FT Associates who took parental leave in 2019</b>  Female: 132  Male: 39</p> <p><b>U.S. FT Associates who took parental leave in 2019 who were still active as of 2/26/2021</b>  Female: 108  Male: 28</p> <p><b>U.S. FT Associates who took parental leave in 2019</b>  Return to Work Retention Rate:  Female: .815  Male: .813</p> <p>Retention Rate (12 months after return):  Female: .667  Male: .583</p> <p>Primary Carer Return to Work Rate: 0.85  Primary Carer Retention Rate (still active today): 0.67  # of weeks paid parental leave available (to adoptive parents, primary caregivers, secondary caregivers): 6 weeks for the U.S.  # of workers who took secondary carer leave: 55 Associates in 2020  # of weeks paid primary carer leave to part-time and full-time employees: 6 weeks for the U.S.</p>
<b>Occupational Health &amp; Safety</b>	
103-1 Explanation of the material topic and its Boundary	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. Retail store operations regularly walk the stores for risk identification and potential hazards. 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.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	For more about our COVID-19 safety measures see page <a href="#">28</a> .

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Occupational Health &amp; Safety (continued)</b>	
403-2 <b>Hazard identification, risk assessment, and incident investigation</b>	Hazards and potential risks are identified and reported to safety committees and the Risk Management team for resolution. Guidance is then provided to address the specific situation as well as additional evaluation of wider ranging exposure in other areas. Trend analysis is completed on losses as well to identify trending risks and emerging risks.
403-3 <b>Occupational health services</b>	OSHA logs are posted in compliance with national OSHA regulation. Additional information is available upon request in accordance with safety protocols.
403-4 <b>Worker participation, consultation, and communication on occupational health and safety</b>	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%).
403-7 <b>Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</b>	All PVH associates and third party vendors are required to follow PVH safety guidelines while at any PVH location.
403-9 <b>Work-related injuries</b>	OH&S Claims reported—230 Total Fatalities—0 Total Lost Days due to sickness or injury—4,004** Record/report only claims—94 Indemnity claims—275 Repetitive motion claims—4
403-10 <b>Work-related ill health*</b>	

\* Data is from January 2020-January 2021.

\*\* A distinction is not made in the recording of work related injury v. work related illness.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Training and Education</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	<p>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. PVH U reaches over 24,000 associates globally* through a learning platform, powered by Workday, and a social channel on PVH Insider (internal social platform), and ongoing communications and campaigns. PVH U plays a key role in equipping associates with skills and knowledge to deliver on global initiatives, ranging from Performance &amp; Development processes to remote working policies to SAP ERP implementations. The organization takes an approach balancing global, regional, and local learning needs through both COEs, dedicated teams, cross-regional task forces, and cascading priorities.</p> <p>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. The coronavirus pandemic interrupted company operations, disrupted ways of working, reprioritized efforts, and resulted in new challenges. The learning function had to pivot alongside the business to meet associates where they were, provide resources and tactics, and reprioritize activities.</p> <p>PVH U includes:</p> <ul style="list-style-type: none"> <li>• Academies for Leadership, Digital, Inclusion &amp; Diversity, Supply, Logistics, HR, and Systems &amp; Applications</li> <li>• Formal development programs for leaders</li> <li>• Digital badging</li> <li>• Virtual classes (and some in-person where permitted)</li> <li>• Digital learning</li> <li>• Leaders as Teachers</li> </ul> <p>Some of these activities were paused in 2020 based on the circumstances and nuances in different regions and countries. Digital learning, virtual classes, and digital badging became important areas of focus. 2020 was a challenging year for the organization as we navigated the pandemic. Remote working, furloughs, store closures, reduced production, and layoffs were among decisions made to protect the company.</p> <p>PVH University pivoted to an entirely digital experience by:</p> <ul style="list-style-type: none"> <li>• Transforming in-person courses and workshops to digital learning, virtual classes, and bite-sized video learning, including a course on self-development and a course on change management basics</li> <li>• Accelerating rollout plans and made global LMS available to majority of Retail audience in 2020, nearly tripling the number of associates with access to PVH U</li> <li>• Making microlearnings available on both the global LMS and internal social platform PVH Insider (powered by Social Chorus), meeting associates in the technologies they use</li> <li>• Building new, situation-relevant content to support associates, including: a reboarding guide to support returns from furlough, a new live virtual series addressing skills needs like virtual feedback and navigating change, digital learning on new safety policies &amp; procedures for both retail and corporate audiences</li> <li>• Launching Digital Badging to provide associates with an engaging, motivating, and dynamic digital learning experience. The first two badges offered were I&amp;D Champion and Virtual Collaborator. Within the first 2.5 months over 1,000 badges were earned globally.</li> <li>• Offering virtual workshops and resources for people managers, to help them navigate uncertainty</li> </ul> <p>We are committed to providing professional skills and digital literacy upskilling to all global associates by 2023. With the accelerated rollout of our PVH U global learning platform, we were able to move from 39% of our goal in 2019 to 70% of our goal in 2020. Approximately 20% of associates who have access to the PVH U platform completed 6 or more courses in 2020.</p>
103-2 <b>The management approach and its components</b>	<p>In addition to PVH-developed content, associates have access to LinkedIn Learning, Open Sesame, select YouTube learning channels, TED Talks, and Business of Fashion.</p> <p>In a typical year PVH University solicits input and feedback in a variety of ways—from surveys and interviews to impact analysis—and measures satisfaction and effectiveness of efforts. In 2020 we paused the majority of these efforts during the furlough and layoffs, and resumed collecting post-learning feedback. We are planning a global needs analysis in Q1 of 2021.</p>
103-3 <b>Evaluation of the management approach</b>	

\*Populations with access to PVH U, powered by Workday are: NA Corporate, EU Corporate, Asia Pacific Corporate (Commercial) (except Australia), Asia Supply, NA Retail, China Retail; Brazil corporate. Populations without access to PVH U, powered by Workday are: Europe Retail (currently using TinqWise); Hourly DC workers; Australia corporate & retail; pilots in Japan & Korea (consignee) and for China consignee underway with full rollout in Q2; pilot in HK+ starting soon; Brazil Retail

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Training and Education (continued)</b>	
404-1 <b>Average hours of training per year per employee</b>	Approximately 5.5 hours of training per employee (excluding Europe, Australia and New Zealand)
404-2 <b>Programs for upgrading employee skills and transition assistance programs</b>	<p>a. A core objective of PVH University is to prepare our workforce for the future. In 2020 we focused on equipping our organization to navigate through complexity and change with an eye toward the future, but a focus on maintaining stability and cohesion.</p> <ul style="list-style-type: none"> <li>• Reboarding guide</li> <li>• PVH U Live Labs practice labs &amp; learning circle: NA, EU, AP</li> <li>• Leadership development workshops: global</li> <li>• Training on virtual collaboration tools (live and digital): global</li> <li>• I&amp;D Champion training (unconscious bias, micromessages, inclusion): global</li> <li>• Reboarding &amp; navigating change: NA</li> <li>• SAP end user training: global end users</li> <li>• Product Lifecycle Management training: NA end users</li> <li>• Supply Academy—onboarding &amp; SOPs: global</li> </ul> <p>b. PVH partners with an external global outplacement provider to offer transition services that include personal branding assistance, coaching and connections to job leads.</p>
404-3 <b>Percentage of employees receiving regular performance and career development reviews</b>	In 2020 due to the pandemic, 2019 annual reviews were paused in several regions due to furloughs and layoffs. Quarterly discussions resumed in Q3 across the globe, with additional guidance on how to discuss the previous year's performance related input. 98% have completed input actions in preparation for 2020 performance review conversations.
<b>Diversity and Equal Opportunity</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH 2020 CR Report, pages <a href="#">32</a> , <a href="#">58</a>
103-2 <b>The management approach and its components</b>	Working with PVH Corp.'s Global Inclusion & Diversity (I&D) Council, we have identified <a href="#">nine global commitments</a> that span the framework of our strategic I&D pillars to deliver the greatest impact for our associates, our consumers, and our communities. These goals are global, reflecting our rich, regional diversity; although in select circumstances, they will be specific to a certain region. As we reach each of these milestones, we will identify new commitments to guide us forward.
103-3 <b>Evaluation of the management approach</b>	<p>This year we will: establish and deploy formal global mentoring programs and guidance for women and underrepresented associate populations in their respective regions; expand mandatory UB training already underway in Europe and deploy in phases throughout Asia and the Americas to reach all PVH associates around the world as part of our overall I&amp;D learning curriculum; implement a diverse candidate slate requirement when filling roles at the Director level and above; and establish a supplier diversity program.</p> <p>These commitments are only a part of the integrated global I&amp;D strategy, which includes the work our brands and businesses are developing and implementing to drive this journey forward.</p>
405-1 <b>Diversity of governance bodies and employees</b>	PVH 2020 CR Report, page <a href="#">58</a>
405-2 <b>Ratio of basic salary and remuneration of women to men</b>	Please see our <a href="#">UK Gender Pay Gap</a> report. PVH is undergoing a data collection project to collect gender pay gap information for our business globally and are excited to share more in the future.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Non Discrimination</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH is a 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.
103-2 <b>The management approach and its components</b>	Pivotal to advancing gender equality is PVH's commitment to pay equity. Several years ago, PVH implemented a global career framework that established the foundation for equal pay for comparable work. This framework provides a globally consistent approach to leveling jobs while paying competitively in local markets. Within this framework and as a normal course of business, we continually review associates' pay, our compensation programs and policies to ensure we are paying equitably across the organization.
103-3 <b>Evaluation of the management approach</b>	PVH has a formalized process for reviewing associates' pay, enabled by our global HR systems, data and analytics and our governance model. We closely monitor compensation actions, including our annual merit review, to ensure alignment with our pay equity philosophy. In addition to unconscious bias training, we offer comprehensive compensation modules through PVH U to ensure our managers are equipped to make fair and equitable compensation decisions.
	Discrimination is prohibited by our Code of Conduct and its prevention is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.
406-1 <b>Incidents of discrimination and corrective actions taken</b>	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>Freedom of Association and Collective Bargaining</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	We require our suppliers to support workers' rights to freedom of association (FOA) through our Code of Conduct. Compliance is measured via specific indicators in our assessment tool and verified via our Human Rights program. Any deliberate attempt to prohibit workers from exercising their rights to freedom of association or collective bargaining is considered a Zero Tolerance, with potential suspension of the business relationship.
103-2 <b>The management approach and its components</b>	We also promote FOA through Corrective Action Plan (CAP) remediation and training activities, or when challenges arise within worker-management relationships. 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.
103-3 <b>Evaluation of the management approach</b>	
407-1 <b>Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk</b>	A Shared Commitment, PVH's Code of Conduct (CoC) includes FOA/collective bargaining agreements and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.
<b>Child Labor</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	Preventing child labor is a requirement of our CoC and is an integral part of our Human Rights program.
103-2 <b>The management approach and its components</b>	Child labor information is measured via our assessment tool and included in every assessment.
103-3 <b>Evaluation of the management approach</b>	There are no instances of child labor identified by PVH's CR Assessment in 2020.*

\*This data does not include Better Work, ABVTEX facilities, and 'Gray' suppliers meaning those suppliers that are authorized for production, fall under a de minimis or other exemption category, and may undergo a self-assessment, short-form assessment, or rating equivalency.

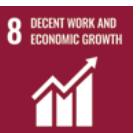
DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Child Labor (continued)</b>	
408-1 <b>Operations and suppliers at significant risk for incidents of child labor</b>	<p>A Shared Commitment, The PVH Code of Conduct (CoC) includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p> <p>There is no instance of child labor identified by PVH CR Assessment in 2020.</p>
<b>Forced or Compulsory Labor</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	Forced or compulsory labor is prohibited by our CoC. Compliance is measured via specific indicators in our assessment tool and verified via our Human Rights program. The use of any forms of forced labor is considered a Zero Tolerance issue and any confirmed instances will result in the termination of the business relationship
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	Please refer to <a href="#">PVH California, UK &amp; Australia Supply Chain Disclosure</a> for more details regarding PVH's approach on evaluating, monitoring and addressing forced labor risks in our operations and supply chain.
409-1 <b>Operations and suppliers at significant risk for incidents of forced or compulsory labor</b>	<p><a href="#">PVH CR Supply Chain Guidelines</a></p> <p>The <a href="#">PVH Code of Conduct</a> includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p> <p>By working with a third-party partner, we developed a list of high-risk jurisdictions for migrant labor issues leveraging public domain indexes and PVH supply chain data. We have identified 12 high-risk jurisdictions for migrant labor issues for PVH as: Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia.</p> <p>In 2020, PVH launched Recruit Ethically training for our suppliers in 12 high-risk jurisdictions. The training sessions focus on the key elements of PVH's Migrant Worker Policy, including our "no fees" requirement, and the development of management systems, labor agent due diligence, and fee remediation. Additionally, attendees were provided with information on best practices to address COVID-19 impacts on migrant workers.</p> <p>Please refer to <a href="#">PVH California, UK &amp; Australia Supply Chain Disclosure</a> for more details regarding PVH's approach on evaluating, monitoring and addressing forced labor risks in our operations and supply chain. For more details on PVH's Recruit Ethically training, see PVH's <a href="#">Recruit Ethically Training Drives Progress Toward Forward Fashion Target</a>.</p>
<b>Human Rights Assessment</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	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 of 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 2020, we continued adopting the Social Labor Convergence Program (SLCP) assessment, an industry-wide tool for collecting data via one mutually recognized assessment.
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	
412-1 <b>Operations that have been subject to human rights reviews or impact assessments</b>	PVH 2020 CR Report, page <a href="#">64</a>

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Human Rights Assessment (continued)</b>	
412-2 <b>Employee training on human rights policies or procedures</b>	All PVH associates are required to undergo compliance and ethics training, which includes the review and certification of our core policies, upon hire and annually thereafter. The Company may take disciplinary action against any associate who violates any of our policies, guidelines or otherwise fails to uphold our moral, legal or ethical standards.
412-3 <b>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</b>	In all of our licensing agreements, our policy, and branded merchandise agreements, we have standard language around auditing, screening, disclosure, and meeting PVH standards.
<b>Local Communities</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	PVH 2020 CR Report, page <a href="#">66</a>
103-2 <b>The management approach and its components</b>	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.
103-3 <b>Evaluation of the management approach</b>	
413-1 <b>Operations with local community engagement, impact assessments, and development programs</b>	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.
413-2 <b>Operations with significant actual and potential negative impacts on local communities</b>	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.
<b>Supplier Social Assessments</b>	
103-1 <b>Explanation of the material topic and its Boundary</b>	Human rights assessments are part of our supplier onboarding process. PVH conducts pre-sourcing assessments at all Level 1 and key Level 2 factories before they are allowed to produce product for us. In other words we do not begin working with a supplier unless they have been assessed in line with labor/human rights criteria. We also conduct regular audits once production begins, work closely with factories to remediate any identified deficiencies and, when necessary, terminate supplier factories that fail to comply with our policies, procedures or guidelines. If a supplier is given a “Red” or “White” rating, this supplier is not approved for production. 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.
103-2 <b>The management approach and its components</b>	
103-3 <b>Evaluation of the management approach</b>	We maintain a <a href="#">Responsible Exit policy</a> , based on ACT’s Responsible Exit Policy and Check-List. Prior to exiting a factory, CR confers with specific sourcing divisions to confirm whether PVH is exiting for business reasons or compliance considerations and ensure that measures were taken to address the reasons for exiting. If the supplier is unable to demonstrate sufficient improvement, we ensure that the intention to exit is clearly communicated by PVH to the supplier and work with the supplier to conduct an impact assessment and mitigate adverse impacts on workers.  In 2020, we continued the expansion of our assessment program beyond finished goods suppliers to trim facilities and mills, laundries, and other wet processors.

DISCLOSURE NUMBER AND TITLE	2020 RESPONSE
<b>Supplier Social Assessments (continued)</b>	
414-1 New suppliers that were screened using social criteria	100%  PVH conducts pre-sourcing assessments at all Level 1 and key Level 2 factories before they are allowed to produce product for us. We also conduct regular audits once production begins, work closely with factories to remediate any identified deficiencies and, when necessary, terminate supplier factories that fail to comply with our policies, procedures or guidelines.
414-2 Negative social impacts in the supply chain and actions taken	PVH 2020 CR Report, page <a href="#">64</a>

# UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

Our Corporate Responsibility strategy *Forward Fashion* is intentionally aligned with the United Nations Sustainable Development Goals (UN SDGs) to ensure our efforts are supporting efforts to scale global solutions and helping us all to move 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	UN SDG	OUR PRIORITIES	UN SDG	OUR PRIORITIES	UN SDG	OUR PRIORITIES
 1 NO POVERTY	Advance Living Wages Educate the Future Empower Women Provide Access to Water Recruit Ethically	 6 CLEAN WATER AND SANITATION	Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers Empower Women End Waste Innovate for Circularity Provide Access to Water Regenerate Materials	 10 REDUCED INEQUALITIES	Advance Living Wages Amplify Worker Voices Develop Talent Educate the Future Empower Women Foster I&D Promote Safe Workplaces Recruit Ethically	 14 LIFE BELOW WATER	Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers End Waste Innovate for Circularity Provide Access to Water Regenerate Materials
 2 ZERO HUNGER	Educate the Future Provide Access to Water	 7 AFFORDABLE AND CLEAN ENERGY	Eliminate Carbon Emissions Innovate for Circularity Regenerate Materials	 11 SUSTAINABLE CITIES AND COMMUNITIES	Advance Living Wages Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers Empower Women End Waste Innovate for Circularity Promote Safe Workplaces Provide Access to Water Recruit Ethically	 15 LIFE ON LAND	Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers End Waste Innovate for Circularity Provide Access to Water Regenerate Materials
 3 GOOD HEALTH AND WELL-BEING	Advance Living Wages Amplify Worker Voices Empower Women Promote Safe Workplaces Provide Access to Water Recruit Ethically	 8 DECENT WORK AND ECONOMIC GROWTH	Advance Living Wages Amplify Worker Voices Develop Talent Educate the Future Empower Women Foster I&D Promote Safe Workplaces Recruit Ethically Source Ethically	 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers End Waste Innovate for Circularity Provide Access to Water Regenerate Materials	 16 PEACE, JUSTICE AND STRONG INSTITUTIONS	Amplify Worker Voices Empower Women Promote Safe Workplaces Recruit Ethically Source Ethically
 4 QUALITY EDUCATION	Develop Talent Educate the Future Empower Women	 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	Eliminate Carbon Emissions End Waste Innovate for Circularity	 13 CLIMATE ACTION	Eliminate Carbon Emissions Eliminate Hazardous Chemicals & Microfibers Empower Women End Waste Regenerate Materials	 17 PARTNERSHIPS FOR THE GOALS	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.
 5 GENDER EQUALITY	Amplify Worker Voices Advance Living Wages Educate the Future Empower Women Foster I&D Recruit Ethically						

# UNITED NATIONS GUIDING PRINCIPLES

PVH's approach to human rights is based on the UN Guiding Principles (UNGPs) on Business and Human Rights. We recognize the responsibility our company has in respecting the UNGPs and have outlined the ways in which our work directly maps to these principles in order to prevent, address, and mitigate human rights abuses within our business operations and across our industry.

## UN Guiding Principles Map

### POLICY COMMITMENT

**A1** What does the company say publicly about its commitment to respect human rights?

[Our Approach to CR and Human Rights](#)  
[Code of Conduct](#)  
[Statement of Corporate Responsibility](#)  
[CR Governance and Stakeholder Engagement](#)

### EMBEDDING RESPECT

**A2** How does the company demonstrate the importance it attaches to the implementation of its human rights commitment?

[Our Approach to CR and Human Rights](#)  
[Code of Conduct](#)  
[Statement of Corporate Responsibility](#)  
[Living Wage Strategy](#)

### DEFINING THE FOCUS OF REPORTING

**B1** Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.

*Forward Fashion* includes seven human rights-focused priorities that cover the scope of our salient human rights risks and opportunities. These priorities were built following thorough risk assessments, and collecting extensive inputs from key partners, thought leaders and leadership from across our supply chain and the industry. Together, these priorities represent our path forward to protect and advance the rights of workers across our supply chain by prioritizing the systemic challenges that many continue to face.

[Our Approach to CR and Human Rights](#)  
[CR Governance and Stakeholder Engagement](#)

**B2** Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.

In late 2020, as part of our effort to achieve PVH's Recruit Ethically *Forward Fashion* target to ensure that 100% of migrant workers in our Level 1 and key Level 2 facilities do not pay recruitment fees, PVH launched a training to all of our suppliers in our 12 high-risk jurisdictions: Thailand, Taiwan, Jordan, Egypt, Mauritius, Vietnam, Cambodia, Malaysia, Italy, Bahrain, South Korea, and Japan. These countries were determined to be high risk based on several indicators, including but not limited to public indices on forced labor, presence of migrant workers, and the assessment of internal supply chain data.

Salient issues include: Human Rights, Factory Health & Safety, Bribery & Corruption & Corporate Governance, Inclusion & Diversity, Living Wage for Supply Chain Workers, and Community Investment for Sourcing Communities.

[Our Approach to CR and Human Rights](#)  
[CR Governance and Stakeholder Engagement](#)  
[Materiality Assessment](#)

**B3** Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.

[CR Supply Chain Standards and Guidelines](#)  
[California, UK & Australia Supply Chain Disclosure](#)

## UN Guiding Principles Map

### DEFINING THE FOCUS OF REPORTING (CONTINUED)

**B4** Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.

[PVH 2020 Annual Report](#)  
[Our Approach to CR and Human Rights](#)

### MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—SPECIFIC POLICIES

**C1** Does the company have any specific policies that address its salient human rights issues and, if so, what are they?

[Our Approach to CR and Human Rights](#)  
[Living Wage Strategy](#)  
[California, UK & Australia Supply Chain Disclosure](#)

**C2** How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?

We are committed to engaging with relevant and affected stakeholders and their legitimate representatives on an ongoing basis. We actively worked with our stakeholders in the development and design of our *Forward Fashion* strategy and continue to do so as we further develop, monitor and amend our approach to human rights and develop our CR program. We proactively solicit representatives from our business partners, multi-stakeholder associations, non-governmental organizations (NGOs), intergovernmental organizations, worker representatives, governments and our peers for input, counsel and ongoing partnerships. We always communicate openly and seek out their interests, concerns and suggestions. We appreciate that our continuous engagement helps us gain valuable insights that enable the strengthening and evolution of our program for greater impact, and are always looking for new and better ways to engage to ensure that we leverage their diverse perspectives and expertise.

[CR Governance and Stakeholder Engagement](#)  
[Living Wage Strategy](#)  
[California, UK & Australia Supply Chain Disclosure](#)  
[Materiality Assessment](#)

### MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—ASSESSING IMPACTS

**C3** How does the company identify any changes in the nature of each salient human rights issue over time?

[Materiality Assessment](#)

### MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—INTEGRATING FINDINGS AND TAKING ACTION

**C4** How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?

[PVH 2020 CR Report](#)

### MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—TRACKING PERFORMANCE

**C5** How does the company know if its efforts to address each salient human rights issue are effective in practice?

[PVH 2020 CR Report](#)

### MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—REMEDIATION

**C6** How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?

[CR Supply Chain Standards and Guidelines](#)  
[Our Approach to CR and Human Rights](#)

# UNITED NATIONS GLOBAL COMPACT PRINCIPLES

The Ten Principles of the United Nations Global Compact (UNGC) are derived from: the [Universal Declaration of Human Rights](#), the [International Labour Organization's Declaration on Fundamental Principles and Rights at Work](#), the [Rio Declaration on Environment and Development](#), and the [United Nations Convention Against Corruption](#). By incorporating the Ten Principles into our strategies, policies and procedures, we aim to uphold our responsibilities to people and planet.

## UN GLOBAL COMPACT PRINCIPLES MAP

<b>1</b> <b>Support and respect protection of internationally proclaimed human rights</b>	<a href="#">Code of Conduct</a> <a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">Materiality Assessment</a> <a href="#">Our Approach to CR and Human Rights</a>	<b>6</b> <b>Eliminate discrimination in employment and occupation</b>	<a href="#">Code of Business Conduct &amp; Ethics</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">PVH Inclusion and Diversity Commitments</a> <a href="#">State of Diversity, Equity &amp; Inclusion in Fashion Report with CFDA</a>
<b>2</b> <b>Make sure business is not complicit in human rights abuses</b>	<a href="#">Code of Conduct</a> <a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">Recruit Ethically Training</a> <a href="#">Statement of Corporate Responsibility</a>	<b>7</b> <b>Support a precautionary approach to environmental challenges</b>	<a href="#">Arctic Corporate Shipping Pledge Signatory</a> <a href="#">Code of Conduct</a> <a href="#">Environment Policy</a> <a href="#">Forest Protection Policy</a> <a href="#">Forward Fashion Targets</a>
<b>3</b> <b>Uphold freedom of association and the effective recognition of the right to collective bargaining</b>	<a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">Living Wage Strategy</a> <a href="#">PVH 2020 Form 10-K</a>	<b>8</b> <b>Undertake initiatives to promote greater environmental responsibility</b>	<a href="#">Code of Conduct</a> <a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Report</a> <a href="#">Environment Policy</a> <a href="#">Forest Protection Policy</a> <a href="#">Forward Fashion Targets</a>
<b>4</b> <b>Support elimination of all forms of forced and compulsory labor</b>	<a href="#">California, UK &amp; Australia Supply Chain Disclosure</a> <a href="#">Code of Conduct</a> <a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">Our Approach to CR and Human Rights</a>	<b>9</b> <b>Encourage the development and diffusion of environmentally friendly technologies</b>	<a href="#">More Than Words</a> <a href="#">Reinforcing our Commitment to CR</a>
<b>5</b> <b>Support effective abolition of child labor</b>	<a href="#">California, UK &amp; Australia Supply Chain Disclosure</a> <a href="#">CR Governance and Stakeholder Engagement</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">Our Approach to CR and Human Rights</a>	<b>10</b> <b>Work against all forms of corruption, including extortion and bribery</b>	<a href="#">Code of Business Conduct &amp; Ethics</a> <a href="#">CR Supply Chain Standards and Guidelines</a> <a href="#">PVH 2020 CR Report, page 74</a>

# RESOURCE APPENDIX

## CR RESOURCES

- [Animal Welfare Policy](#)
- [California, UK & Australia Supply Chain Disclosure](#)
- [Code of Conduct](#)
- [Conflict Minerals Policy](#)
- [CR Governance and Stakeholder Engagement](#)
- [CR Supply Chain Standards and Guidelines](#)
- [Environment Policy](#)
- [Forest Protection Policy](#)
- [Forward Fashion Targets](#)
- [Living Wage Strategy](#)
- [Materiality Assessment](#)
- [PVH Factory List Disclosure](#)
- [Our Approach to CR & Human Rights](#)
- [Restricted Substance List](#)
- [Statement of CR](#)
- [Statement on Angora](#)
- [Statement on COVID-19 Supply Chain Impact](#)
- [Statement on Ethiopia](#)
- [Statement on Uzbek Cotton](#)

## PVH GOVERNANCE

- [CR Committee Description and Membership](#)
- [CR Committee of the Board of Directors Charter](#)
- [PVH 2020 Annual Report](#)
- [PVH 2020 Form 10-K](#)
- [PVH 2021 Proxy Statement](#)
- [PVH Code of Business Conduct and Ethics](#)

## CDP

- [CDP Climate](#)
- [CDP Water](#)

## INCLUSION & DIVERSITY

- [Our Ongoing Inclusion and Diversity Progress](#)
- [PVH Inclusion and Diversity Commitments](#)

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FOR GOOD



**PVH Corp.**

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