



**CORPORATE RESPONSIBILITY REPORT**

2021

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# 2021 Honors

Recognized in Newsweek's **America's Most Responsible Companies** for the second consecutive year

Recognized as one of America's **100 Most JUST Companies** by *Forbes* and JUST Capital for the third consecutive year

**Ranked #19 on the 2021 Barron's 100 Most Sustainable Companies List**

**TOMMY HILFINGER** ranked #5 in *Vogue Business Index*, **ESG category**, for sustainability efforts across the business

**Ranked #3 on KnowTheChain benchmark** for standards and practices that address supply chain worker well-being

**Ranked #7 on Fashion Transparency Index 2021**

**Ranked in Leading category** on Textile Exchange's Material Change Index for the second consecutive year

**Ranked #7 in the World Benchmarking Alliance's first-ever Gender Benchmark** for driving gender equality

**Received 100% on Human Rights Campaign's 2021 Corporate Equality Index for LGBTQIA+ workplace equality** for the fifth consecutive year

**Ranked #4 on Fast Company's Best Workplaces for Innovators List**

**Ranked #9 on the Fortune magazine Measure Up list of the 20 most progressive companies for inclusion and diversity**

Named one of the **Best Workplaces in Retail** by *Fortune* magazine

Certified as a **Great Place to Work U.S.** for the third consecutive year

“The responsibility to create a future of fashion that we can all look forward to is in our hands.”

**Esther Verburg**

EVP, Sustainable Business and Innovation, Tommy Hilfiger Global/PVH Europe

“Fashion is no stranger to reinvention — the creative spirit that underpins our industry is the driving force that pushes us to innovate for a more sustainable future.”

**Aksel Parmaksiz**

SVP, Sustainable Business Transformation, Calvin Klein Global/PVH Americas

# About This Report

The PVH Corporate Responsibility (CR) Report provides information and performance data on operations during PVH Corp.'s 2021 fiscal year (February 1, 2021 to January 30, 2022), unless otherwise indicated.

We continually aim to adapt and respond to the evolving environmental, social and governance disclosure landscape, while working to carry out our long-term commitments. Developed in collaboration with teams across PVH, supply chain stakeholders from our sourcing countries and innovators who have helped bring our strategy to life, this report reflects our aim to expand our data transparency and respond to the needs of stakeholders across our business, industry and beyond. It is a resource for assessing our progress across each of our CR targets and indicators along with our Inclusion & Diversity commitments.

The report also acknowledges the hard work that lies ahead to fulfill our commitments, to drive the necessary industry changes needed to make broader impacts and to continually improve on our disclosures around progress and challenges.

We report in alignment with the:

- United Nations Guiding Principles (UNGPs)
- Ten Principles of the United Nations Global Compact (UNGC)
- United Nations Sustainable Development Goals (UN SDGs)
- Task Force on Climate-related Financial Disclosures (TCFD) Standards
- Sustainability Accounting Standards Board (SASB) Standards
- Global Reporting Initiative (GRI) Standards

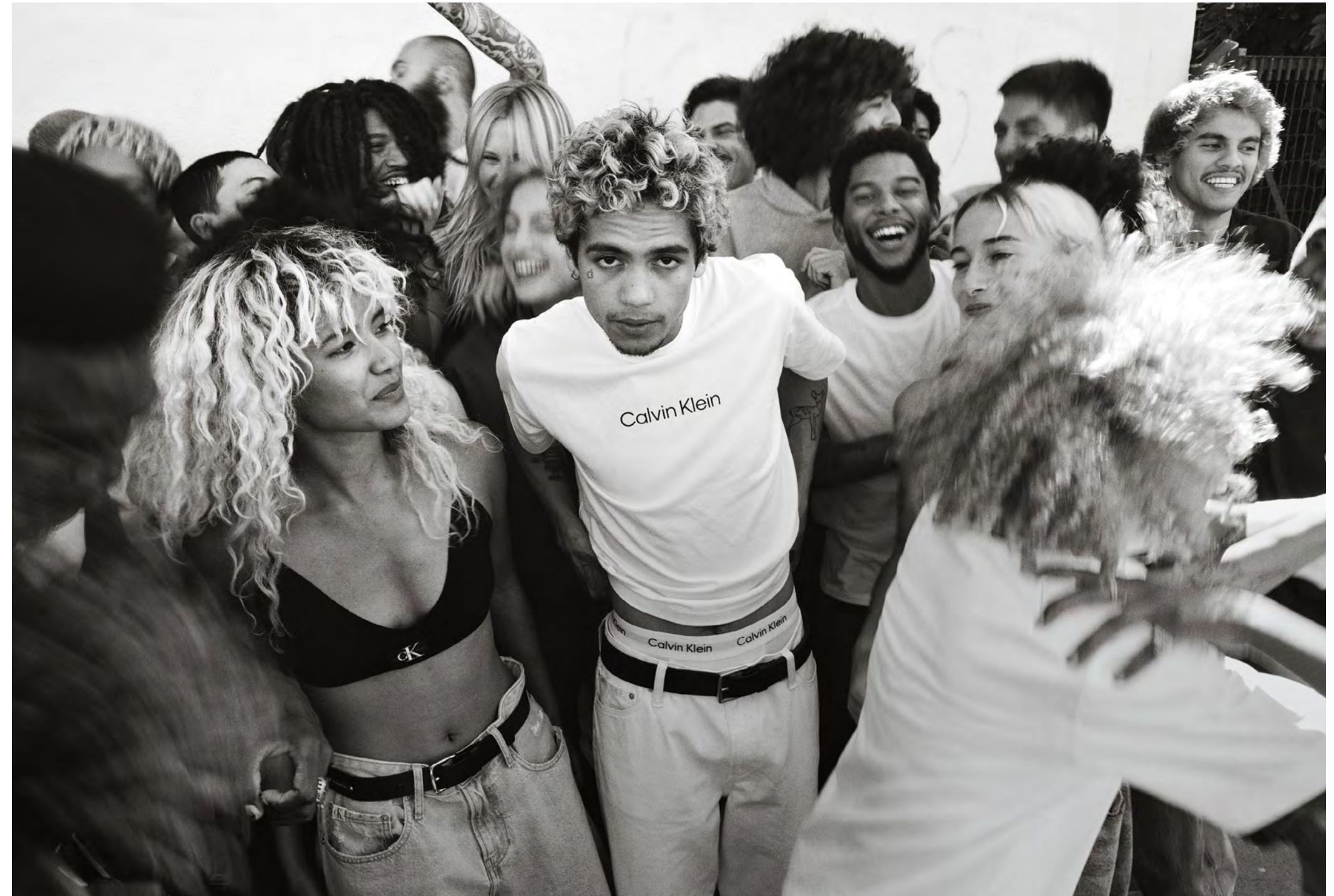
Key resources and public statements, as well as details surrounding governance and policies, can be found in the Reference section on [page 68](#) and at [pvh.com/responsibility/resources](http://pvh.com/responsibility/resources).

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

We have not obtained external assurance for this report. In 2022, we will begin assessing our readiness for external assurance in alignment with our commitment to increase transparency year after year.

# About PVH

PVH is the growth platform for *Calvin Klein* and *TOMMY HILFIGER*. Through driving brand strength and relevance, we are connecting our global, iconic brands closer to where the consumer is going than ever before, today and with future generations. Guided by our values and enabled by our scale and global reach, we are driving fashion forward for good, as one team with one vision and one plan. That's the Power of Us. That's the Power of PVH.





“The core of our PVH+ Plan is to win with the consumer in a way that is aligned with our company purpose to power brands that drive fashion forward for good.”

## A Note From Our CEO

Looking back on my first year as CEO, 2021 was a year in which we continued to successfully navigate the COVID-19 pandemic while driving toward an accelerated recovery to position PVH to win with the consumer and deliver sustainable, profitable, long-term growth.

While the operating environment around us changed dramatically due to the pandemic, our commitment to move our business and the fashion industry toward a more innovative and responsible future did not. *Forward Fashion*, our global corporate responsibility strategy, continues to be our roadmap for reaching our time-bound commitments in the critical areas of climate change, sustainability and human rights.

We also introduced our Inclusion & Diversity commitments, nine specific targets in the pillars of Workplace, Marketplace and Community. These commitments reflect our belief in doing what's right for our associates, consumers and communities at large.

As a leader in the fashion industry, we know that our voice can make an impact by being proactive and vocal in calls for racial justice and equity, and by raising awareness and finding solutions with peers to create equity and access for all.

Earlier this year, we launched our PVH+ Plan, a multi-year growth plan for unlocking the full potential of our two global iconic brands, *Calvin Klein* and *TOMMY HILFIGER*, by connecting them closer to where the consumer is going than at any time before and, importantly, doing so in alignment with our company purpose: to power brands that drive fashion forward for good.

A critical part of achieving the PVH+ Plan will be investing in and integrating this purpose into how we work and how we connect with consumers. This is also a business imperative — driving fashion forward for good is in line with the expectations of our consumers, our associates and the communities where we live and work.

While we have made great progress, we know there is still much work to be done. With our multi-year growth plan in place, combined with the passion and drive of our associates, we look forward to continuing to contribute meaningfully to creating the future we want — as individuals and society.

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

**Stefan Larsson**  
Chief Executive Officer, PVH Corp.

- 1881** established
- 1920** listed for trading on New York Stock Exchange
- 5** brands
- 31K** associates globally
- 6K+** retail locations
- 54** corporate offices
- 1K+** factories
- 40+** countries in which we operate
- 15** *Forward Fashion* targets



**“To truly drive progress, we must embed sustainability across our business, make required investments against our commitments and effectively collaborate with all stakeholders.”**

## A Note From Our CSO

In 2021, we made continued progress on our *Forward Fashion* corporate responsibility strategy and reaffirmed our commitment to drive fashion forward for good, while facing the backdrop of ongoing geopolitical and economic challenges. The year grounded us in the urgency to bring our organization, peers and partners together to create meaningful change for the near- and far-term.

We launched *Forward Fashion* three years ago to create a new level of ambition and transparency for sustainable business. Our 2021 Corporate Responsibility Report reflects the actions we've taken over the last year to drive progress toward our targets, and showcases our continued commitment to transparency as we enhance our capability to report increasingly more data on social and environmental impacts.

To truly drive this progress and ensure we remain steadfast in meeting our targets, we are working diligently to embed sustainability across our business. We are investing in new technologies, training associates to design and develop sustainable products, scaling sustainability solutions across our value chain, and more.

We will be successful only by working collaboratively with our colleagues and external stakeholders to improve and accelerate our efforts to deliver on the most urgent

commitments for our business, the apparel industry and our planet. We are excited to share a few highlights:

- Delivering sustainable products to our consumers:** By taking learnings from increasing the sustainable attributes in our *Calvin Klein* and *TOMMY HILFIGER* collections, we turned our focus to scaled adoption of sustainable materials. We joined the U.S. Cotton Trust Protocol to help increase the availability of sustainable cotton and in 2022 established a multi-year partnership between Tommy Hilfiger and Infiniti Fiber to transform waste into new products.
- Advancing climate action and human rights across the value chain:** We partnered with the Apparel Impact Institute (Aii) to implement a new Carbon Leadership Program to tackle supply chain emissions using a standardized industry approach. Our partnership with Aii allows us to collectively test, scale and replicate carbon reduction programs with our industry peers to achieve our collective carbon goals. We also continue to ensure workers are represented and are at the center of resolving workplace issues, and have expanded our Workplace Cooperation Program in partnership with Better Work to ensure worker voices are heard, fair

standards are normalized and suppliers are empowered to manage and improve working conditions.

- Increasing transparency to our stakeholders:** We are working toward creating a more transparent ecosystem within PVH, with our vendors and partners, as well as with NGOs and governments. We continually seek to be responsive to our stakeholders through increased public reporting and expanded disclosures, including reporting measurable progress toward our targets for the first time in this report.

We are excited for the hard work ahead because much more progress is needed to achieve our *Forward Fashion* ambitions. We understand and recognize our responsibility to make a positive impact for both our stakeholders and our industry.

A handwritten signature in black ink, appearing to read "Rick Relinger".

**Rick Relinger**  
Chief Sustainability Officer

# Forward Fashion

*Forward Fashion*, our CR strategy, has three strategic focus areas that guide our activities for greater impact across our business and beyond. Within these areas, we focus on 15 priorities, each with a specific, measurable and time-bound target.

This strategy guides us in transforming how clothes are made, used and reused, and in our overall aim to propel the fashion industry toward a more innovative and responsible future. We aim to reduce our negative impacts to zero, increase positive impacts to 100% and improve over 1 million lives throughout our value chain — for our consumers, associates and supply chain workers, for their families and their communities.

The fashion industry is changing, and at PVH and across our businesses, we recognize our responsibility and opportunity to drive fashion forward for good.

Amidst an increasingly volatile global landscape, we believe that it is more important than ever to drive continued progress against our sustainability commitments and increase transparency on our efforts to achieve those commitments.

In the following pages, we are proud to share the steps we are taking to advance our *Forward Fashion* strategy, today and into the future.

## Zero Reduce negative impacts to zero

### **Eliminate carbon emissions**

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

### **End waste**

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

### **Eliminate hazardous chemicals and 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.

## 100% Increase positive impacts to 100%

### **Source ethically**

100% of suppliers will meet or exceed 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 suppliers will promote and maintain safe and healthy work environments by 2025.

### **Advance living wages**

100% of key suppliers in two key production countries by 2025 and four by 2030 will 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 PVH's cotton and viscose by 2025, and 100% of polyester by 2030.

## 1M+ Improve 1 million+ lives across our value chain

### **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 and diversity**

Deliver unconscious bias training to all 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 PVH associates globally by 2023.

### **Provide access to water**

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

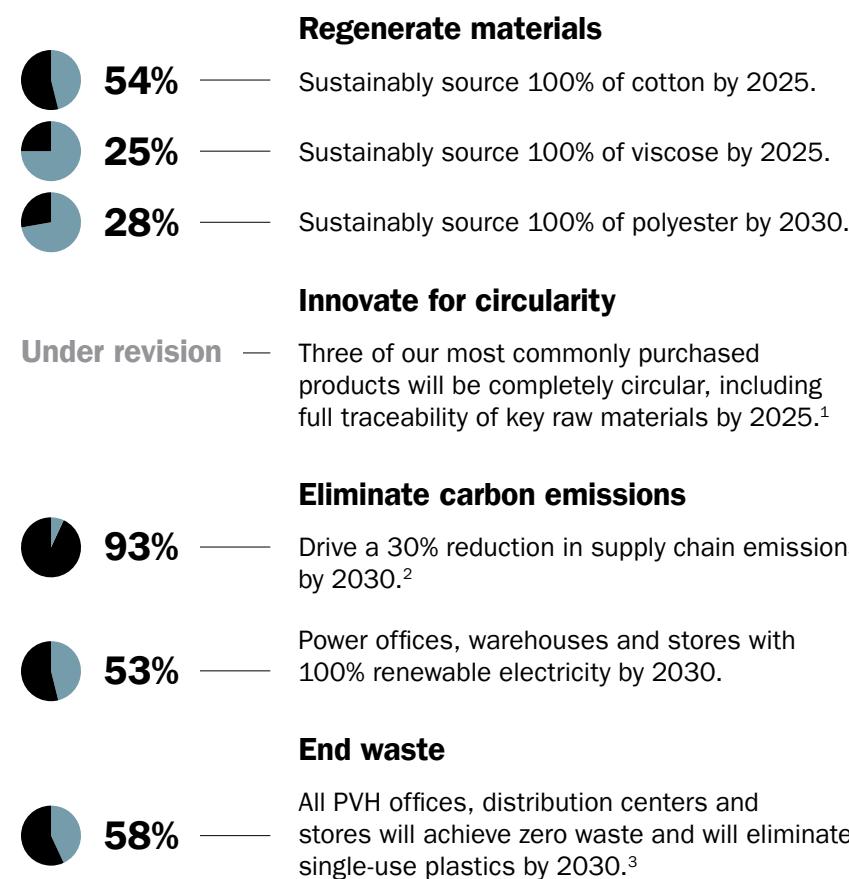
### **Educate the future**

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

# Forward Fashion: Progress to Date

Since the launch of our *Forward Fashion* strategy in 2019, PVH has strived to track and measure progress against each of our targets. This report furthers our commitment to transparency for our stakeholders, as it marks the first occasion in which we are able to provide an estimate of progress to completion.

In the pages that follow, a more comprehensive summary and additional data give a fuller view of the scope and scale of each target, as well as the story behind the progress estimates presented here.



1. This target is under revision; we are partnering with the Ellen MacArthur Foundation to adjust our strategy for greater impact.
2. Our 93% progress indicated here represents a 28% emissions reduction toward our 30% target. This progress is partially attributable to COVID-19 pandemic impacts and will likely fluctuate in the coming years.
3. Waste progress reflects data for PVH offices only.
4. The progress indicated here is in reference to Bangladesh only and is based upon PVH's remediation rate as a participant in the Readymade Garment Sustainability Council.
5. While we have made qualitative progress toward achieving our Living Wages target (see page 40), we have not yet reached the first milestone of signing an agreement in a key production country.
6. This *Forward Fashion* target includes only a portion of the I&D commitments we launched in 2021; we aim to broaden the target accordingly in 2023. For 2021 progress toward all I&D commitments, see pages 52-53 and 62.

# Our Commitments

## Environmental

### **Forward Fashion targets:**

Zero hazardous chemicals and microfibers leaving wet processors by 2025  
30% reduction in supply chain emissions by 2030  
100% of suppliers meet or exceed our environmental standards by 2030  
100% renewable energy usage in owned and operated facilities by 2030  
Zero waste in owned and operated facilities by 2030  
Zero single-use plastics in owned and operated facilities by 2030  
Sustainably source 100% of cotton and viscose by 2025, and 100% of polyester by 2030

### **Additional commitments:**

100% sustainably-sourced wool via the Responsible Wool Standard or certified recycled wool  
100% sustainable down (Responsible Down Standard)  
Exotic skins, fur, angora and mohair banned  
Eliminate wood-derived materials from ancient or endangered forests; all paper products sourced from responsibly managed forests  
50% recycled content in paper packaging by 2022  
Zero PFAS by 2024  
Science-Based Targets initiative (SBTi)-approved greenhouse gas emissions reduction target

Tommy Hilfiger is working to achieve "Make it Possible" commitments, which build on *Forward Fashion* commitments — [see here](#).

## Supply Chain

### **Forward Fashion targets:**

100% of suppliers promote and maintain safe and healthy workplaces by 2025  
100% worker representation through workplace committees at key suppliers by 2025  
100% support for living wages from suppliers in two production countries by 2025, and in four key production countries by 2030  
Five collective water action projects operational in water-stressed sourcing communities by 2025 (achieved)  
100% of migrant workers will not pay recruitment fees at key suppliers by 2030  
100% of suppliers meet or exceed our social standards by 2030  
500,000 women reached with professional and life skills development programs and services by 2030

### **Supply chain standards upheld by PVH:**

Core Conventions of the International Labour Organization (ILO)  
UN Guiding Principles on Human Rights and UN Universal Declaration of Human Rights  
UN Women's Empowerment Principles  
UN Foundation's Private Sector Action for Women's Health & Empowerment  
The International Accord for Health and Safety in the Textile and Garment Industry  
ACT Global Purchasing Practices Commitments  
Responsible Labor Initiative

### **Standards upheld by PVH suppliers:**

Suppliers must complete the Social and Labor Convergence Protocol where available  
ILO's Better Work Program  
American Apparel & Footwear Association (AAFA) Commitment on Responsible Recruitment  
Apparel and Footwear International Restricted Substances List (AFIRM)  
Sustainable Apparel Coalition's Higg Facility Environmental Module

# Statements of Support

PVH collaborates with organizations through memberships, pledges and partnerships to drive sustainability and equality.

## Environmental

- [UN Business Ambition for 1.5° Celsius](#)
- [UN Fashion Industry Charter for Climate Change](#)
- [The Fashion Pact](#)
- [We Are Still In: Climate Action Commitment](#)
- [UN Global CEO Water Mandate](#)
- [The Arctic Corporate Shipping Pledge](#)

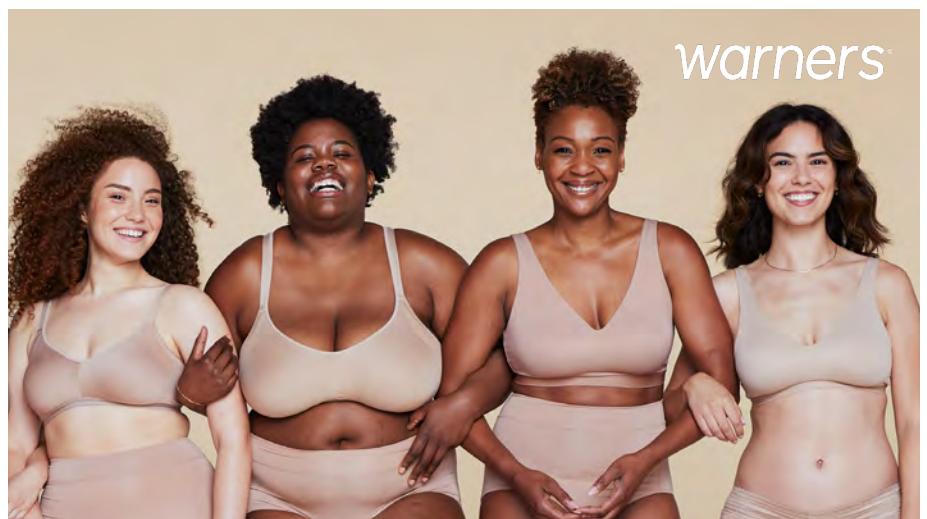
- [The Apparel and Footwear Supply Chain Transparency Pledge](#)
- [The International Accord for Health & Safety in the Textile & Garment Industry](#)
- [The CEO Action for Diversity & Inclusion](#)
- [Open to All Pledge](#)
- [UN Free & Equal Campaign](#)
- [UN HeForShe Campaign](#)
- [Paradigm for Parity](#)
- [Black in Fashion Council](#)
- [Readymade Garment Sustainability Council](#)
- [The Valuable 500](#)
- [Time to Vote Campaign](#)
- [Generation Equality Forum](#)
- [Committee for Economic Development of the Conference Board \(CED\): Advancing Women in Corporate Leadership](#)
- [UN Women's Empowerment Principles](#)

## Social

- [UN Foundation/Universal Access Project Private Sector Action for Women's Health and Empowerment](#)
- [AAFA/FLA Commitment to Responsible Recruitment](#)
- [UN Committee on the Elimination of Discrimination Against Women](#)
- [UN Global Compact Target Gender Equality Initiative](#)



# Our Brands



7. References in this report to the brand names *Calvin Klein* and *TOMMY HILFIGER* are trademarks owned by PVH and are identified by italicizing the brand.

# Calvin Klein

For over 50 years, *Calvin Klein* has pushed culture and fashion forward through progressive design and bold, nonconformist ideals.

Today, our approach to sustainability is no different. We are dedicated to reducing our impact on the planet while improving the lives of our associates and communities globally.

Across PVH and at *Calvin Klein*, we focus on equity at every level, from product and marketing inclusivity, to investment in education and skills development for associates, to community-building activities that invigorate the diversity of cultures we intersect, support and represent.

We apply our visionary design principles to collections that encourage freedom, fluidity and self-expression. We use sustainable materials and reduce single-use plastic for on-product packaging to minimize our environmental footprint and mitigate our climate impact.

In alignment with PVH's *Forward Fashion* and Inclusion & Diversity commitments, in 2021, our strategic priorities focused on reducing packaging waste, driving more sustainable materials and championing inclusivity.

In the fall 2021 season, 51% of *Calvin Klein*'s European lines included sustainable materials.





## 2021 Highlights

Calvin Klein launched new initiatives and partnerships to create change through sustainability, inclusion and innovation.

### Product

- Globally, we increased by 50% the number of *Calvin Klein* products that used sustainable materials as compared to 2020.
- In the fall 2021 season, more than half of the *Calvin Klein* lines offered in Europe included sustainable materials made with recycled materials or organic cotton.
- The Heron Preston for *Calvin Klein* collaboration featured close to 70% sustainable styles and a focus on less environmentally destructive packaging. The collection's consciously considered designs featured organic and recycled cotton, plastic-free packaging and raw denim to save water during the manufacturing process.
- In our *Calvin Klein* North America business, we successfully transitioned men's underwear boxes from plastic to paper composed of at least 50% recycled content. This eliminated the usage of 650,000 pounds of plastic from on-product packaging, equivalent to over 31 million standard-size plastic water bottles.
- We launched *Calvin Klein* Neutrals in Europe, a collection of women's nude colored underwear in extended sizes and an accompanying campaign that celebrated inclusivity.

### Community

- All North America-based *Calvin Klein* designers received PFLAG National's gender inclusion training, which covered the evolving portrayal of gender in fashion, core terminology and gender-inclusive pronouns. An expansion of the program is planned for 2022.
- *Calvin Klein* entered a two-year partnership with The Trevor Project, the world's largest suicide prevention and crisis intervention organization for LGBTQ young people, with the goal to raise awareness for the Project's lifesaving services and to bring educational content to PVH associates.
- We launched the #PROUDINMYCALVINS campaign to celebrate LGBTQIA+ advocacy and equality. We also supported the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World) and committed funds to the Transgender Legal Defense & Education Fund and Transgender Law Center.
- In Australia, *Calvin Klein* announced a three-year partnership with BlaQ Aboriginal Corporation.

# TOMMY HILFIGER

A pioneer of classic, cool and distinctive American style, Tommy Hilfiger continues to surprise — breaking conventions and embracing bold ideas. From the very beginning, we've believed in creating a more sustainable and inclusive brand, while remaining on the pulse of pop culture and heritage fashion.

Standing up and taking responsibility by playing our part in creating a future we can be proud of, and look forward to, is more important than ever. This is woven into Tommy Hilfiger's vision to "Waste Nothing and Welcome All" as the brand strives toward 24 ambitious targets spanning across circularity and inclusion by 2030. In line with our *Forward Fashion* targets, Tommy Hilfiger aims to encompass inclusion and circularity across all its products, operations and experiences.

"The time to move from a linear model — take, make, waste — to a circular model, where we reuse, recycle or repurpose — is now. As a brand, it is our job to work with the industry so that we can offer newness without using virgin resources. Consumers are expecting us to facilitate access to a more sustainable lifestyle that aligns with their values."

**Esther Verburg**

EVP, Sustainable Business and Innovation,  
Tommy Hilfiger Global/PVH Europe





## 2021 Highlights

We continue to work together and alongside our partners as we drive toward a better future of fashion.

### Product

- Tommy Hilfiger continued to significantly increase use of more sustainable materials, with over 67%<sup>8</sup> of materials sustainably sourced globally in 2021.
- We met and exceeded our 2025 "Make It Possible" target to finish 50% of denim pieces at a lower impact: 75% of denim products globally, or 4.4 million pieces, were made with lower-impact finishing techniques, reducing water and energy usage.
- 63%, or 3.7 million, of our denim pieces in Europe and North America were made with a minimum of 20% post-consumer recycled cotton.
- We made our first pieces designed for circularity, which featured one material type to ease future recycling, and experimented with innovative materials such as mycelium and VEGEA as leather alternatives.
- We explored a circular business model that was expanded as a pilot from the Netherlands to Denmark, Germany and France, diverting 110,792 pounds of textile waste from landfills since 2020. Through the pilot, products could be taken back, resold, repaired or transformed into new items.

The *TOMMY HILFIGER* Adaptive collection, available in four regions and thoughtfully designed for children and adults with disabilities, was expanded across product categories to include girls' swimwear, bras and underwear.

- In partnership with Romeo Hunte, Indya Moore and Patta, we launched collaborations with gender-inclusive styles and expanded sizes.

### Community

- As part of our *People's Place* Program, we launched the first "New Legacy Design Challenge" to support emerging Black talent and celebrate a new generation of Black designers, in partnership with Harlem Fashion Row.
- The third year of the "*TOMMY HILFIGER* Fashion Frontier Challenge," an annual accelerator program for impactful and inclusive fashion startups, awarded two finalists a shared prize fund of €200,000, and €15,000 to an audience-voted favorite contestant. To date, we have awarded €580,000 to nine finalists.
- We organized the third annual "Make It Possible" Week, in which internal and external changemakers discussed, shared and educated on circularity, inclusion and innovation-related topics.

While we made strides in 2021, there is still significant work to be done. We are in this for the long run and will continue innovating until our goals are met.

8. This data reflects the PVH 2021 Material Map, which was completed in June 2022.

Tommy Hilfiger was awarded an Outstanding Achievement Award by the British Fashion Council for his exceptional contribution to the global fashion industry in creating an inclusive brand. This award recognized his pioneering work, including:

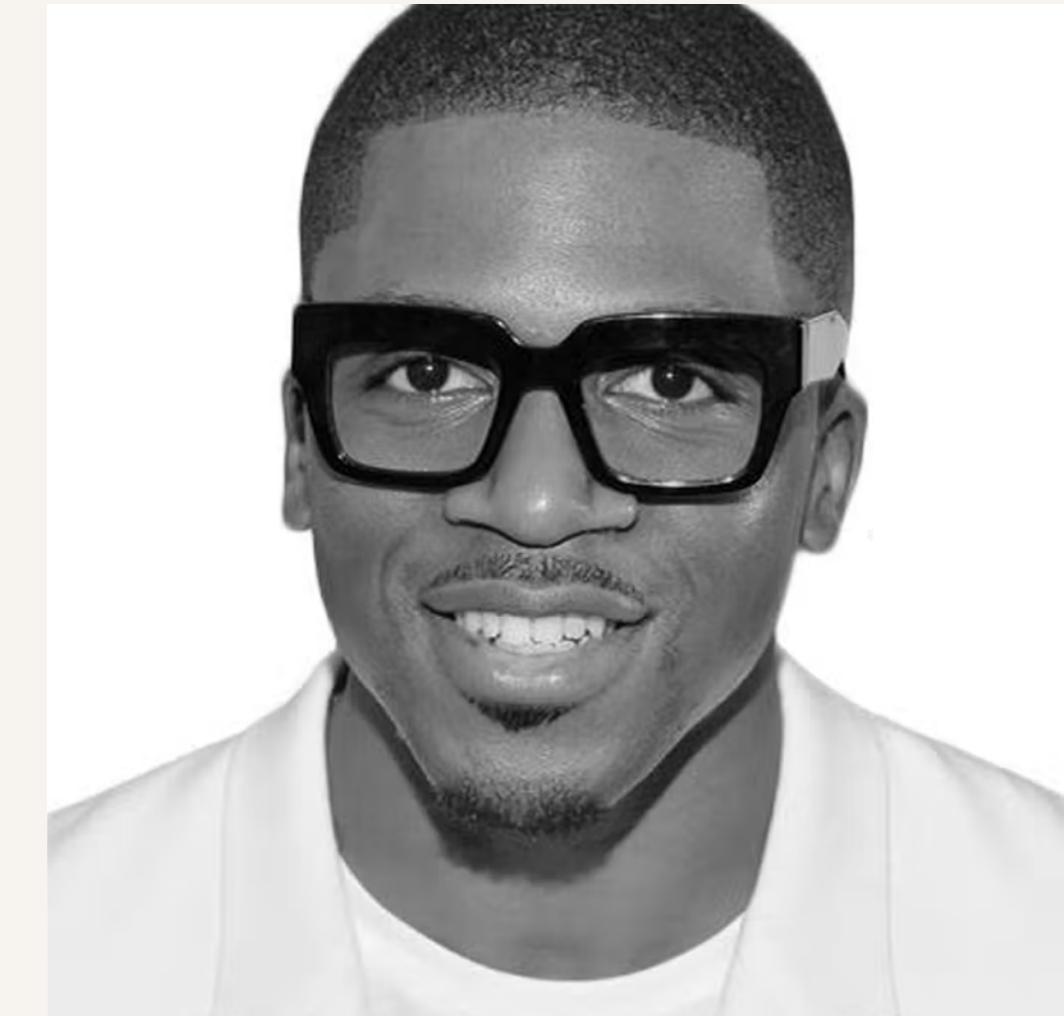
- *TOMMY HILFIGER Adaptive*: a clothing line thoughtfully designed for children and adults with disabilities.
- The "*TOMMY HILFIGER Fashion Frontier Challenge*": a global program to find and support the new ideas that are making the fashion landscape more inclusive.
- The *People's Place Program*: created to support the representation of Black, Indigenous and People of Color (BIPOC) within the creative industries, focusing on partnerships, career access and industry leadership.

Through the *People's Place Program*, Tommy Hilfiger teamed up with the Brooklyn-born designer Romeo Hunte to create a collection called *Icons, Reconstructed*. Inspired by the New York City subway, the collection featured Hunte's signature deconstruction techniques and put a new spin on classic *TOMMY HILFIGER* styles.



“Artists like Romeo Hunte deserve all the support our industry leaders can offer. As one of his proud mentors, I can absolutely say that the inspiration goes both ways.”

**Tommy Hilfiger**



“Tommy and I have been working together for years; our collections are about challenging the status quo and redefining the future. My experience as a Black designer has made me very invested in sharing my own experiences to inspire and guide the designers of the future to follow their dreams.”

**Romeo Hunte**

# Our Partners

PVH extends our sincerest gratitude to the partners that have helped shape, guide and execute our strategy. We share a common goal with our partners to relentlessly strive for a better tomorrow and to bring the fashion industry together to create a more sustainable and inclusive future for all.

## Environment

- The Fashion Pact
- Global Fashion Agenda
- We Mean Business Coalition
- The B Team
- Sustainable Apparel Coalition (SAC)
- Apparel Impact Institute
- Fashion Industry Charter for Climate Action
- EarthShare
- RE100
- CDP
- SBTi
- Renewable Energy Buyers Alliance
- Business Renewables Center
- Better Cotton Initiative
- U.S. Cotton Trust Protocol
- Fashion for Good
- Textile Exchange
- Canopy
- FabScrap
- Leather Working Group
- Ellen MacArthur Foundation
- How2Recycle
- Apparel & Footwear International RSL Management Group (AFIRM)
- Water Resilience Coalition
- World Wildlife Fund (WWF)
- The Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and NATURES Program
- The Fresh Air Fund



## Human Rights

- Responsible Labor Initiative (RLI)
- International Labour Organization (ILO)
- ILO Better Work
- Human Rights Campaign
- Humanitarian Resources International Foundation
- The International Accord for Health & Safety in the Textile & Garment Industry
- Readymade Garment Sustainability Council
- Action, Collaboration, Transformation (ACT)
- IndustriALL Global Union
- UNI Global Union
- Social and Labor Convergence Program (SLCP)
- Sustainable Apparel Coalition (SAC)
- UN Global Compact Target Gender Equality
- Resilience Fund for Women in Global Value Chains
- The Power of Nutrition
- Empower@Work
- Gap Inc. Professional Advancement & Career Enhancement Program (P.A.C.E.)
- Business for Social Responsibility (BSR)
- CARE
- American Apparel & Footwear Association (AAFA)
- United States Agency for International Development (USAID)

## Community & Inclusion

- Fashion for All Foundation
- Council of Fashion Designers for America (CFDA)
- Fashion Institute of Technology Social Justice Center
- Fashion and Race Database
- Black in Fashion Council
- BlaQ Aboriginal Corporation
- Fashion Minority Alliance
- Harlem's Fashion Row
- NEST
- Rainbow Railroad
- PFLAG National
- ILGA World
- Workplace Pride
- Plan International
- Dress for Success
- Safe Horizon
- Save the Children
- Amicares
- World Vision



“Leading is about having a clear vision for the future, co-creating a plan to win with your team and maximizing your positive impact.”

**Stefan Larsson**  
CEO, PVH Corp.

# Environment

To drive fashion forward for good, we cannot stop at simply reducing our negative impacts; we must work to eliminate them. Our ambition is for our business operations to generate zero waste, zero carbon emissions and zero hazardous chemicals, and for our products to be circular. We take a holistic approach to environmental stewardship, meaning we seek to assess our impacts across a product's full life cycle, while imagining and creating solutions that make a meaningful difference to the planet.

We have made sustainability central to our strategy, with a focus on product development and design, as these areas have the potential to drive down our environmental impacts significantly.

Within our operations, our biggest opportunities for reducing impact are through energy efficiency and adoption of renewable energy. We support our suppliers in achieving or exceeding our environmental standards by collaborating with other industry leaders to explore innovations, standardize programs and improve processes across our supply chain. We also invest in testing and scaling new innovations to help us advance promising environmental solutions and unlock new opportunities.

As we look ahead, transparency in climate disclosure and public-facing reporting is becoming more integrated into our business strategy. In 2022, we plan to complete a climate risk scenario analysis, which will give us a broader understanding of the vulnerabilities our company faces due to climate change, and where we need to focus our efforts and overall business strategy to mitigate those impacts and inform sustainable decision-making throughout PVH.



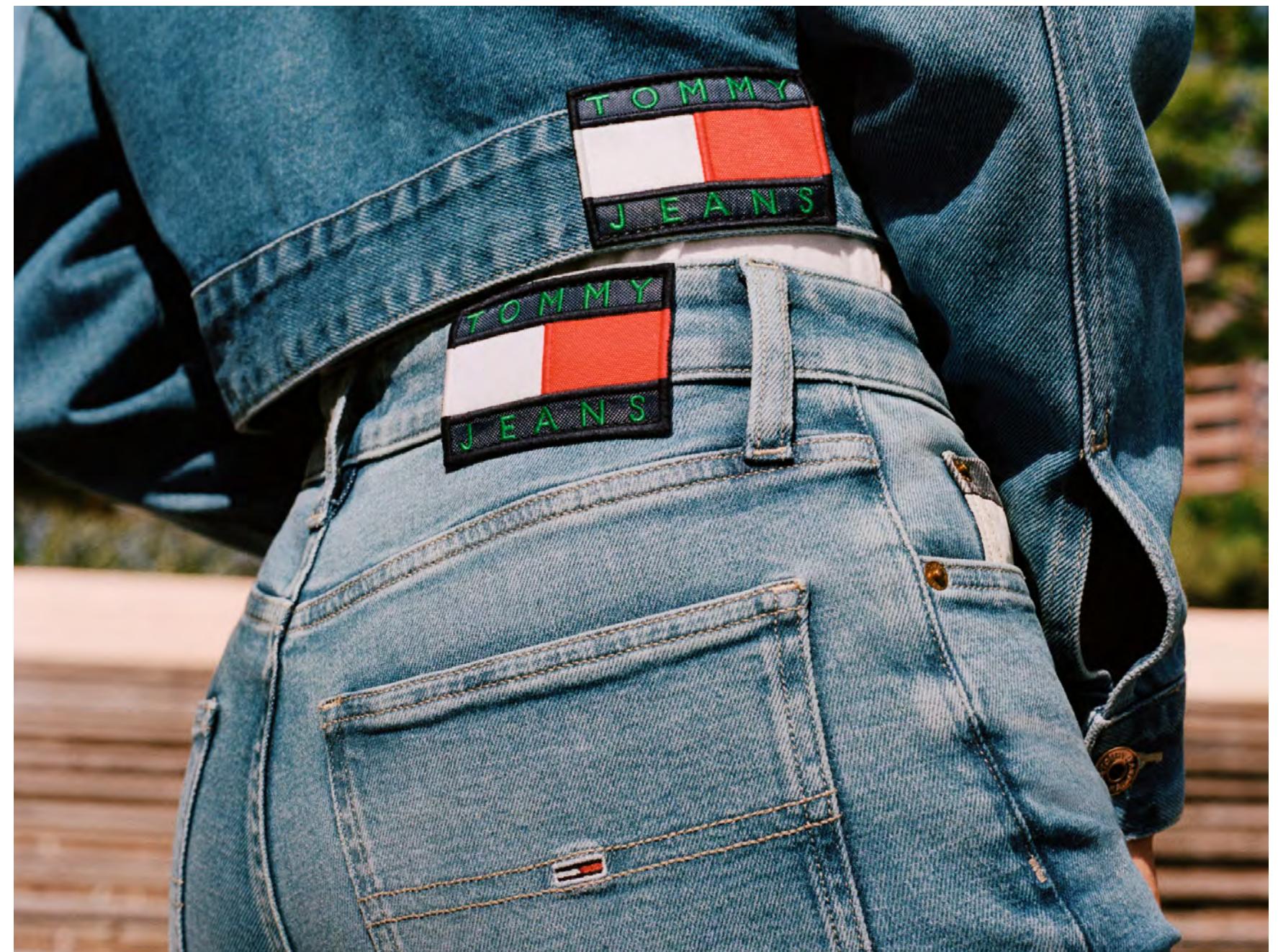
# Environmental Commitments

## **Forward Fashion targets:**

- Zero hazardous chemicals and microfibers leaving wet processors by 2025
- 30% reduction in supply chain emissions by 2030
- 100% of suppliers meet or exceed our environmental standards by 2030
- 100% renewable energy usage in owned and operated facilities by 2030
- Zero waste in owned and operated facilities by 2030
- Zero single-use plastics in owned and operated facilities by 2030
- Sustainably source 100% of cotton and viscose by 2025, and 100% of polyester by 2030

## **Additional commitments:**

- 100% sustainably-sourced wool via the Responsible Wool Standard or certified recycled wool
- 100% sustainable down (Responsible Down Standard)
- Exotic skins, fur, angora and mohair banned
- Eliminate wood-derived materials from ancient or endangered forests; all paper products sourced from responsibly managed forests
- 50% recycled content in paper packaging by 2022
- Zero PFAS by 2024<sup>9</sup>
- Science-Based Targets initiative (SBTi)-approved greenhouse gas emissions reduction target



9. Per- and polyfluoroalkyl substances (PFAS) are long-lasting chemicals that break down slowly and can cause adverse health effects.

# Sustainable Materials

Target: Source 100% sustainable cotton and viscose by 2025, and polyester by 2030.

Our materials strategy focuses on sourcing all materials — natural, synthetic and animal-based — with environmental and social considerations first. We use an annual global material mapping exercise to inform our strategy, track progress toward our goals and prioritize activities with the greatest impact. In 2021, we implemented a brand- and region-led approach for meeting our sustainable material targets, which will allow us to scale usage of sustainable materials as global agricultural supply grows.

Our most recent materiality assessment (conducted in 2022) identified biodiversity as a material topic for PVH. In collaboration with The Fashion Pact, we are using their priorities to guide our creation of a biodiversity strategy and target, which we plan to announce by 2024. This will build on our work to transition key product and packaging materials to sustainable alternatives, and support regenerative agricultural practices that protect animal welfare and are better for the planet. To protect biodiversity, we've also committed to adopting innovative solutions as they become commercially available.

## Notable Progress

- 44% of total materials sourced from sustainable materials (recycled and sustainably sourced materials) in 2021, up from 41% in 2020.
- Launched the Heron Preston for *Calvin Klein* collaboration, with 69% of the collection made from sustainable materials, including raw denim, organic and recycled cotton and plastic-free packaging.
- Conducted 26 collaborative pilots and established a brand/region-led approach to strategically scale successful pilots focused on low-resource cotton, bio-based synthetics and more.
- Improved systems and technical capabilities to track and report sustainable materials consumption and sustainable product development across our supply chain and operations.
- Co-founded an international sustainable fashion cooperative with Bestseller to bring mycelium innovations from design firm Ecovative to market.

## Viscose

- Increased use of more sustainable viscose from 16% to 25% between 2020 and 2021.
- Sourced only "green shirt" suppliers for 100% of our viscose supply streams — over 250 streams total — by the environmental nonprofit CanopyStyle, thus meeting our commitment to eliminate procurement from viscose suppliers with known potential or high risk of sourcing wood-derived materials from ancient and endangered forests.

## Polyester

- Increased use of more sustainable polyester from 16% to 28% between 2020 and 2021.
- Provided funding and industry expertise to Fashion for Good's pilot to form a consortium to accelerate the development of polyhydroxyalkanoate (PHA) polymer fibers, a promising biosynthetic alternative to fossil-based fibers.



For the second consecutive year, PVH ranked in the leading category of Textile Exchange's Materials Change Index, which analyzes the industry's progress toward sourcing more sustainable materials.

**Cotton**

- Increased use of more sustainable cotton from 53% to 54% between 2020 and 2021.
- Piloted resource-efficient cotton technology in partnership with Fashion for Good.
- Signed on as members of the U.S. Cotton Trust Protocol (USCTP), an initiative to help increase the availability of sustainable cotton.

Our membership in the USCTP provides access to verified data on sustainability practices from U.S. cotton growers as well as access to aggregate year-over-year data for water use, greenhouse gas emissions (GHG), energy use and soil loss. This ultimately allows us to better understand the environmental performance of the fiber we source.

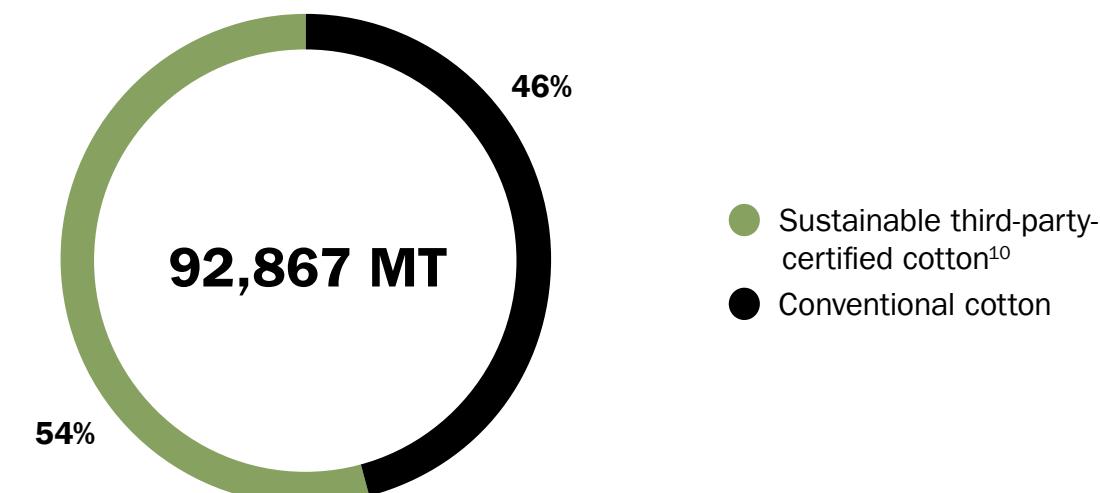
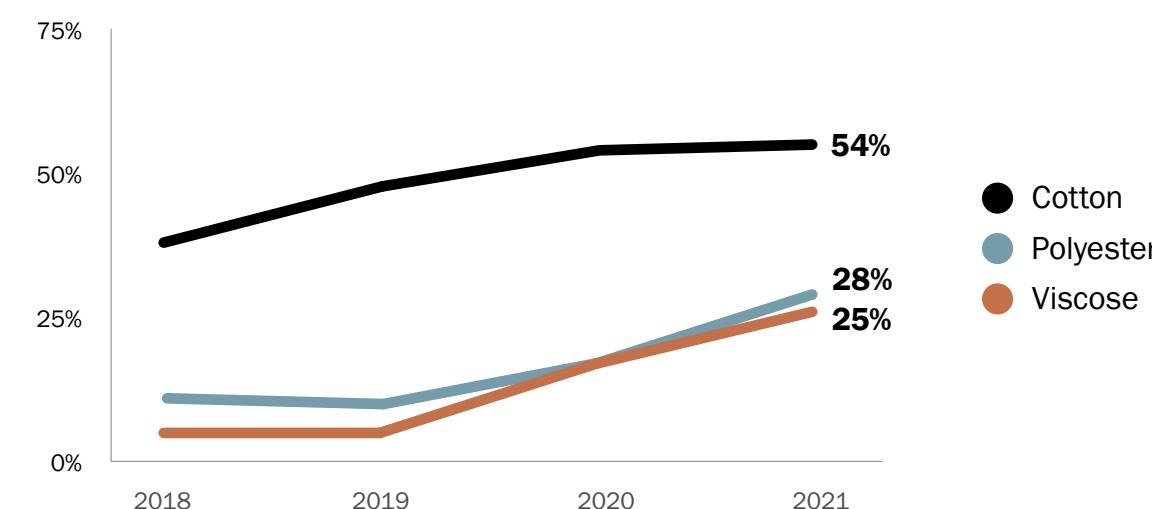
Calvin Klein joined a consortium led by Fashion for Good to pilot resource-efficient cotton technology use from technology company Materra. Materra's cotton is made with precision agriculture, environmental control and real-time data tracking to facilitate cotton farming in developing regions where climate and resources prove challenging. PVH is also providing financial backing on the pilot to support the construction of a 1.5 hectare farm in the Gujarat region of India. Through the pilot, the farm is expected to generate 3 tons of cotton by 2023, and will be instrumental to PVH's commitment to source 100% sustainable cotton by 2025.

**Wool & Animal Fibers**

In 2021, we committed to using 100% responsible wool by 2025; this includes material sourced through the Responsible Wool Standard or recycled wool.<sup>11</sup> 10% of PVH's wool was sustainably sourced in 2021, up from 4% in 2020.

Our current approach to usage of animal-derived fibers expands on our [Animal Welfare Policy](#) to eliminate or find alternatives for materials of concern. We continue to hold the following positions:

- Down and feathers — not from live-plucked or force-fed sources, 100% certified by the Textile Exchange's Responsible Down Standard as of 2020
- Exotic skins — banned
- Fur, angora and mohair — banned

**Cotton Use, 2021****Sustainable Cotton, Viscose and Polyester Use, 2018-2021**

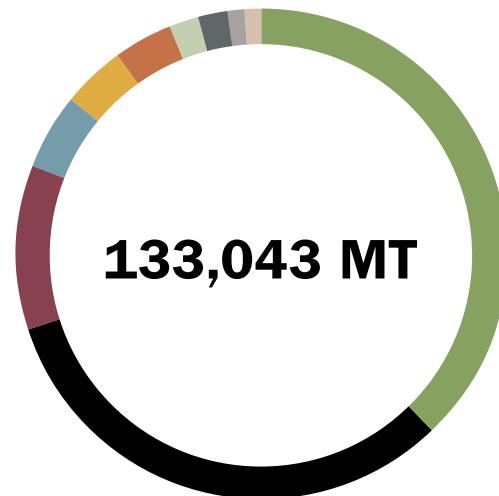
10. Sustainable third-party certified cotton includes organic and transitional organic cotton certified through the Organic Content Standard and Global Organic Textile Standard, Better Cotton, recycled cotton certified through the Global Recycled Standard and Recycled Content Standard and cotton sourced through USCTP.

11. PVH requires third-party certifications for down and wool, including Responsible Down Standard, and Responsible Wool Standard.

## Understanding the Emissions Impacts of Materials

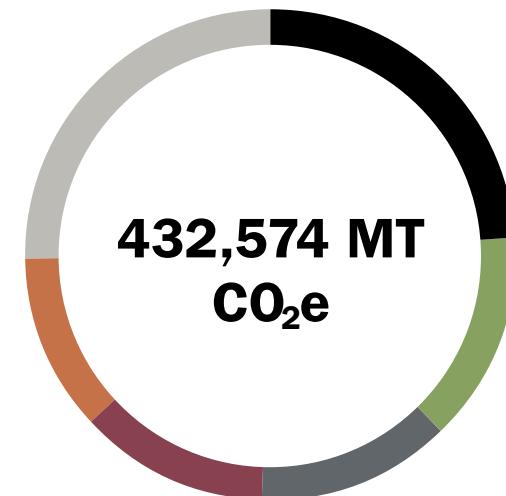
We have tracked emissions of raw materials in our GHG footprint since 2017. In 2020, these materials released 432,574 metric tons (MT) of CO<sub>2</sub>e, a 29% decrease from 2019.<sup>12</sup> The growing and processing of conventional cotton emits the highest percentage of our materials' carbon emissions. We expect to see this percentage decrease in coming years as we make strides in our efforts to adopt more sustainable sources of cotton.

## Materials Use, 2021



- 38% Sustainable third-party-certified cotton
- 32% Conventional cotton
- 11% Conventional polyester
- 5% Other materials<sup>13</sup>
- 4% Recycled polyester
- 4% Conventional nylon
- 2% Elastane, spandex and lycra
- 2% Leather and suede
- 1% Conventional viscose
- 1% Sustainable viscose

## Carbon Emissions of Raw Materials, 2020



- 24.1% Conventional cotton
- 13.7% Sustainable third-party-certified cotton
- 12.9% Leather and suede
- 12.6% Conventional polyester
- 11.5% Conventional nylon
- 25.2% Remaining raw materials

12. Materials emissions are a part of Scope 3 emissions; as is industry standard, Scope 3 emissions reporting occurs one year behind. Therefore, our materials emissions data is reflective of CY20. For full Scope 3 emissions data, see pages [30](#) and [71](#).

13. "Other materials" includes the following material types: recycled nylon, wool (including conventional, recycled cashmere, recycled wool, RWS wool, alpaca wool, cashmere, merino wool), acrylic, down (RDS), linen, polycarbonate, polyurethane, PVC, recycled PVC, natural rubber, silk, thermoplastics. Each of these accounts for less than 1% of PVH's materials usage.

# Circularity

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

A well-made pair of jeans can last decades — passed from one owner to another, adapted to seasons and outfits and tailored for trends that come and go. With this in mind, we seek to build longevity and circularity into every stage of a garment's life cycle, understanding that a solidly constructed and loved garment can last a lifetime:

- Starting with design — We are piloting **circular design principles** that incorporate sustainable materials and ensure products are ready for reuse or recycling at end of life.
- Through a garment's life — We are exploring **recommerce** models to extend a garment's life for as many wears as possible.
- And beyond the final wear — We plan to test and scale **textile recycling** to turn textile waste into new clothing.

While we've initially focused on three products, we're evolving our approach to focus on elements of the product development life cycle in order to improve circularity and efficiency across all our products. We plan to consult with our NGO partners and circularity experts to refine and restate our circularity target in 2023.

## Notable Progress

- Piloted and launched the PVH Circular Design Framework for Tommy Hilfiger teams in Europe.
- Piloted ecommerce and downcycling programs, including a product takeback initiative to determine what material is received and test resale on B-stock and upcycling damaged goods; these pilots gave new life to over 4,000 gently used clothing items that were collected from our associates during a takeback program pilot.
- 87 associates from 11 countries submitted designs for an upcycled clothing item or accessory that a PVH brand could sell as part of our Upcycling Design Challenge.
- Since 2020, 110,792 pounds of textile waste has been diverted from landfills through a circularity initiative in which pre-loved or damaged *TOMMY HILFIGER* products could be taken back, repaired, resold or transformed into new items.

## Circularity at PVH

Our teams are aligned on what circularity means for PVH. Informed by the Ellen MacArthur Foundation, Cradle to Cradle and Textile Exchange, PVH defines a circular product as one that is:

- Designed with safe and renewable materials.
- Made to be made again.
- Based on new business models to extend the life of clothing and capture rental and resale market share.
- Underpinned by traceability and transparency, which are crucial to unlocking circular product and business models at scale.



## Making the Old New Again Through Recycling Innovations

The transition to a circular economy presents several challenges, one being the lack of knowledge about the chemical content within post-consumer recycled textiles. Through our partnerships, we're testing and piloting the scalability of technologies and solutions to these challenges.

For example, we partnered with Fashion for Good to launch the Full Circle Textiles Project, which seeks to validate and scale promising technologies in polyester chemical recycling, and to encourage financing and offtake commitments in the fashion industry. Through the project, apparel companies collaborated to bring structure to the innovation process, test their output with industry experts and best enable the scaling of circularity technologies. As part of the project, PVH piloted a chemical recycling program using regenerated cellulosic fibers from Renewcell, Infinitred Fiber Company, Circ and Evrnu, which we upcycled into yarn, fabric and finished goods.

We also conducted a pilot of our PVH Circular Design Framework for Tommy Hilfiger teams in Europe, which gave designers nine circular design strategies with performance indicators and guidance on how to achieve each strategy. PVH will gather learnings from the pilot and determine a global training plan for relevant associates starting in 2023.

Additionally, PVH co-founded an international sustainable fashion cooperative with Bestseller to bring mycelium innovations from design firm Ecovative to market.

## PVH's First Circular Business Model

In Europe, Tommy Hilfiger is exploring ways to keep products in use longer through our first circular business model. This model allows customers to bring back pre-loved or damaged *TOMMY HILFIGER* products to be repaired, resold or transformed into new items. Since 2020, 110,792 pounds of textile waste has been diverted from landfills, and the model expanded from the Netherlands to Denmark, Germany and France. This greater reach allows us to further test and gain insights into consumer needs, habits and shopping preferences.



# Carbon Emissions

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

Climate action is an urgent priority for PVH and the apparel industry, and the need to work together as a company and an industry has never been greater. We are working to lower our GHG footprint, in line with the Paris Agreement, by cutting energy consumption in our owned and operated facilities and moving to more renewable energy sources. In our supply chain, we're decreasing our GHG impact through carbon offsets and other investments.

Our strategy also includes evaluating and mitigating risks to our business from climate change, and developing climate resiliency strategies for our owned and operated facilities, as well as driving improvements with our supply chain partners.

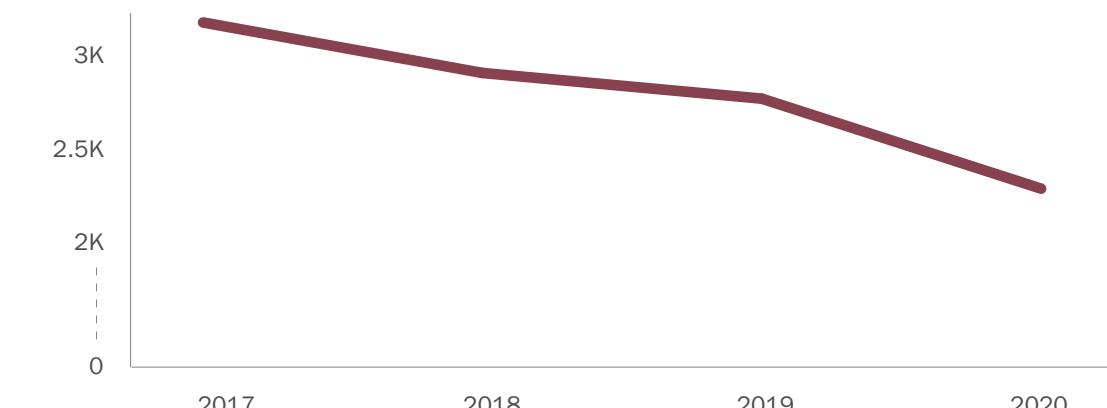
## Notable Progress

- Achieved a 58% reduction in Scope 1 and 2 emissions across owned and operated facilities from our 2017 baseline, down 21% from 2020. These reductions were largely attributable to the purchase of renewable energy certificates in North America and European markets and continued energy efficiency updates in retail stores.

- Reduced Scope 3 emissions across our value chain by 28% from our 2017 baseline, down 18% from 2020. Reductions in Scope 3 emissions over the last two years were largely due to production constriction as a result of the pandemic.
- Derived 53% of energy from renewable sources, an increase of 10% over 2020, thereby achieving our interim target of 50% renewable energy usage by 2025, four years ahead of schedule.
- Continued to reduce our carbon footprint and offset the emissions of our entire Netherlands market through the on-site solar electricity generated at our Venlo Distribution center.
- Expanded our data gathering through the SAC Higg FEM to improve our understanding of facility energy sources, including which facilities have adopted renewable energy or are using coal.

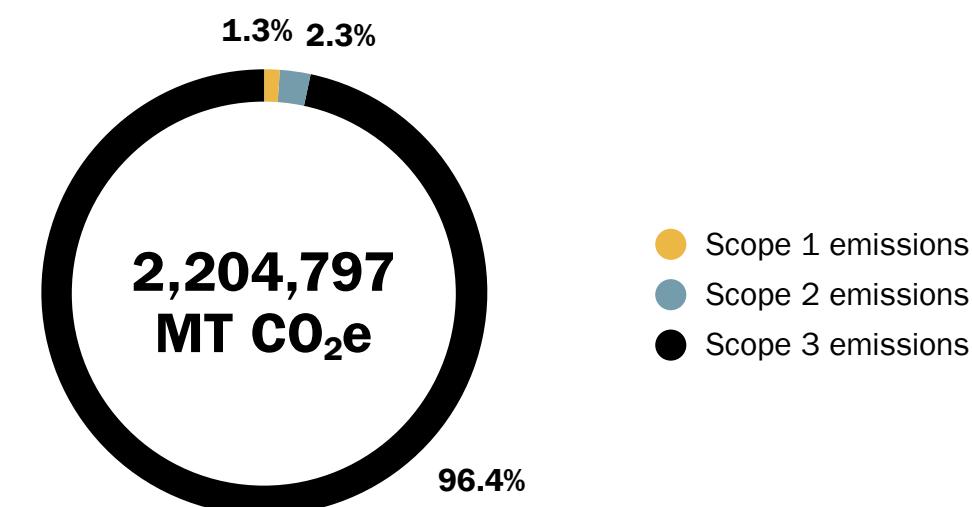
PVH's *Forward Fashion* renewable electricity sourcing and carbon-reduction targets are approved by the SBTi. In keeping with UNFCCC guidance and reports from the Intergovernmental Panel on Climate Change, this target aligns PVH with a 1.5-degree Celsius warming scenario from pre-industrial levels.

**Total Emissions in MT CO<sub>2</sub>e, 2017-2020**

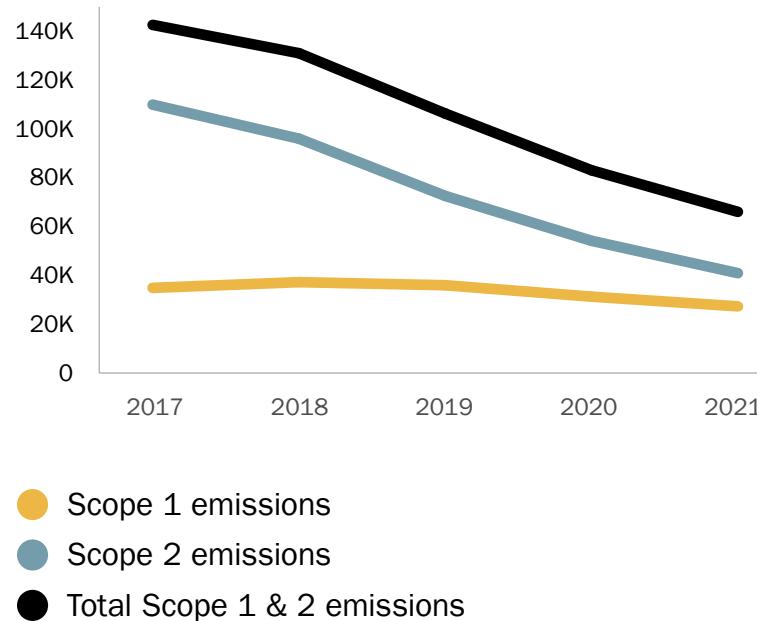
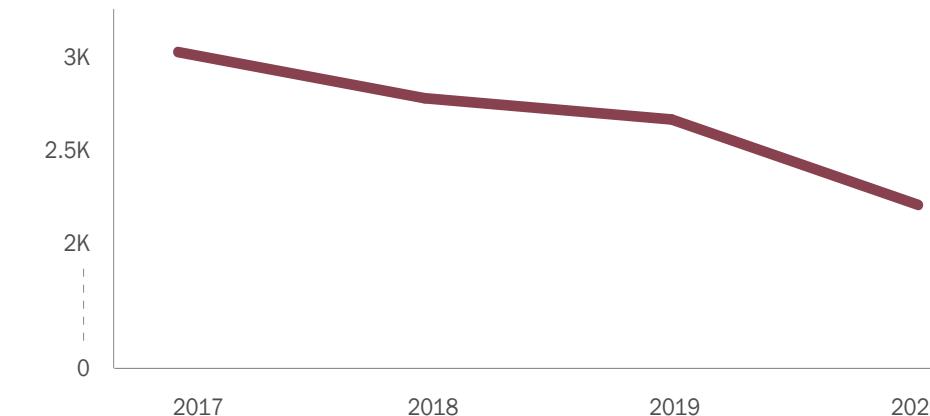


**Decreased total emissions by **28%** from 2017 baseline**

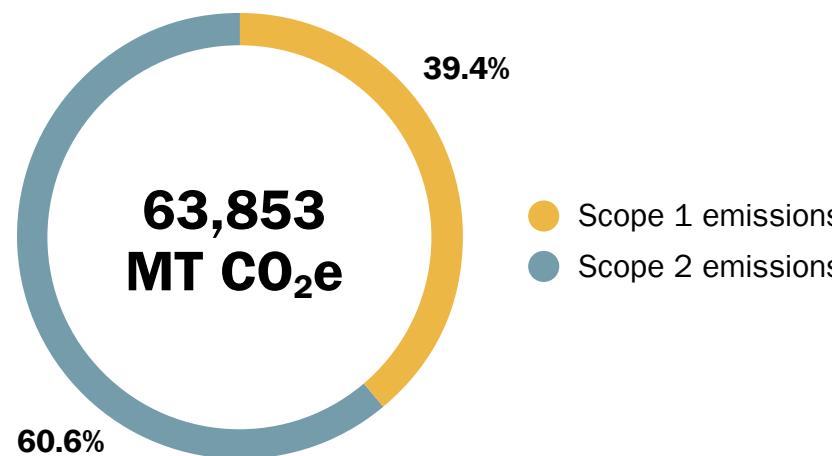
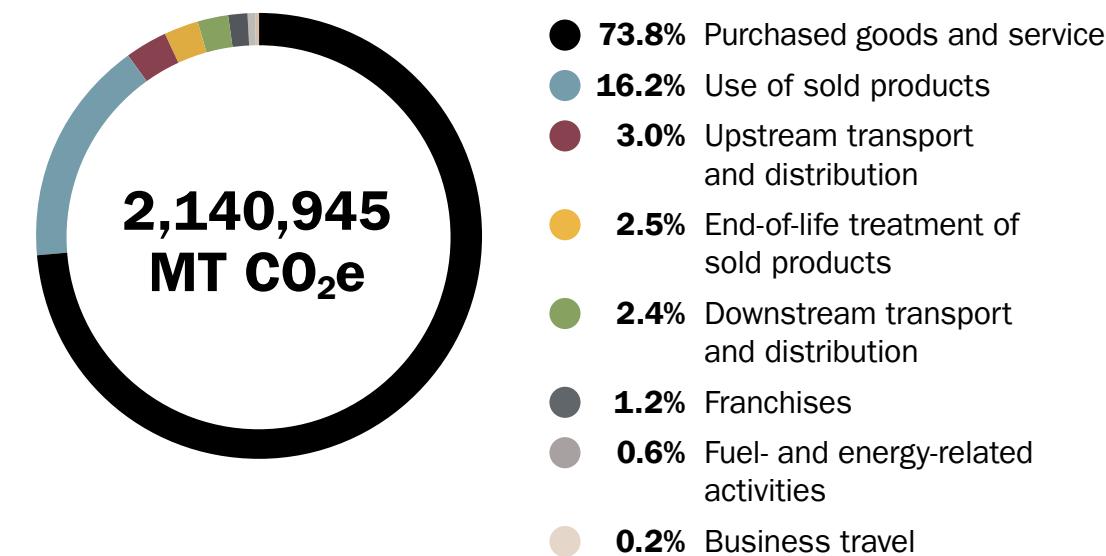
**Global Scope 1, 2 & 3 Emissions, 2021<sup>14</sup>**



<sup>14</sup>. Includes Scope 3 data for 2020, and Scope 1 and 2 for 2021.

**Scope 1 & 2 Emissions in MT CO<sub>2</sub>e, 2017-2021****Scope 3 Emissions in MT CO<sub>2</sub>e, 2017-2020<sup>15</sup>**

Decreased Scope 3 emissions by **28%** from 2017 baseline

**Scope 1 & 2 Emissions, 2021****Scope 3 Emissions Breakdown, 2020**

<sup>15</sup>. Scope 3 emissions reduction in 2020 is attributable to constrictions in production due to the COVID-19 pandemic.

## Tackling Carbon Emissions in the Apparel Supply Chain

In the last year, we accelerated actions around reducing emissions in our supply chain. We partnered with the Apparel Impact Institute, of which we are a founding member, to implement a new Carbon Leadership Program. Through the program, we worked to tackle supply chain emissions by using a standardized industry approach to test, calculate baselines, set appropriate targets and develop action plans for improvement to achieve our collective carbon goals. In the first year of program rollout:

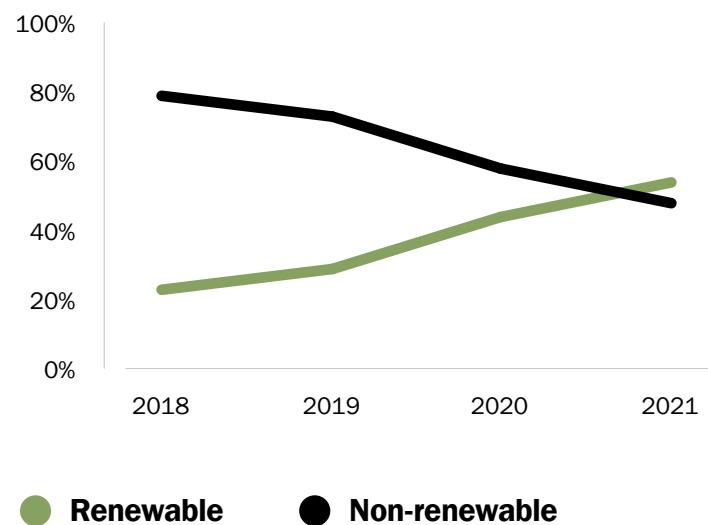
- Six global supplier facilities developed carbon reduction action plans
- Six additional facilities confirmed 2025 carbon reduction targets
- Four facilities completed on-site or online assessments
- Eighteen facilities conducted one-on-one capacity-building workshops

Participating facilities are expected to achieve a 45% average reduction in carbon emissions potential by 2030.

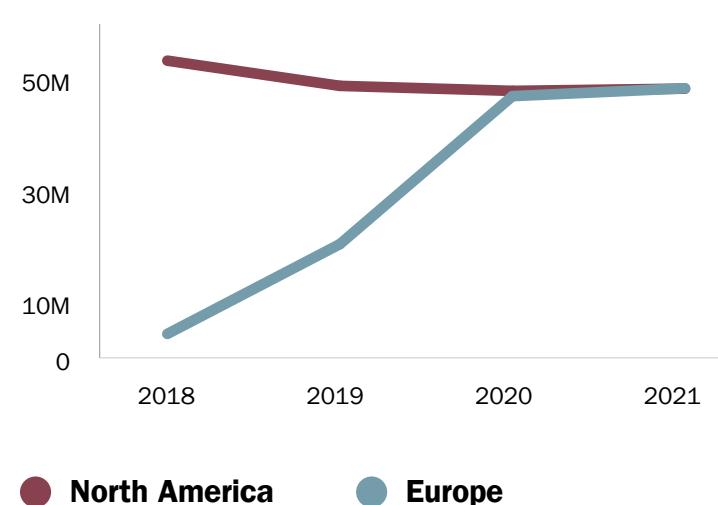
For the first time, the majority of our energy consumption came from the use and support of renewable sources.

To bolster progress toward our 2030 goal to source 100% renewable electricity for owned and operated facilities, we explored the prospect of pursuing virtual power purchase agreements in North America and Europe. These long-term, fixed-rate projects could enable PVH to offset a majority of the respective electricity loads for both regions. In doing so, we could reduce the need to purchase renewable energy credits on an annual basis, keeping us at pace with other industry leaders.

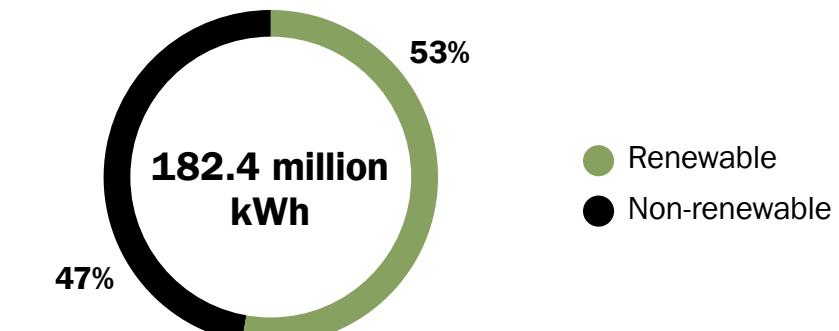
### Renewable Energy Use Breakdown by Facility Type, 2021



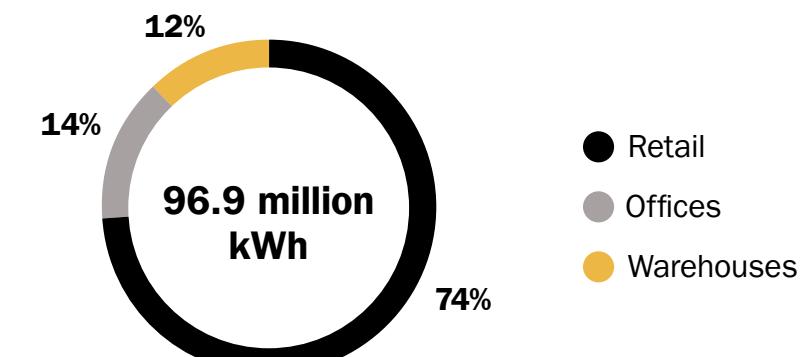
### Renewable Energy Use in North America and Europe in kWh, 2018-2021<sup>16</sup>



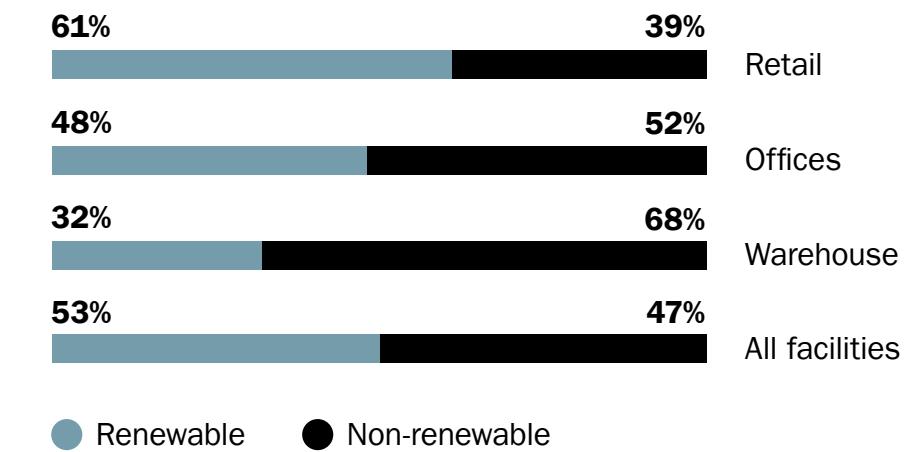
### Energy Use, 2021



### Renewable Energy Use Breakdown by Facility Type, 2021



### Energy Usage in Facilities, 2021



<sup>16</sup>. PVH currently purchases renewable electricity in two regions, the Americas and Europe, and not in Asia.

# Waste & Packaging

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

Our ambition is for our business operations to generate zero waste and to diminish the waste generated by our products. We will focus on achieving this by:

1. Testing and applying alternative options for packaging materials, starting with plastic polybags used in e-commerce.
2. Diverting 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.
3. Educating and enabling employee behavior change, particularly related to reuse and recycling.

## Notable Progress

- In North America, retail shopping bags were transitioned to being 100% recyclable and compostable, made from Forest Stewardship Council (FSC)-certified paper and post-consumer waste (PCW) or recycled content; *TOMMY HILFIGER* and *Calvin Klein* retail shopping bags were composed of 100% and 40% recycled content, respectively.
- Piloted two types of sustainable hangers made from 100% recycled content and 70% recycled content, respectively, for use in *Calvin Klein* stores.

## Packaging

Packaging represents a huge opportunity for PVH to reduce our negative environmental impacts. Through our partnership with Canopy, we've committed to reducing usage of wood-derived materials from ancient or endangered forests by 2022 by increasing paper products sourced from responsibly managed forests and by using recycled content. Currently, 37% of PVH's total paper packaging weight is recycled paper.

As a member of Canopy's Pack4Good initiative, we're working to reduce overall paper and paper packaging material volumes, and commit to purchasing paper products that meet the following criteria: 1) Certified as being sourced from responsibly managed forests, with a preference for FSC certification, and 2) Made with a minimum of 50% PCW or recycled content. PVH is also a member of the AFIRM RSL Packaging committee.

In 2021, PVH launched the Heron Preston for *Calvin Klein* collaboration featuring plastic-free packaging. In our *Calvin Klein* North America business, we successfully transitioned men's underwear boxes from plastic to paper composed of at least 50% recycled content. This eliminated the usage of 650,000 pounds of plastic from on-product packaging, equivalent to over 31 million standard-size plastic water bottles.

In 2022, we will focus on procuring sustainable polybags, as an alternative to the plastic options typically used in e-commerce, to mail products to consumers or ship products from our suppliers to retail stores and wholesale partners.

## Waste

In 2020 and 2021, we opted not to conduct a waste audit of our owned and operated waste data, as we recognized it would not reflect our normal operations due to COVID-related store and office closures. In Europe, we are conducting a baseline for waste in 2022 and plan to share these results.

We also continue to explore new ways to reduce waste. Our partnership with Fashion for Good provides our teams with waste reduction resources to better inform pilots that will ultimately drive industrywide progress toward eliminating single-use plastics and reducing waste across our supply chains.

In 2021, **63%** of PVH's on-product packaging was made of paper; of this, **37%** was made of recycled materials and **79%** was certified by the Forest Stewardship Council.

**30%** of all on-product packaging was made of recycled materials (up from 0% in 2019).

# Environmentally Ethical Sourcing

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

To monitor and measure the environmental impacts of a vast, globally-distributed supply chain, we must ensure that all suppliers are operating by the same standard. PVH uses the Sustainable Apparel Coalition's Higg Facility Environmental Module (FEM) as the key mechanism for evaluating the environmental performance of facilities.

By gathering data from facilities across our supply chain, our teams can involve them in performance improvement plans to promote sustainable manufacturing.

Facilities with wet processing, such as mills, laundries and dyehouses, are the areas of our supply chain in which the greatest environmental impacts occur, thus presenting the greatest opportunity for improvement.

PVH requires all supplier facilities to achieve Level 1 standards across seven Higg FEM impact areas, and expects wet processing facilities to achieve Level 2 standards in the chemicals, wastewater and energy impact areas of Higg FEM reporting.

In 2022, we will integrate Higg FEM performance into our factory authorization process and our PVH CR Supply Chain Guidelines. This approach includes business implications for suppliers who don't achieve our standards.

Learn about our social progress toward this target [here](#).

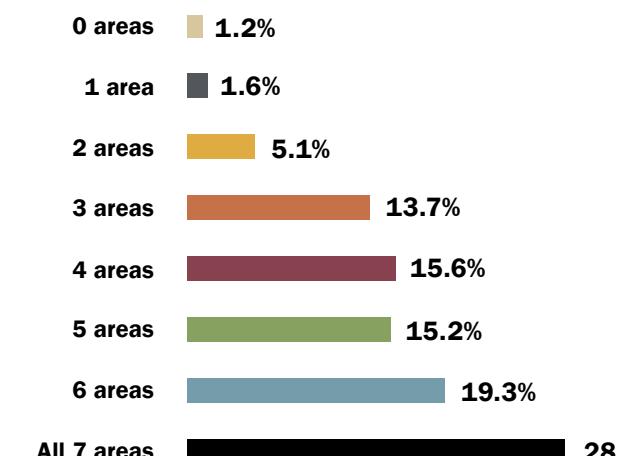
## Notable Progress<sup>17</sup>

- 100% of our strategic cut and sew and strategic mills and wet processors completed a Higg FEM Self-Assessment in 2021.
- Of these facilities, 98% had their Higg FEM Self-Assessment data verified by a third party. Of the facilities in this group, 40% were wet processing facilities.
- Of wet processing facilities with verified data, 32% achieved Higg FEM Level 2 performance in at least one impact area; 22% achieved Level 2 in two of three areas; and 14% achieved Level 2 in all three areas.
- 204 facilities with wet processing achieved Level 2 in the chemicals, wastewater and energy modules of Higg FEM data reporting.

## Higg FEM Level 1 Performance, All Suppliers, 2021

Higg FEM Level 1 seven impact areas: Chemicals, Wastewater, Energy, Environmental management system, Water, Air emissions, Waste

PVH suppliers achieved Level 1 in:

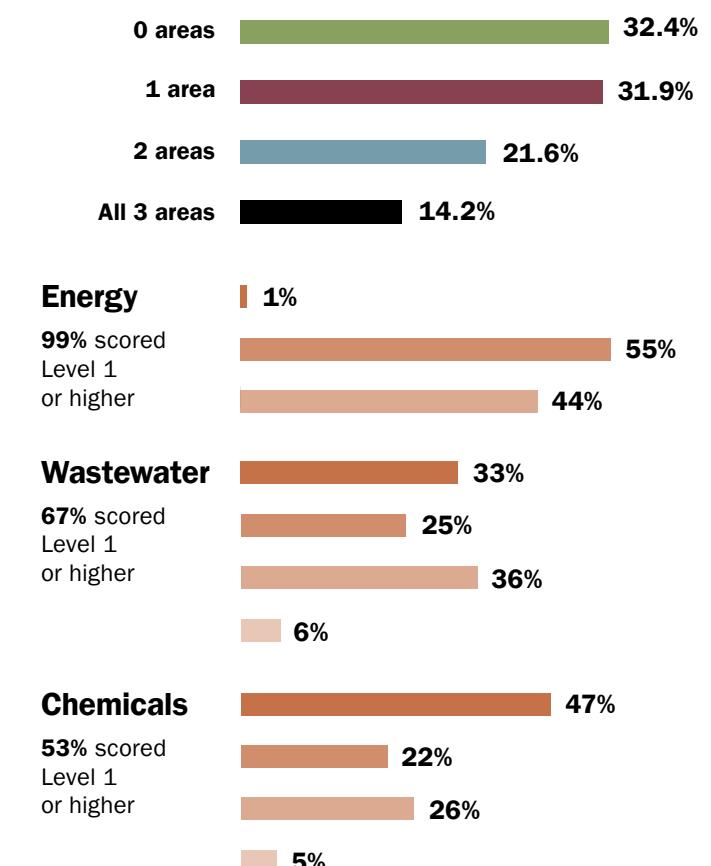


**98% of our suppliers provided third-party verified Higg FEM data.**

## Higg FEM Level 2 Performance, Wet Processors, 2021

Higg FEM Level 2 three impact areas: Chemicals, Wastewater, Energy

PVH wet processors achieved Level 2 in:



● Did not achieve Level 1    ● Achieved Level 1  
● Achieved Level 2    ● Achieved Level 3

<sup>17</sup> This data reflects performance in the 2020 calendar year and was gathered from suppliers throughout the 2021 fiscal year.

# Hazardous Chemicals & Microfibers

Target: 100% of water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.

In order to protect water resources near our manufacturing facilities, it's critical that we collaborate with suppliers, as well as the broader industry, to innovate production approaches. We are working to fully eliminate hazardous chemicals and microfibers from wet processing activities by:

- Using safer substances in the materials and processes required to manufacture our products.
- Working with suppliers to uphold best practices in water and chemical management.
- Aligning with peers to scale advances to the industry at large, ensuring global reach and impact.

We also expect our suppliers to maintain responsible chemical management systems to mitigate chemical risks at the inputs, process and outputs stages of production. Safer chemical inputs are managed through adherence to the Zero Discharge of Hazardous Chemicals (ZDHC) Programme's Master Restricted Substances List (MRSList), while Higg FEM and our PVH CR Supply Chain Guidelines provide guidance on safer chemical usage in the manufacturing process. Compliant chemical outputs are managed through adherence to the Apparel and Footwear International RSL Management (AFIRM) Group's and ZDHC MRSList wastewater guidelines.<sup>18</sup> Higg FEM verification provides PVH with an overview of supplier chemical management performance across inputs, process and outputs.

Additionally, PVH commits to finding scalable solutions to reduce the impacts of microfiber pollution. We are actively exploring mitigation opportunities through industry innovators such as The Microfibre Consortium, which we will join in 2022. Through participation in the Consortium and alignment with their roadmap, we will not only integrate effective solutions into our supply chain programs, but also better understand microfiber shedding in our product portfolio, contributing to the larger industry understanding of microfiber pollution and mitigation opportunities.

## Notable Progress<sup>19</sup>

- Adopted the AFIRM RSL to help ensure that hazardous chemicals are being effectively managed across our industry.
- 98% of our wet processing facilities submitted verified Higg FEM data.
- 42% of wet processors achieved a Level 2 or 3 score in the wastewater impact area, and 25% achieved a Level 1 score.<sup>20</sup>
- 31% of wet processors achieved a Level 2 or 3 score in the chemicals impact area, and 22% achieved a Level 1 score.

We use this data to inform recommendations for supplier improvements and drive further progress toward our target.



In 2021, **41%** of our wet processors voluntarily complied with the ZDHC wastewater standard, the most stringent industry standard for wastewater.

18. Adherence to the AFIRM RSL is required for suppliers and has been integrated into quality assurance and quality control processes. Adherence to the ZDHC MRSList is optional, as this standard is the most stringent in the industry. Suppliers voluntarily report their performance against this standard through Higg FEM data submissions.

19. This data reflects performance in the 2020 calendar year and was gathered from suppliers throughout the 2021 fiscal year.  
20. PVH expects wet processing facilities to achieve Level 2 standards in the chemicals, wastewater and energy impact areas.

# Water Action

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

PVH's water strategy focuses on monitoring and reducing use in our facilities (stores, offices, warehouses, distribution centers), at the product level (by using technologies such as waterless dyeing) and within our sourcing communities and supply chain. Our strategy is shaped by the SAC Higg FEM and membership in the SAC Apparel Impact Institute.

In 2021, we decreased our total water consumption to 112.2 million cubic meters globally, constituting a 30% decrease from 2020 to 2021.

We are committed to furthering our collective water action programs that we started in 2017 in partnership with WWF and GIZ's International Water Stewardship Programme. These projects have reduced the risk of water scarcity in our most water-stressed sourcing communities, such as Ethiopia's Lake Hawassa, Vietnam's Mekong Delta, India's Noyyal Bhavani Basin and Turkey's Büyük Menderes Basin. In these communities, we work to scale water preservation, restoration and conservation.

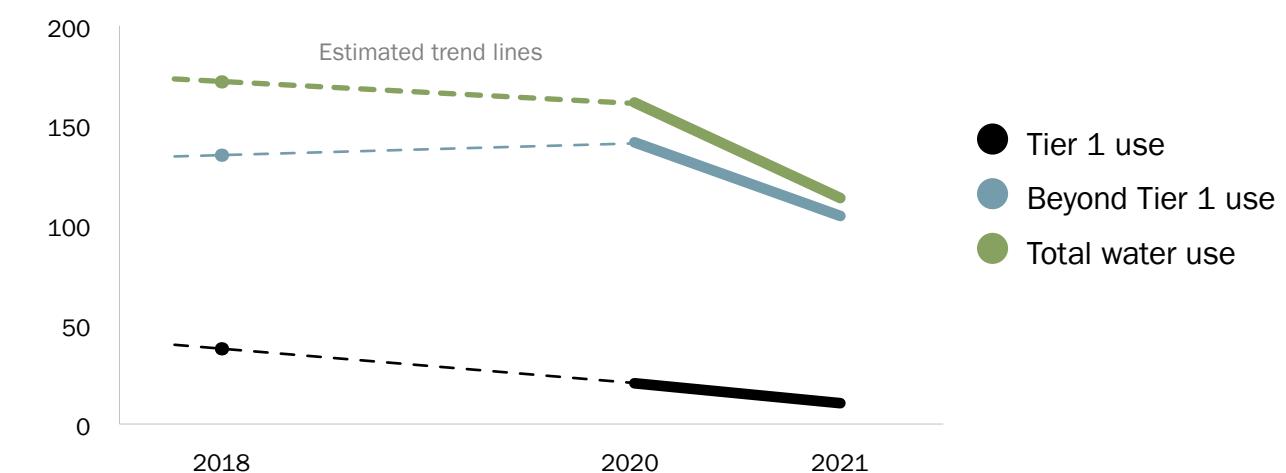
Our five water action projects in water-stressed sourcing communities have been operational for four years.

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 these regions. Our efforts include engagement with local organizations and communities; trainings; performing water health assessments and biodiversity analyses; increasing water, sanitation and hygiene practices; restoration planning and implementation. Although our targets have been met, we remain committed to furthering our efforts in these regions.

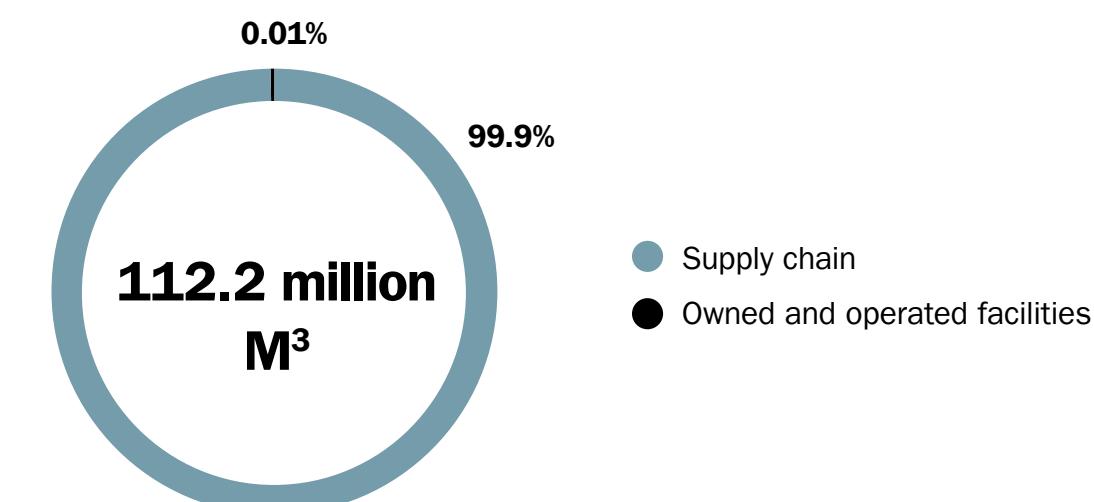
## Safeguarding Water

We are conducting a Water Risk Assessment with WWF to determine water risk throughout our global supply chain. The assessment will conclude in 2022, and will inform future water strategies.

## Supply Chain Water Use in M<sup>3</sup>, 2018-2021<sup>21, 22</sup>



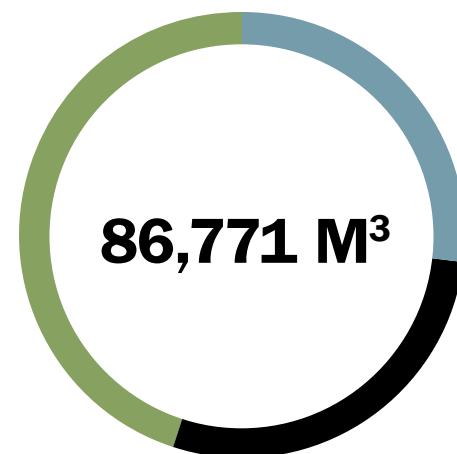
## Total Water Use, 2021<sup>22</sup>



21. 2019 water consumption data was excluded from this report. As the COVID-19 pandemic unfolded in 2020, related disruptions interfered with collection of 2019 water consumption data from across the supply chain. PVH's water consumption in owned and operated facilities was 136,233 M<sup>3</sup> in 2019.

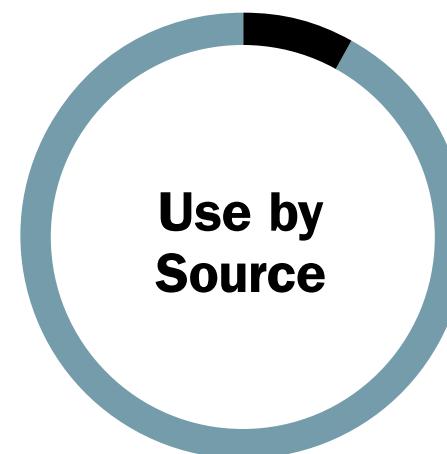
22. Water use data from the supply chain represents the 2020 calendar year; it is reported to PVH throughout 2021 and reported as 2021 water data.

### Water Use in Owned & Operated Facilities, 2021

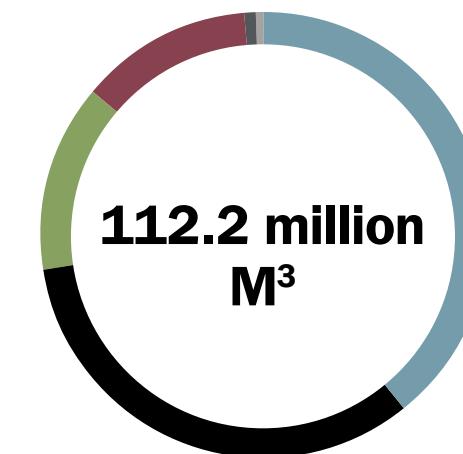


- 27% Stores
- 28% Offices
- 45% Warehouses and distribution

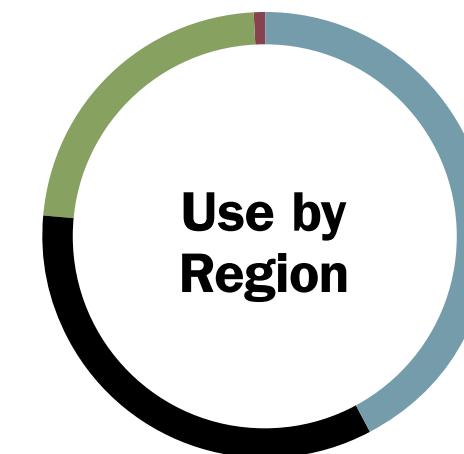
### Supply Chain Water Use, 2021



- Tier 1 use
- Beyond Tier 1 use



- 39.2% Municipal water
- 33.4% Groundwater
- 13.5% Surface water
- 12.5% Produced/Processed water
- 0.8% Wastewater
- 0.5% Rainwater



- 42.5% East & Southeast Asia
- 34.0% South Asia
- 22.8% Europe, Middle East, and Africa
- 0.8% Americas

Water use in the PVH supply chain has decreased by **34.5%** since 2018.

In the last year, water use decreased by **30%**, **47.3 million** cubic meters.

**63%** of PVH supplier facilities have a water reduction target in place.

# Human Rights in the Supply Chain

Fashion has the power to be a positive force in the world. Our *Forward Fashion* strategy includes seven human rights-focused priorities that, together, represent our path forward to protecting and advancing the rights of workers across our supply chain by addressing the systemic challenges that many of them face.

Our collective workforce plays a fundamental role in our success, and we commit to continually improving these workers' lives, and the lives of their families and communities. We work to ensure safe and healthy workplaces, support national living wage agreements, establish representative worker-management committees so that worker voices are heard and implement ethical recruitment practices for migrant workers. Given that apparel supply chains typically rely on a workforce that is 70% to 80% women, gender equality is embedded in our strategy, and we work diligently to remove barriers to advancement and create pathways to opportunity and independence for women.

Collaboration with our supply chain partners is key to achieving our success, as it instills in our work mutual transparency and accountability. We provide suppliers with resources, training and communication channels to help them reach and surpass the social and environmental standards we expect.

We also align our strategy and operations with the Organisation for Economic Cooperation and Development (OECD) Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector in order to ensure that we're following best practices in human rights due diligence, in a manner which is fit-for-purpose in the sector.

At its heart, our approach to collaboration is aimed at empowering suppliers to enact ethical practices with the appropriate governance mechanisms in place, so that our suppliers act as a driving force for the fair treatment of every worker.



# Supply Chain Commitments

## **Forward Fashion targets:**

- 100% of suppliers promote and maintain safe and healthy workplaces by 2025
- 100% worker representation through workplace committees at key suppliers by 2025
- 100% support for living wages from suppliers in two key production countries by 2025, and in four key production countries by 2030
- Five collective water action projects operational in water-stressed sourcing communities by 2025 (achieved)
- 100% of migrant workers will not pay recruitment fees at key suppliers by 2030
- 100% of suppliers meet or exceed our social standards by 2030
- 500,000 women reached with professional and life skills development programs and services by 2030

## **Supply chain standards upheld by PVH:**

- Core Conventions of the ILO
- UN Guiding Principles on Human Rights and UN Universal Declaration of Human Rights
- UN Women's Empowerment Principles
- UN Foundation's Private Sector Action for Women's Health & Empowerment
- The International Accord for Health and Safety in the Textile and Garment Industry
- ACT Global Purchasing Practices Commitments
- RLI

## **Standards upheld by PVH suppliers:**

- Suppliers must complete the Social and Labor Convergence Protocol, where available
- ILO's Better Work Program
- AAFA Commitment on Responsible Recruitment
- AFIRM RSL
- SAC Higg FEM

See our [PVH CR Supply Chain Guidelines here](#).



## **Resilience Fund for Women**

A first-of-its-kind collaborative funding initiative, the Resilience Fund for Women in Global Value Chains launched in May 2021, with The PVH Foundation as one of the founding partners. Over the span of three years, the collaborative, pooled fund will raise \$10 million to support locally driven solutions to the systemic problems that make women more vulnerable to crises, like the COVID-19 pandemic. In 2021, the fund committed to disbursing \$750,000 to 30 grantees in Bangladesh and India.

The Resilience Fund is a joint endeavor between BSR, the United Nations Foundation's Universal Access Project and Women Win/Win Strategies; it brings together corporate partners and investors, including The PVH Foundation, Gap Foundation, H&M Foundation, The VF Foundation, lululemon, Amazon, Avery Denison and Ralph Lauren Corporate Foundation. PVH sits on the advisory board of the Fund.

**"This will enhance women's economic resilience, health and well-being, and will revolutionize philanthropy with its democratized and participatory approach."**

**Smruti Govan**

Director of Corporate Responsibility, PVH Corp.

# Worker Representation

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

We support workers in our supply chain and their right to advocate for their well-being. In 2021 we expanded our "Workplace Cooperation Program" (WCP) in partnership with Better Work. The program improves cooperation and communication between managers and workers in manufacturing facilities, so that worker voices are amplified, fair standards are normalized and suppliers are empowered to manage and improve working conditions.

WCP uses a "train the trainer" model to ensure that necessary trainings can spread across supplier networks. Through the program, we provide suppliers with training and advisory services to establish workplace committees and promote worker engagement, and suppliers are able to give their own facility-level trainings after receiving these lessons. In 2021, we focused on training strategic suppliers who can operationalize these trainings across their factory bases over the next three years, which will significantly accelerate progress toward our target.

## Notable Progress

- Trained 15 key Tier 1 suppliers, who in turn led 77 trainings across their factory bases.
- Grew participation in the WCP and Better Work's Advisory Services to enroll a total of 120 manufacturing facilities, representing 57% of total applicable facilities in 2021, an increase from 38% in 2020; increased participation will strengthen worker management committees.

## Credibly Managing Grievances

Through the WCP, we work closely with suppliers to support the development and implementation of their own robust grievance mechanisms for employees. In addition, Tell PVH, our global reporting hotline, is another way we ensure worker voices and concerns are heard. Tell PVH is available to all global PVH associates and workers in our supply chain. Due to our commitment to engage NGOs as a key stakeholder, we also receive and respond to inquiries from NGOs that engage with our sourcing communities.



"The Workplace Cooperation Program has helped our organization provide a channel for workers to share their opinions and thoughts. It's an important move."

**Danny Chun**

Compliance Manager, PVH Supplier, South Asia

# Living Wages

Target: 100% of our key suppliers in two key production countries by 2025 and four by 2030<sup>23</sup> proactively support industry-wide collective bargaining to achieve living wages.

Collective bargaining agreements and unions give manufacturing workers a voice and the power to advocate for their terms of employment, including pay, benefits, hours and safety policies. PVH supports the right to freely choose representation in the workplace, and we are committed to supporting national living wage agreements through industry-wide collective bargaining.

Our approach centers on:

- Understanding the compensation and payment systems of all suppliers by conducting factory assessments and providing advisory services.
- Requiring 100% of our suppliers to honor compensation and benefits agreed upon through collective bargaining.
- Embedding ACT 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, ensuring that living wages are upheld.

## Notable Progress

- Conducted responsible purchasing practices trainings for PVH associates in North America and Europe, and invited associates to complete the ACT Global Purchasing Practices Self-Assessment to evaluate our strengths and opportunities for process improvements.
- Leveraged the ACT Global Purchasing Practices Assessment tool to gather anonymous supplier feedback on PVH's purchasing practices and inform how PVH can better support suppliers.

Throughout 2021, PVH and other ACT member brands, along with union partner Industriall, actively worked together in a number of strategic countries to make progress on our *Forward Fashion* target. The macropolitical environment in some of these nations, coupled with the global impact of the pandemic, has led to a slowdown in our efforts to agree to industry-wide collective bargaining agreements — thus, we have not yet reached our first milestone of finalizing an agreement in one of four key production countries.

Over the past few years, we've worked with our suppliers across the globe to accelerate the adoption of industry tools, such as social and environmental assessments, that will

help to create a level playing field and provide standardized measurements and data. This shift toward adoption of an industry approach, which has substantial benefits, means that we were unable to collect the same breadth of wage data through factory assessments that we have historically received via our proprietary auditing program. As a result, PVH is not positioned to report comparable supplier wage data for 2021.

We are proud of the industry-leading wage disclosures we've made in the past (see our 2020 wage disclosures in our [2020 CR Report](#), page 63) in which we shared PVH supplier wage rates for our key sourcing countries. These disclosures pointed to the realities of the world's estimated 60-70 million garment workers who too often struggle to make a living wage while facing additional hardships brought about by inequality, the pandemic, climate change and more.

It is our aim to strengthen the financial stability and resilience of these workers by transparently sharing information on their pay, and by supporting a fair standard for their wages and employment conditions. Our disclosures of factory assessment data have reflected findings that workers at PVH supplier facilities were paid above the legal minimum hourly wage in their respective countries.



Going forward, we will continue to work toward ensuring a living wage for workers in our supply chain and for industry-wide collective bargaining agreements. We will also support the industry-wide shift toward streamlined reporting processes and indicators across apparel supply chains, which will allow for more transparent wage reporting.

23. 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. Learn more about our [Living Wage Strategy](#), including our strategic approach.

# Safe Workplaces

Target: 100% of our suppliers will promote and maintain safe and healthy work environments by 2025.<sup>24</sup>

Ensuring the health and safety of all people involved in making our products is a priority, and we make numerous efforts to develop a culture of health and safety among our suppliers.

As the pandemic continued to impact workers and their families across our supply chain, we helped equip our suppliers with the tools needed to maintain healthy workplaces and keep workers safe.

In 2021, we became a founding member of the International Accord for Health and Safety in the Textile and Garment Industry, which reinforces PVH's commitment to Bangladesh as a sourcing country, strengthens health and safety standards across our supply chain and extends the Accord's reach to countries beyond Bangladesh.

Through the International Accord, we collaborate with multiple stakeholders to identify and address fire, electrical, structural and occupational safety risks. We work closely with suppliers to identify the root causes behind any safety issues, and partner with them to develop lasting solutions.

PVH was one of the first signatories to The International Accord's predecessor, The Accord on Fire and Building Safety in Bangladesh, and successor agreements. Founded in May 2013, the Bangladesh Accord was the first legally binding safety agreement between workers,

global unions and apparel companies that required brand owners and retailers to:

- Open their supplier factories to fully independent inspections by qualified experts and engineers.
- Allow the results of these inspections to be reported publicly, in a searchable database.
- Help pay for essential safety renovations.
- Stop doing business with any factories that fail to make needed safety repairs.

## Notable Progress

- Signed the [International Accord](#) to expand the Accord model to other countries.
- Remediated 96% of initial safety issues found at factories through the International Accord, giving PVH one of the highest issues-remediation rates of participating organizations.
- Completed all International Accord health and safety training sessions at 86% (63 out of 73) of in-scope<sup>24</sup> PVH factories under the training protocol used prior to 2020.
- Provided COVID-19-specific supplier training, addressing health and safety considerations.



“From its inception, PVH has had a leadership role in the governance and implementation of the Accord. PVH’s reliable support for and commitment to the goals of the Accord has made the ready-made garment industry in Bangladesh much safer.”

### Joris Oldenziel

Executive Director,  
International Accord for Health and Safety in the Textile and Garment Industry

24. Bangladesh is the only country currently in scope for this target.

# Ethical Recruitment

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

We partner with our suppliers to ensure migrant workers are recruited ethically and do not pay any recruitment fees. The payment of recruitment fees to intermediaries is a widely recognized indicator of forced labor, so we focus on working directly with suppliers to empower them to prevent the practice of soliciting recruitment fees by providing education and resources.

We are proud to have seen a significant decrease in recruitment fee issues in our supply chain in 2021: 99% of our suppliers were found not to have any evidence of recruitment fees paid by migrant workers. Through the audit process, which is deployed in high-risk countries, we found four cases of noncompliance, down from 16 cases in 2020 — a 75% decrease. This is driven by improvements in our tracking around recruitment fees and expansion of due diligence and procedures to address instances of noncompliance.

To ensure our suppliers are empowered to be part of the solution, we train them to establish procedures to effectively identify and remediate recruitment fee issues, and enact management systems to prevent the charge of recruitment fees when migrant workers are initially recruited for employment.

## Notable Progress

- 99% of our suppliers had no evidence of recruitment fees paid by migrant workers.
- Secured supplier reimbursement of US \$145,000 to 81 workers — on average each worker received US\$1,790, more than doubling our reimbursement rate from the prior year.
- Launched internal resources and trainings for PVH CR team members focused on fee case management and remediation.
- Developed and improved monitoring mechanisms to facilitate data collection, analysis and case tracking.
- Expanded supplementary audit in high-risk countries for enhanced due diligence and data collection.



PVH ranked third out of 37 apparel and footwear companies in KnowTheChain's 2021 benchmark, which measures performance on addressing forced labor in supply chains.

# Socially Ethical Sourcing

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

Our ambition is to expand the application of our social and environmental standards to the manufacturing of all products and materials. To achieve this, we require human rights and environmental impact assessments during supplier onboarding and throughout the production life cycle. In 2021, we continued to expand our assessment program to trim facilities and mills, laundries and other wet processors.

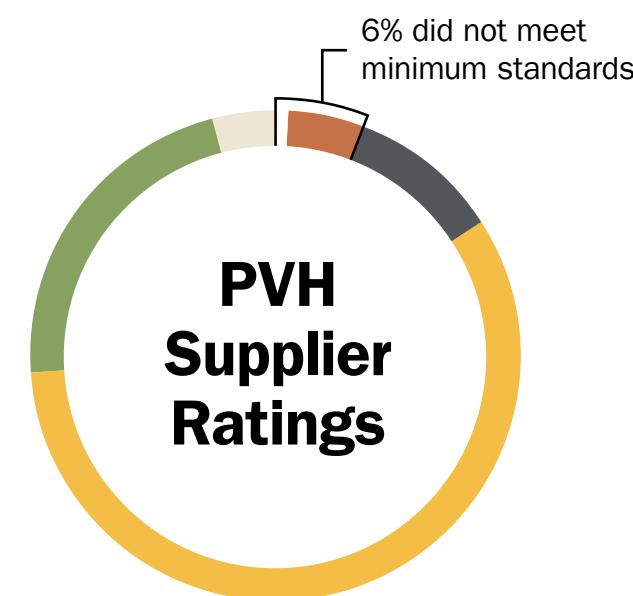
For the social standards portion of this target, we measure suppliers' performance using the Social & Labor Convergence Program's (SLCP) Converged Assessment Framework. SLCP is an industrywide data collection tool that aims to create an efficient and sustainable solution for social audits. We aim to adopt SLCP for all applicable suppliers by the end of 2022, and are well-positioned to meet this target.

## Notable Progress

- 100% of suppliers were subject to social audits.
- 677 suppliers adopted the usage of SLCP, an increase to 36% of the supplier base. We are positioned to reach 100% SLCP adoption in 2022 for eligible suppliers.
- 94% of suppliers met or exceeded our PVH Code of Conduct standards.

## Supplier Ratings

We assign color ratings to suppliers based on their comprehensive performance in audits and assessments.



**94% of eligible suppliers met or exceeded our minimum social standards.**

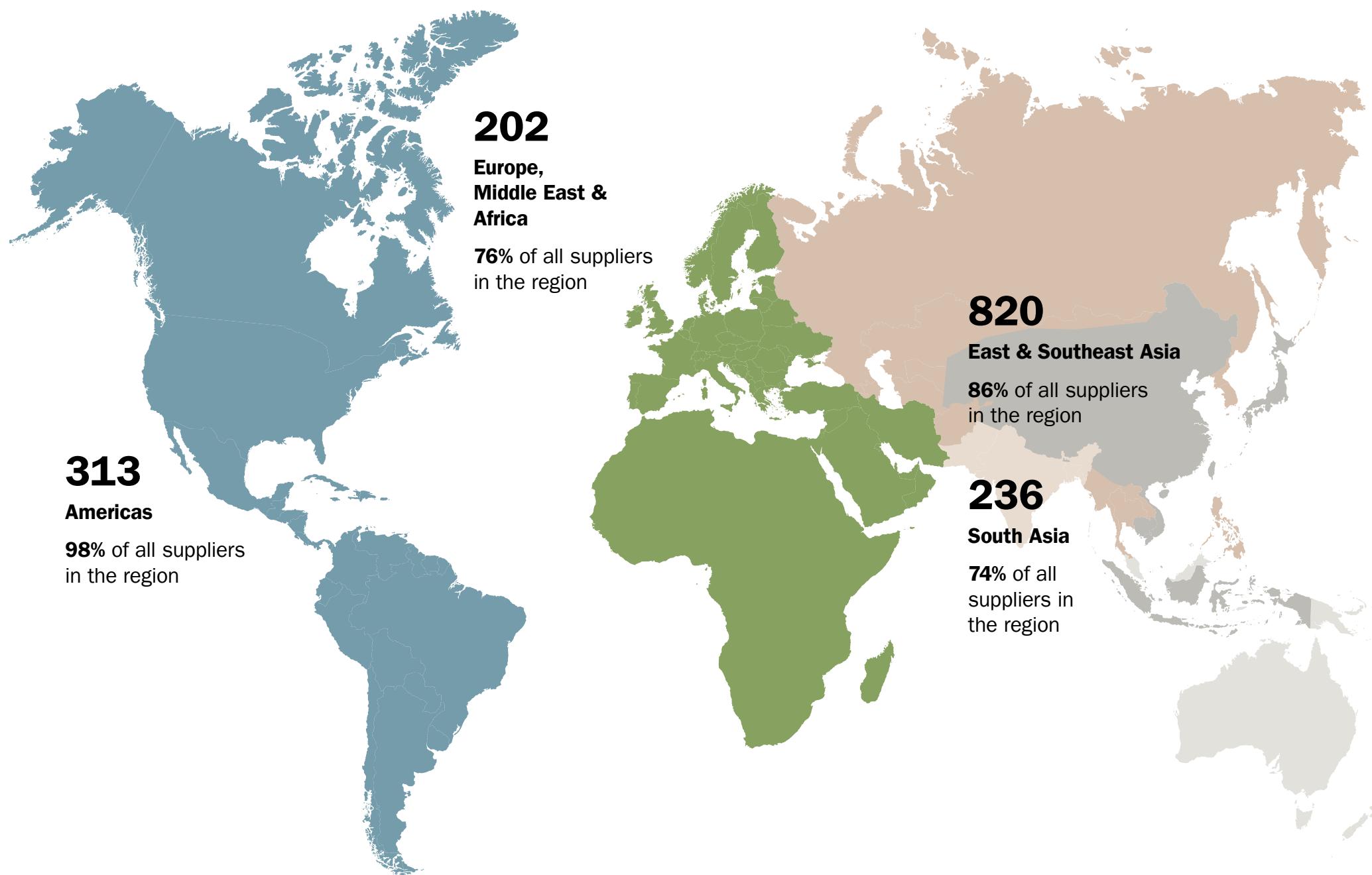
Learn about our environmental progress toward this target [here](#).

## PVH Supplier Ratings, 2021

4%	Gold	The supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance.
22%	Green	The supplier exceeds or meets international standards, applicable local laws and regulations and PVH Code of Conduct standards.
58%	Yellow	The supplier meets our minimum Code of Conduct standards.
10%	Gray	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.
5%	Orange	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.
0%	Red	The facility is not authorized for production; the facility has committed a zero-tolerance infraction and has not responded to warnings and/or demonstrated a lack of commitment and transparency.
1%	White	The facility is not authorized for production; the facility did not pass initial assessment to meet minimum threshold for becoming an authorized PVH supplier.

## Suppliers Assessed

Number of suppliers assessed and percent assessed of total active suppliers in each region



## Supplier Social Assessments at a Glance

**1,907**  
suppliers

**100%**  
are subject to assessment

**84%**  
of suppliers assessed  
(16% were subject to less frequent cadence due to high historical performance.)

**88%**  
of assessments conducted by  
a third-party auditor

**82%**  
of Tier 1 suppliers audited to  
a labor code of conduct

**88%**  
of Tier 2 suppliers audited to  
a labor code of conduct

**1,636**  
assessments conducted

**1,571**  
suppliers assessed for  
social impacts

# Women's Empowerment

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

Our commitment to women's empowerment forms part of our broader approach to protecting human rights. The importance of this work has been magnified in the past two years by the disproportionate effects on women brought on by the COVID-19 pandemic, climate change and other global challenges that together have stressed the living and working conditions of the world's most vulnerable people.

We seek to remove barriers for women, who comprise the majority of our workforce, by building programs that support them at their jobs and in their lives beyond work. Our efforts to create pathways to opportunity and choice for women extend from our supply chain to our operations, reaching our customers through the work of our brands, and our associates via our Inclusion & Diversity (I&D) programs.

## Notable Progress

- Reached over 3,000 women through our women's empowerment programs in 2021, to collectively reach 11,000 women in five countries (Bangladesh, Sri Lanka, India, Ethiopia and Kenya) since the inception of programming.
- Committed to contribute \$750,000 over three years to co-launch The Resilience Fund for Women in Global Value Chains to help build long-term resilience for women and girls, and became a commitment maker for the Generation Equality Forum.
- Catalyzed \$330,200 in funding with the Power of Nutrition, which partners with UNICEF and the ILO Better Work program to tackle maternal and child malnutrition in the ready-made garment industry in Bangladesh as part of a broader \$15 million, four-year program.
- Expanded The Gap Inc. Personal Advancement & Career Enhancement (P.A.C.E.) Program to Kenya, and now reach women in 52 factories across five countries. Seven facilities in Ethiopia participated in P.A.C.E. in partnership with CARE.



*“I learned in the P.A.C.E. training that I can do things for myself, to set goals to make the future beautiful. After the training, I had a feeling of self-confidence and learned the importance of saving. I've been able to put aside money every month and decided to invest and arrange additional income.”*

**Sadia Sultana**

Four H (PVH supplier) worker, Bangladesh

### Gap Inc. P.A.C.E. Program Expansion

Since 2019, we have championed the Gap Inc. P.A.C.E. Program, a comprehensive learning program that covers topics such as communication and leadership skills, financial literacy, water sanitation and hygiene practices, general and reproductive health and more.

We partner with strategic suppliers to embed the program within their personnel management systems, thus ensuring program continuity and supplier ownership. Using a supplier collaboration model, we build communities of practice by pairing existing P.A.C.E. suppliers with suppliers new to the program to train their trainers and provide guidance.

Through the program, women can obtain the knowledge and resources they need to succeed in their personal and professional lives. Since launching in 2019, we have extended it within our supply chain communities and are continuing to scale in Bangladesh via a five-year, \$5 million joint collaboration with USAID and CARE. We plan to expand the program to Turkey, Tunisia, Vietnam, Cambodia and Egypt in 2022.

### Collaborating for Equality

At the community level, as part of our dedication to removing barriers for women and creating enabling environments, we entered into a partnership with the Power of Nutrition in Bangladesh and deployed the P.A.C.E. training in community programs in Ethiopia.

We also partner with peer companies and global multi-stakeholder initiatives to harmonize industry approaches, and to ensure women in factories and communities have access to learning programs and services.

In 2021, alongside other top fashion companies, we joined the Generation Equality Forum, where global stakeholders from UN agencies, government, the private sector and civil society defined a global roadmap for gender equality that aims to achieve the Sustainable Development Goals outlined in the Beijing Platform for Action.

In the forum, PVH made a joint commitment to the Resilience Fund for Women in Global Value Chains, with brands such as Gap, H&M and Ralph Lauren, as part of the Economic Justice and Rights, Gender-based Violence, and Sexual and Reproductive Health and Rights and Bodily Autonomy Action Coalitions.

With this commitment, PVH joins a global corporate community promoting gender equality, and is contributing to the \$40 billion being raised in financial support.

### Scaling Services for Women: Project Thrive

PVH is rapidly scaling our women's empowerment efforts through a \$5 million, five-year collaboration with USAID Bangladesh and CARE. Project Thrive will provide holistic services for over 100,000 women and other marginalized individuals in factories and communities — services such as P.A.C.E., technical skills training, COVID-19 education, advocacy trainings, job placement and gender-based violence assistance referral services.

In 2021, PVH worked with USAID and CARE to formulate Project Thrive, which will launch in 2022. Working in a phased approach with CARE over the next five years, PVH will engage suppliers to embed the P.A.C.E. program into factory management approaches. Together the two organizations will teach on-staff trainers and extend career enhancement programs to help women advance in the workplace, as well as provide training to help connect marginalized community members with employment opportunities.

These efforts will improve the work environment for female garment workers and their communities in Bangladesh, and will be a key stepping stone to achieving our *Forward Fashion* target to reach 500,000 women across our supply chain by 2030.



# Our Associates

Our success is powered by our people. We support our associates by providing a values-driven and inclusive culture that rests on a shared commitment to doing the right thing for each other, our communities and the environment. We strive to continuously improve and make PVH a great place to work by ensuring that every associate has the opportunity to be their authentic self in an environment that values individuality, passion, partnership, integrity and accountability.

We make an active and ongoing effort to ensure our associates remain informed and engaged. We communicate frequently with our associates through a variety of methods, including our news app, PVH Insider, which reaches associates around the world; our intranet site, the Thread; town hall meetings on regional, businesswide and global bases; and our biannual global PVH Listens survey, as well as regional pulse associate surveys. From the insights gained through these communications, we then develop action plans which we use to strengthen programs and address any concerns to ensure an enhanced associate experience.



# Workforce

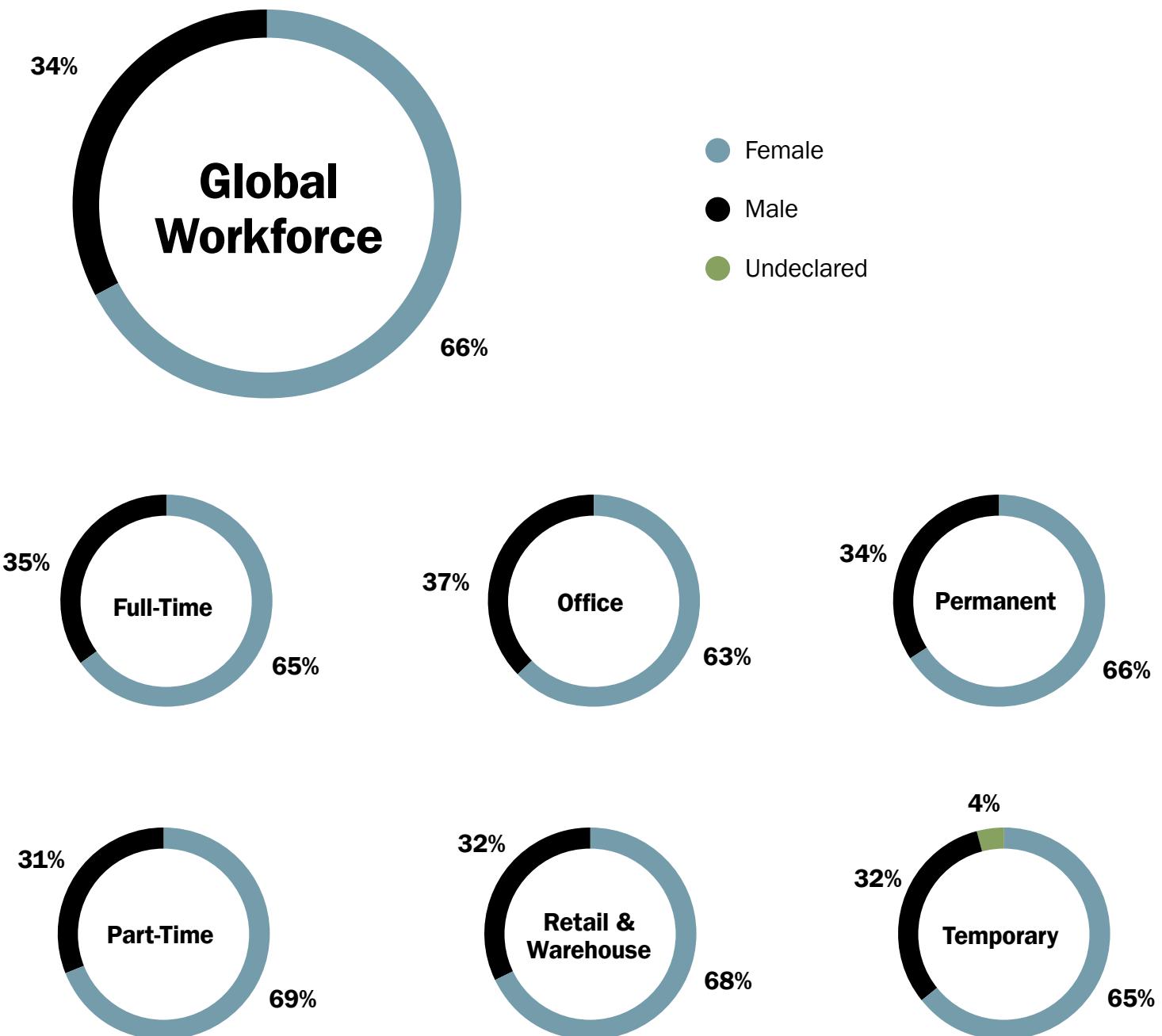
PVH is committed to fostering a culture of inclusion and belonging where every individual is valued and every voice is heard. Our goal is for PVH associates to reflect the diversity of our consumers in the communities around the world where we live and work, and we aim to create access to opportunities for women and underrepresented populations, including BIPOC, LGBTQIA+ and those with diverse abilities.

Associates by Employment Type and Region			
	Temporary	Permanent	Total
Africa	1	26	<b>27</b>
Asia-Pacific	352	4,422	<b>4,774</b>
Canada	159	2,130	<b>2,289</b>
Europe	1,077	10,046	<b>11,123</b>
Latin America	18	510	<b>528</b>
United States	688	9,484	<b>10,172</b>

Permanent Associates by Generation <sup>27</sup>		
Gen Z	28%	<b>7,489</b>
Gen Y/Millennials	46%	<b>12,228</b>
Gen X	21%	<b>5,553</b>
Baby Boomers	5%	<b>1,336</b>
Silent Generation	<1%	<b>12</b>

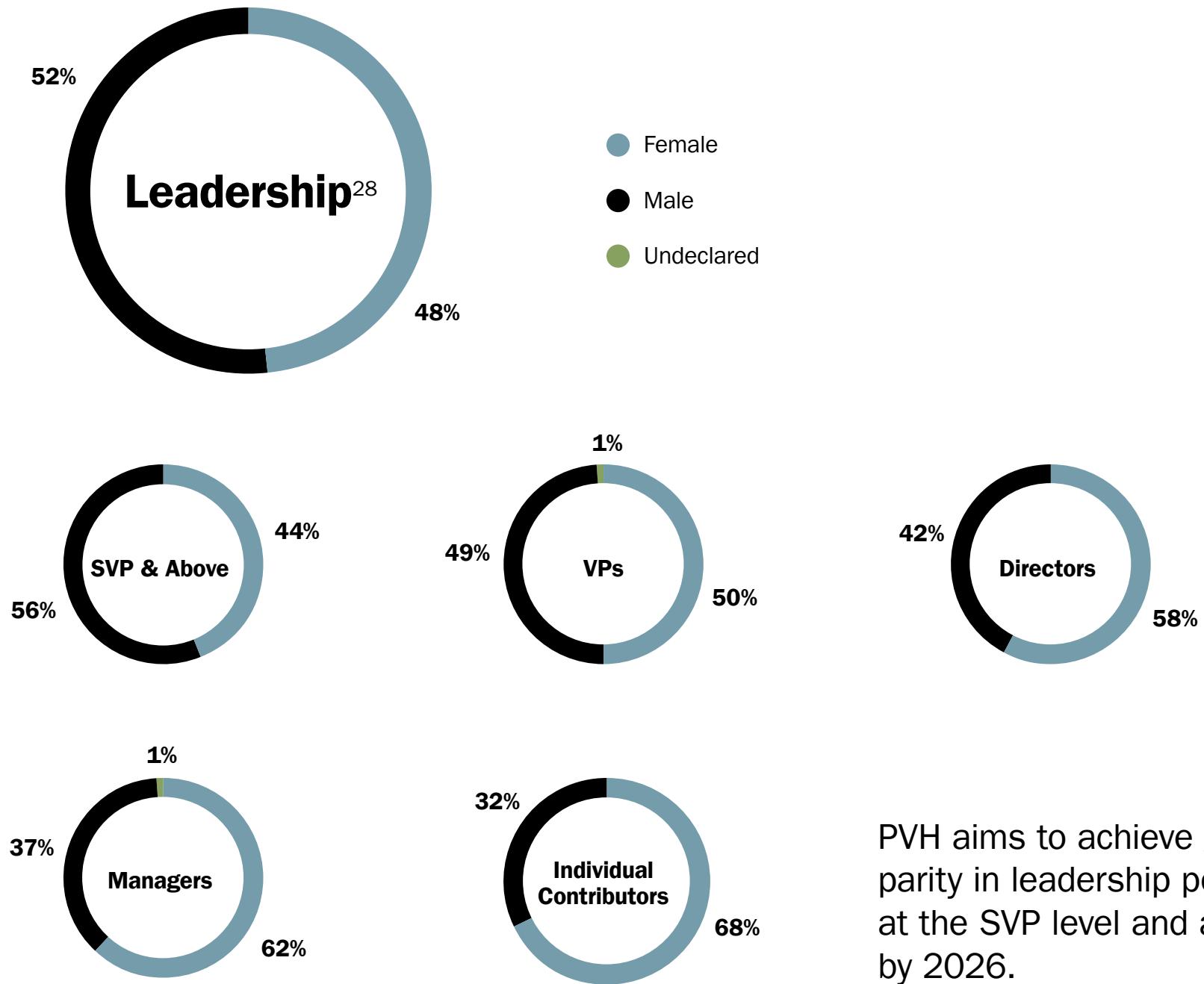
## Global Workforce Gender Breakdown, 2021<sup>25, 26</sup>



25. All workforce data marks a point in time: January 31, 2022, the last day of PVH's 2021 fiscal year.

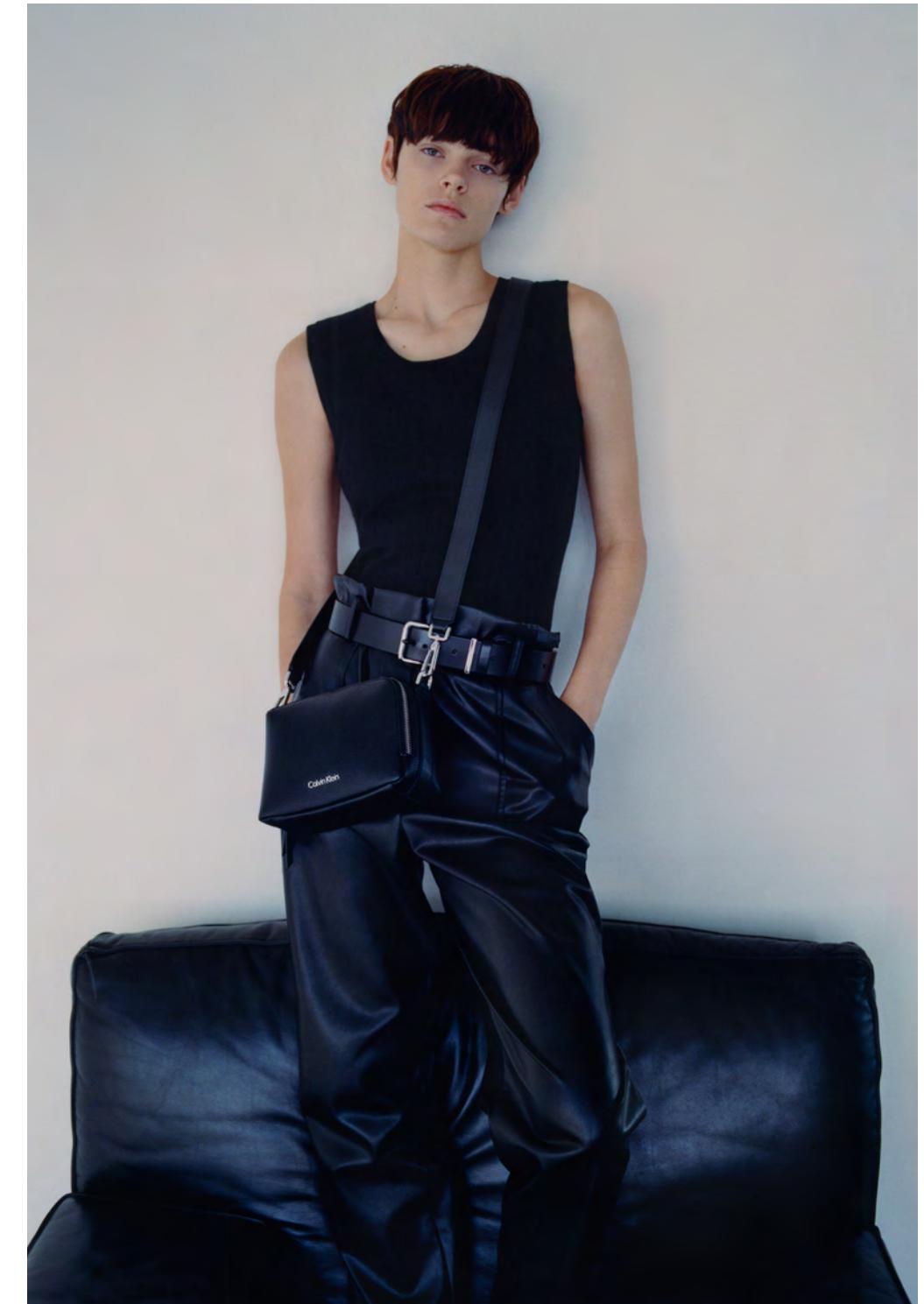
26. Global workforce gender data excludes 1,686 associates (6% of our total 30,599 associates) based in Australia, Spain and Portugal due to limitations in our enterprise data system.

27. Gen Z includes employees who were born from 1997 onwards. Gen Y/Millennials includes employees who were born between 1981 and 1996. Gen X includes employees who were born between 1965 and 1980. Baby Boomers includes employees who were born between 1946 and 1964. Silent Generation includes employees who were born between 1928 and 1945.

**Global Workforce Gender Breakdown by Level, 2021**

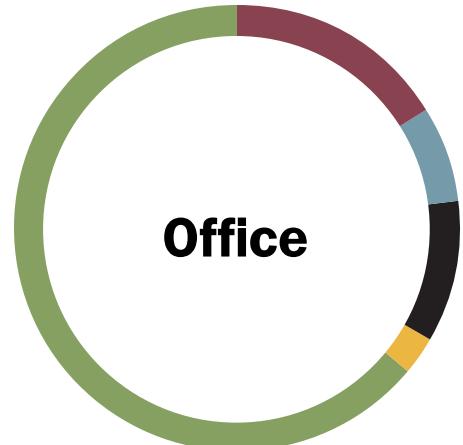
PVH aims to achieve gender parity in leadership positions at the SVP level and above by 2026.

28. Leadership is defined as those at Vice President level and above.



## U.S. Workforce, 2021

### Workforce Breakdown by Ethnicity/Race

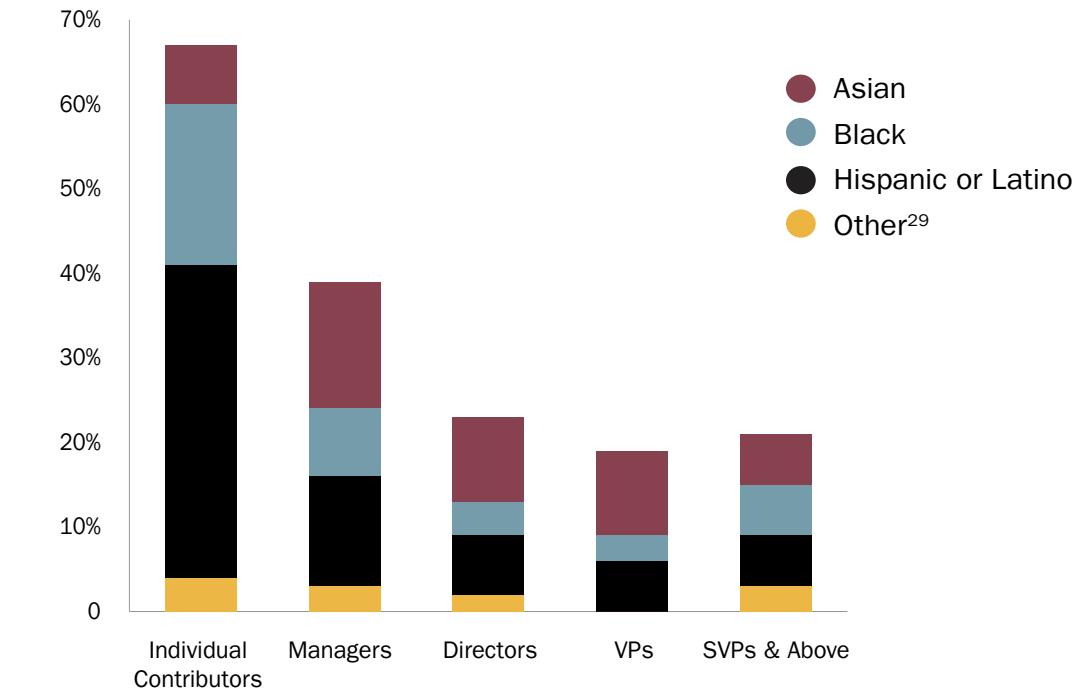


### Enacting a Diverse Candidate Requirement

In recruiting for leadership roles at the director level and above in the U.S., talent acquisition teams will aim to ensure that at least 50% of candidates interviewed represent one or more dimensions of diversity with an initial focus on gender, race/ethnicity, veteran status and people with disabilities.

This is monitored and reported to the CR Committee of the Board of Directors twice per year. In 2022, we will evaluate the viability of implementing this initiative in Europe and Asia.

### Representation of BIPOC by Level



### Race/Ethnicity Breakdown by Level

	Asian	Black	Hispanic or Latino	Other	White
<b>SVPs &amp; Above</b>	6%	6%	6%	4%	78%
<b>VPs</b>	10%	3%	6%	3%	78%
<b>Directors</b>	18%	4%	7%	3%	68%
<b>Managers</b>	15%	8%	13%	4%	60%
<b>Individual Contributors</b>	7%	19%	37%	5%	32%

29. "Other" includes the following categories: Indigenous, American Indian, Alaska Native, Native Hawaiian, Pacific Islander, Two or more races, and Unspecified race. More complete data for each of these categories can be found in the Data Appendix.

“We’re trying to achieve broader representation of underrepresented groups across all levels of fashion. Talent acquisition and retention are two of the most significant levers available — who you hire, and who you develop and retain.”

**Lance LaVergne**  
Chief Diversity Officer and SVP, Global Talent Acquisition and Associate Experience

# Inclusion & Diversity

Target: Deliver unconscious bias training to all PVH associates globally by 2022 and achieve gender parity in leadership positions by 2026.

In 2021, PVH launched nine I&D commitments aimed at purposefully increasing diversity in the places where we connect the most — the workplace, marketplace and community — and at ensuring that authentic inclusion is a value instilled in each. Given that our *Forward Fashion* target reflects only a portion of these commitments and is not as aggressive as we aim to be with our programs, we look to evolve our *Forward Fashion* target accordingly in 2023.

These commitments are a representative sample of the work we have been doing at the enterprise level across our businesses and regions to become a leading voice for change in the fashion industry and ensure that inclusivity is at the core of everything we do.

We are working rapidly to carry out these actions, and while we intended to achieve a handful of these commitments within the span of 2021, three were pushed back to 2022. As of the publication of this report, PVH is on track to achieve all six of the 2022 targets listed at right by the end of the 2022 fiscal year.



## Inclusion & Diversity Commitments

### Workplace

- Achieve gender parity globally in all leadership positions at the SVP level and above.
- 2026**
  - Increase BIPOC representation at the SVP level and above by 50% and double Black and Hispanic/Latinx representation at director and VP levels in the U.S. from a 2021 baseline.
  - Implement a diverse candidate slate requirement for all director-level and above roles in the U.S., then expand globally where we can.<sup>30</sup>
  - Establish and implement formal mentoring programs, resources and tools globally for women, racially/ethnically diverse and other underrepresented groups.
  - Deliver unconscious bias training globally to all PVH associates.
- 2022**
  - Establish and implement an I&D leadership goal for annual performance review process for people managers globally.<sup>30</sup>

### Marketplace

- Establish quarterly global review of all company and brand marketing and advertising materials and experiences to ensure diverse representation.<sup>30</sup>
- Establish a formal corporate supplier diversity program in the U.S. and other applicable regions.

### Community

- 2026**
  - Invest \$10 million globally over the next four years to amplify awareness and access to opportunities in the fashion industry.

30. The target completion date for these commitments was shifted from 2021 to 2022; they are all on track for a 2022 completion.

## Workplace: Notable Progress

- **Gender parity:** Made progress toward global gender parity at the SVP level with female representation at 44%.
  - Globally, female EVP representation is at 38%, up 2% from 2020.
  - Globally, female VP representation sits at 50%, down slightly from 2020, due to modest changes in Asia and Europe. Europe represents an area of opportunity at 30%.
- Participated in the UN Global Compact Target Gender Equality Initiative, which focuses on gender parity in leadership and improving corporate performance against the UN Women's Empowerment Principles, and implemented the program in Canada and the Netherlands.
- **I&D performance review goal:** Defined a set of key behaviors and actions for managers and worked across functions and regions to refine and communicate globally.
- **Mentoring for underrepresented groups:** Evaluated mentoring platform program vendors and finalized a partnership with one, with plans to roll out the offering globally in 2022.
- **Unconscious bias training:** Rolled out to associates in Asia and Europe, and on track to be delivered globally throughout 2022.
- **BIPOC and gender representation:** Implemented a three-pronged strategy focused on business case, talent life cycle, and data and established KPIs; identified opportunities to influence representation at key talent moments.

– Launched a “Point of View” video series featuring associate voices and celebrating regional and global heritage months and holidays.

• **Diverse candidate slate:** Completed foundational work on process, system and strategic capabilities that paved the way for an early 2022 rollout.

## Diversity in the Marketplace

We are committed to representing the wide-ranging diversity of our consumers in our marketing and advertising, while delivering a great experience in our stores, our products and across the industry through partnerships and collaborations.

## Marketplace: Notable Progress

- **Quarterly review of marketing for I&D:** On track to complete project and launch I&D Brand Advisory Board in early 2022.
- **Corporate supplier diversity program:** Established corporate partnerships with industry associations National Minority Supplier Development Council and Women's Business Enterprise National Council, and launched in the U.S. in December 2021. In 2022, we will look to evaluate the viability of this initiative in Australia and Europe.

See the [Community section](#) for a summary of our efforts to amplify I&D in the communities where we live and work.

## Business Resource Groups (BRGs)

BRGs foster an inclusive culture and contribute to the overall success of the business through the recruitment, engagement and retention of diverse individuals. These groups provide associates with professional development opportunities and are vehicles of engagement that enable associates to better understand one another.

BRGs at PVH are voluntary, associate-initiated and -led groups focused on providing support and opportunities for connectivity, awareness and empowerment within these communities and with their allies. In 2021, our associates:

- Expanded Women's, LGBTQIA+ and Working Parents/Families BRGs to Australia and New Zealand associates
- Established four new resource groups: Hispanic/Latinx communities and Asian communities in North America, and differently-abled communities and multigenerational communities in Asia-Pacific
- In Europe, released language glossaries to clarify terminology related to identity

### BRG Communities:

- Women (North America, Europe, Asia-Pacific)
- Working Parents (North America, Asia-Pacific)
- Multi-generational (Asia-Pacific)
- Differently-abled (Asia-Pacific)
- LGBTQIA+ (North America, Asia-Pacific)
- African American (North America)
- BIPOC (Europe)
- Asian and Pacific Islander (North America)
- Hispanic and Latinx (North America)

“I've seen our progress firsthand, and I've been included in actionable conversation with PVH leaders who are committed to making sure associates are seen.”

**Nicole Ndzibah**

North America BRG Leadership



## Building an Inclusive Industry

As we previewed in our 2020 CR Report, PVH partnered with the Council of Fashion Designers of America on the State of Diversity, Equity & Inclusion in Fashion report to encourage a more representative American fashion industry.

From a survey of over 1,000 fashion industry employees, six key areas of opportunity emerged in which the industry

could be more diverse, equitable and inclusive, particularly through the lens of racial equity: awareness, access, promotion, advocacy, compensation and belonging.

### Key Findings

- 78% of respondents believed that their companies value the differences people bring to the workplace.
- 50% of respondents of color reported that a career in the fashion industry is not equally accessible to qualified candidates, and almost one in four questioned the meritocracy of opportunities.
- 68% of Black respondents reported feeling that the fashion industry is inaccessible, nearly double the rate of white respondents (37%) who agreed.
- LGBTQIA+ respondents reported facing greater inaccessibility to the fashion industry (51%) compared to heterosexual respondents (41%).
- Black respondents reported feeling less prepared for their first job search at nearly twice the rate of white respondents (38% vs. 19%, respectively).
- Respondents of color expressed feeling that their race or ethnicity had a negative impact on receiving raises and promotions (26% of employees of color, vs. 1% of white respondents).
- Almost half of respondents (48%) obtained their jobs through a referral, which disproportionately benefited white respondents (57%) compared to Black respondents, of whom only 23% were referred.



# Talent Development

**Target:** Expand professional skills development and digital literacy programs through PVH University to reach all PVH associates globally by 2023.

We believe that people power growth, and in turn we empower our people by providing them with the tools they need to advance their professional skillset and lead. Our PVH U platform supports a culture of continuous learning, and places emphasis on developing a growth mindset to drive our business forward.

We continue to enhance this global learning platform to ensure content is readily and to support associates across the organization as they learn to excel in their roles and design their futures.



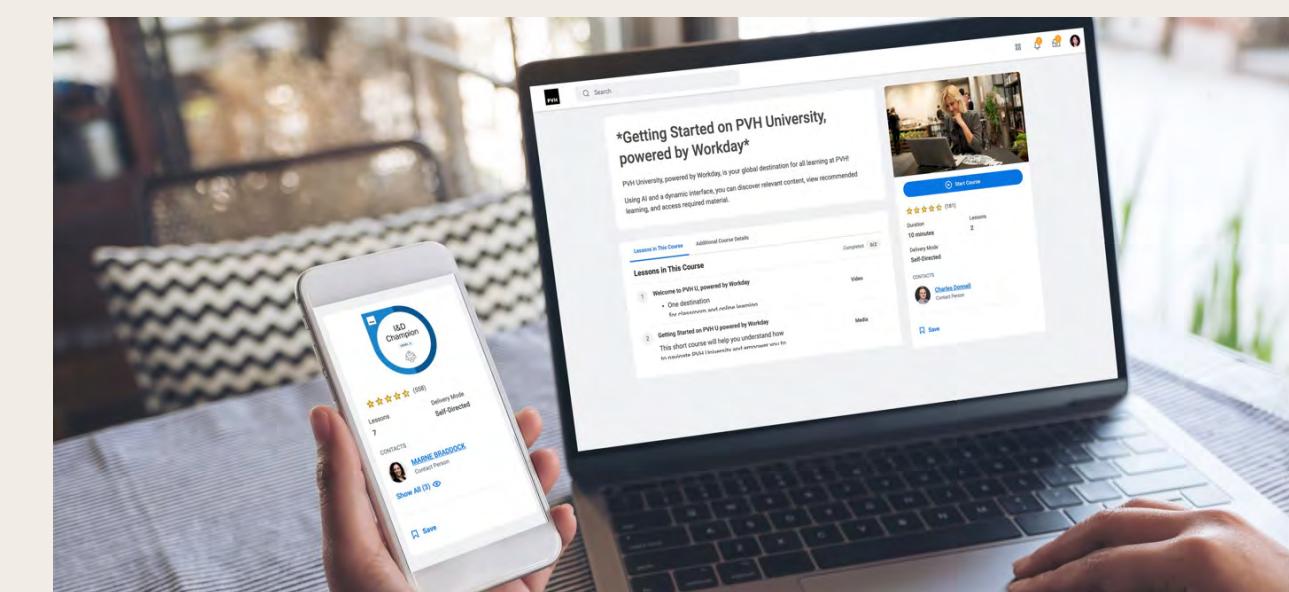
## Notable Progress

- Accelerated rollout of the PVH U platform to reach 92% of associates in 2021, up from 70% in 2020 and 40% in 2019. Of the associates who accessed PVH U in 2021, 21% completed six or more courses.
- 56% of all office associates completed at least one non-mandatory PVH U course.
- Carried out our second year of a PVH digital badging strategy. In 2021, associates earned 5,000+ badges across 20 badging programs.
- Reimagined PVH U's leadership programs to further equip people managers with the skills to lead and build a culture of inclusion, agility and continuous learning. The updated leadership programs support learning from anywhere and incorporate self-paced, time-bound and social engagement elements.

## PVH U

PVH U gives associates access to thousands of courses at the global, regional, brand and functional levels.

- Learning opportunities are available 24/7, and include in-person and virtual class options.
- Associates can access the resources via mobile or desktop.
- Programs include academies for Leadership, Digital, Supply, Human Resources, Enterprise Systems & Application and professional skills certificate programs.
- The PVH U "Leaders as Teachers" program allows PVH associates to lead trainings on topics in their area of expertise.
- Sample courses available via PVH U include:
  - Sustainable Purchasing Practices
  - Microaggressions
  - International Women's Day Discussion
  - PVH Retail Store: Virtual Reality Experience
  - Inclusion & Diversity



# The PVH Workplace

In 2021, we further integrated inclusive features into our global benefits and wellness offerings by continuing to support our associates globally through the pandemic and by increasing our focus on safety and emotional well-being. As a result of these initiatives, we:

- Significantly advanced our global benefits portfolio through enhanced healthcare provisions and accessibility to well-being and mental health platforms.
- Observed World Financial and Mental Health Day globally. Associates around the world were provided a day off in recognition of World Mental Health Day. Additional webinars, tools and curated education were also provided in support of associate financial and emotional well-being.
- Implemented a new retirement benefit program for associates working in Kenya to support their future financial well-being.
- Reinstated the "PVH Scholarship" program, which had been put on hold in 2020 due to the impacts of the COVID-19 pandemic on PVH. The program is available to children of eligible PVH associates in North America and Asia, and awards \$1,500 to all students who attend college on a full-time basis during the academic year. In 2021, PVH awarded a total of \$594,000 to 396 students.
- Continued our partnership with GlobalGiving for associate disaster fundraising.
- Hosted our first global charity event and donated \$10,000 to the Save the Children Foundation.

## Hybrid Work

Most of our office-based teams continued to work remotely as we saw COVID-19 rates vary across regions. While some regions saw signs of recovery with the rollout of the vaccine, others experienced spikes in new cases and lockdowns. With health and safety as our top priority, we worked to provide testing resources while encouraging associates to get vaccinated as vaccines became more locally accessible.

Looking at the future of work and seeing signs of pandemic recovery, we set up dedicated task forces and took a regional approach to develop plans for hybrid work models for our office-based associates. We believe in the value of a hybrid model and having the opportunity to leverage the best aspects of both remote and in-office work, with flexibility for all. This includes flexible work hours, core collaboration hour guidelines and specific meeting-free times across business units or regions.



## Wellness Programs

The pandemic impacted more than our associates' physical health. PVH remains committed to providing resources and programs to also support our associates' emotional and financial well-being. We understand the power of a strong associate base, so we enhanced current support where it was needed most: via our virtual wellness offerings.

One aspect of this enhancement was the expansion of our Virgin Pulse Program to the Netherlands and Hong Kong. This well-being platform encourages associates to challenge themselves, or their colleagues, to track healthy habits, participate in activities and earn points redeemable for prizes. We also offered Headspace mental health memberships to warehouse and global retail associates, expanding upon the initial offer of this benefit to office associates in 2020. Finally, our Employee Assistance Program was offered to support the emotional well-being and work and personal needs of our associates. All associates and their family members had access to this benefit to help them manage stress, anxiety, family needs and more.

**"In 2021, PVH associates came together to support one another through another year of unprecedented change. With the ongoing disruptions of the pandemic and the challenges we've all had to navigate, our team showed resilience and strength to deliver beyond expectations and continued to drive fashion forward for good."**

**Julie Fuller**  
Chief People Officer

## Associate Surveys

In order to ensure that all associates' voices are heard, we launched a new global survey, PVH Listens, which gives every associate a way to share feedback and contribute to making PVH a great place to work. The first engagement survey helped us better understand our global team, and inspired the creation and enhancement of such programs as the Employee Assistance Program and Virgin Pulse Program. We have since implemented more-frequent pulse surveys to allow for better facilitation of associate feedback and communication. Pulse surveys expand upon engagement surveys to deliver real-time feedback at regular intervals on topics such as hybrid work, growth and development, and strategic alignment to help identify areas of opportunity.



## Leadership Behaviors

At PVH, leadership is not a title, it's a choice. In 2021, we introduced the PVH Leadership Behaviors as a skills framework for associates to develop at every level of the organization.

These 12 skills, organized into three categories, encourage our teams to "Lead Yourself, Lead Together and Lead the Way." They are the way we show up as one team to shape our culture and deliver business performance and growth.

We continued to support this rollout with a dedicated hub and materials such as individual development guides, manager activation guides, self-led e-learnings and workshop-style development opportunities, as well as through global monthly spotlights on specific behaviors and activations in regions. Going forward, the behaviors will be embedded into our performance and development process and fully integrated into the associate experience.

# Community

Across the globe, PVH strives to cultivate an environment of inclusivity, equity and belonging for all to build a better workplace, drive innovation in the marketplace and create positive impacts in our communities.

We recognize that much of the success we see as a brand is a direct result of the support we receive from the many communities we touch daily through our work. Our global footprint allows us to connect with more individuals and communities, and for that, we are grateful.

It is imperative that our community involvement and engagement extend throughout all branches of our organization and brands. To that end, we have successfully implemented local community engagement activities in place at all major office locations, as well as ongoing global philanthropic efforts which are spearheaded by The PVH Foundation.

We continue to leverage our partnerships and our global workforce to support societal awareness and education, and to create career opportunities for those in our communities, many of whom have experienced systemic disadvantages. In addition to driving philanthropic missions in these areas, our community engagement efforts also aim to leverage the Power of PVH and our platform to address the lack of awareness of, and access to, opportunities in the industry. By partnering with organizations and associations whose missions align with ours, our goal is to foster programs and initiatives that engage these communities and create greater accessibility on the pathways to opportunities in the fashion industry.



# Giving & Philanthropy

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 overall 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 to the communities where we work and live. Giving back is embedded in our culture, and we know that we are strongest when we all come together.

We give associates the flexibility to contribute to and lend their professional expertise to causes they care about. In the U.S. and Canada, we offer 48 hours of paid volunteer time along with our matching gift program, which provides a dollar-for-dollar match up to \$10,000 per associate per year for direct contributions to qualifying nonprofit organizations of their choice. PVH also offers an Associate Relief Fund, a charitable program funded by our associates and PVH Corp. It provides cash grants to eligible colleagues in need due to natural disasters and personal hardship.

Save the Children and Americas are PVH's global partners. Save the Children is our largest beneficiary, supporting early childhood education and youth employability programs for primary and secondary school students in the U.S., China, Bangladesh, India and Ethiopia.

## Notable Progress

- In April 2021, The PVH Foundation joined the Americas Emergency Response Partner Program to support the organization's ongoing preparedness, response and recovery efforts around the world.
- We mobilized to provide \$200,000 in emergency funding to Americas, as well as to CARE, an international humanitarian aid organization and PVH partner, in response to the COVID-19 outbreak in India and Bangladesh.
- 2021 was the first year The PVH Foundation expanded our "Month of Giving" associate fundraising campaign to all associates globally. This campaign was the most successful to date in both contributions and donation dollars.
- For International Women's Day, PVH Cares hosted a month-long associate fundraising campaign for four organizations that support women's empowerment, advancement and equity.



"For 17 years, PVH's partnership with Save the Children has had positive impacts on the communities where we live and operate. Our continued support and investment in Save the Children allows us to create meaningful change in the lives of children, from improved access to education to creating safe spaces to live, play and learn."

**Guy Vickers**

President, The PVH Foundation

<b>2021 Giving</b>	
Total Cash Grants	\$5,177,448
COVID-19 Grants	\$350,000
Corporate Matching	\$177,568
Volunteer Incentives	\$7,085
In-kind Donations (Contributions of Products)	\$17,723,468
Associate Fundraisers	\$11,289
Store Collections/Customer Donations	\$483,647
Largest Beneficiary: Save the Children (U.S. & Canada)	\$678,528
Volunteer Hours	1,560

## Disaster Relief

The PVH Foundation joined the Americares Emergency Response Partner Program to support ongoing preparedness, response and recovery efforts around the world.

We provide annual funding to Americares' emergency relief efforts, allowing it to maintain a constant state of readiness for emergencies, including pre-positioning relief supplies in disaster-prone countries, maintaining an international roster of on-call disaster response experts, supporting needs assessments and deploying emergency response teams to disaster zones.

In 2021, we responded to natural disasters globally, from an earthquake in Indonesia, to COVID-19 response in India and Bangladesh, to wildfires in Europe and many others.



# Education

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

PVH has exceeded our education target by reaching over 165,000 individuals in the communities where we work and live. Through our partnership with Save the Children, we invest in programs to help ensure that education is accessible to everyone, especially those in underserved or vulnerable communities. In 2021, given the ongoing pandemic, we took a digital approach to continue working toward our goals while keeping children, families, factory workers and staff safe.

The programming was also restructured to focus on more one-on-one and small group learning. In implementing this new strategy, we were able to reach more individuals at a faster rate than previously expected.

## Promoting Childhood Development with Save the Children

Save the Children is PVH's global partner in supporting youth education and employability programs in the U.S., China, Bangladesh, India and Ethiopia. Highlights from our programs include:

- In the U.S., our project aims to provide high-quality early childhood education programming to children under the age of five, and their families who live in the nation's most marginalized, low-resource communities. Save the Children delivers this through its Early Steps to School Success program and advocacy work. In 2021, we reached 7,013 children and 2,626 caregivers.
- In Bangladesh, our project seeks to improve the school readiness of children and to reach parents of children under the age of six to enhance their parenting knowledge. Traditionally, we work with ready-made garment factories in Gazipur, both within factories and in surrounding areas. COVID-19 required us to change our implementation strategy for pre-primary and early learning programs to a distance-parenting model.

We delivered this through various modalities, such as mobile messaging to parents, virtual orientations and home visits, one-on-one coaching to children at home, small group teaching in the community and linking to a national television education program. In 2021, the project reached 1,253 children. In addition, we reached 1,550 working parents, 65 working pregnant women and 48 teachers and educators.

- In Ethiopia, our project assists youth in gaining job skills and employment opportunities, increasing income and improving productivity. Despite the impact of COVID-19 during the reporting period, the project undertook activities with relevant stakeholders and directly reached 1,421 youth, more than 50% of whom were female.



# Inclusion in the Community

PVH's I&D activities extend to the enhancement of equity and inclusion in our communities. On a global scale, this is carried out through our investment in educational resources, partnerships and programs to help bolster access and provide assistance for underrepresented groups. In 2021, we took a region- and brand-based approach to our community I&D efforts, and we are proud of our progress:

## U.S.

- Enhanced our support for the NRF Foundation's Next Gen Scholarship competition and the Boys & Girls Club of America's RISE UP program.
- Formalized our partnerships with Human Rights Campaign Foundation's Historically Black Colleges and Universities program and PFLAG National.
- Became a founding partner of the Social Justice Center at the Fashion Institute of Technology.



- Expanded partnership with Fashion For All Foundation to support our shared efforts to create awareness and diversity, equity and inclusion for all in the fashion industry.
- Carried out the U.S. Early Talent Program, a 10-week internship or six-month co-op opportunity for 65 participants, 48% of whom identified as BIPOC.

## Asia-Pacific

- Became one of the first 100 signatories of the Racial Diversity and Inclusion Charter for Employers by the Equal Opportunities Commission in Hong Kong.

## Europe

- Enhanced our support for the Target Gender Equality United Nations Global Compact accelerator, first piloted in the Netherlands, to learn how we can increase representation of women in business and leadership.

## Brands

- Through the *People's Place* Program, Tommy Hilfiger launched the first-ever "New Legacy Design Challenge" with Harlem's Fashion Row to support Black creatives.
- Both Tommy Hilfiger and Calvin Klein contributed to organizations such as Rainbow Railroad and Reuniting of African Descendants to advance the social and economic well-being of LGBTQIA+ people of African descent.
- In connection with their Pride capsule collections, Calvin Klein and Tommy Hilfiger made donations to the International Lesbian, Gay, Bisexual, Trans and Intersex Association (ILGA World).
- Calvin Klein unveiled four unique "Murals of Pride" created by local LGBTQIA+ artists in Amsterdam, London, Berlin and Milan, celebrating Pride in different queer communities.

## TOMMY HILFIGER Fashion Frontier Challenge

In its third year, the challenge supported BIPOC entrepreneurs in creating solutions to help make the fashion landscape more inclusive.

Continuing to create inclusive spaces and opportunities for entrepreneurs, this year's "TOMMY HILFIGER Fashion Frontier Challenge" aimed to amplify and support BIPOC entrepreneurs who are working to advance their communities, while fostering a more inclusive future of fashion.

Selected from six finalists, two winners were each awarded €100,000 and received a year-long mentorship with experts from Tommy Hilfiger. They also secured a place in a program for innovative leaders at INSEAD, one of the world's leading graduate business schools. A third winner was selected by Tommy Hilfiger associates as their "audience favorite" and was awarded €15,000.

# Governance

Since our founding in 1881, we have been committed to conducting all business in keeping with the highest moral, ethical and legal standards. Our commitment to achieving excellence in corporate governance is embodied in our governance practices, which include continually reviewing and evaluating our practices and policies to determine areas for improvement as governance evolves.

We include extensive governance disclosures in our [2022 Annual Meeting of Stockholders Proxy Statement](#). Key policies include our Code of Business Conduct and Ethics, our Code of Ethics for Chief Executive Officer and Senior Financial Officers and our Corporate Governance Guidelines, which are available on PVH.com and briefly described here.

Our Code of Business Conduct and Ethics applies to all PVH directors, officers and associates, and addresses matters such as conflicts of interest, insider trading, confidentiality of PVH proprietary information and discrimination and harassment. We designed our Code of Ethics for Chief Executive Officer and Senior Financial Officers to ensure full, fair, accurate, timely and understandable disclosure in the periodic reports we file with the SEC.

Our Corporate Governance Guidelines address matters such as Board committee structure and governance; director qualifications, responsibilities and ability to serve on other Boards of Directors; director access to executives and other PVH associates; director compensation and education; succession planning; Board evaluations; and stock ownership by PVH's executive officers and directors.



# Board of Directors

Our former CEO and Chair retired from the Board of Directors at the end of calendar year 2021. In connection with his retirement, we decided for the first time in our history to appoint an independent, non-executive Chair to lead the Board. The Board believes that having an independent director serve as Chair is the most effective leadership structure for now, including because it enables Mr. Larsson to focus on his responsibilities as CEO and on overseeing the execution of the PVH+ Plan.

In 2021, we continued our pursuit of excellence in governance matters. Recent developments include:

- Adding two new independent directors to the Board in calendar year 2021 and one in 2022 as part of the "Board Refreshment" program.
- Our "Board Refreshment" program has resulted in bringing down the average tenure and age of independent directors.
- As part of our ongoing commitment to increasing diversity and representation across all aspects of our organization, we have increased the number of directors with at least one measure of diversity. As of June 16, 2022, the date of our Annual Meeting of Stockholders, 50% of our independent directors are diverse.

## Board Diversity

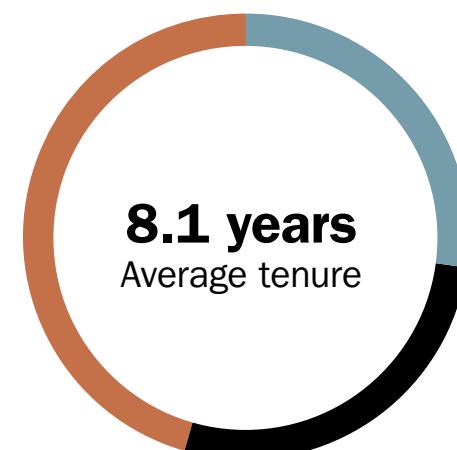
The diversity of our Board is a priority for PVH. The Nominating, Governance & Management Development Committee considers the diverse backgrounds, perspectives and experiences of potential candidates in selecting new directors, and has endeavored to include female candidates and people of color in all pools of prospective directors that they present, but does not have a

specific policy in that regard. In practice, the Committee prioritizes the diversity of skills, abilities and experiences represented in our skills matrix, as well as the candidate's race, ethnicity, gender and background. Currently, our Board includes independent directors who identify with one or more of the following diversity measures: female, BIPOC and LGBTQIA+. Read more about our Board members in the [2022 Annual Meeting of Stockholders Proxy Statement](#).

## Director Skills

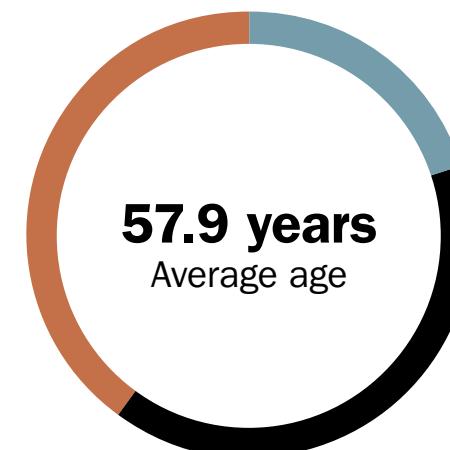
Our Board embodies a broad and diverse set of experiences, qualifications, attributes and skills that are vital to the success of our business.

### Independent Director Tenure



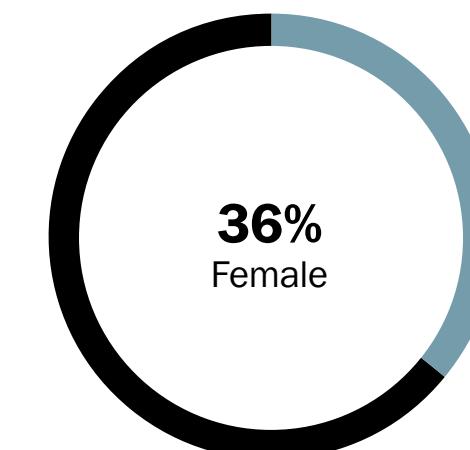
- **3 Directors** 0-3 years
- **5 Directors** 4-10 years
- **2 Directors** 10+ years

### Independent Director Age Distribution



- **2 Directors** 40-49 years
- **4 Directors** 50-59 years
- **4 Directors** 60+ years

### Director Gender Distribution



- **4 Directors** Female
- **7 Directors** Male

# Risk Oversight

The Board of Directors oversees the management of risks related to the operation of our business. As part of its oversight, the Board receives periodic reports from members of senior management on various aspects of risk, including our enterprise risk management program, business continuity planning and cybersecurity.

Each Board committee oversees the management of risks that fall within its area of responsibility, as summarized in the [2022 Annual Meeting of Stockholders Proxy Statement](#). In performing this function, each committee has full access to management, as well as the authority to engage advisors. Committee chairs report on their committees' activities and can raise any risk issues, including agenda items related to risk, at each Board meeting following a committee meeting, where all directors can engage in a discussion and consideration of these risks.

The Board and each of its committees received reports from and worked together with management to navigate our company and businesses through the impacts of the COVID-19 pandemic on us and our stakeholders as we sought to mitigate these impacts through business, operational, financial and human capital management initiatives.

## Managing CR Risks

Under the guidance of the Board's CR Committee, we aim to expand our CR governance approach in 2022 to adopt a more holistic approach to risk management for the business. We are conducting a climate risk assessment in line with guidelines from the Task Force on Climate-related Financial Disclosures, as well as a water risk assessment in cooperation with WWF. These efforts will tie into our enterprise risk strategy and build upon refinements we made to the strategy in 2021.

In 2021, following Organization for Economic Cooperation and Development (OECD) due diligence guidance, we further improved our process to identify and assess actual and potential adverse impacts associated with the enterprise's operations, products and services. We piloted the Sustainable Business Risk Assessment (SBRA) process, which assesses the actual and potential adverse impacts of PVH's business on rights holders and the environment. Our SBRA analytical framework covers both PVH's owned and operated facilities, as well as the supply chain from raw materials to finished products. For our analysis, we used both qualitative and quantitative data, including, but not limited to, PVH CR assessment data, third-party risk indices and other data sources related to stakeholder engagement.

Through the the SBRA analysis, risks of adverse impacts are prioritized from a salient issue list based on a scorecard. The criteria for prioritization are developed following the OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector, and focus on the severity and likelihood of the adverse impacts.

### 2021 SBRA Salient Issues:

- Human Rights: Wages & Severance, Freedom of Association & Collective Bargaining, Gender-Based Violence & Harassment
- Environment: Greenhouse Gas Emissions, Solid Waste & Hazardous Waste, Hazardous Chemicals, Deforestation

Given PVH's commitment to furthering our work in line with the OECD Due Diligence Guidelines, and in preparation for emerging and enacted legislative initiatives in various parts of the globe, we recognize that there is still more work to be done to comprehensively assess adverse impacts, and we are committed to continuing to improve upon our risk assessment processes.

# Materiality Assessment

In 2022, we conducted a materiality assessment to help us continue to identify, manage and report on the issues impacting our business and that are of importance to our stakeholders.

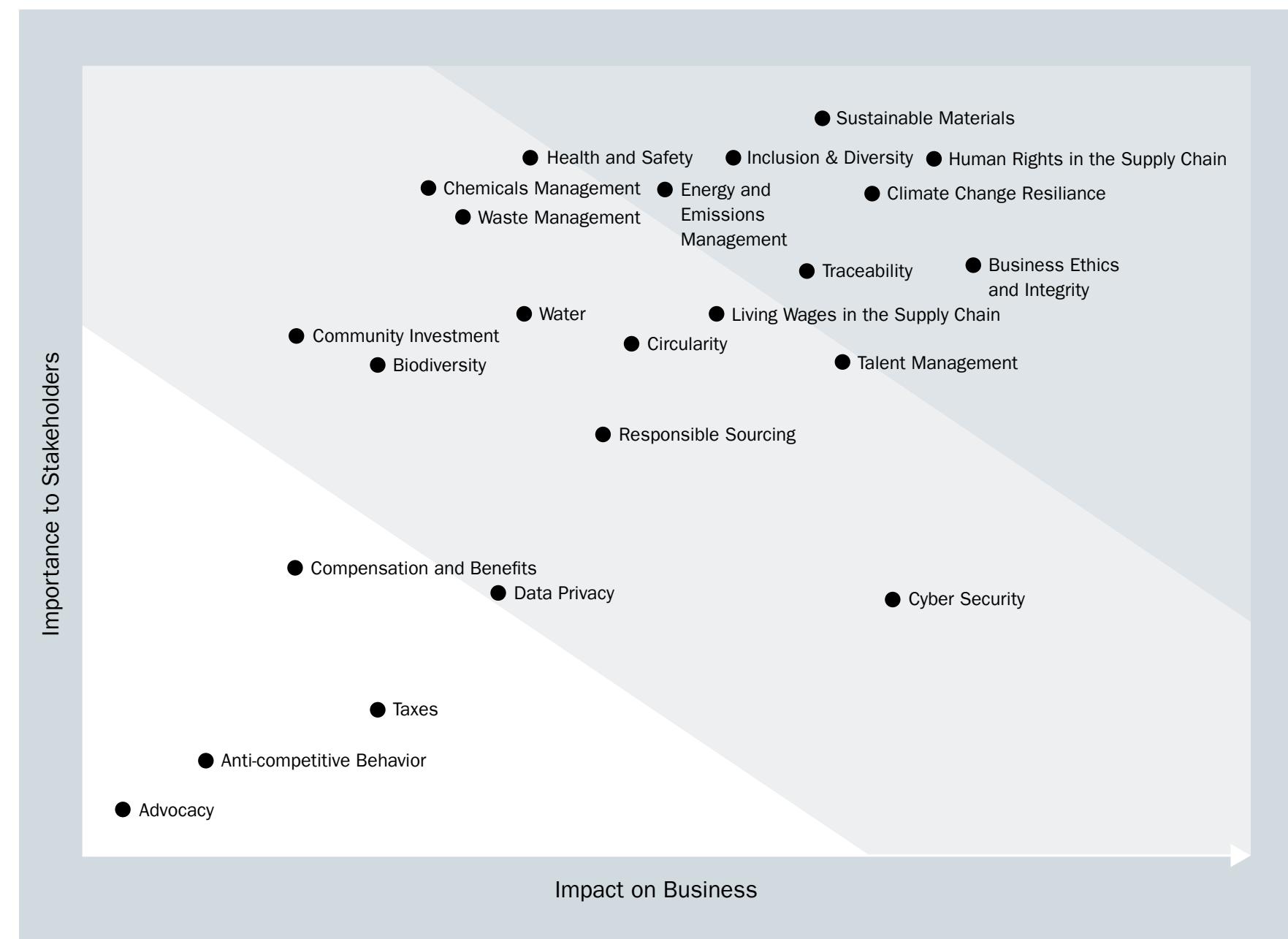
The assessment process involved engaging stakeholders across our company and beyond with the aim of understanding which material topics are top of mind for the near- and long-term. This collaborative process resulted in a list of 23 topics, principally relating to environmental, social and governance matters, that were designated as being most material to PVH. This list will serve as one of the key inputs in evolving our CR strategy and governance efforts going forward. We will report on related progress as and to the extent appropriate based, in part, on their materiality to us and to our stakeholders.

## Assessment Process

**Topic Identification:** Our approach considered both internal and external sources, while remaining focused on our vision of driving fashion forward for good. Internal sources included our previous CR Reports, previous materiality assessment (2018), employee and consumer surveys and various investor-related publications. External sources included sustainability reporting frameworks and rating agencies (Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB), Task Force on Climate-related Financial Disclosures (TCFD), MSCI and World Economic Forum (WEF)), as well as peer benchmarking and key stakeholders, including IndustriALL.

**Prioritization:** Topics were prioritized using a multi-capital approach that considers whether a topic impacts or is important to various forms of capital that drive value for our operations. Types of capital considered include financial, operational, natural, human, and social and relationship.

**Validation:** Topics were validated and adjusted through consultation with both internal and external stakeholders.



# Reference



# CR Resources

## Environmental

- [Environmental Policy](#)
- [Forest Protection Policy](#)
- [Restricted Substance List](#)
- [Animal Welfare Policy](#)
- [Statement on Angora](#)
- [PFAS Policy](#)

## Social

- [Our Approach to CR & Human Rights](#)
- [PVH CR Supply Chain Guidelines](#)
- [Factory List Disclosure](#)
- [Guidelines for a Healthy Work Environment & Addressing the COVID-19 Crisis](#)
- [Statement on COVID-19 Supply Chain Impact](#)
- [Statement on Human Rights](#)
- [Living Wage Strategy](#)
- [PVH Modern Slavery Statement](#)
- [Statement on Uzbek Cotton & Textiles](#)
- [XUAR Global Compliance Statement](#)
- [Conflict Minerals Policy](#)

## Governance

- [A Shared Commitment: Our Code of Conduct](#)
- [CR Governance & Stakeholder Engagement](#)
- [Statement of Corporate Responsibility](#)
- [Materiality Assessment](#)

# Data Appendix

## Materials Data

Sustainable Cotton, Viscose and Polyester Use, 2018-2021				
	2018	2019	2020	2021
Viscose	4%	9%	16%	25%
Polyester	8%	8%	16%	28%
Cotton	37%	47%	53%	54%

Sustainable Cotton, Viscose, Polyester and Wool Use in MT, 2018-2021				
	2018	2019	2020	2021
Viscose	103	274	333	764
Polyester	2,190	2,083	2,929	5,716
Cotton	41,014	54,251	45,430	50,545
Wool	N/A	N/A	30	64

Carbon Emissions of Raw Materials, 2020		
	2020	MT
Leather and suede	12.9%	55,815
Conventional cotton	24.1%	104,274
Sustainable third-party certified cotton <sup>32</sup>	13.7%	59,218
Conventional polyester	12.6%	54,533
Conventional nylon	11.5%	49,924
Remaining raw materials	25.2%	108,810
Total materials	100.0%	432,574

Materials Use, 2021		
	% of Total Materials Use	MT
Conventional cotton	32%	42,322
Sustainable third-party-certified cotton <sup>32</sup>	38%	50,545
Conventional polyester	11%	14,437
Recycled polyester	4%	5,711
Conventional nylon	4%	5,495
Conventional viscose	2%	2,233
Sustainable viscose	1%	746
Elastane, spandex & lycra	2%	2,393
Leather & suede	2%	2,488
Other materials <sup>33</sup>	5%	6,655
Total materials	100%	133,043

32. Sustainable third-party certified cotton includes organic and transitional organic cotton certified through the Organic Content Standard and Global Organic Textile Standard, Better Cotton, recycled cotton certified through the Global Recycled Standard and Recycled Content Standard and cotton sourced through United States Cotton Trust Protocol.  
 33. "Other materials" includes the following material types: recycled nylon, wool (including conventional, recycled cashmere, recycled wool, RWS wool, alpaca wool, cashmere, merino wool), acrylic, down (RDS), linen, polycarbonate, polyurethane, PVC, recycled PVC, natural rubber, silk, thermoplastics. Each of these accounts for less than 1% of PVH's materials usage.

## Materials Data (cont.)

On-Product Packaging Materials Breakdown by Weight					On-Product Packaging Statistics
Substrate Type	% of total weight	Weight in MT	% of total units (pro-rated)	Total units (pro-rated)	2021
Cardboard	0.38%	42	0.09%	1,220,000	Total weight
Cotton	0.01%	1	0.05%	645,729	Recyclable (based on location)
Expanded polyethylene	0.10%	11	0.28%	3,750,623	Compostable
Expanded polypropylene	0.00%	0	0.06%	840,061	Recycled content within plastic packaging
High density polyethylene	0.09%	10	0.09%	1,277,817	Plastic packaging made of 100% recycled content
Low density polyethylene	16.97%	1,905	9.79%	132,368,590	5,471,102 units
Metal	0.18%	20	0.25%	3,398,866	
Nylon	0.05%	5	1.13%	15,264,292	
Other	0.29%	32	2.64%	35,712,241	
Paper	62.77%	7,044	49.73%	672,673,920	
Paper-based sticker	1.17%	132	5.28%	71,427,053	
PET	7.93%	890	3.12%	42,245,178	
Polyester	1.15%	129	5.32%	72,021,257	
Polypropylene	5.36%	601	14.48%	195,884,371	
Polystyrene	2.15%	241	4.47%	60,508,586	
PPE	0.48%	54	0.44%	5,928,763	
PVC	0.48%	54	2.37%	32,015,894	
Recycled PET	0.40%	44	0.05%	635,642	
Recycled polyester	0.01%	1	0.36%	4,835,460	
Unspecified	0.02%	3	0.01%	101,752	
Total	100.0%	11,222	100.0%	1,352,756,094	

## Emissions Data

<b>Global Scope 1, 2 &amp; 3 Emissions in MT CO<sub>2</sub>e, 2017-2021</b>					
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Scope 1 emissions	32,690	35,039	33,776	29,091	25,132
Scope 2 emissions	119,758	93,839	70,369	51,797	38,721
Total Scope 1 & 2 emissions	152,448	128,878	104,145	80,888	63,853
Scope 3 emissions	2,961,960	2,713,907	2,600,737	2,140,945	
Total emissions	3,114,408	2,842,785	2,704,882	2,221,832	

<b>Global Scope 3 Emissions Breakdown, 2020</b>		
	<b>2020</b>	<b>MT</b>
Purchased goods and services	73.8%	1,580,636
Use of sold products	16.2%	347,353
Upstream transport & distribution	3.0%	64,829
End-of-life treatment of sold products	2.5%	53,556
Downstream transport & distribution	2.4%	51,653
Franchises	1.2%	24,755
Fuel- and energy-related activities	0.6%	13,580
Business travel	0.2%	4,583
Total Scope 3 emissions	100.0%	2,140,945

<b>Global Scope 3 Emissions in MT CO<sub>2</sub>e, 2017-2020</b>				
	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
Purchased goods & services	1,741,980	1,477,630	1,326,467	1,580,636
Use of sold products	557,562	596,298	596,298	347,353
Upstream transport & distribution	194,714	183,063	207,663	64,829
End-of-life treatment of sold products	74,967	69,718	73,738	53,556
Downstream transport & distribution	139,497	145,551	159,898	51,653
Franchises	195,001	186,329	186,329	24,755
Fuel- and energy-related activities	24,534	20,318	16,759	13,580
Business travel	33,706	35,001	33,585	4,583
Total Scope 3 emissions	2,961,960	2,713,907	2,600,737	2,140,945

34. As is industry standard, Scope 3 emissions reporting occurs one year behind. Scope 3 and total emissions are listed in the year in which they occurred, rather than in the year in which they were reported.

## Energy Data

<b>Renewable and Non-renewable Energy Use, 2018-2021</b>				
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Renewable energy use	18%	28%	43%	53%
Non-renewable energy use	82%	72%	57%	47%

<b>Renewable and Non-renewable Energy Use in kWh, 2018-2021</b>				
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Renewable energy use	60,735,489	68,835,792	95,453,746	96,865,695
Non-renewable energy use	270,902,698	176,575,375	127,924,090	85,551,692
Total energy use	331,638,187	245,411,167	223,377,836	182,417,387

<b>Renewable Energy Use by Facility Type in kWh, 2020 &amp; 2021</b>				
	<b>2020</b>	<b>2021</b>		
Offices	9,695,241	13,274,239		
Retail	76,893,639	71,488,681		
Vehicles	0	0		
Warehouses	8,864,867	12,102,774		

<b>Renewable Energy Use in North America and Europe in kWh, 2018-2021</b>				
	<b>2018</b>	<b>2019</b>	<b>2020</b>	<b>2021</b>
Europe	7,304,489	20,448,792	47,053,746	48,465,695
North America	53,431,000	48,387,000	48,400,000	48,400,000

35. PVH currently purchases renewable electricity in two regions, the Americas and Europe, and not in Asia.

## Environmentally Ethical Sourcing Data

<b>Higg Level 1 Performance, All Suppliers, 2021</b>		
Suppliers that achieved Higg Level 1 in:		
0 impact areas	1.2%	6 facilities
1 impact area	1.6%	8 facilities
2 impact areas	5.1%	26 facilities
3 impact areas	13.7%	70 facilities
4 impact areas	15.6%	80 facilities
5 impact areas	15.2%	78 facilities
6 impact areas	19.3%	99 facilities
All 7 impact areas	28.3%	145 facilities
Total suppliers that submitted verified Higg FEM data	100.0%	512 facilities

<b>Higg Level 2 Performance, Wet Processors, 2021</b>		
Wet processors that achieved Higg Level 2 In:		
0 impact areas	32.4%	66 facilities
1 impact area	31.9%	65 facilities
2 impact areas	21.6%	44 facilities
All 3 impact areas	14.2%	29 facilities
Total wet processors that submitted verified Higg FEM data	100.0%	204 facilities

<b>Higg Level 2 Performance, Wet Processors, 2021</b>		
Energy		
Did not achieve Level 1	1.0%	2 facilities
Achieved Level 1	54.9%	112 facilities
Achieved Level 2	44.1%	90 facilities

<b>Higg Level 2 Performance, Wet Processors, 2021</b>			
Wastewater			
Did not achieve Level 1	33.3%	68 facilities	
Achieved Level 1	24.5%	50 facilities	
Achieved Level 2	35.8%	73 facilities	
Achieved Level 3	6.4%	13 facilities	

<b>Higg Level 2 Performance, Wet Processors, 2021</b>			
Chemicals			
Did not achieve Level 1	46.6%	95 facilities	
Achieved Level 1	22.1%	45 facilities	
Achieved Level 2	26.0%	53 facilities	
Achieved Level 3	5.4%	11 facilities	

## Water Data

Water Use in M <sup>3</sup> , 2018-2021 <sup>36</sup>			
	2018	2020	2021
Supply chain Tier 1 use	37,417,250	19,630,509	9,114,430
Supply chain beyond Tier 1 use	133,874,602	139,908,835	103,101,556
<b>Total supply chain water use</b>	<b>171,291,852</b>	<b>159,539,344</b>	<b>112,215,986</b>
Owned & operated facilities water use	181,235	125,532	86,771
<b>Total water use</b>	<b>171,473,087</b>	<b>159,664,876</b>	<b>112,302,757</b>

	2018	2020	2021
<b>Water Use in the Supply Chain by Region in M<sup>3</sup>, 2018-2021<sup>36, 37</sup></b>			
Americas	2,438,657	399,034	852,712
South Asia	41,756,498	82,095,998	38,139,543
Europe, Middle East, Africa	15,592,232	13,075,314	25,550,559
East & Southeast Asia	111,504,466	63,968,998	47,673,172
<b>Water Use in the Supply Chain by Source in M<sup>3</sup>, 2018-2021</b>			
Rainwater	32,863	445,958	532,416
Groundwater	24,164,248	83,681,175	37,462,339
Municipal water	75,992,389	33,530,449	44,016,162
Produced/Processed water	38,035,044	22,263,994	14,073,747
Surface water	27,340,822	18,456,545	15,200,719
Wastewater	5,726,486	1,161,224	930,603

Water Use by Type Across Supply Chain Levels/Tiers in M <sup>3</sup>							
	Fresh surface water	Rainwater	Groundwater	Municipal water	Produced/processed water	Wastewater from another org	Total
Level 1 Tier 1	521,099	24,103	3,900,163	4,488,061	181,004	0	9,114,430
Level 1 Tier 2	20,157	4,712	1,410,905	1,766,711	209,222	0	3,411,707
Level 2 mill	14,659,463	503,522	31,482,806	25,772,922	12,915,082	930,603	86,264,397
Level 2 trim	0	79	668,465	11,988,468	768,440	0	13,425,452
<b>Total</b>	<b>15,200,719</b>	<b>532,416</b>	<b>37,462,339</b>	<b>44,016,162</b>	<b>14,073,747</b>	<b>930,603</b>	<b>112,215,986</b>

36. 2019 water consumption data was excluded from this report. As the COVID-19 pandemic unfolded in 2020, related disruptions interfered with collection of 2019 water consumption data from across the supply chain. PVH's water consumption in owned and operated facilities was 136,233 cubic meters in 2019.

37. Water use data from the supply chain represents the 2020 calendar year; it is reported to PVH throughout 2021 and reported as 2021 water data.

## Workforce Data: Global

<b>Total Permanent Workforce</b>	<b>26,618</b>		
Female	17,640	66%	
Male	8,946	34%	
Gender not declared	32	< 1%	
<30 years old	12,270	46%	
30-50 years old	11,489	43%	
>50 years old	2,859	11%	
<b>Total Full-time Workforce</b>	<b>17,571</b>		
Female	11,392	65%	
Male	6,162	35%	
Gender not declared	17	< 1%	
Africa	26	< 1%	
Asia-Pacific	4,421	25%	
Europe	6,889	39%	
Latin America	507	3%	
Canada	501	3%	
United States	5,227	30%	
<b>Part-time Associates</b>	<b>9,047</b>		
Female	6,248	69%	
Male	2,784	31%	
Gender not declared	15	< 1%	
Africa	0	0%	
Asia-Pacific	1	< 1%	
Europe	3,157	35%	
Latin America	3	< 1%	
Canada	1,629	18%	
United States	4,257	47%	
Non-guaranteed hours employees	18	< 1%	
<b>Office Associates</b>	<b>7,983</b>		
Female	5,053	63%	
Male	2,917	37%	
Gender not declared	13	< 1%	
<b>Temporary Associates</b>	<b>2,295</b>		
Female	1,483	65%	
Male	729	32%	
Not declared	83	4%	
Africa	1	< 1%	
Asia-Pacific	352	15%	
Europe	1,077	47%	
Latin America	18	1%	
Canada	159	7%	
United States	688	30%	
<b>Retail &amp; Warehouse Associates</b>	<b>18,635</b>		
Female	12,587	68%	
Male	6,029	32%	
Gender not declared	19	< 1%	

## Workforce Data (cont.)

<b>Global Gender Breakdown by Level</b>		
<b>Senior Vice Presidents &amp; above</b>	<b>160</b>	
Female	71	44%
Male	89	56%
<b>Vice Presidents</b>	<b>298</b>	
Female	150	50%
Male	146	49%
Gender not declared	2	1%
<b>Females in leadership (VP &amp; above)</b>	<b>221</b>	<b>48%</b>
<b>Directors</b>	<b>932</b>	
Female	539	58%
Male	389	42%
Gender not declared	4	< 1%
<b>Managers</b>	<b>4,089</b>	
Female	2,532	62%
Male	1,531	37%
Gender not declared	26	1%
<b>Individual contributors</b>	<b>22,432</b>	
Female	15,208	68%
Male	7,155	32%
Gender not declared	69	< 1%

<b>U.S. Workforce by Ethnicity/Race and Gender</b>		
<b>Asian</b>	<b>881</b>	
Female	545	62%
Male	334	38%
Gender not declared	2	< 1%
<b>Black</b>	<b>1,694</b>	
Female	1,035	61%
Male	655	39%
Gender not declared	4	< 1%
<b>Hispanic or Latino</b>	<b>3,194</b>	
Female	2,064	65%
Male	1,123	35%
Gender not declared	7	< 1%
<b>American Indian / Alaska Native</b>	<b>49</b>	
Female	28	57%
Male	21	43%
Gender not declared	0	0%
<b>White</b>	<b>3,906</b>	
Female	2,535	65%
Male	1,366	35%
Gender not declared	5	< 1%
<b>Decline to self-identify</b>	<b>80</b>	
Female	47	59%
Male	26	33%
Gender not declared	7	9%

## Workforce Data: U.S.

<b>U.S. Workforce by Ethnicity/Race</b>		
Total SVPs and above	107	
Asian	6	6%
Black	6	6%
Hispanic or Latino	6	6%
American Indian or Alaska Native	1	1%
Native Hawaiian or Pacific Islander	0	0%
White	83	78%
Two or more races	2	2%
Unspecified	3	3%

Total VPs	202	
Asian	21	10%
Black	6	3%
Hispanic or Latino	12	6%
American Indian or Alaska Native	1	< 1%
Native Hawaiian or Pacific Islander	1	< 1%
White	157	78%
Two or more races	1	< 1%
Unspecified	3	1%

Total leadership (VP and above)	309	
Asian	27	9%
Black	12	4%
Hispanic or Latino	18	6%
American Indian or Alaska Native	2	1%
Native Hawaiian or Pacific Islander	1	< 1%
White	240	78%
Two or more races	3	1%
Unspecified	6	2%

Total Directors	462	
Asian	84	18%
Black	20	4%
Hispanic or Latino	31	7%
American Indian or Alaska Native	1	< 1%
Native Hawaiian or Pacific Islander	2	< 1%
White	313	68%
Two or more races	7	2%
Unspecified	4	1%

Total Managers	1,342	
Asian	199	15%
Black	105	8%
Hispanic or Latino	171	13%
American Indian or Alaska Native	4	< 1%
Native Hawaiian or Pacific Islander	5	< 1%
White	811	60%
Two or more races	36	3%
Unspecified	11	1%

Total Individual Contributors	7,372	
Asian	520	7%
Black	1,428	19%
Hispanic or Latino	2,718	37%
American Indian or Alaska Native	37	1%
Native Hawaiian or Pacific Islander	85	1%
White	2,335	32%
Two or more races	199	3%
Unspecified	50	1%

# Frameworks



# Sustainability Accounting Standards Board Index

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	Metric	Category	Unit of Measure	Code	Response/Reference
<b>Management of Chemicals in Products</b>	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	N/A	CG-AA-250a.1	PVH 2021 CR Report > Environment > Hazardous Chemicals & Microfibers, page <a href="#">34</a> <a href="#">PVH Restricted Substance Lists</a>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	Discussion and Analysis	N/A	CG-AA-250a.2	PVH 2021 CR Report > Environment > 100% Environmentally Ethical Sourcing; Hazardous Chemicals & Microfibers, pages <a href="#">33-34</a> <a href="#">PVH Restricted Substance Lists</a>
<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 agreement	Quantitative	Percentage (%)	CG-AA-430a.1	The PVH CR Supply Chain Guidelines require that the quantity and quality of all wastewater comply with relevant permits. 100% of 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 (Higg FEM) assessment or an equivalent environmental data assessment	Quantitative	Percentage (%)	CG-AA-430a.2	(1) 100% (2) 100% PVH 2021 CR Report > Environment > Environmentally Ethical Sourcing, page <a href="#">33</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	Quantitative	Percentage (%)	CG-AA-430b.1	(1) 82% (2) 88% (3) 88%
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	PVH 2021 CR Report > Human Rights in the Supply Chain > Socially Ethical Sourcing, page <a href="#">43</a>

Topic	Metric	Category	Unit of Measure	Code	Response/Reference
<b>Labor Conditions in the Supply Chain</b>	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	Discussion and Analysis	N/A	CG-AA-430b.3	PVH 2021 CR Report: (1) Human Rights in the Supply Chain > Worker Representation, page <a href="#">39</a> ; Living Wages, page <a href="#">40</a> ; Socially Ethical Sourcing, page <a href="#">43</a> (2) Environment > Environmentally Ethical Sourcing, page <a href="#">33</a> ; Human Rights in the Supply Chain > Safe Workplaces, page <a href="#">41</a> <a href="#">PVH CR Supply Chain Guidelines</a> , pages 55-112 <a href="#">PVH Approach to CR and Human Rights</a> , pages 2-3 <a href="#">PVH Modern Slavery Statement</a>
<b>Raw Materials Sourcing</b>	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	N/A	CG-AA-440a.1	PVH 2021 CR Report: Environment > Sustainable Materials, pages <a href="#">24-26</a> Human Rights in the Supply Chain > Socially Ethical Sourcing, page <a href="#">43</a> Governance > Materiality Assessment, page <a href="#">66</a>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage (%) by weight	CG-AA-440a.2	44% of our materials are sustainably sourced. PVH 2021 CR Report > Environment > Sustainable Materials, pages <a href="#">24-26</a>
<b>Activity Metrics</b>	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	Quantitative	Number	CG-AA-000.A	(1) 1,669 (2) 238 Total suppliers: 1,907

# Task Force on Climate-related Financial Disclosures Index

Our alignment with industry frameworks and recommendations is key to addressing the evolving global impacts of climate change on our business and on communities around the world. In line with the recommendations made by the Task Force on Climate-related Financial Disclosures (TCFD), we publicly disclose our standardized environmental data through our response to [CDP's Climate Change questionnaire](#).

In 2022, we plan to complete a climate risk scenario analysis to complete the TCFD framework, while giving us a broader understanding of the vulnerabilities PVH faces due to climate change and where we need to focus our efforts and overall business strategy to mitigate those impacts.

See below for our TCFD Index, mapped to PVH's 2022 CDP Climate Change questionnaire submission (reflecting 2021 fiscal year data).

<b>TCFD Disclosure</b>	<b>CDP 2022 Climate Change</b>
<b>Governance</b>	
a) Describe the board's oversight of climate-related risks and opportunities.	C1.1b
b) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a
<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
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, C3.2a, C3.2b, C3.3, C3.4
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.2, C3.2a, C3.2b
<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, C2.3a C2.1a
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, C4.2bC9.1
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, C6.5a
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a, C4.1b, C4.2, C4.2a C4.2b

# Global Reporting Index

PVH has reported in accordance with the Global Reporting Initiative (GRI) Standards for the period of February 1, 2021 through January 31, 2022.

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>GRI 2: General Disclosures 2021</b>	
2-1 Organizational details	<a href="#">PVH 2021 Annual Report</a> , page 19 <a href="#">PVH 2021 Form 10-K</a> , page 5 Headquarters location: New York, NY
2-2 Entities included in the organization's sustainability reporting	<a href="#">PVH 2021 Form 10-K</a> , Exhibit 21
2-3 Reporting period, frequency and contact point	Reporting period: Fiscal year ended January 30, 2022. If any data points are reported as other than fiscal year, this is noted. Reporting frequency: Annual Contact point: <a href="mailto:cr@pvh.com">cr@pvh.com</a>
2-4 Restatements of information	No restatements have been made.
2-5 External assurance	We have not obtained external assurance for this report.
<b>Activities and workers</b>	
2-6 Activities, value chain and other business relationships	<a href="#">PVH 2021 Form 10-K</a> , pages 1-11 <a href="#">PVH 2021 CR Report &gt; Human Rights in the Supply Chain</a> , pages 37-46
2-7 Employees	<a href="#">PVH 2021 Form 10-K</a> , page 13
2-8 Workers who are not employees	<a href="#">PVH 2021 Form 10-K</a> , page 13
<b>Governance</b>	
2-9 Governance structure and composition	<a href="#">PVH 2021 CR Report &gt; Governance &gt; Board of Directors</a> , page 64 <a href="#">Notice of 2022 Annual Meeting of Stockholders Proxy Statement ("PVH 2022 Proxy Statement")</a> , pages 4-5, 16, 22-24, 27-28, 30-31 <a href="#">PVH Investor Relations: Governance; Corporate Governance Guidelines; Committee Description and Membership</a>
2-10 Nomination and selection of the highest governance body	<a href="#">PVH 2022 Proxy Statement</a> , pages 22-24 <a href="#">PVH Investor Relations: Corporate Governance Guidelines</a> <a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a>

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>Governance (cont.)</b>	
2-11 Chair of the highest governance body	Henry Nasella became the independent Chairman of the Board effective December 31, 2021. Mr. Nasella is not a an employee of PVH.
2-12 Role of the highest governance body in overseeing the management of impacts	PVH 2021 CR Report > Governance > Board of Directors, page <a href="#">64</a> <a href="#">PVH 2022 Proxy Statement</a> , pages 9-10, 18-20, 31
2-13 Delegation of responsibility for managing impacts	<a href="#">PVH 2022 Proxy Statement</a> , pages 9-10, 18-20, 31 <a href="#">PVH Investor Relations: Governance</a> <a href="#">PVH Corporate Governance Guidelines</a>
2-14 Role of the highest governance body in sustainability reporting	<a href="#">PVH Corporate Responsibility Committee of the Board of Directors Charter</a> <a href="#">PVH Corporate Responsibility Governance &amp; Stakeholder Engagement</a> , page 2 <a href="#">PVH 2022 Proxy Statement</a> , page 30
2-15 Conflicts of interest	<a href="#">PVH Audit &amp; Risk Management Committee of the Board of Directors Charter</a> <a href="#">PVH Code of Business Conduct &amp; Ethics</a>
2-16 Communication of critical concerns	“Critical concerns” are reported to the board by legal, compliance, Corporate Responsibility, Information Security and other teams during regular meetings or more often as necessary. We do not track the total number of “critical concerns” communicated during reporting periods.
2-17 Collective knowledge of the highest governance body	<a href="#">PVH 2022 Proxy Statement</a>
2-18 Evaluation of the performance of the highest governance body	<a href="#">PVH 2022 Proxy Statement</a> , pages 20-21 <a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a> <a href="#">PVH 2022 Proxy Statement</a> , pages 34-36 (Board of Directors); 7-8, 37-88 (Executives)
2-19 Remuneration policies	<a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a> <a href="#">Compensation Committee of the Board of Directors Charter</a>
2-20 Process to determine remuneration	<a href="#">PVH 2022 Proxy Statement</a> , pages 38-62 <a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a> <a href="#">Compensation Committee of the Board of Directors Charter</a>
2-21 Annual total compensation ratio	<a href="#">PVH 2022 Proxy Statement</a> , page 88

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>Strategy, policies and practices</b>	
2-22 Statement on sustainable development strategy	PVH 2021 CR Report > About > Executive Letters, pages <a href="#">7-8</a>
2-23 Policy commitments	PVH 2021 CR Report > Reference > CR Resources, page <a href="#">68</a>
2-24 Embedding policy commitments	PVH 2021 CR Report > Reference > CR Resources, page <a href="#">68</a>
2-25 Processes to remediate negative impacts	<p>PVH 2021 CR Report:</p> <p>Environment, pages <a href="#">22-36</a></p> <p>Human Rights in the Supply Chain, pages <a href="#">37-46</a></p> <p>Reference &gt; CR Resources, page <a href="#">68</a>; United Nations Guiding Principles, page <a href="#">95</a></p>
2-26 Mechanisms for seeking advice and raising concerns	<p>PVH 2021 CR Report &gt; Human Rights in the Supply Chain, pages <a href="#">37-46</a></p> <p><a href="#">Corporate Responsibility Governance &amp; Stakeholder Engagement</a></p> <p><a href="#">Code of Business Conduct &amp; Ethics</a></p>
2-27 Compliance with laws and regulations	<p><a href="#">PVH 2022 Proxy Statement</a>, pages 31-33</p> <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>• SLCP: 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 Social Responsibility Committee</li> <li>• International Accord: PVH CR SVP sits on the Steering Committee</li> <li>• Better Work: Our CSO 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> <li>• UNGC Target Gender Equality Initiative: patron members</li> <li>• UN Generation Equality Forum: Action Coalition memberships: 1) Economic Justice and Rights, 2) Bodily Autonomy and Sexual and Reproductive Health and Rights, and 3) Gender-Based Violence</li> </ul>
2-28 Membership associations	

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>Stakeholder engagement</b>	
2-29 Approach to stakeholder engagement	<a href="#">PVH Corporate Responsibility Governance &amp; Stakeholder Engagement, page 4</a> <a href="#">PVH 2022 Proxy Statement, page 25</a>
2-30 Collective bargaining agreements	<a href="#">PVH 2021 Form 10-K, page 13</a>
<b>Material Topics</b>	
<b>GRI 3: Material Topics 2021</b>	
3-1 Process to determine material topics	<a href="#">PVH 2021 CR Report &gt; Governance &gt; Materiality Assessment, page 66</a>
3-2 List of material topics	<a href="#">PVH 2021 CR Report &gt; Governance &gt; Materiality Assessment, page 66</a>
3-3 Management of material topics	<a href="#">PVH 2021 CR Report &gt; Governance &gt; Materiality Assessment, page 66</a>
<b>GRI 200: Economic</b>	
<b>GRI 205: Anti-corruption</b>	
3-3 Management of material topics	We understand the importance of implementing strong policies and procedures around bribery and anti-corruption, and as such 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 geographical area in which we do business to assist with the dissemination and socialization of our program, policies and procedures.
205-1 Operations assessed for risks related to corruption	All our Board members and associates in our corporate offices and stores in every region in which we operate are required to complete an annual training (PVH Complies). The online training in 2021 covered anti-corruption/bribery in detail. Store associates are required to read and sign our anti-corruption policy. Additionally, we sent communications to all corporate associates about our anti-corruption policies in December 2021, as well as a communication regarding International Anti-Corruption Day.
205-2 Communication and training about anti-corruption policies and procedures	100%—We require that all PVH associates, as well as PVH Board members, participate in PVH Complies, our compliance training program consisting of online courses on key topics that include our Code of Business Conduct and Ethics, anti-bribery and anti-corruption policies and legislation, insider trading and conflicts of interest.  For more information see our <a href="#">Code of Business Conduct and Ethics</a> .
205-3 Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

Disclosure Number and Title	2021 Response
<b>GRI 300: Environmental</b>	
<b>GRI 301: Materials</b>	
3-3 Management of material topics	PVH 2021 CR Report > Environment > Environmental Commitments; Sustainable Materials; Circularity, pages <a href="#">23-28</a>
301-1 Materials used by weight or volume	PVH 2021 CR Report > Reference > Data Appendix > Materials Data, page <a href="#">69</a>
301-2 Recycled input materials used	
301-3 Reclaimed products and their packaging materials	PVH 2021 CR Report > Environment > Circularity, pages <a href="#">27-28</a> ; Waste & Packaging, page <a href="#">32</a>
<b>GRI 302: Energy</b>	
3-3 Management of material topics	PVH 2021 CR Report > Environment > Environmental Commitments, page <a href="#">23</a> ; Carbon Emissions, pages <a href="#">29-31</a>
302-1 Energy consumption within the organization	2021 CDP Climate Change (C8)
302-2 Energy consumption outside of the organization	PVH 2021 CR Report > Environment > Carbon Emissions, page <a href="#">31</a>
	0.00403 metric tons of CO <sub>2</sub> per square foot of PVH-leased/owned space
302-3 Energy intensity	2.16 metric tons of CO <sub>2</sub> per full-time associate
	0.0000070 metric tons of CO <sub>2</sub> per USD of revenue
302-4 Reduction of energy consumption	2021 CDP Climate Change (C8)
302-5 Reductions in energy requirements of products and services	2021 CDP Climate Change (C4.5)
<b>GRI 303: Water and Effluents</b>	
3-3 Management of material topics	
303-1 Interactions with water as a shared resource	PVH 2021 CR Report > Environment > Environmental Commitments, page <a href="#">23</a> ; Environmentally Ethical Sourcing; Hazardous Chemicals & Microfibers; Water Action, pages <a href="#">33-36</a>
303-2 Management of water discharge-related impacts	
303-3 Water withdrawal	
303-4 Water discharge	PVH 2021 CR Report > Environment > Water Action, pages <a href="#">35-36</a> ; Reference > Data Appendix > Water Data, page <a href="#">74</a>
303-5 Water consumption	
<b>GRI 304: Biodiversity</b>	
3-3 Management of material topics	PVH 2021 CR Report > Environment > Environmental Commitments; Sustainable Materials, pages <a href="#">23-26</a>
304-1 Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	
304-2 Significant impacts of activities, products, and services on biodiversity	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
304-3 Habitats protected or restored	
304-4 IUCN Red List species and national conservation list species with habitats in areas affected by operations	

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>GRI 305: Emissions</b>	
3-3 Management of material topics	PVH 2021 CR Report > Environment > Environmental Commitments, page <a href="#">23</a> ; Carbon Emissions, pages <a href="#">29-31</a>
305-1 Direct (Scope 1) GHG emissions	PVH 2021 CR Report > Environment > Carbon Emissions, pages <a href="#">29-31</a>
305-2 Energy indirect (Scope 2) GHG emissions	2021 CDP Climate Change (C6.5)
305-3 Other indirect (Scope 3) GHG emissions	2021 CDP Climate Change (C6.10)
305-4 GHG emissions intensity	PVH 2021 CR Report > Environment > Carbon Emissions, pages <a href="#">29-31</a>
305-5 Reduction of GHG emissions	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
305-6 Emissions of ozone-depleting substances (ODS)	
305-7 Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	
<b>GRI 306: Waste</b>	
3-3 Management of material topics	PVH 2021 CR Report > Environment > Environmental Commitments; Circularity, pages <a href="#">27-28</a> ; Waste & Packaging, page <a href="#">32</a>
306-1 Waste generation and significant waste-related impacts	
306-2 Management of significant waste-related impacts	
306-3 Waste generated	We did not complete an updated Waste Baseline in 2021 — All O&O waste data from the 2020 CR Report is a carryover from 2019.
306-4 Waste diverted from disposal	
306-5 Waste directed to disposal	
<b>GRI 308: Supplier Environmental Assessment</b>	
3-3 Management of material topics	PVH 2021 CR Report > Human Rights in the Supply Chain > Environmentally Ethical Sourcing, page <a href="#">33</a> <a href="#">PVH Environment Policy</a> <a href="#">PVH CR Supply Chain Guidelines</a>
308-1 New suppliers that were screened using environmental criteria	PVH 2021 CR Report > Environment > Environmentally Ethical Sourcing, page <a href="#">33</a> We utilized Higg FEM to assess environmental impacts in the supply chain.
308-2 Negative environmental impacts in the supply chain and actions taken	<ul style="list-style-type: none"> <li>a. 512 facilities were assessed.</li> <li>b. 204 wet processing facilities submitted verified Higg FEM data.</li> <li>c. Industrial wastewater discharge</li> <li>d. 100% of the 204 wet processors were engaged by PVH advisors and asked to submit performance improvement plans.</li> <li>e. Zero. Higg FEM performance was not used as a basis to terminate supplier relationships. Going forward, we intend to establish a color rating system for supplier environmental performance (as is our current practice for rating social performance), and will terminate relationships with suppliers that have significant negative environmental impacts.</li> </ul>

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>GRI 400: Social</b>	
<b>GRI 401: Employment</b>	
3-3	Management of material topics PVH 2021 CR Report > Our Associates, page <a href="#">47</a>
401-1	New employee hires and employee turnover New hires: 12,704 Turnover: 6,889
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees Part-time associates working 30+ hours per week are eligible for life insurance, health care, disability and accidental death & dismemberment insurance, dental coverage, well-being programs, etc. Part-time associates working 500+ hours per year are eligible for the retirement program.
401-3	Parental leave The figures below pertain to our U.S. associate population only.
	Number of female employees that were entitled to parental leave 6,048
	Number of male employees that were entitled to parental leave 3,421
	Number of undeclared gender employees that were entitled to parental leave 15
	Number of employees that were entitled to parental leave 9,484
	Number of female employees that took parental leave 92
	Number of male employees that took parental leave 37
	Number employees that took parental leave 129
	Number of female employees that returned to work after parental leave ended 57
	Number of male employees that returned to work after parental leave ended 30
	Number employees that returned to work after parental leave ended 87
	Of those who returned, number females that are still in their jobs 12 months later
	Of those who returned, number males that are still in their jobs 12 months later
	Omission reason: 12-month time period elapses on January 31, 2023, after publication of this report.
	Of those who returned, total number that are still in their jobs 12 months later
	Return to work rate for female employees that took parental leave 62.0%
	Return to work rate for male employees that took parental leave 81.1%
	Average return to work rate across all employees 67.4%

<b>Disclosure Number and Title</b>		<b>2021 Response</b>
<b>GRI 403: Occupational Health and Safety</b>		
3-3	Management of material topics	We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and well-being 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.
403-1	Occupational health and safety management system	For more information, see PVH 2021 CR Report > Human Rights in the Supply Chain > Safe Workplaces > page <a href="#">41</a>
403-2	Hazard identification, risk assessment, and incident investigation	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 to identify trending and emerging risks.
403-3	Occupational health services	OSHA logs are posted in compliance with national OSHA regulation. Additional information is available upon request in accordance with safety protocols.
403-4	Worker participation, consultation, and communication on occupational health and safety	Our warehouses and distribution centers have Safety Committees. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter. Safety Committees are made up of representatives from multiple departments. They represent all associates in their respective area(s), inclusive of the entire workforce (100%).
403-5	Worker training on occupational health and safety	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
403-6	Promotion of worker health	PVH facilitates access to non-occupational medical and healthcare services in a number of ways, including direct communication; access to a portal, Health Advocate benefit services; benefit fairs and more. Voluntary health promotions services and programs are offered through our well-being program, "You Matter", with incentives for healthy behaviors, care management programs, "Virgin Pulse" well-being portal and more.
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All PVH associates and third-party vendors are required to follow PVH safety guidelines while at any PVH location.
403-8	Workers covered by an occupational health and safety management system	

<b>Disclosure Number and Title</b>		<b>2021 Response</b>
<b>GRI 403: Occupational Health and Safety (cont.)</b>		
403-9	Work-related injuries	<p>OH&amp;S claims reported: 253</p> <p>Total fatalities: 0</p> <p>Total lost days due to sickness or injury: 4,597*</p> <p>Record/report only claims: 114</p> <p>Indemnity claims: 91</p> <p>Repetitive motion claims: 1</p>
403-10	Work-related ill health	<p>This data applies only to our U.S. Workforce.</p> <p>*A distinction is not made in the recording of work-related injury vs. work-related illness.</p>
<b>GRI 404: Training and Education</b>		
3-3	Management of material topics	PVH 2021 CR Report > Our Associates > Talent Development, page <a href="#">55</a>
404-1	Average hours of training per year per employee	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
404-2	Programs for upgrading employee skills and transition assistance programs	PVH U offers development programs in leadership, functional, business and systems training. The offerings are a combination of instructor-led and asynchronous virtual programs. PVH U partners with external content providers like LinkedIn Learning, Open Sesame, eCornell, Franklin Covey, Josh Bersin and Coursera to provide a comprehensive suite of online courses. PVH partners with LHH to provide career transition services for associates globally, which includes access to career coaches, online job portals, skills assessments and skill-building workshops, resume development and personal branding and marketing.
404-3	Percentage of employees receiving regular performance and career development reviews	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

<b>Disclosure Number and Title</b>	<b>2021 Response</b>
<b>GRI 405: Diversity and Equal Opportunity</b>	
3-3 Management of material topics	PVH 2021 CR Report > Our Associates > Inclusion & Diversity, pages <a href="#">52-54</a> ; Inclusion in the Community, page <a href="#">62</a>
405-1 Diversity of governance bodies and employees	PVH 2021 CR Report > Our Associates > Workforce, pages <a href="#">48-50</a> ; Reference > Data Appendix > Workforce Data, pages <a href="#">75-77</a> Director Diversity: <a href="#">PVH 2022 Proxy Statement</a> , page 3
405-2 Ratio of basic salary and remuneration of women to men	PVH is currently undergoing an assessment and analysis of remuneration by gender globally, aiming to conclude within the 2022 fiscal year. See our <a href="#">UK Gender Pay Gap report</a> for information about remuneration specific to the UK.
<b>GRI 406: Non-discrimination</b>	
3-3 Management of material topics	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 identifying clear targets and making commitments to equal representation and leadership in business.  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.
406-1 Incidents of discrimination and corrective actions taken	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 equitable pay 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.
Omission reason: Confidentiality constraints.	
<b>GRI 407: Freedom of Association and Collective Bargaining</b>	
3-3 Management of material topics	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 given Zero Tolerance, with potential to result in suspension of the business relationship.  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.
407-1 Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	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>Disclosure Number and Title</b>		<b>2021 Response</b>
<b>GRI 408: Child Labor</b>		
3-3	Management of material topics	<p>Preventing child labor is a requirement of our CoC, and is an integral part of our Human Rights program. Child labor information is measured via our assessment tool and included in every assessment. Note: This data does not include Better Work, ABVTEX facilities or '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.</p> <p>The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>
408-1	Operations and suppliers at significant risk for incidents of child labor	<p>In June 2021, one instance of child labor was identified at a supplier through PVH's CR assessment program. In accordance with PVH policies outlined in our CoC and CR Supply Chain Guidelines, and given that child labor is a zero tolerance issue, the supplier was subsequently not authorized for production.</p>
<b>GRI 409: Forced or Compulsory Labor</b>		
3-3	Management of material topics	<p><u>PVH CR Supply Chain Guidelines</u></p> <p>The PVH CoC 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: 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 for addressing COVID-19 impacts on migrant workers.</p> <p>Refer to PVH Modern Slavery Statement for more details regarding PVH's approach on evaluating, monitoring and addressing forced labor risks in our operations and supply chain.</p> <p>For more details, see PVH 2021 CR Report &gt; Human Rights in the Supply Chain &gt; Ethical Recruitment, page <a href="#">42</a></p>
<b>GRI 413: Local Communities</b>		
3-3	Management of material topics	<p><u>PVH 2021 CR Report &gt; Community, pages 58-62</u></p>
413-1	Operations with local community engagement, impact assessments, and development programs	<p>Local community engagement activities exist in all major office locations. We do not report on the percentage of our operations implementing community engagement activities, but rather a selection of the projects that take place throughout the year.</p>
413-2	Operations with significant actual and potential negative impacts on local communities	<p>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.</p>

<b>Disclosure Number and Title</b>		<b>2021 Response</b>
<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of material topics	PVH 2021 CR Report > Human Rights in the Supply Chain > Socially Ethical Sourcing, pages <a href="#">43-44</a>
414-1	New suppliers that were screened to social criteria	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 2021 CR Report > Human Rights in the Supply Chain, pages <a href="#">37-46</a>
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topics	<p>We implement technical and organizational measures to secure the personal information we process. These measures are aimed at ensuring the ongoing integrity and confidentiality of personal information.</p> <p>We keep personal information for as long as we have a relationship with the customer. Once our relationship with the customer has come to an end, we retain personal information for a period of time that enables us to:</p> <ul style="list-style-type: none"> <li>• Maintain business records for analysis and/or audit purposes</li> <li>• Comply with record retention requirements under the law</li> <li>• Defend or bring any existing or potential legal claims</li> <li>• Deal with any complaints regarding the services</li> <li>• Enforce our commercial agreements</li> </ul>
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We received no complaints from regulatory bodies nor complaints that required notification to customers or governmental authorities.

# 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 the planet.

**1. Support and respect protection of internationally proclaimed human rights**

A Shared Commitment

[PVH Statement of Corporate Responsibility](#)

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

[PVH CR Supply Chain Guidelines](#)

[PVH Conflict Minerals Policy](#)

PVH 2021 CR Report > Human Rights in the Supply Chain, page [37](#); Materiality Assessment, page [66](#)

**2. Make sure business is not complicit in human rights abuses**

[PVH Living Wage Strategy](#)

[PVH 2021 Annual Report on 10-K](#)

PVH 2021 CR Report > Human Rights in the Supply Chain > Worker Representation, page [39](#); Living Wages, page [40](#)

**3. Uphold freedom of association and the effective recognition of the right to collective bargaining**

[PVH Modern Slavery Statement](#)

A Shared Commitment

[PVH Statement of Corporate Responsibility](#)

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

[PVH Modern Slavery Statement](#)

[PVH CR Supply Chain Guidelines](#)

[PVH CR Governance and Stakeholder Engagement](#)

PVH 2021 CR Report > Human Rights in the Supply Chain: Ethical Recruitment, page [42](#); Socially Ethical Sourcing, page [43](#)

**4. Support elimination of all forms of forced and compulsory labor**

**5. Support effective abolition of child labor**

**6. Eliminate discrimination in employment and occupation**

[PVH Code of Business Conduct and Ethics](#)

A Shared Commitment

[PVH Statement of Corporate Responsibility](#)

[PVH Inclusion & Diversity Commitments](#)

[State of Diversity, Equity & Inclusion in Fashion \(co-authored with CFDA\)](#)

**7. Support a precautionary approach to environmental challenges**

**8. Undertake initiatives to promote greater environmental responsibility**

**9. Encourage the development and diffusion of environmentally friendly technologies**

A Shared Commitment

[PVH Environmental Policy](#)

[PVH Forest Protection Policy](#)

[PVH Animal Welfare Policy](#)

[PVH Restricted Substance List](#)

[PVH PFAS Policy](#)

PVH 2021 CR Report > Environment, page [22](#)

**10. Work against all forms of corruption, including extortion and bribery**

[PVH Code of Business Conduct and Ethics](#)

[Anti-Bribery statement](#)

[PVH CR Supply Chain Guidelines](#), page [36](#)

PVH 2021 CR Report > Governance, page [63](#)

# 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

UN Guiding Principles Map	
DEFINING THE FOCUS OF REPORTING	
<b>B1</b>	Statement of salient issues: State the salient human rights issues associated with the company's activities and business relationships during the reporting period.
<b>B2</b>	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.
<b>B3</b>	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.
<b>B4</b>	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.
MANAGEMENT OF SALIENT HUMAN RIGHTS ISSUES—SPECIFIC POLICIES	
<b>C1</b>	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?
2021 Sustainable Business Risk Assessment (SBRA) Salient Issues: <ul style="list-style-type: none"><li>Human Rights: Wages &amp; Severance, Freedom of Association &amp; Collective Bargaining, Gender-Based Violence &amp; Harassment, Working Hours, Forced Labor</li><li>Environment: Greenhouse Gas Emissions, Solid Waste &amp; Hazardous Waste, Hazardous Chemicals, Deforestation</li></ul> In 2021, following OECD due diligence guidance, we further improved our process to identify and assess actual and potential adverse impacts associated with the enterprise's operations, products and services. We piloted the SBRA process, which assesses the actual and potential adverse impacts of PVH's business on rights holders and the environment. Our SBRA analytical framework covers both PVH's owned and operated facilities, as well as the supply chain from raw materials to finished products. For our analysis, we used both qualitative and quantitative data, including, but not limited to, PVH CR assessment data, third-party risk indices and other data sources related to stakeholder engagement.	
Geographic risk analysis was conducted as part of the SBRA process by primarily leveraging the country risk data provided by a third party and supplementing with country information from other corporate responsibility (CR) data sources. High-risk jurisdictions are identified for each salient issue. Additionally, PVH Corp. prohibits or restricts business activities in jurisdictions that pose legal, compliance, human rights or other risks to our company or undermine our commitment to CR.	
Any adverse impacts that fall outside of the salient issues and are brought to PVH's attention are handled through a thorough issues-management process. This includes a team dedicated to addressing and resolving environmental and human rights issues that are raised via various avenues, including issues raised by workers, labor unions, non-governmental organizations (NGOs), media, investors, suppliers, etc. All inquiries are followed up on by the dedicated team until closure.	
Specific policies on addressing salient human rights issues are as listed below: <ul style="list-style-type: none"><li><a href="#">PVH CR Supply Chain Guidelines</a></li><li><a href="#">PVH Our Approach to CR and Human Rights</a></li><li><a href="#">PVH CR Governance and Stakeholder Engagement</a></li><li><a href="#">PVH A Shared Commitment, Code of Conduct</a></li></ul>	

## UN Guiding Principles Map

**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, 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](#)

[PVH Modern Slavery Statement](#)

[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?

PVH's SBRA process is conducted on an annual basis or when major business decisions or changes are anticipated.

In addition, PVH conducts presourcing assessments at all Level 1 factories before they are allowed to produce any products for us. We also conduct presourcing assessments at certain key Level 2 factories. In addition, we conduct regular audits at all Level 1 and key Level 2 factories 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. Audits are conducted by reputable third-party auditors, typically every 12 to 24 months. Several factors, including the results of the previous audit, dictate audit frequency.

### 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?

The SBRA report and the list of salient issues are reviewed by subject matter experts in charge of various CR programs and are leveraged to improve programming and strategic planning. In addition, we plan to integrate the findings of SBRA into the annual outcome-setting process for PVH CR, as well as in regular strategic meetings.

### 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 2021 CR Report > Human Rights in the Supply Chain, pages [37-46](#)

## UN Guiding Principles Map

### 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?

When an adverse impact is brought to PVH's attention, it is handled through our thorough issues-management process, with a team dedicated to addressing and resolving environmental and human rights issues that are raised via various channels. These include issues raised by workers, labor unions, NGOs, media, investors, suppliers, etc. All inquiries are followed up on by the dedicated team until reaching closure.

In addition, PVH's "CR Assessment" program encourages our business partners to assume greater responsibility for their labor practices and general compliance around employment and worker issues by providing the opportunity for suppliers to remediate most identified issues. We believe that remediation best serves the interests of workers by enabling the supplier to develop safe, compliant and respectful workplaces. We engage factory managers in an open discussion on the findings, exploring root causes and supporting them in developing corrective action plans. In addition, we meet with our suppliers between audits to review their progress in implementing remediation activities and to provide further guidance. Continuous engagement with suppliers on their progress in addressing human rights risks helps us ensure the effectiveness of our program.

# United Nations Sustainable Development Goals

Forward Fashion is strategically aligned with the United Nations Sustainable Development Goals (UN SDGs) to ensure we 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.

Goal	PVH Material Topic	Most Relevant Targets	Examples of Impact See PVH 2021 CR Report:
	Living Wages in the Supply Chain	<b>1.3</b>	<a href="#">Living Wages</a>
	Health and Safety	<b>3.9</b>	<a href="#">Environmentally Ethical Sourcing; Hazardous Chemicals &amp; Microfibers</a> <a href="#">Safe Workplaces</a>
	Talent Management	<b>4.3</b> <b>4.4</b>	<a href="#">Women's Empowerment</a> <a href="#">Talent Development</a> <a href="#">Education</a>
	Inclusion and Diversity Human Rights in the Supply Chain Living Wages in the Supply Chain	<b>5.1</b> <b>5.5</b> <b>5.B</b>	<a href="#">Women's Empowerment</a> <a href="#">Inclusion &amp; Diversity</a>
	Water Chemicals Management	<b>6.3</b> <b>6.4</b> <b>6.5</b>	<a href="#">Hazardous Chemicals &amp; Microfibers; Water Action</a>
	Energy and Emissions Management	<b>7.2</b> <b>7.3</b>	<a href="#">Carbon Emissions</a>
	Talent Management Inclusion and Diversity Responsible Sourcing	<b>8.2</b> <b>8.5</b>	<a href="#">Human Rights in the Supply Chain</a> <a href="#">Talent Development; Inclusion &amp; Diversity</a>

Goal	PVH Material Topic	Most Relevant Targets	Examples of Impact See PVH 2021 CR Report:
	Inclusion and Diversity Living Wages in the Supply Chain Human Rights in the Supply Chain Traceability Responsible Sourcing	<b>10.2</b> <b>10.4</b>	<a href="#">Women's Empowerment</a> <a href="#">Inclusion &amp; Diversity</a> <a href="#">Education</a>
	Circularity Traceability Sustainable Materials Chemicals Management Waste Management Responsible Sourcing	<b>12.2</b> <b>12.4</b> <b>12.5</b>	<a href="#">Sustainable Materials; Waste; Circularity; Environmentally Ethical Sourcing; Hazardous Chemicals &amp; Microfibers</a>
	Climate Change Resilience Energy and Emissions Management	<b>13.2</b>	<a href="#">Carbon Emissions</a> <a href="#">Task Force on Climate-related Financial Disclosures</a>
	Circularity Biodiversity Responsible Sourcing	<b>15.1</b> <b>15.5</b>	<a href="#">Sustainable Materials; Circularity; Environmentally Ethical Sourcing</a>
	Business Ethics and Integrity Human Rights in the Supply Chain Traceability	<b>16.5</b> <b>16.6</b>	<a href="#">Ethical Recruitment; Living Wages; Socially Ethical Sourcing</a>
	Advocacy Community Investment Inclusion & Diversity Circularity Chemicals Management Sustainable Materials Responsible Sourcing	<b>17.5</b> <b>17.8</b> <b>17.B</b> <b>17.G</b> <b>17.H</b> <b>17.I</b>	<a href="#">Our Partners</a> and throughout report



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