



PVH IRELAND 2023

# Gender Pay Gap Report



CALVIN KLEIN TOMMY HILFINGER

# 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.

Following the introduction of Gender Pay Gap Information Act 2021, large employers in Ireland with over 250 employees are required to disclose Gender Pay Information. This is the first year we have been subject to reporting requirements across our business in Ireland.

The Gender Pay Gap reporting legislation in Ireland ensures companies are more transparent around pay and reward. For PVH, treating our associates fairly and equitably is a key practice to which we are fully committed. Our results will cover both our legal companies known as 'Calvin Klein Stores Ireland Limited' and 'Hilfiger Stores Ireland Limited' under one legal entity (since March 2021) as 'PVH BRANDS IRELAND LIMITED'.

As a company, we are fully committed to taking the actions necessary to reduce our pay gap. By reporting on our Ireland business as a whole, we have an opportunity to ensure greater transparency and alignment across the business. This reflects two of our core values: Integrity and Accountability, which guide who we are as a company and inspire us in our everyday actions and decisions.



**Signed by Georg Faisst, Senior Vice President, Managing Director Region North**

Inclusion and Diversity (I&D) continues to be crucial to how we operate as an organisation. 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 & 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 Brands Ireland Limited are accurate and meet the requirements of the Gender Pay Gap Information Act 2021.

# 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.



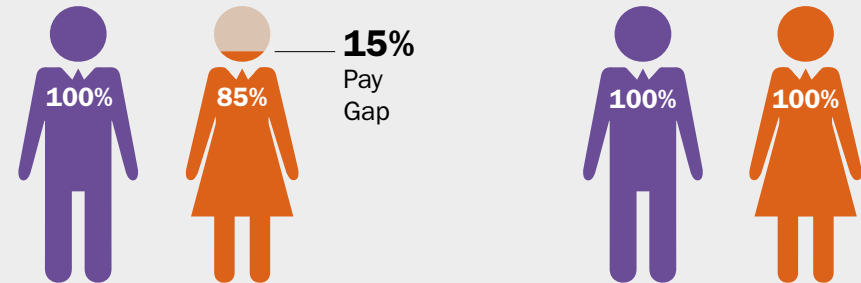
# How we calculate our GPG

Legislation in Ireland requires reporting of 11 data points covering mean and median pay and bonus gap, proportion of males and females receiving a bonus payment, Part-Time and Temporary Contract employee pay gaps, proportion receiving Benefits in kind and proportion of males and females in each quartile pay band.

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.

\* An equivalent hourly rate is calculated for all employees including not just basic pay, but any relevant pay and bonus elements received in the pay period between July 2022 and 30 June 2023. 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



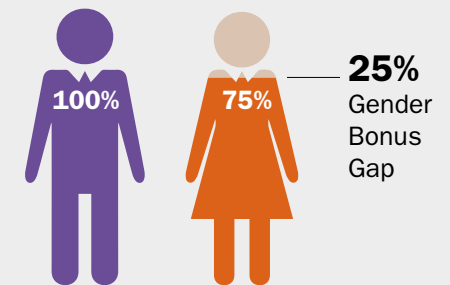
The **Gender Pay Gap** measures the difference between the earnings of females and males across the business, regardless of the work they do.

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

This is expressed in mean and median earnings, based on equivalent hourly rates\*, and is shown as a percentage of male earnings.

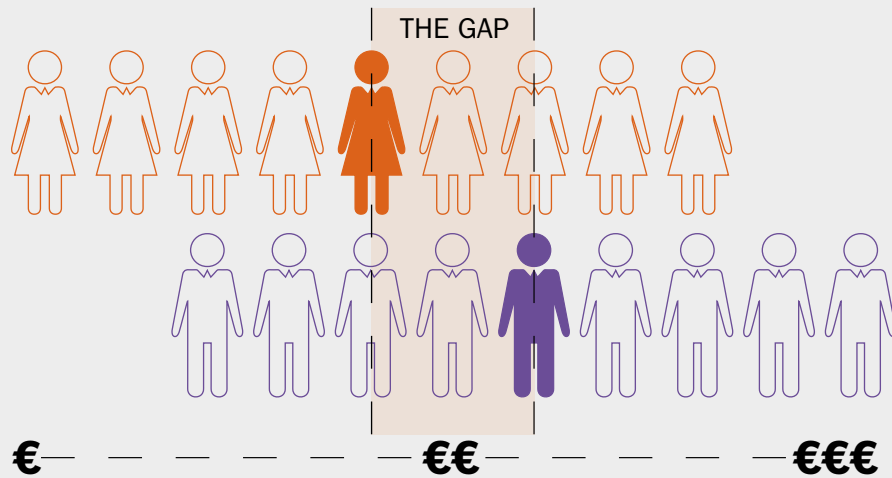
## Gender Bonus Gap

The **Gender Bonus Gap** is the difference in incentive pay received by males and females in the 12 months prior to the snapshot date, 30 June 2023. This includes all bonuses and incentives, such as earnings from stock compensation.



## Explaining median and mean:

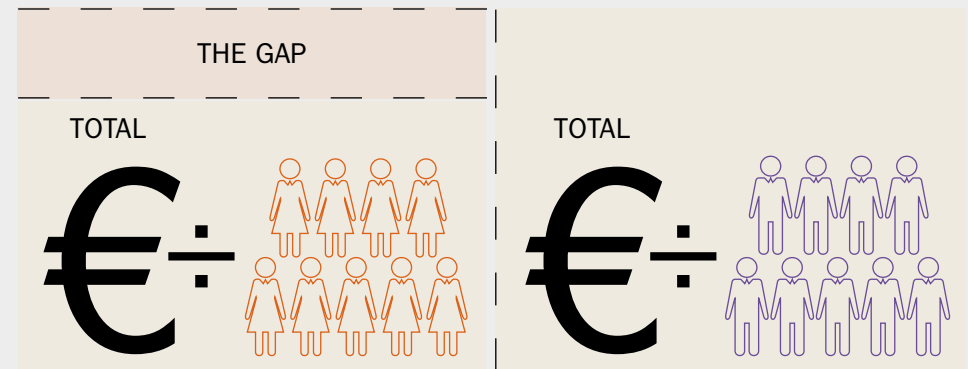
### Median



**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 males and females and the medians are compared.

It is important to note that the Gender Pay Gap legislative requirements in Ireland are binary in regard to gender (specifying female compared to male). Whilst we are reporting our statistics in accordance with the legislation, of the Gender Pay Gap Information Act 2021, we recognise and support all gender identities.

### Mean



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

# What is included in our calculations?

This report covers the 12-month period up to the snapshot date 30 June 2023. The data used for gap calculations covers pay, allowances, bonuses and other incentives received in that 12-month period.

## How are Pay Quartiles calculated?

The quartiles analysis ranks males and females from the lowest to highest earners. This is then divided into four even groups to show the proportion of males and females in each of these four earnings groups.

## How are Pay Gap and Bonus Gap calculated?

The pay gap is the difference between male's and female's hourly earnings in a company. The hourly earnings are based upon a total of all pay across the 12-month period including basic pay, allowances, overtime payments, bonuses and other incentives.

Legislation in Ireland states that in addition to calculating figures covering all our employees, the hourly earnings gaps should be calculated for temporary contract workers and part-time workers separately.

The bonus gap is the difference in all incentive pay received by males and females. This includes all bonuses, long-term incentives and sales commission payments.

## How are Benefits in kind calculated?

Benefits in kind are non-monetary benefits that eligible employees receive from the business. This is reported as the percentage of males and females who received any benefit in kind in the past 12 months.

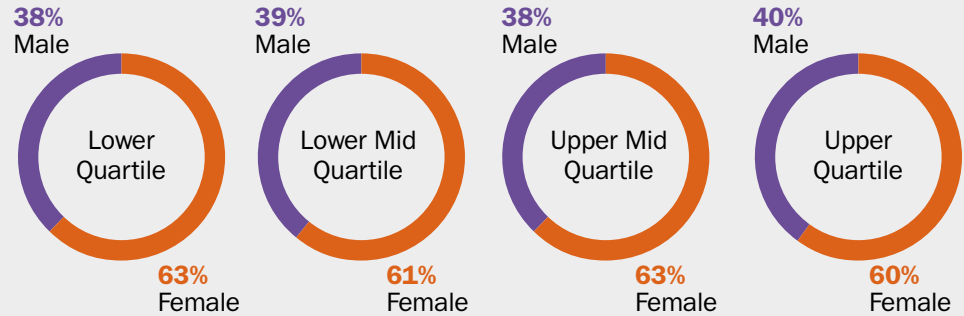


# Our results

We are pleased to report that our median (0.9%) and mean (0.5%) gaps are small, but we are committed to further reducing all our gaps.

We have a wide range of initiatives in place, and we hope they will contribute to reducing any gaps we have. We will continue to place I&D at the heart of what we do to create the best environment for all our Associates.

## Quartiles



## Gender & Bonus Pay Gap

### Pay Gap

**0.9%**

Median

**0.5%**

Mean

### Bonus Gap

**15.7%**

Median

**-15.0%**

Mean

### Proportion receiving a bonus

**45%**

Female

**41%**

Male

## Part-Time Employees

**6.4%**

Median

**5.6%**

Mean

## Proportion receiving Benefits in Kind

**4.5%**

Female

**6.1%**

Male

## Temporary Contract Employees

Population size too small to report a gap.

# Key drivers of our Gender Pay Gap

## These are the key drivers of our GPG figures:

- Our mean and median Gender Pay Gap figures are both less than 1%. This is primarily driven by the large proportion of Associates in our Ireland business who receive the same rate of hourly pay.
- A large portion of our Associates are part time employees. The small gap is driven by differences in role across in the business. This may change year on year.
- Our bonus gap figures are driven by differences in the bonuses paid out to Associates in senior positions. This could change each year.
- A higher proportion of females received a bonus in comparison to males. This difference is driven by the overall makeup of our population.
- A higher proportion of males received Benefits in kind (BIK) in comparison to females. We note that the population size eligible to receive BIK is relatively small.
- Our Temporary Contract employee population size was too small to produce pay gap figures.





# 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 ►

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



## Supporting women

- 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 2 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.
- On March 8th we proudly celebrated **International Women’s Day**, embracing equity through Senior Leadership Panel Events and a Global internal communication campaign.
- Later in March, Calvin Klein appointed award winning **Eva Serrano** as Global Brand President. With 20 years’ experience, she has an omni-channel marketplace view and is growing the market successfully.
- 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.
- **Virginia Ritchie** was appointed as the Global Chief Marketing Officer of Tommy Hilfiger, effective September 1, 2023. Virginia is a PVH veteran and is responsible for all aspects of the brand’s marketing efforts.
- In October Calvin Klein welcomed, seasoned merchandising and product executive, **Eva Vidal Dans**, who was appointed as Chief Product Officer.
- 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.
- Our European HQ launched a **Diverse Candidate Slate** requirement ensuring candidates interviewed for Director level roles & 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 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 .
- This year we have embedded **Unconscious Bias Training** into our 90-day onboarding journey. PVH and our brands recognise that having a more inclusive workforce is better for business and its importance 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 and mean Gender Pay Gap figures being less than 1% at PVH Ireland.

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.



## 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 on actively driving our stated I&D commitments to fairness, equity and inclusion. All People Managers are required to provide an **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 & 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 demographics 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, with a high proportion of female Associates at all levels making use of the development opportunities available.

**Every Individual is valued.  
Every voice is heard.**

# Workplace awards and recognition

Throughout 2023, PVH was honoured to have received external recognition for our ongoing 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.

