



**PVH UK 2023**

# **Gender Pay Gap Report**



Calvin Klein TOMMY HILFIFGER

PVH

# Introduction

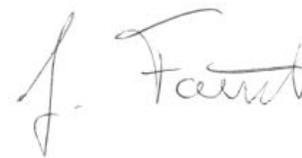
At PVH, we are committed to providing an inclusive and diverse environment for all our Associates; where they feel individually valued, supported, and inspired to develop to their full potential and bring their authentic selves to work. Our belief in the benefits of Inclusion and Diversity ensures our Associates thrive. When our people thrive, our business grows stronger.

Inclusion and Diversity (I&D) continues to be crucial to who we are and how we operate. With our rich history as a global powerhouse in the fashion industry, we have a responsibility to be leaders in driving positive change.

We are committed to addressing our Gender Pay Gap through a mix of I&D commitments and total reward policies and practices, ensuring that everyone at PVH is provided with a great place to work and the opportunity to develop themselves both personally and professionally.

In this report we explain our methodology, set out our 2023 results and showcase the actions and initiatives we are implementing to tackle our pay gaps.

We confirm the Gender Pay Gap calculations for PVH UK Group Ltd are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



**Signed by Georg Faisst,  
Senior Vice President, Managing Director, Northern Europe**

# Our brand

PVH is one of the largest global lifestyle companies in the world, operating in more than 40 countries.

Our vision is to build *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and to make PVH one of the highest performing brand groups in our sector.

Our focus is on driving growth through the disciplined execution of our multi-year, brand-focused, direct-to-consumer and digitally led PVH+ Plan. This includes a strong emphasis on driving brand desirability through product strength and consumer engagement, significantly upgrading our supply chain capabilities to become more demand driven, and simplifying how we work, resulting in substantial cost efficiencies.

The PVH+ Plan is consistent with our company purpose to power brands that drive fashion forward for good. We consider corporate responsibility throughout our strategic business decisions to accelerate climate action, advance human rights, and champion inclusion and diversity.

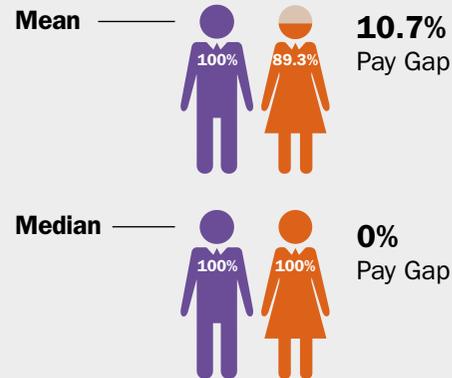


# How we calculate our GPG

It is important to understand that the **Gender Pay Gap** is not the same as **Equal Pay**, and the two concepts should not be confused.

**Footnote:** \*An equivalent hourly rate is calculated for all Associates including not just basic pay, but any relevant pay elements received in the pay period that the 5th April 2023 falls in. This helps to compare salaried and hourly workers as well as to assess the impact of allowances and bonuses. This is in line with the legislation.

## Explaining the Gender Pay Gap

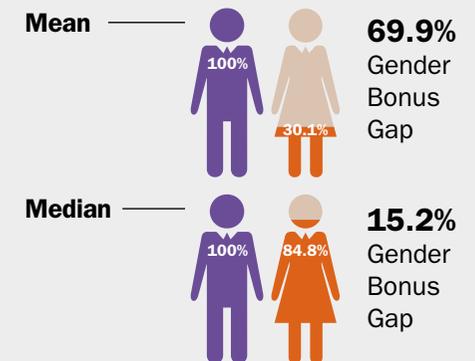


The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do. It is expressed in mean and median earnings, based on equivalent hourly rates\*, and is shown as a percentage of male earnings.

**Equal Pay** requires that females and males carrying out the same or similar work in the same employment must receive the same pay.

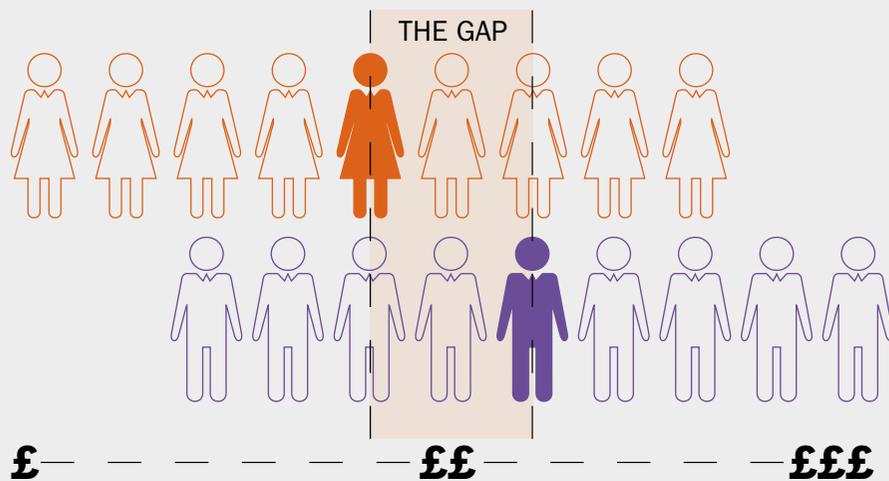
## Gender Bonus Gap

The **Gender Bonus Gap** is the difference in incentive pay received by females and males in the 12 months prior to 5th April 2023. It includes all bonuses and incentives, such as earnings from stock compensation.



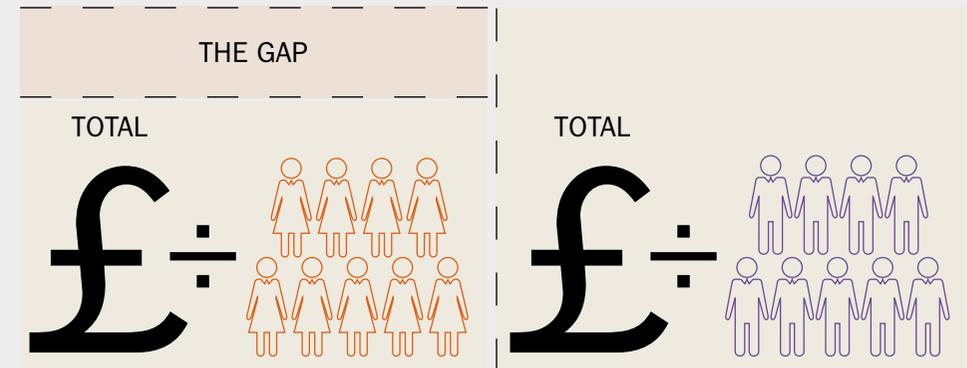
## Explaining median and mean:

### Median



The **median** is the middle number of a ranking of pay from lowest to highest and gives us the best view of ‘typical’ pay. This calculation is completed separately for females and males and the medians are compared.

### Mean



The **mean** is calculated by adding up the total pay of Associates and dividing by the number of Associates. This is completed separately for females and males, and the means are compared.

It is important to note that the UK Gender Pay Gap legislative requirements are binary in regard to gender (specifying females compared to males). Whilst we are reporting our statistics in accordance with the legislation, at PVH, we recognise and support all gender identities.

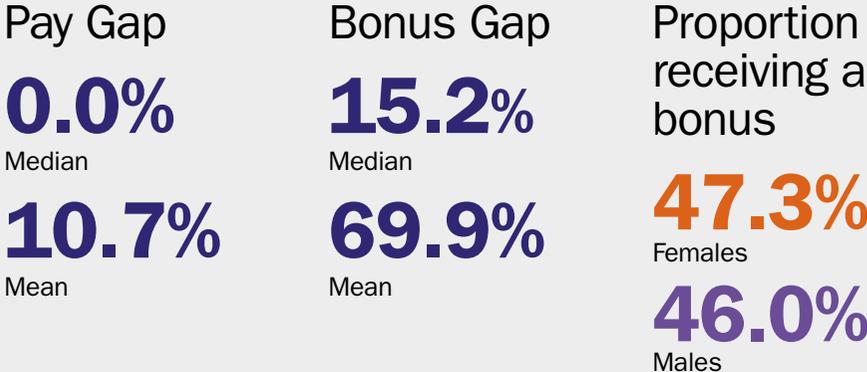


# Our results

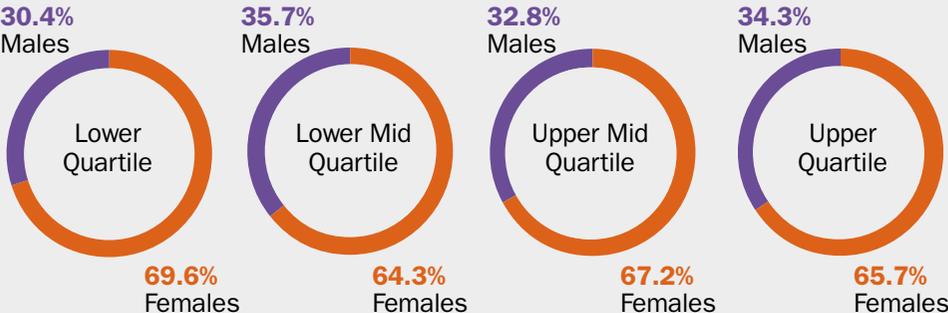
We are delighted that our median Gender Pay Gap has remained at 0%. We are also pleased to have seen a reduction in our mean Gender Pay Gap figures.

We will continue taking action to address our Gender Bonus Gap figures and through our broad range of commitments and initiatives we hope to see a reduction in these gaps in the coming years.

## Gender and Bonus Pay Gap



## Pay Quartiles



# Key drivers of our Gender Pay Gap

- The median Gender Pay Gap remains 0% and is driven by the large proportion of Associates in our UK Retail businesses who receive the same rate of hourly pay.
- Our mean Gender Pay Gap has decreased by 4.8% since our 2022 report. This decrease is driven by an increase in female representation across the whole organisation, along with an increase in male representation in the lower quartile.
- We currently have a higher proportion of males in the most senior positions within the organisation.
- The Bonus Pay Gap is driven by bonuses paid amongst our Office population and the higher proportion of males currently in the most senior bonus-eligible positions. The proportion of Associates receiving a bonus increased significantly this year. However, we would anticipate that this figure will continue to fluctuate year-on-year.





# Addressing our GPG

**In 2021, we set ourselves an aspirational goal of achieving gender parity globally in leadership positions at the Senior Vice President level and above by 2026. This is an aspiration we continue to devote efforts toward.**

Our goal at PVH is to reduce not only any pay gaps, but also to support and advance gender equality through a wide range of I&D initiatives. The nine commitments, set by the Inclusion & Diversity Council in 2021, were developed to drive positive change and foster a culture that values every unique perspective, delivering the greatest impact for our Associates, consumers and communities.

More detail on these can be found on our [commitments page](#).

PVH is committed to prohibiting all forms of discrimination. We are an equal opportunity employer committed to avoiding unlawful discrimination in all aspects of employment including recruitment, promotion of internal Associates and pay reviews. We are fully committed to addressing our Gender Pay Gap figures and will continue to strive for gender parity across the organisation.



## Supporting Women in 2023

- In January, we launched an EMEA chapter of our Associate-led Business Resource Group, **Working Families**. Working Families champions community connections and progressive policies that provide balance, a sense of belonging, and prioritises mental health for Associates in all stages of their personal and professional journeys.
- In February, *TOMMY HILFIGER* **Fashion Frontier Challenge**, a programme aimed to amplify historically marginalised entrepreneurs, announced two incredible winners: Koalaa, a British initiative that engineers affordable upper limb prosthetics; and Moner Bondhu, a startup that provides accessible and affordable mental health services, workshops and training to women, youth and garment factory workers.
- In March, we proudly celebrated **International Women's Day**, embracing equity through Senior Leadership Panel Events and a Global internal communication campaign.
- In April, *TOMMY HILFIGER* announced Yara Shahidi as spokesperson and judge for the **New Legacy Challenge 2.0** and committed to increasing equity, representation and access for the Black, Indigenous, and people of colour (BIPOC) community. Megan Smith, founder of Megan Renee, a sustainable women's contemporary brand, was the winner of the 2023 New Legacy Challenge.
- Throughout the year, PVH appointed a number of women to key leadership positions, including:
  - **Eva Serrano**, Global Brand President, *Calvin Klein*.
  - **Virginia Ritchie**, Chief Marketing Officer, *TOMMY HILFIGER*.
  - **Eva Vidal Dans**, Chief Product Officer, *TOMMY HILFIGER*.
  - **Lea Rytz Goldman**, Global Brand President, *TOMMY HILFIGER*.
  - **Sophia Hwang-Judiesch**, President of *TOMMY HILFIGER* North America.
  - **Ester Jimenez**, Chief Technology and Information Officer, PVH.
  - **Amba Subrahmanyam**, Chief People Officer, PVH.
- Our EMEA Associate-led Business Resource Groups, **Working Families** and **LGBTQIA+** Alliance, partnered with Total Rewards to make improvements to the eligibility of parental leave for all non-birthing parents and adjusted the PVH breastfeeding policy to allow for breastfeeding during working hours without limitations based on a child's age.
- Our European HQ launched a **Diverse Candidate Slate** requirement ensuring candidates interviewed for Director level roles and above have equal gender representation. Mitigating Bias training was delivered to all Talent Acquisition, HRBP and Hiring Managers. Our 2024 aim is to expand this training to all regions in Europe, Middle East, and Africa (EMEA).



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## Training and mentoring

- **The Mentorship Pilot** originally launched in 2022, has evolved to become a **Global Mentorship Platform** available to all Associates at PVH. This platform creates a community to support and mentor more women, providing further opportunity for professional growth.
- In 2023 we embedded **Unconscious Bias Training** into our 90-day onboarding journey. PVH and our brands recognise that having a more inclusive workforce that reflects our customer base and the communities in which we operate is better for business. Raising awareness around the impact bias can have on decision making processes, plays an important role in driving forward inclusion, diversity and equality.
- We rolled out the **I&D Champion Level Badge 1** initiative across EMEA. The course provides the skills that empower our people to drive greater inclusion and diversity, identify small behaviours that can exclude others and remove bias from decision-making.

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## Pay review

- We have standardised pay in our Retail business across EMEA, the impact of which is reflected by our median Gender Pay Gap figure remaining at 0% at PVH UK.
- We are delighted that gaps have remained so low. This is reflective of who we are as an organisation, ensuring all our Associates are paid equitably and are motivated to continue giving the best of themselves.

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## Wider I&D initiatives

- As part of our PVH I&D Commitments, **The PVH Foundation**, granted \$1.37 million USD in 2022 to 14 organisations worldwide, supporting 4,200 participants, across differing age groups, countries and socioeconomic statuses.
- This year we continued with our PVH I&D Commitment to hold our leaders accountable for actively driving our stated I&D commitments to fairness, equity and inclusion. All People Managers are required to provide a **I&D Leadership Goal** with at least two specific actions that support I&D advancement within the workplace.
- We developed an **Inclusive Language Guide** and training to provide our brand and consumer facing teams with the tools and knowledge to discuss and communicate about I&D confidently.
- We launched an EMEA **Associate Listening Survey** (Self ID) to capture Associate demographic data, gaining a greater understanding of our workforce diversity. In addition, we have developed I&D strategies and initiatives based on data-driven insights to better support Associates and foster a deeper sense of belonging for our various communities.
- **PVH University** development courses continue to nurture internal talent, enabling them to reach their full potential. A high proportion of female Associates at all levels have made use of the development opportunities available.

# Workplace awards and recognition

Throughout 2023, PVH was honoured to have received external recognition for our ongoing I&D efforts. It is encouraging to see our pursuit in fostering an environment of inclusion, belonging and equity has been impactful within the industry.

- PVH was named on **Forbes' list of the World's Top Companies for Women**, ranking third in our category (Clothing, Shoes, and Sports Equipment) and in the top 10% of all companies listed.
- **TOMMY HILFIGER Fashion Frontier Challenge won** the Anthem Award for Diversity, Equity, and Inclusion.
- PVH **scored 100** on the Human Rights Campaign (HRC) Foundation's Corporate Equality Index six years in a row.
- PVH was awarded a place in the **Top 100 best companies for Diversity** by Seramount.

