



/
FORWARD
FASHION
/

CORPORATE
RESPONSIBILITY
REPORT

2018

PVH is one of the most admired fashion and lifestyle companies in the world.

We power brands that drive *FASHION FORWARD – FOR GOOD*.

Our brand portfolio includes the iconic *CALVIN KLEIN*, *TOMMY HILFINGER*, *Van Heusen*, *IZOD*, *ARROW*, *Speedo**, *Warner's*, *Olga* and *Geoffrey Beene* brands, as well as the digital-centric *True & Co.* intimates brand. We market a variety of goods under these and other nationally and internationally known owned and licensed brands. PVH has over 38,000 associates operating in over 40 countries and \$9.7 billion in annual revenues. That's the Power of Us. That's the Power of PVH.

This, our 11th annual CR Report, provides information and performance data on our operations during our 2018 calendar year. We report our performance under the Global Reporting Initiative's ("GRI") Standards under the "Core" option and in line with the ten principles of the UN Global Compact. Questions, comments or feedback regarding this Report or our *Forward Fashion* strategy are welcomed. Please direct them to cr@pvh.com.

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*The Speedo brand is licensed for North America and the Caribbean in perpetuity from Speedo International Limited.

**100 BEST CORPORATE
CITIZENS LIST**

CR MAGAZINE

#1 Apparel Company

**BEST PLACES TO
WORK IN RETAIL**

*FORTUNE MAGAZINE
& GREAT PLACES TO WORK*

**THE WORLD'S MOST
ADMIRED COMPANIES**

FORTUNE MAGAZINE

**U.S. SECRETARY
OF STATE AWARD**

Corporate Excellence

**100 MOST SUSTAINABLE
COMPANIES**

BARRON'S MAGAZINE

**BEST EMPLOYERS
FOR WOMEN**

FORBES MAGAZINE

**THE WORLD'S MOST
INNOVATIVE COMPANIES**

FAST COMPANY MAGAZINE

TOMMY HILFIGER
an honoree in "Style"

**BEST EMPLOYERS
FOR DIVERSITY**

FORBES MAGAZINE

**100% ON 2018
CORPORATE
EQUALITY INDEX**

HUMAN RIGHTS CAMPAIGN

**TOP FIVE IN
4 CATEGORIES**

HR.COM

2018 LEAD Awards

**AGENTS OF CHANGE
LEADING LADIES AWARD**

FASHION 4 DEVELOPMENT

Awarded to Melanie Steiner

WE *are*
PROUD

2018 WAS AN OUTSTANDING YEAR FOR PVH. We furthered our commitment to our consumers by delivering excellent products offered at great values, and continued to invest in areas that are most impacted by the changing dynamics in the industry – the growing prominence of digital, the importance of having a nimble and responsive supply chain, harnessing the power of data to personalize consumer experiences, and further investments around sustainability.

I celebrated my 25th anniversary with PVH in 2018 and reflected upon my experience and how our organization has evolved. From our associates' embodiment of our values and our efforts to invest in their long-term success, to our ongoing commitment to Corporate Responsibility ("CR"), I am so proud of what our organization stands for. We recognize our opportunity as an industry leader to consider CR throughout our business decisions to protect human rights and the environment, and foster inclusion and diversity as well as community engagement. Our success is not only measured by our business results, but also by how we achieve them.

In 2018, we developed the next evolution of our CR strategy – *Forward Fashion* as we continue to embrace change and position our company for ongoing success. This new strategy marks our commitment to be even more ambitious and transparent in everything we are determined to achieve. Our vision for the future is to reduce negative impacts to zero, increase positive impacts to 100% and improve over one million lives across our value chain. We believe that this strategy truly exemplifies our company's purpose and the way we should all do business.

Alongside our peers, we committed to a number of significant initiatives that I am particularly proud of.

We made decisive moves to demonstrate our support for Inclusion and Diversity, including our involvement with the CEO Action for Diversity & Inclusion™, where we joined more than 350 CEOs in a pledge to advance inclusion and diversity in the workplace. We created in partnership with the Council of Fashion Designers of America, the first white-paper report on I&D in our industry, calling on our colleagues and peers to do more to offer equal opportunity to all.

As members of the UN Global Compact, we continued to support this critical initiative and remain dedicated to practicing sustainable and socially responsible policies, while also providing transparency on how they are being implemented.

We pledged to push toward renewable electricity through joining RE100 and reiterated our commitment to combat climate change in accordance with the Paris Agreement by signing the UN Fashion Charter for Climate Action.

The opportunities for PVH are endless as we continue to create positive change and build a more sustainable future through collaboration, transparency, innovation, and inclusion. Our commitment to our consumers, associates and communities drives us to do better every day, and the passion we share unites us across this incredible organization. This is the Power of Us. This is the Power of PVH.

Emanuel Chirico

Emanuel Chirico,
Chairman & Chief Executive Officer



2018 marked a year of action for PVH, one that pushed us further than ever before. We made large-scale public commitments and stood alongside our like-minded peers to **ADVOCATE FOR A MORE SUSTAINABLE FUTURE**. Our vision is to drive fashion forward for good and we want to take our associates, our partners, and our consumers along on our journey.

Within our new strategy, *Forward Fashion*, we are most excited to announce our 15 targets, aimed to deepen our level of ambition, keep us accountable, and ensure confidence in our approach. We are grounding these priorities in areas where we can have the greatest impact and setting targets that are specific, measurable, and time-bound. Internally, they give us a shared roadmap and a clear objective to work toward. Externally, they represent action-oriented leadership, of which we are deeply proud. We like any large business, face complex challenges in ensuring our business is responsible and sustainable, and *Forward Fashion* is our commitment to getting it right.

In this, our 11th annual CR Report, we are highlighting not only our successes from the past year but also our opportunities for improvement in an effort to drive progress through transparency. We continue to evolve our approach to reporting by measuring against metrics set by the Sustainability Accounting Standards Board (“SASB”) and again aligning our strategy with the UN Sustainable Development Goals.

Above all, what fuels us is the opportunity to create truly lasting impact. In this Report, we are taking a moment to celebrate stories of our impact: the changes to everyday life our work has enabled and the people who have in turn inspired us to keep pushing, including our own team members. We are committed to making the hard decisions, working collaboratively to effect change at scale, and sharing our lessons and challenges along the way.

We hope you'll join us.

Melanie Steiner,
Chief Risk Officer

Marissa Pagnani McGowan,
*Senior Vice President
Corporate Responsibility*



MELANIE STEINER
Chief Risk Officer



MARISSA PAGNANI MCGOWAN
*Senior Vice President
Corporate Responsibility*

/

FORWARD

FASHION

/



ZERO



100%



1M+

We believe that brilliant design and creative solutions are not just reserved for the clothes we make, but also for the way we make them. There is a story woven into every piece we create. It is the story of the fingers that pick the cotton, the hands that spin the fabric, and the communities where they are crafted. A story about how the materials are selected, how our factories are powered and their impact on people and the environment. A story about the kind of business we are and the one we want to be.

Forward Fashion is our strategy to transform how clothes are made and (re)used, and the actions we will take to move our business and the fashion industry toward a more innovative and responsible future. We recognize that resources are limited, and for us, human rights are non-negotiable.

Through *Forward Fashion*, we aim to reduce our negative impacts to zero, increase positive impacts to 100% and improve the over one million lives throughout our value chain: our associates and supply chain workers, their families and their communities.

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

That's the Power of Us. That's the Power of PVH.

WHERE WE FOCUS

We are prioritizing our impact on three strategic focus areas where we can have the most transformative change. Within these areas, we are focusing on 15 priorities, each with a specific, measurable, and time-bound target for our business to achieve. *Forward Fashion* represents a deepening of our commitment to do the right thing and a renewed sense of urgency to use our scale to transform ourselves and the industry.

15 Priorities



ZERO

**REDUCE NEGATIVE
IMPACTS TO ZERO**

Our products and business generate zero waste, carbon emissions and hazardous chemicals



100%

**INCREASE POSITIVE
IMPACTS TO 100%**

Our products and packaging are ethically and sustainably sourced from suppliers who respect human rights and are good employers



1M+

**IMPROVE 1 MILLION+ LIVES
ACROSS OUR VALUE CHAIN**

Our business invests in critical community-level gender, health and education initiatives, enabling opportunity for generations to come

ELIMINATE CARBON EMISSIONS

END WASTE

ELIMINATE HAZARDOUS CHEMICALS
AND MICROFIBERS

INNOVATE FOR CIRCULARITY

SOURCE ETHICALLY

AMPLIFY WORKER VOICE

PROMOTE SAFE WORKPLACES

ADVANCE LIVING WAGES

RECRUIT ETHICALLY

REGENERATE MATERIALS

EMPOWER WOMEN

FOSTER INCLUSION & DIVERSITY

DEVELOP TALENT

PROVIDE ACCESS TO WATER

EDUCATE THE FUTURE

HOW WE DRIVE FORWARD

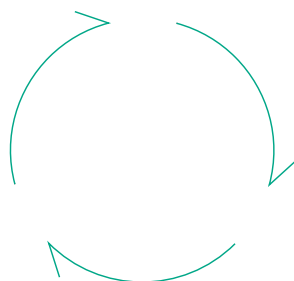
Creating lasting change in our industry is bigger than PVH. It requires strong partnerships, technological advances, scalable programs, and the power of our collective passion. To realize our vision, we will think creatively to solve today's issues, and anticipate the challenges of tomorrow while transparently sharing our progress.

ENGAGE

We will only achieve our ambitions by working collaboratively. Partnerships are critical to drive forward business and industry transformation.

INNOVATE

We innovate tools and solutions through partnerships to transform how clothes are made and consumed at all levels (how we operate, source, make, sell, and re-use).



MEASURE

Tracking, quantifying, evaluating, and reporting our impact are essential steps toward achieving our goals and inspiring business improvements.

IMPROVE

We work toward fixing existing issues and enabling long-term solutions to catalyze change at scale.

OUR BRANDS

Each of our branded businesses contribute something unique to our portfolio and to our corporate responsibility efforts. Together, the Power of PVH is driving fashion forward – for good. Our businesses are an integral part of our *Forward Fashion* strategy and are equally committed to delivering against the PVH corporate responsibility priorities, while also amplifying their own distinctive ways of working and connecting with their consumers to create a more sustainable future.

TOMMY HILFIGER

MAKE IT POSSIBLE

With hard work, and a positive outlook, anything is possible. Tommy Hilfiger's story is proof that if you are determined, you can create opportunity in the face of any challenge. Today, we face some of the biggest challenges yet – from climate change and resource scarcity to inequality and prejudice. One fashion brand can't change all of this. But we will do everything in our power *to create fashion that opens minds and closes loops*. This is our time. A time for belief and a time for determination. It's time to make it possible.

CALVIN KLEIN

DEFY BOUNDARIES

Calvin Klein has always rallied around bold and progressive ideals. Through our commitments, Calvin Klein will help reinvent what's possible and create a future that defies the status quo. We will break free from the boundaries that put people in boxes and the ideas and attitudes that hold us back. We will build a business with zero tolerance for injustice, where fashion has nothing to hide. We will help change the climate for the better and make products that make fashion a force for good. Together, we will defy expectations and define the future.

HERITAGE BRANDS

IN GOOD COMPANY

At Heritage we manage a portfolio of lifestyle brands. We are category experts and our products are best in class. For over a hundred years, we've pioneered and embraced change by placing value on our people and the world around us. As we look ahead, we recognize the power of continuous improvement and are committed to driving positive change for our associates, the environment and the communities where we live and work.

VAN HEUSEN

warners

IZOD

GEOFFREY BEENE

speedo 

Olga

ARROW
USA • 1851 

TRUE

ZERO

REDUCE NEGATIVE IMPACTS TO ZERO

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

Priority: Eliminate Carbon Emissions—Protect our global climate by reducing energy use and powering our business through renewable sources

Key Target: Our offices, warehouses and stores will be powered by 100% renewable electricity by 2030 and we will drive a 30% reduction in our supply chain emissions by 2030

Priority: End Waste—Divert the waste we send to landfill

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

Priority: Eliminate Hazardous Chemicals and Microfibers—Eliminate water pollution from our wet processors

Key Target: Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025

Priority: Innovate for Circularity—Foster and harness innovation to design and manufacture products that eliminate product waste

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

ZERO

KEY STORIES ABOUT OUR EFFORTS TO REDUCE NEGATIVE IMPACTS TO ZERO

ELIMINATE CARBON EMISSIONS

PVH joins key partners in accelerating the path to a low-carbon economy

At PVH, we aim to eliminate carbon emissions to protect our global climate. In 2018, we declared our continued support to combat climate change through public pledges and actions, which included joining the RE100 initiative, committing to the Science Based Targets initiative (“SBTi”) and proudly signing the Fashion Industry Charter for Climate Action. The issues that the global fashion industry face around climate impact are complex and require multi-disciplinary and collaboration approaches to solve. We are proud to advocate for action alongside like-minded partners and hope to inspire other companies to join us as we accelerate the path to a strong, low-carbon economy.

RE100 is a global corporate leadership initiative, led by The Climate Group in partnership with CDP, bringing together businesses committed to 100% renewable electricity. Our joining signifies our commitment to source 100% renewable electricity for our facilities by 2030, with an interim target of 50% by 2025. By investing in renewable electricity, we increase the demand for – and delivery of – renewable energy globally, signaling our prioritization of this initiative and willingness to reciprocate the commitments that we are asking of our supply chain partners. By joining the SBTi, a collaboration between CDP, United Nations Global Compact, World Resources Institute and WWF, we committed to set, within two years, a science-based greenhouse gas emissions reduction target in line with climate science.

As a signatory of the Fashion Industry Charter for Climate Action, launched at the 2018 UN Climate Change conference (COP24), we further pledged to reduce our indirect greenhouse gas emissions throughout our supply chain by 30%. The charter, which is aligned with the goals of the Paris Climate Agreement, brings together leading fashion brand owners, retailers, suppliers, membership organizations, and non-governmental organizations to address climate impact across the fashion industry’s entire value chain, and recognizes the role collaboration plays in achieving a cleaner, low-carbon future. It envisions the industry achieving net zero emissions by 2050 and defines the substantive issues that will be addressed by the signatories. The Charter presents a milestone opportunity for cooperation and collective agreement to drive policy change and advance industry actions at scale.

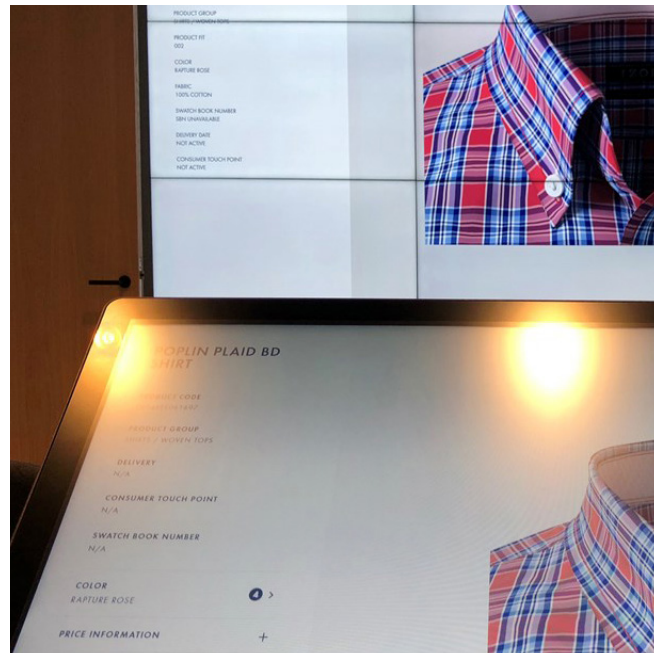
The fashion industry, when united, can be an impactful voice in setting new standards and contributing to sustainable development for the sector and beyond.



Digital showrooms bring PVH into the 21st century: A high-tech solution to an age-old problem

At PVH, we recognize the value that creativity, technology, and innovation have to our business, and on our efforts to minimize our environmental impact. By continually modernizing the way we work and improving our operational processes, we generate time and cost efficiencies, while reducing and diverting waste.

We further evolved the digital strategy we instituted with the introduction of our digital showrooms by implementing 3D design. This technology allows designers to make better decisions based on life-like digitalized images. Merchants then utilize those images to merchandise the assortment. The finalized assortment is incorporated into digital selling tools, reducing the need for physical samples and ultimately transforming the sales process. Eliminating physical samples reduces textile waste, energy use, and emissions associated with the production and shipping of sample product, as well as the property footprint needed for storage of physical inventory. This approach also enables stakeholders to make decisions closer to the sale season, allowing for more accurate forecasting and ordering, and cutting the total production time by approximately 24 weeks. Retail partners expressed confidence that sales decisions could be made using the digital images, and were enthusiastic about the shared benefits of this technology. Through our own dedication to sustainable business practices, we are positively influencing industry behavior and challenging our partners to innovate their own processes and work streams.



The path to zero: transparency and collaboration are key to PVH's chemical management strategy

We made significant progress in 2018 against our commitment to eliminate hazardous chemicals from our supply chain by utilizing standardized industry tools and evolving our full-cycle approach to responsible chemical management. This is a complex endeavor and requires an understanding of our wet-processing base (*i.e.*, mills and tanneries), chemical performance and compliance at each facility, responsible design decisions, transparency in chemical recipes, and baseline reporting. Key to these efforts was the adoption of the Sustainable Apparel Coalition ("SAC") Higg Facility Environmental Module ("Higg FEM") and deeper understanding of the Zero Discharge of Hazardous Chemicals Programme ("ZDHC") tools.

Through our rollout of the Higg FEM in 2017 and 2018, we were able to collect data in order to better understand our suppliers' environmental performance with the goal of driving improvements by setting targets. The Higg FEM is a measurement tool that enables us to understand the environmental impact of our supply chain by measuring the performance and work of our suppliers using a common data set, self-reported by our suppliers and verified by SAC-accredited assessors.

We further tested in 2018 industry tools designed by the ZDHC to review different components of chemical management practices, including the Gateway platform and InCheck reporting. By doing so, we were able to evaluate the types of chemicals that our suppliers are using and the results of their wastewater testing. By asking our strategic wet processors to register on the ZDHC Gateway, upload their chemical inventories, assess their inventories through the InCheck report, and disclose wastewater test data, we can accurately capture their conformance to both ZDHC's Manufacturing Restricted Substances List and PVH's Restricted Substance List whereby supporting remediation where needed.

Taking these critical steps in data collection and analysis, and more importantly, sharing our process and results, is creating a level of transparency and collaboration with respect to chemicals and chemical management that has yet to exist in the industry. We are proud to be recognized by SAC as one of the top five apparel companies/brand owners by scale of adoption of the Higg FEM and remain committed to using our strong position to drive integration and adoption of this and other tools across the industry.



Implementing circularity through the power of partnership

We are committed to moving our industry from a linear to a circular model. Circularity looks beyond the current take-make-dispose model and aims to redefine growth, focusing on positive societal benefits. Designing systems for waste elimination, keeping products in use and recovering materials at the end of each life cycle, optimizes both value and utility.

Our first step to incorporate circularity into our business is our participation in multi-stakeholder groups that focus on circularity in the apparel industry. In 2018, we announced our participation in three key global initiatives focused on accelerating the transition to a sustainable fashion industry based on circular economy principles: the Global Fashion Agenda, Fashion for Good, and the Ellen MacArthur Foundation's Make Fashion Circular Initiative. These organizations are focused on creating systemic change through innovation and collaboration. We are working alongside like-minded partners to implement our shared goals through knowledge exchange, policy engagement, and industry alignment.

Fashion for Good

We believe that the fashion industry can change only if innovations are brought to scale and our partnership with Fashion for Good will help catalyze these efforts. We share a commitment to cross-industry collaboration and disruptive innovation in the most impactful areas in the fashion supply chain, from raw materials to end-of-use. PVH will play a strategic role in setting Fashion for Good's innovation agenda, defining focus areas, participating in the selection of new innovators, providing expertise and mentorship to circular apparel startups, and piloting innovations with the end goal of bringing them to scale.

Ellen MacArthur Foundation

The goal of the Ellen MacArthur Foundation is to establish a new fashion system based on three circular economy principles: (i) business models that keep clothes in use, (ii) materials that are renewable and safe, and (iii) solutions that transform used clothes

into new clothes. As a core partner and member of the Advisory Board, PVH will work with the Foundation to address the issues that lead to pollution and waste.

Global Fashion Agenda

PVH signed onto Global Fashion Agenda's 2020 Circular Fashion System Commitment, a pledge to accelerate the transition to a circular fashion system by committing to set targets for 2020. The pledge addresses four areas: designing for circularity, increasing the volume of used garments collected, increasing the volume of used garments resold, and increasing garments made from recycled post-consumer textile fibers.

In 2018, we hosted our first-ever Sustainable Innovation Forum. The two-day event in New York City introduced over 500 PVH associates to sustainable innovations, selected by Fashion for Good, that are transforming our industry and the trailblazing innovators leading the charge. The audience also heard from PVH leaders driving this work across a range of functions, including design, supply and marketing. Fashion for Good's Innovation Manager, Eva van der Brugge, also spoke to attendees.

*“This event offered a real platform for exchange of **KNOWLEDGE** and opinions; an example of true intention to bring the industry forward and **LEARN** about new innovations.”*

– Eva van der Brugge,
Innovation Manager, Fashion For Good

Amidst engaging vignettes of sustainable materials, attendees interacted with innovators from Fashion For Good's network, exchanging ideas and inspiring change.

ADDITIONAL HIGHLIGHTS

ELIMINATE CARBON EMISSIONS

- We joined We Are Still In, a coalition made up of more than 3,500 investors, companies, mayors, governors, college presidents, and other leaders committed to action on climate change in response to the U.S.'s withdrawal from the Paris Accord.
- Two PVH facilities received BREEAM sustainability certifications.
- We participated in the CDP Climate Change survey for the third consecutive year.

END WASTE

- We collected 3,205 pounds of fabric and textile waste through our partnership with FABSCRAP.
- The PVH Dress Furnishings Group worked to reduce the thickness of their packaging polybags, saving nearly 200 tons of plastic.
- The PVH Neckwear team re-engineered its cardboard shipping cartons, resulting in less cardboard used in a majority of units.
- The PVH Dress Furnishings Group donated fabric scraps to Empire Quilters, an organization that reuses the materials to produce blankets for charities.

ELIMINATE HAZARDOUS CHEMICALS AND MICROFIBERS

- We developed and integrated restricted substance list ("RSL") training for suppliers into our existing online platform for Global Quality Management, which will be rolled out in 2019.
- 27 suppliers participated in a wastewater pilot, to better understand supply chain Manufacturing Restricted Substances List ("MRSL") compliance and wastewater quality, and to identify key risks for non-compliance.
- Two partner mills began their journey in the Clean by Design program, which concludes in 2019.

INNOVATE FOR CIRCULARITY

- The option for consumers to utilize Give Back Box was added to our new Heritage Brands e-commerce websites. Give Back Box sends consumers their product in a shipping box designed for reuse when sending unwanted textiles to charities like Goodwill.

100% INCREASE POSITIVE IMPACTS TO 100%

Fashion has the power to be a positive force in the world. So, when we identify areas where we can make an impact for our people and planet, we won't stop at halfway. Our ambition is for 100% of our products and packaging to be ethically and sustainably sourced, and for 100% of our suppliers to respect human rights and be good employers.

Priority: Source Ethically—Expand the application of our social and environmental standards to the manufacturing of all products and materials

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

Priority: Amplify Worker Voice—Improve working environments through worker engagement and representation

Key Target: 100% of workers employed by key suppliers will have their voices heard through democratically elected representatives by 2025

Priority: Promote Safe Workplaces—Ensure safe and healthy workplaces for all workers in our supply chain

Key Target: 100% of our suppliers will promote and maintain safe and healthy work environments by 2025

Priority: Advance Living Wages—Create conditions for national living wage agreements through industry-wide collective bargaining linked to our purchasing practices

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

Priority: Recruit Ethically—Partner with our suppliers to ensure ethical recruitment practices for migrant workers

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

Priority: Regenerate Materials—Transition key product and packaging materials to sustainable alternatives, and support regenerative agriculture practices, while protecting animal welfare

Key Target: Sustainably source 100% of PVH's cotton and viscose by 2025, and 100% of polyester by 2030

100%

KEY STORIES ABOUT OUR EFFORTS TO INCREASE POSITIVE IMPACTS TO 100%



SOURCE ETHICALLY

Evolution and elevation of supplier relations through the Gold Accreditation Program

In 2018, we expanded our supplier empowerment program, the Gold Accreditation Program, to a new class of strategic suppliers and broadened the scope of the program beyond human rights and worker safety to include a significant focus on environmental issues. In evolving our definition of “best in class” to include vendors who integrate both strong environmental and social supply chain management systems, we encouraged suppliers to look beyond basic compliance.

Vendors who demonstrate exceptional ability to self-manage social and environmental standards and have factory-level verification processes in place are considered for Gold Accreditation program benefits. Through the accreditation process, PVH obtains direct insight into vendors’ best practices in compliance and corporate responsibility, and gains exposure to how vendors manage their supply chains. Our CR regional teams shadow the factory audit teams, observe the factories’ worker-management committees directly, and analyze in-depth interviews with both vendor and factory management.

Gold status vendors become collaborative partners with whom we can engage in co-learning initiatives with and drive strategic projects, building trust as we work to support compliance initiatives beyond assessments. In addressing our shared goals, we promote vendor self-ownership of corporate responsibility practices and empower our partners to make changes that improve the lives of their workers and reduce their impact on the environment.



Highlights of partnership projects include:

- Esquel's pilot of the new Social & Labor Convergence Project (industry-wide assessment) in their factories in China, which led to the first successful SLCP verification equivalent case in the East and Southeast Asia region.
- Working with PT Ungaran, to help two of their factories achieve High Performer Status under the Better Work program.
- Implementing a customized program alongside MAS Intimates to facilitate the migration of more female team members into non-traditional job roles, such as mechanics, while creating an environment for them to thrive and progress in their careers.
- Partnering with Brandix to provide access to water to employees and their communities, specifically improving the quality of life and safety of the women responsible for finding the resources their families need, who would otherwise have to travel long distances to obtain water for daily use.

The commitment of these vendors is recognized through the acceptance of their own internal audits and a three-year waiver of additional assessments. The trust between PVH and our partners reduces audit fatigue and drives shared benefits such as the incorporation of industry tools and cost savings. By validating suppliers' efforts to strengthen their initiatives beyond code of conduct compliance, our Gold vendors become the best advocates for our shared goals.



Communication fuels change: PVH institutes a workplace cooperation program

In partnership with Better Work, a joint initiative of the UN's International Labour Organization and the International Finance Corporation dedicated to improving working conditions for workers throughout the garment industry, we continued our efforts to establish a workplace cooperation program with our suppliers while simultaneously training our own team to act as advisors at the factory level.

While our suppliers have demonstrated tremendous progress through remediation, we believe that successful supplier engagement must move beyond assessments and that an advisory approach to this work ensures continuous improvements for the benefit of both workers and business.

*“By addressing the difficulty of changing communication habits and by empowering trainees to try out new communication methods while **RESPECTING CULTURE**, I believe we can make communication on a daily basis easier, and as a result lay the groundwork for improved worker-management relations and general worker wellness within the factories.”*

– Zoe Zheng,
CR Advisor, PVH Shanghai

By supporting democratic workplace elections and sharing problem-solving techniques, the workplace cooperation program builds factory expertise beyond the remediation of issues identified through assessments. Assisting factories in the implementation of functioning worker-management committees with fairly elected representatives enables them to proactively improve working conditions and amplify the voices of their workers.

As the first step in our commitment to elevate worker voices and improve dialogue within factories, we have implemented a workplace communication training at 46 of our most strategic factories. This training module, conducted by PVH CR advisors, facilitates dialogue between workers and management at the factory level, helping to identify common ground and goals for improvement. The workplace communication training both acknowledges and emphasizes the respective viewpoints and responsibilities of managers and workers to communicate their concerns and collaborate to find solutions. In a factory setting, the workers are often the first to take note of physical or environmental risks, thereby, playing a critical role in effective decision-making and creative action plans.



Industry collaboration and transformation through Accord remediation

We were one of the first companies to commit to the Accord on Fire and Building Safety in Bangladesh (the “Accord”) that was formed immediately following the 2013 Rana Plaza tragedy. The Accord has succeeded in bringing a major portion of the country’s extensive garment industry up to fire, building, and electrical safety standards, as well as establishing in-factory training programs, facilitating the implementation of factory health and safety committees, and developing a mechanism for workers to report health and safety risks. Through this industry collaboration, our efforts have established a singular, united, and consistent voice with a clear message that factories must be safe and workers have the right to refuse to work in unsafe conditions.

The work of the Accord did not end with the agreement’s 2018 expiration nor can its goals be solved in a single agreement. Therefore, the coalition announced an extension to expand its work through 2021, which PVH continues to support. We addressed 98% of the initial issues uncovered at our suppliers’ factories and remediated over 95% of all issues uncovered through 2018, and we are proud to serve as the lead company in all of our multi-brand facilities. We feel confident that workers better understand their rights to operate and are empowered to identify and communicate their concerns. We are invested in the Accord’s efforts to transition compliance responsibilities to the Bangladeshi government, in furtherance of our ongoing commitment to ensuring safe and healthy workplaces for all members of our supply chain.



Reaffirming our commitment to fair labor, PVH becomes first US-based brand to join ACT

PVH's longstanding commitment to human rights and fair compensation is rooted in *A Shared Commitment*, our code of conduct. We believe that every worker has a right to compensation that is sufficient to meet basic needs and provide some discretionary income. We publicly reaffirmed the requirement of our business partners to uphold our code of conduct, as well as issued new guidance to achieve living wages through industry-wide collective bargaining at the country level, and continued to support living wages through our own business practices.

We recognize that realizing living wages for all workers is a challenge across the apparel industry and that sustainable improvements can only be attained through multi-stakeholder collaboration. We joined Action, Collaboration, Transformation ("ACT") in 2018, which is a contractual collaboration of brand owners and IndustriALL Global Union committed to advancing living wages for industry workers through collective bargaining linked to purchasing practices. We are the first U.S. based company to sign the agreement. We view ACT as a critical partnership in helping to address living wage gaps at the country level. Through ACT, we are supporting collective bargaining agreements at an industry level in producing countries.

PVH believes that business practices can impact suppliers' abilities to promote safe working conditions and uphold living wage payments. As an ACT member, PVH has committed to evaluate and improve upon our own business practices to make it possible for our suppliers to pay workers the agreed upon living wage and train our global associates on responsible sourcing and buying practices to embed our commitments across the company.



PVH introduces a comprehensive migrant labor policy

We revised our migrant labor policy in 2018 to provide more guidance to suppliers on how to address modern slavery and forced labor in their operations. We recognized the need to provide practical guidance to help suppliers proactively address human rights risks specific to migrant labor during all phases of the migrant worker life cycle (pre-departure, employment, and end-of-service).

Our CR Supply Chain Guidelines have always stated that we have a “no-fees” policy for migrant workers, but the updated policy goes into greater detail, defining recruitment fees and explicitly stating which fees workers should not be charged. We have also included additional guidance on migrant worker contracts, freedom of movement, and how to conduct due diligence on recruitment agencies.

Migrant labor is heavily utilized around the world, making this an issue that requires partnership with both industry peers and suppliers. We joined and currently serve on the Steering Committee of the Responsible Labor Initiative (“RLI”), a multi-industry, multi-stakeholder initiative focused on ensuring that the rights of those workers vulnerable to forced labor in global supply chains are consistently respected and promoted. As the first apparel sector member to join RLI, we have worked to accelerate labor market transformation through harmonized due diligence and collective action. We are committed to partnering with our suppliers to ensure ethical recruitment practices for migrant workers. We are one of the first in our industry to be pushing for solutions to these pervasive cross-sector issues and will continue to champion for change.



What's the alternative? Sustainable materials move us forward

We challenged our business leaders to evaluate their use of product and packaging materials, and identify opportunities to transition to more sustainable alternatives. The response was inspiring. Work that had previously been done independently began to come together cross-functionally and across our three business groups. The PVH Corporate Responsibility team provided facilitators and supporters of the programs that our partners and colleagues have since integrated into their businesses.

Better Cotton Initiative

PVH joined the Better Cotton Initiative, a program that exists to make global cotton production better for the people who produce it, for the environment it grows in, and for the sector's future. We set both an internal and external public target for cotton use. Within the first year, we estimated we will have exceeded our internal goal and are at approximately 30% of our public target of 100% by 2025.

Polyester

Our business increased its use of recycled polyester, resulting in the acknowledgement of PVH on the Textile Exchange's Preferred Fiber Benchmark List of Top Industry Users of Recycled Polyester.

Packaging

By switching to sustainable, non-plastic packaging alternatives wherever possible, PVH's overall packaging is now 74% recyclable. The PVH Dress Furnishings Group is working to minimize plastic elements from our dress shirt packaging and expect to reduce plastic use by 68 tons starting in 2020.

How2Recycle

In 2018, PVH became the first apparel company to join How2Recycle, a U.S. and Canada-based standardized labeling system that clearly communicates recycling instructions to the public.

Ocean-bound Plastic Hangers

The Underwear Group brought together plastic and hanger suppliers to drive the creation of ocean-bound plastic hangers, made from plastic at risk of entering the world's oceans. We are currently testing these hangers in stores in the U.S.



ADDITIONAL HIGHLIGHTS

SOURCE ETHICALLY

- We continued to expand the scope of our assessment program to include additional Level 2 suppliers, specifically, strategic mills and other wet processing units (laundries and dye houses) and assessing key trim suppliers.
- 89% of our licensee factories met or exceeded our supplier performance expectations.¹
- Our regional CR teams are using the results from the SAC Higg FEM tool to better facilitate conversations with suppliers on how to improve environmental performance.

AMPLIFY WORKER VOICE

- The global corporate CR team completed Better Work's Industrial Relations e-course.

RECRUIT ETHICALLY

- PVH joined the Responsible Labor Initiative, a multi-industry group committed to ensuring that the rights and dignity of those workers vulnerable to forced labor in supply chains are respected and promoted through responsible recruitment and employment practices. One of our PVH CR team members sits on the Steering Committee.

PROMOTE SAFE WORKPLACES

- We are a Steering Committee member of LaBS (Life and Building Safety) and have helped shape its strategy as the program rolls out at scale in Vietnam in 2019.
- Five factories that produce product for PVH took part in LaBS pilots in Vietnam.
- 77% of our eligible factories have completed Accord-mandated employee trainings on fire and building safety and have an active occupational health and safety committee.

REGENERATE MATERIALS

- PVH has enacted a policy that by 2019 all down in products we produce must be verified through the Responsible Down Standard.
- We have discontinued the use of angora in our products.

¹ Achieved green, yellow, social assessment color rating (excludes De minimis (gray)). See our GRI Index for color definitions.



1M+

IMPROVE 1 MILLION+ LIVES ACROSS OUR VALUE CHAIN

At PVH we honor the fundamental role our collective workforce has on the success of our business, and we are committed to continually improving the lives of our associates and supply chain workers, their families and their communities.

Our ambition is for our business to positively affect the over 1 million lives across our value chain, focusing on education and opportunities for women and children, ensuring access to clean water for all and continuing to champion inclusion and diversity.

Priority: Empower Women—Remove barriers to advancement and create pathways to opportunity and choice for women in our supply chain

Key Target: Professional and life skills development programs will be made available to 500,000 women across our supply chain by 2030

Priority: Foster Inclusion & Diversity—Create an inclusive environment where every individual is valued

Key Target: Expand unconscious bias training to all 38,000+ PVH associates globally by 2023 and achieve gender parity in leadership positions by 2030

Priority: Develop Talent—Develop a talented and skilled workforce that embodies PVH's values and an entrepreneurial spirit while empowering associates to design their future.

Key Target: Expand professional skills development and digital literacy programs through PVH University to reach all 38,000+ PVH associates globally by 2023

Priority: Provide Access to Water—Ensure access to clean water for communities in our key basins through collaborative action

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

Priority: Educate the Future—Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life

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

1M+

KEY STORIES ABOUT OUR EFFORTS
TO IMPROVE 1 MILLION+ LIVES
ACROSS OUR VALUE CHAIN

EMPOWER WOMEN

The Future Is Female: youth employability program enables young women in Hawassa

PVH is proud of our longstanding partnership with Save the Children, a global organization that gives youth a healthy start in life, the opportunity to learn, and protection from harm. In 2018, we invested in Save the Children's Partnership for Youth Livelihoods program, aimed at expanding employment opportunities, increasing income, and improving working conditions for young people living in Hawassa, Ethiopia, home to our joint venture factory, and nearby communities.

The Partnership for Youth Livelihoods program provides training on goal setting, relationship building, effective speaking and listening skills, problem solving, and decision making. Following the training, youth facilitators help the young people create Personal Development Plans, guiding them through the selection of a livelihood opportunity and outlining steps toward achieving their goals. This preparation and support are critical precursors to their ability to self-select their employment pathway based on their newly gained skills and assessments of community needs.

The program is held to a 50% women-served gender mandate, and the staff is dedicated to encouraging the consideration of gender equality throughout all aspects of the project. Prioritizing gender equality within this program yielded 63% female representation across the training programs, exceeding the minimum requirements. In a specific work-readiness skills training, 71% of youth participants were female, all of whom are now currently engaged in wage-based employment, allowing them to save money and explore their entrepreneur goals.

Investment in gender-based youth programming is an example of upholding our commitment to removing barriers to advancement and creating pathways to opportunity and choice for women in our supply chain. Women invest a sizable portion of their earned income back into their local economies, creating a tremendous economic impact. Currently, 34 young women from the program are employed at the PVH joint venture facility PVH Arvind Manufacturing. By training youth, especially females, on transferable life and employability skills that match the labor market, we empower them to improve their lives, the lives of their families and communities.



With an emphasis on inclusion comes a workplace where every individual is valued

At PVH, we are strongest when we all come together. We seek to create an environment where every individual is valued and have made a conscious decision to focus efforts on inclusion and diversity (“I&D”). We believe that providing a welcoming place for people from all backgrounds, cultures, and lifestyles will lead to a diverse workforce.

PVH partnered with the Council of Fashion Designers of America to host an I&D interactive workshop and panel discussion, and to release a collaborative, research-based white paper on the topic to initiate a meaningful conversation within the industry. We urged partnership among our peers to create an industry-wide culture we could be proud of and to accurately represent, among our own associates, the many consumers whose lives we touch.

*“We live in a changing world, with complex tensions that can have significant impact on people. Being able to openly discuss the uncomfortable in a **SAFE ENVIRONMENT** within our workplace inspires people to develop compassion and understanding to **EMBRACE DIFFERENCES** and create a **SENSE OF BELONGING.**”*

– Monica Canto,
Vice President, Inclusion & Diversity

We are also one of the 350 leading corporations to sign the CEO Action for Diversity and Inclusion. It is our commitment to creating a trusting work environment where complex and often difficult conversations are cultivated. We have promised to raise awareness about unconscious bias and expand our training across our organization, from the top down.

We have installed regional I&D councils. These councils have established Business Resource Groups (“BRGs”), which are networks to exchange ideas and engage with like-minded individuals. BRGs launched in 2018 include one for African Americans and another for working parents. They joined BRGs that focused on women and the LGBTQ community.

BRGs are driven by the passion of our associates and executive leadership. Through grassroots efforts, they have been critical to the implementation of, or our participation in, educational panels, interactive conversations, cultural events and, most visibly, Pride celebrations in several cities around the world in 2018. They are also a valuable resource in developing policies that affect our associates and our business.

For more information on I&D at PVH, please see <https://careers.pvh.com/i/global/en/inside-look>



Talent development encourages associates to bring their best selves to work

Behind every business success we achieve, there is a team of people supporting each step along the way. Each of our associates, as well as PVH at large, benefits from the collective strength built on individual talents. We recognize that our people are our most important asset and the ongoing development of their skills aligns with our promise to them that they can design their own future at PVH.

PVH University is our learning platform that provides opportunities for associates both to develop in their current roles and to prepare for future ones.

The curriculum is organized into several academies: Leadership, Inclusion & Diversity, Professional Skills, and Supply Chain. More than 365 courses were offered in 2018 across classroom and virtual options. PVH U OnDemand online content was upgraded to include LinkedIn Learning, TED Talks, Business of Fashion, and Knowledge at Wharton. More than 500 people, from front-line associates to executives, have participated in PVH University's suite of Leadership Programs.

For more information on Talent Development at PVH please see <https://careers.pvh.com/i/global/en/grow-with-us>



*“I participated in the Leadership Foundations program which helped me to **ENHANCE MY UNDERSTANDING** of the different dimensions of leadership, e.g., Motivation and Coaching. I am applying those skills on a daily basis, and they not only allow me to be a better leader but be a better colleague”*

– Kathrin Ruesing, Senior Manager, Strategy, Calvin Klein North America & The Underwear Group

Safeguarding access to water: Protecting Lake Hawassa Initiative

PVH has a partnership with leading conservation organization World Wildlife Fund (WWF) to support water stewardship efforts in key sourcing communities for PVH’s businesses and the broader apparel industry. PVH and WWF will work together to help conserve freshwater resources in Ethiopia’s Lake Hawassa and India’s Cauvery River basins, building on existing collaborative efforts by the organizations in China and Vietnam.

We launched the Protecting Lake Hawassa Initiative in 2018 as part of our overall commitment to ensuring access to clean water for local communities in key basins around the world. We prioritized efforts to address environmental and infrastructure needs, and continue to safeguard the finite and critical resource of water by focusing on waste management, afforestation, and community engagement.

Grassroots initiatives designed to bring awareness to water conservation and waste management best practices, such as informational billboards detailing the benefits of recycling, encouraged behavior modifications and drove change in ways community members understood and could adopt. An essay writing contest through the University of Hawassa encouraged young people to consider the role they play in future preservation of this critical resource. Sponsorship of community events such as the Great Ethiopian Run Half Marathon demonstrated shared investment in the area and served as a reminder of the economic benefits the lake poses to the region. The creation of a governance structure for the initiative and leadership opportunities through task forces and advisory groups enables the continuation of stakeholder participation.

We worked to address the lack of solid waste infrastructure and the threat of land degradation. Data collection informed the design and construction of an infrastructure plan, including the installation of informational garbage bins to prevent litter and debris from flowing directly into the lake. Intervention activities were identified to minimize the soil erosion causing siltation of Lake Hawassa, including land stewardship plans such as planting trees and working with local farmers to identify the best crops to grow on the land.

Alongside our key partners and technical advisors, GIZ, World Wildlife Fund (WWF) and the Rift Valley Lakes Basin Development Office, we will continue to advance water conservation and stewardship efforts in Ethiopia and other critical water sources for our sourcing communities through exploration of new technologies and educational programming, and support of sustainable development policies at the local and national levels.



Improving access to education and enhancing quality of life in the communities where we work and live

The PVH Foundation supports the work of Christel House, a nonprofit organization in India helping impoverished children become self-sufficient members of society. Since 2001, Christel House has provided K-12 education, character development, healthcare and nutrition, family assistance, career guidance, and job placement for youth and families in need using a holistic approach to serve its more than 860 students.

Students also receive comprehensive health services, including mental health services. In addition, children are provided with nutritious meals and beverages throughout their day. Corporate sponsorships, such as our charitable investment and associate volunteerism efforts, enable Christel House to provide all services to the students at no cost.

The College & Careers program at Christel House screens students for specific skills and assists them in exploring university and vocational training options based on their academic interests and capabilities. All graduates receive scholarships to pursue their university education ambitions and are later supported throughout the job placement process.

Soumya, a Christel House student, strives to go to college, dreams of someday becoming an Indian Administrative Service Officer, the premier civil service arm in India, and credits Christel House for instilling this belief in herself.

For Soumya, Christel House, supported her childhood needs and enhanced the quality and potential of her adult life:

“Going to Christel House has greatly impacted my life. Before Christel House, I was a girl who was denied basic necessities. But, Christel House has taken care of all my needs with services like breakfast and lunch, as well as medical care and counselling. Not only has Christel House provided me with a positive school environment, but it has also ensured that there is peace and harmony in my home. Christel House has given me an opportunity to reach my goals. It has given me happiness.”

*“My journey at Christel House has completely **TRANSFORMED MY LIFE**. I never thought I would get a wonderful opportunity like this. Here, I have been able to recognize and work on many of my talents. All of my teachers have **ENCOURAGED AND MOTIVATED** me to do well in academics and have also helped me explore and recognize my hidden talents. Today, I am the only girl who has been educated in my family and this is because of Christel House.”*

– Soumya, senior at Christel House



ADDITIONAL HIGHLIGHTS

EMPOWER WOMEN

- PVH Cares hosted a Prom event for young women associated with Big Brothers Big Sisters and NYC Department of Homelessness; associates donated the dresses, shoes and accessories, and then helped the young women “shop” for their proms.

DEVELOP TALENT

- PVH University launched a new Supply Academy.
- The Learning & Development team introduced an upgraded technology platform. The platform aggregates content created by PVH, as well as by external sites. Powered by EdCast artificial intelligence, associates can tailor what content is fed to them based on their specific learning plans.

PROVIDE ACCESS TO WATER

- The CR team engaged associates with the “PVH₂O” competition to celebrate their water conservation techniques by posting on our internal news app; the six winners travelled to India with the CR team and PVH leadership to observe our WWF water stewardship work firsthand.
- The CEO Water Mandate (“CEOWM”) convened the Apparel Working Group where PVH, together with other CEOWM apparel brands, planned for a project in the Cauvery River basin complementary to the work of WWF.

EDUCATE THE FUTURE

- The PVH Foundation supported the Pajama Program which works to provide pajamas and books to children in need, encouraging a nurturing bedtime routine.

The **Sustainability Accounting Standards Board (SASB)** is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the Standard for the Apparel, Accessories & Footwear industry as defined by SASB's Sustainable Industry Classification System (SICS).

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCES
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	Discussion and Analysis	n/a	CG-AA-440a.1		2018 CR Report, pg 23 2017 CR Report, pgs 34-45 PVH Materiality Assessment
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	Quantitative	Percentage	CG-AA-440a.2	In 2017 we sourced 17% of our cotton (Conventional, organic, recycled) as Better Cotton. In 2018, we are estimating that we sourced 33% of our cotton as Better Cotton. This was calculated using the BCCU's sourced in 2018 and assuming a 3% growth rate in PVH total cotton consumption year over year. We also require that down used in our products be certified by the Textile Exchange's Responsible Down Standard (RDS) to ensure it has been sourced responsibly.	
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	Discussion and Analysis	n/a	CG-AA-250a.1		2018 GRI Index pg 46 2017 CR Report pgs 28-29 2017 GRI Index pg 7
	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		2018 GRI Index pg 46 2017 CR Report pgs 28-29 2017 GRI Index pg 7
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements	Quantitative	Percentage	CG-AA-430a.1	We state in our Supplier Guidelines that if a factory discharges wastes or pollutants (including wastewater, air emissions, solid waste, hazardous wastes, etc.) in a manner that poses an immediate threat or irreversible damage to the workers, environment and local communities, PVH has the right to immediately and permanently discontinue business with that supplier.	PVH CR Supply Chain Guidelines
	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	67% of our Tier 1 and beyond Tier 1 facilities completed a Higg Self-Assessment in 2018. This data includes facilities directly sourced by PVH.	

TOPIC	ACCOUNTING METRIC	CATEGORY	UNIT OF MEASURE	CODE	DATA	REFERENCES																		
Labor Conditions in the Supply Chain	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	Total Factories Assessed	1,771																		
					Percentage of Tier 1 Supplier Facilities & Beyond Tier 1 Supplier Facilities Assessed	74%																		
					Factories Assessed by 3rd Party	78%																		
					Note: 3rd Party Assessor means an external party that is not a PVH auditor.																			
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	Quantitative	Rate	CG-AA-430b.2	<p>Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH Business Divisions. "Gold" rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. "Green" and "Yellow" ratings indicate that the supplier exceeds or meets Code of Conduct standards. "Orange-1st" and "Orange-2nd" ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. "Gray" ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category and may undergo a self-assessment, short-form assessment or rating equivalency. "Red" and "White" ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.</p> <table border="0"> <tr> <td>CR Color Rating</td> <td>Global</td> </tr> <tr> <td>Gold</td> <td>2%</td> </tr> <tr> <td>Green</td> <td>14%</td> </tr> <tr> <td>Yellow</td> <td>55%</td> </tr> <tr> <td>Orange-1st</td> <td>5%</td> </tr> <tr> <td>Orange-2nd</td> <td>1%</td> </tr> <tr> <td>Red</td> <td>1%</td> </tr> <tr> <td>White</td> <td>1%</td> </tr> <tr> <td>Gray</td> <td>21%</td> </tr> </table> <p>Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. Red and white factories are not authorized for production.</p>	CR Color Rating	Global	Gold	2%	Green	14%	Yellow	55%	Orange-1st	5%	Orange-2nd	1%	Red	1%	White	1%	Gray	21%	
CR Color Rating	Global																							
Gold	2%																							
Green	14%																							
Yellow	55%																							
Orange-1st	5%																							
Orange-2nd	1%																							
Red	1%																							
White	1%																							
Gray	21%																							
	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 Materiality Assessment																		

Our 2018 performance summary can be found in the tables below. In preparing this report, we have been guided by the GRI Standards framework. It underwent a structured review process by our Accounting and Legal teams, as well as by relevant partners within our business divisions.

SUPPLIER SOCIAL ASSESSMENTS

Suppliers Assessed	1,771
Assessments Conducted	2,153
Operations audited, by region	
East & Southeast Asia (ESA)	946
Americas	410
South Asia (SA)	226
Europe, Middle East & Africa (EMEA)	189
CR Color Rating	
Global	
Gold	2%
Green	14%
Yellow	55%
Orange-1st	5%
Orange-2nd	1%
Red	1%
White	1%
Gray	21%

Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. Red and white factories are not authorized for production.

CHARITABLE GIVING (USD AMOUNTS IN THOUSANDS) ¹

The PVH Foundation	\$	5,962
Associate Pledges		157
Fundraising		726
Retail Customer Contributions		785
PVH Product Contributions		14,192
Total	\$	21,822

WATER

Owned & Operated

Total Water Withdrawn from Municipal Water Suppliers and Other Water Utilities (Cubic meters)	181,235
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Supply Chain

Water Use by Facility Type (Cubic meters)	
Tier 1	37,417,250
Beyond Tier 1	133,874,602
Total	171,291,852

Supply Chain Water Withdrawal by Source and Region (Cubic meters)

	Ground Water	Municipal Water	Produced/Process Water	Rain Water	Sea Water	Surface Water	Wastewater from other organizations	Grand Total
Americas	2,015,675	124,797	203,439	7,860	0	0	86,886	2,438,657
EMEA	11,223,464	2,979,953	1,048,506	5,324	0	334,985	0	15,592,232
ESA	3,413,919	55,419,706	21,514,499	11,318	0	25,505,424	5,639,600	111,504,466
SA	7,511,190	17,467,934	15,268,600	8,361	0	1,500,413	0	41,756,498
Grand Total	24,164,248	75,992,389	38,035,044	32,863	0	27,340,822	5,726,486	171,291,852

Note: Only facilities with verified data are included in this analysis. This data is for the facilities' total water usage for the 2017 year.

¹ This chart excludes Warnaco product contributions.

INCLUSION AND DIVERSITY

Diversity Analysis, U.S. Associates		
	#	%
Non-White Female	5,872	37.3
White Female	4,249	27.0
Non-White Male	3,379	21.5
White Male	2,225	14.1
Not Declared - White	4	0.0
Not Declared - Non-White	6	0.1
Total	15,737	

Diversity Represented by Level, U.S. Associates

Senior Vice President & Above		
Non-White Female	9	6
White Female	44	31
Non-White Male	9	6
White Male	81	57
Not Declared - White	-	0
Not Declared - Non-White	-	0
Total	143	
Vice President & Director		
Non-White Female	132	16
White Female	367	46
Non-White Male	82	10
White Male	224	28
Not Declared - White	-	0
Not Declared - Non-White	-	0
Total	805	
Manager		
Non-White Female	1,106	30
White Female	1,359	37
Non-White Male	603	17
White Male	577	16
Not Declared - White	2	0
Not Declared - Non-White	-	0
Total	3,649	
Individual Contributor		
Non-White Female	4,623	41
White Female	2,479	22
Non-White Male	2,685	24
White Male	1,343	12
Not Declared - White	2	0.0
Not Declared - Non-White	8	0.1

EMISSIONS ²

	2015	2016	2017	2018
Scope 1 (metric tons of CO ₂ e)	41,293	37,323	32,689	35,039
Scope 2 (metric tons of CO ₂ e)	106,055	118,707	119,758	93,839
Total GHG Emissions	147,348	156,030	152,448	128,878

GHG Emissions by Facility Type

Retail	106,050	117,068	111,052	92,807
Warehouse ³	19,867	22,457	22,659	21,046
Office ⁴	19,206	13,684	15,363	12,203
Vehicles ⁵	2,225	2,821	3,374	2,822

GHG Emissions by Region

North America	99,690	93,017	65,903
Europe	36,395	39,461	41,082
Eastern Asia	16,883	17,978	19,551
Other	3,062	1,992	2,342

MATERIALS ⁶

Top 5 Materials by Volume (MT)

Cotton (Conventional/organic/recycled)	113,237
Polyester	16,692
Nylon	9,013
Silicone	4,730
Elastane, Spandex, Lycra	3,432

Top Sustainable Materials by Volume (MT)

Sustainable Cotton	17,435
Sustainable Polyester	1,277
Sustainable Cellulosics	202
Sustainable Nylon	92

Percentage of Raw Materials Third-Party Certified to a Sustainable Standard

In 2017 we sourced 17% of our cotton (Conventional, organic, recycled) as Better Cotton. In 2018, we are estimating that we sourced 33% of our cotton as Better Cotton. This was calculated using the BCCU's sourced in 2018 and assuming a 3% growth rate in PVH total cotton consumption year over year.

PVH does not allow down and/or feathers from birds that have been live plucked or force fed. We also require that down used in our products be certified by the Textile Exchange's Responsible Down Standard (RDS) to ensure it has been sourced responsibly.

² We are restating our 2015 global baseline because we are now using the market-based approach instead of the location-based approach to calculate our footprint. The market-based approach allows us to account for renewable energy in our footprint, whereas the location-based method did not. This year we purchased renewable energy credits (RECs) for the first time, leading to the decrease in our footprint between 2017 and 2018.

³ Warehouses include emissions from distribution centers and from PVH Neckwear Factory.

⁴ Offices include emissions from showrooms.

⁵ Includes fugitive emissions from vehicle refrigerants.

⁶ The above represents data from 2017.

⁷ WRI's Corporate GHG Accounting Protocol. Data covers electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and includes fugitive emissions from vehicle refrigerants.

⁸ Almost all natural gas and some propane for heating, and a mixture of gasoline, diesel oil, and compressed natural gas for vehicles.

WASTE

Total Weight of Waste by Disposal Method (MT)

Recycling	12,189
Composting	0
Recovery/Reuse	37
Landfill	531
E-Waste/Universal Waste	25
Incineration	138
Waste to Energy/Biogas	48
Total	12,968

ENERGY/ELECTRICITY

Renewable Energy Use, by region

North America	53,431,000 kWh
Europe	7,304,489 kWh
Total	60,735,489 kWh

Energy Consumption

Total Energy Consumption ⁷	1,601,384 GJ
Total Fuel Consumption ⁸	597,419 GJ

Total Cooling Consumption	558,939 GJ
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Electricity Use by Facility Type (non renewable)

Retail	196,704,058 kWh
Warehouses	38,084,077 kWh
Office	36,097,476 kWh
Vehicles	17,087 kWh
Total	270,902,698 kWh

PACKAGING ⁹

Recyclable	74%
Non-Recyclable	26%

⁹ The data collection and baseline process improved greatly from 2016 to 2017, but there are still gaps that need to be addressed for more accurate information.

The content provided is vendor sourced, and we are continuously working to improve the quality of the data. This data is dependent on what each supplier can provide and there can be substantial variances year to year. As our teams work together, we are learning every year how to make the collection process more efficient and accurate. This data does not include Tommy Hilfiger.

GENERAL DISCLOSURES 2018


DISCLOSURE NUMBER AND TITLE

2018 RESPONSE

Organizational Profile

102-1	Name of the organization	PVH Corp. ("PVH")
102-2	Activities, brands, products, and services	<p>PVH is one of the most admired fashion and lifestyle companies in the world. PVH powers brands that drive fashion forward – for good. The iconic portfolio includes <i>TOMMY HILFINGER</i>, <i>CALVIN KLEIN</i>, <i>Van Heusen</i>, <i>IZOD</i>, <i>ARROW</i>, <i>Speedo</i>[*], <i>Warner's</i>, <i>Olga</i> and <i>Geoffrey Beene</i> brands, as well as the digital-centric <i>True & Co.</i> intimates brand. PVH markets a variety of goods under these and other nationally and internationally known owned and licensed brands. PVH has over 38,000 associates operating in over 40 countries and nearly \$9.7 billion in annual revenues.</p> <p>[*]The Speedo brand is licensed for North America and the Caribbean in perpetuity from Speedo International Limited.</p>
102-3	Location of headquarters	200 Madison Avenue, New York, NY 10016
102-4	Number of countries where the organization operates	2018 Form 10-K pgs 11, 28
102-5	Ownership and legal form	PVH is a publicly traded company on the New York Stock Exchange
102-6	Markets served	2018 Form 10-K pgs 1-16
102-7	Scale of the organization	2018 Form 10-K pgs 1-16
102-8	Information on employees and other workers	<p>Female, Full time: 11,623 Female, Part time: 12,450 Female, Grand total: 24,073</p> <p>Male, Full time: 6,379 Male, Part time: 5,311 Male, Grand total: 11,690</p> <p>Gender undeclared, Full time: 4 Gender undeclared, Part time: 15 Gender undeclared, Grand total: 19</p> <p>All, Full time: 18,006 All, Part time: 17,776 All, Grand total: 35,782</p> <p>Note: As of December 31, 2018. This includes regular employees only, excluding seasonal, interns and temporary staff.</p>
102-9	Supply chain	<p>Global Supply Chain</p> <p>Factory List Disclosure</p>
102-10	Significant changes to the organization and its supply chain	No Significant changes
102-11	Recautionary Principle or approach	<p>We consider the precautionary principle as a key component of the organization's management of risks related to people, environment, and communities. Notably, the precautionary principle was an important guiding principle in the development of PVH's Chemical Management Commitment and Action Plan.</p>

Organizational Profile (continued)

102-12	External initiatives		<p>General CR/Sustainability – UN Global Compact, Business for Social Responsibility (BSR), Women’s Empowerment Principles, Sustainable Apparel Coalition (SAC), American Apparel & Footwear Association (AAFA)</p> <p>Human Rights & Safe Workplaces – Fair Labor Association (FLA), Better Work, SAC, UN Guiding Principles on Human Rights, Responsible Labor Initiative, Social and Labor Convergence Project (SLCP), Accord on Fire and Building Safety in Bangladesh (“The Accord”), Life and Building Safety (LaBS), ACT, Ronald McDonald House, Safe Horizon, Save the Children, World Vision</p> <p>Inclusion & Diversity – Women’s Empowerment Principles, NEST, CEO Action to Promote Inclusion & Diversity, UN Free and Equal Campaign, CFDA</p> <p>Environmental Sustainability – Zero Discharge of Hazardous Chemicals (ZDHC) Programme, AFIRM Group, SAC, CEO Water Mandate, WWF International, UN Global Compact, Apparel Impact Institute, Sustainable Packaging Coalition, How2Recycle program, Better Cotton Initiative (BCI), Textile Exchange, Business for Social Responsibility, Business Renewables Center (BRC), UN Fashion Charter for Global Climate Action, RE100, REBA, Science- based Targets Initiative (SBTi), Fabscrap, Global Fashion Agenda, Fashion for Good, Ellen MacArthur Foundation, Plug and Play</p>
102-13	Membership of associations		<p>Leadership Positions:</p> <ul style="list-style-type: none"> • Manny Chirico, CEO is on the Board of Dick’s Sporting Goods, Board of Trustees for Monte fiore Medical Center, Board of Trustees for Save the Children • Melanie Steiner, Chief Risk Officer is on Advisory Board for Change Fashion Challenge at New York Academy of Sciences and is a Board Member for Fashion for Good • Marissa Pagnani McGowan, Senior Vice President of Corporate Responsibility sits on the Steering Committee of the Global Fashion Agenda, and previously sat on the Steering Committee of Bangladesh Accord <p>PVH Representation:</p> <ul style="list-style-type: none"> • Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Social Labor Module, part of other working groups and task teams, including transparency working group and European Policy working group • SLCP: Signatory member, part of multiple working groups • Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group • Apparel Impact Institute: Founding brand • BSR: Responsible Luxury Initiative (ReLI) working group • AFIRM: 4 committees: Training, RSL, Public Policy & Compliance and we lead the packaging RSL committees • ZDHC: Wastewater, Audit protocol and MRSL working groups • AAFA: Environmental Committee • CEO Water Mandate: Apparel Industry working initiative • Better Work: PVH CR Senior Director sits on the Advisory Committee for Better Work and we have a special pilot with Better Work Academy, a collaboration between the ILO and the IFC • Responsible Labor Initiative: PVH CR Manager is on Steering Committee • ACT: Communications Working Group & Accountability and Transparency Working Group

Strategy

102-14	A statement from the most senior decision-maker	See our CEO’s letter in the 2018 CR Report
102-15	Provide a description of key impacts, risks, and opportunities	PVH Materiality Assessment

Ethics and Integrity

102-16	Values, principles, standards, and norms of behavior	Our Core Values
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Ethics and Integrity (continued)

102-17	Mechanisms for advice and concerns about ethics	Associates and workers can report any suspected policy violations, inappropriate behavior, and unethical practices via Tell PVH, our global reporting hotline. Since 2017, our global reporting hotline, Tell PVH, is open to all workers in our supply chain, in addition to PVH associates. It acts as a channel for PVH to capture and address concerns or complaints raised by the people who work for us directly and indirectly in our supply chain. Workers and associates, subject to certain legal limitations, can report any suspected policy violations, inappropriate behavior and unethical practices via the hotline. In the majority of cases, they can make reports anonymously, either online or by telephone, in one of 15 languages. We provide regular updates to the associate or worker concerned, who can also track the progress of the complaint online. When we receive a worker grievance, either from the worker directly or via a union or NGO, CR associates document the issue and escalate it immediately to our CR leadership via a weekly reporting and escalation process that is documented through a standard operating procedure, from factory notification through executive review. The corporate and regional CR teams coordinate to address the issue by engaging the worker, factory managers, the relevant PVH sourcing team, and potentially third parties. The CR team verifies the validity of the claim, arranges appropriate investigations and works with relevant parties to address any gaps. All parties are kept informed of developments. The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities.
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Governance

102-18	Governance structure	Corporate Governance
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Stakeholder Engagement

102-40	List of stakeholder groups	Associates, investors, suppliers, workers in our supply chain, non-governmental organizations ("NGOs"), industry associations and multi-stakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers. PVH Materiality Assessment & Stakeholder Engagement
102-41	Collective bargaining agreements	2018 Form 10-K pg 16
102-42	Identifying and selecting stakeholders	PVH Materiality Assessment & Stakeholder Engagement
102-43	Approach to stakeholder engagement	PVH Materiality Assessment & Stakeholder Engagement
102-44	Key topics and concerns raised	PVH Materiality Assessment & Stakeholder Engagement

Reporting Practice

102-45	Entities included in the consolidated financial statements	Notes to consolidated financial statements - 2018 Annual Report
102-46	Defining report content and topic Boundaries	PVH Materiality Assessment & Stakeholder Engagement
102-47	List of material topics	PVH Materiality Assessment & Stakeholder Engagement
102-48	Restatements of information	No restatements have been made
102-49	Changes in reporting	There are no changes from the previous reporting years
102-50	Reporting period	Calendar year 2018
102-51	Date of most recent previous report	2019
102-52	Reporting cycle	Annual
102-53	Provide the contact point for questions regarding the report	cr@pvh.com
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: Core option

Reporting Practice (continued)

102-55	GRI content index	responsibility.pvh.com
102-56	External assurance	This report has not received external verification. We are continuing to build our internal processes to allow for consistent data collection and enhancement of internal verification.

Economic Performance

103-1	Economic Performance	2018 Annual Report
201-1	Direct economic value generated and distributed	2018 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	2018 Annual Report, CR Section
201-3	Defined benefit plan obligations and other retirement plans	2018 Annual Report
201-4	Financial assistance received from government	No financial support was needed from the US Government in 2018

Anti-Corruption

103 (parts 1, 2 and 3)	Management Approach	We understand the importance of implementing strong policies and procedures around bribery and anticorruption. 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 on-going 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 language. To measure effectiveness, internal and external auditors conduct periodic reviews of our anti-corruption program at the global, regional, country and business unit levels. Our policy development and distribution, training and assessments are reported to our key stakeholders. We engage senior management, Legal, Audit, HR, Corporate Responsibility and key business leaders in every geography in which we do business to assist with the dissemination and socialization of our program, policies and procedures.
205-1	(Anti-corruption) Operations assessed for risks related to corruption	We have identified our supply chain as the main risk area of our operations. All new suppliers are required to go through our social assessment program.
205-2	(Anti-corruption) 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 including 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 Code of Conduct
205-3	(Anti-corruption) Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting

IDENTIFIED MATERIALS ASPECTS & BOUNDARIES: 2018 GRI STANDARDS

DISCLOSURE NUMBER AND TITLE

2018 RESPONSE



Materials

103 Management Approach
(parts 1, 2
and 3)

Our sustainable materials strategy focuses on sourcing with more environmental and social considerations in respect of all materials, including natural, synthetic and animal-based. We are taking action in relation to each of these three categories based on volume, risks and new market opportunities and work with each business division to determine which initiatives make the most sense for its business priorities. With the release of our 2018 CR Report, we are launching our new target around sustainable materials. Our target is 100% of our cotton and polyester will be sustainably sourced by 2025, and 2030 respectively.

We conducted a global materials mapping exercise to inform our sustainable materials strategy. Considering the volumes of various raw material types, as well as business risks and opportunities, we identified priority areas of focus within natural, synthetic and animal-based raw material categories. To implement this strategy, we are introducing new resources, tools and trainings to our raw materials and design teams to enable them to incorporate sustainability considerations into their daily activities.

Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for us. Cotton represents nearly 70% of our raw material use, so we have a great need and opportunity to invest in sourcing more sustainable cotton. We are taking a portfolio approach to sustainable cotton by procuring and supporting the market growth for a variety of more sustainable cotton sources. As our program continues to evolve, we are continuously addressing the need to move further into our materials supply chain due to the high level of impact at the growing/milling stage. A core component of our global sustainable cotton program is sourcing Better Cotton, which is produced by farmers in a way that is measurably better for the environment and farming communities. Our CR Director at Tommy Hilfiger sits on the Innovation Board at BCI.

In terms of synthetic fibers, several of our divisions are taking a lead on initiating the procurement of recycled or upcycled fibers with a view to scale these efforts, where appropriate. We are also continuously identifying opportunities for all our divisions to feature products made with recycled polyester, with the aim of eventually sourcing recycled polyester whenever possible.

Responsible sourcing of animal-based materials has become an increasingly important issue to our company and stakeholders. Although these materials represent a very small portion of our global material footprint, we rolled out a global animal welfare policy in 2017. The policy addresses animal-based materials across seven categories, including wool, leather and down. We refer to the “Five Freedoms” concept, promoted by the World Organization for Animal Health (OIE), as the guiding principles for our animal welfare policies. PVH has discontinued the use of angora in our products. Additionally, animal fur, as defined by Fur Free Retailer, is prohibited and all products containing synthetic fur must be labeled appropriately. PVH believes the sheep and goats that produce wool for our products should be treated responsibly and raised on farms that preserve land health. We became members of the Textile Exchange (TE) and we intend to use their Responsible Wool Standard (RWS) wool in our products moving forward in order to support our commitment to this goal. We also have made the decision to remove all mohair products by 2020 due to concerns about its production. In addition, we will explore other standards introduced in the market. PVH does not allow down and/or feathers from birds that have been live plucked or force fed. We also require that down used in our products be certified by the Textile Exchange’s Responsible Down Standard (RDS) to ensure it has been sourced responsibly. PVH is committed to sourcing exotic skins in a responsible manner. PVH does not source exotic skins from any endangered or threatened species, as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) in its red list. We strive to improve traceability and collaborate on responsible sourcing practices for exotic skins. All leather must be a bi-product of the meat industry. Additionally, PVH is actively exploring commercially viable substitutes to animal-based materials that meet the needs of our brands and customers. These changes will be reflected in products that will be in stores and e-commerce sites from 2019 and onwards.

Materials (continued)

301-1	Materials used by weight or volume	<p>Top 5 Materials by Volume: (MT) Total Cotton (Conventional/organic/recycled) - 113,237 Polyester - 16,692 Nylon - 9,013 Silicone - 4,730 Elastane, Spandex, Lycra - 3,432</p> <p>Top Sustainable Materials by Volume: (MT) Sustainable Cotton - 17,435 Sustainable Polyester - 1,277 Sustainable Cellulosics - 202 Sustainable Nylon - 92</p> <p>Note: The above represents data from 2017.</p>
301-2	Recycled input materials used	<p>Recycled content represents 0.8% of our Material Map.</p> <p>PVH TUG Recycled Plastic Hanger Pilot:</p> <ul style="list-style-type: none"> • Piloting 35,000 70% Ocean Bound Plastic Hangers • Pilot will prevent ~500 lbs. of ocean bound plastic making its way into our shores <p>Note: The above represents data from 2017.</p>
301-3	Reclaimed products and their packaging materials	<p>Omission Reason: Not applicable PVH does not currently have initiatives around reclaimed products that we are prepared to disclose.</p>

Water (GRI Standards 2016)



103 Management Approach
(parts 1, 2
and 3)

Water is used at every stage of our product lifecycles – from growing raw materials (such as cotton) to dyeing, tanning, printing and finishing garments, to the way consumers launder clothes. It is vital that we take steps to safeguard water resources in our sourcing countries, especially as the global population expands, increasing pressure on the world's available fresh water supplies. Access to safe water is a human right, and water and sanitation are essential for communities to thrive. The United Nation's SDG 6 sets a target for achieving safe, sustainably managed water for all by 2030. In support of this, we developed a global water strategy to safeguard and preserve water resources in the communities where we manufacture. We aim to ensure continuity and quality of water supply for community members and our business. We have used a number of different resources, insights and tools to develop a comprehensive global water strategy. The strategy is informed by our UN CEO Water Mandate commitment, a global water risk analysis conducted by WWF and insights into the lifecycle impacts of our products. Additionally, we have been leveraging the Zero Discharge of Hazardous Chemicals ("ZDHC") Programme's work, notably its new Manufacturing Restricted Substances List ("MRSL") and Wastewater Guidelines. We have also taken steps to gain greater insight into our Level 1 and 2 suppliers' water use, particularly through the SAC's Higg Index Facilities Environmental Module ("FEM").

Our water strategy focuses on reducing water use in our own facilities, across our supply chain, at the product level (by introducing technologies such as waterless dyeing) and within our sourcing communities. PVH initiated a water risk assessment that accounted for approximately 90% of all Level 1 suppliers and strategic Level 2 suppliers. PVH collected the location of supplier uploaded onto the WWF-DEG Water Risk Filter. Using the criteria provided by the Water Risk Filter, determinations were made on each facility's water risk based on calculations of physical, regulatory and reputational risk. The WWF Water Risk Filter Tool gave us initial insights as to the regions where our suppliers are located and the associated basin risks. This assessment provided the foundation of our water strategy that aims to preserve and safeguard water resources to ensure the continuity and quality of water supply for our operations and the communities where our goods are produced.

In an effort to reduce water use and contribute to water conservation, PVH has created a robust program that focuses on tracking and reducing use at our own facilities (stores, offices, warehouses, distribution centers, neckwear factory and joint venture shirt factory), as well as within our supply chain, driven largely through our roll out of the SAC Higg FEM and membership in the SAC Apparel Impact Institute. We are also exploring various product and process innovations that will lead to less water use, such as Speedo's work with Econyl, and Tommy Hilfiger's Low Impact Denim program. Finally, we took a major step in 2017 to drive important water stewardship work through new partnerships with WWF and GIZ's International Water Stewardship Programme. The partnership will serve as the foundation of our water stewardship strategy and focus on four key areas:

1. Examining and improving water use in our supply chain
2. Evolving our sustainable materials strategy
3. Embarking on water stewardship projects
4. Working to implement SDG 6

Each of our businesses will contribute to WWF's stewardship work by sponsoring a critical water basin in one of our strategic sourcing destinations. Tommy Hilfiger will continue to support work in the Mekong River in Vietnam and the Taihu River in China. Calvin Klein will support the first of its kind of work in the region of the Cauvery River in India. Additionally, our Heritage Brands business will support our work in Preserving Lake Hawassa in Ethiopia, where we are already reducing water use through the Zero Liquid Discharge (ZLD) plant at the Hawassa Industrial Park which recycles more than 90% of the water used in the park. Together, PVH and WWF will identify water risks and engage in collective efforts to advance water conservation activities for local communities in other strategic sourcing locations across the globe. We aim to be inclusive with our partnerships in the locations where we work and live. With the involvement of WWF, we are co-initiating a multi-stakeholder collaboration with GIZ's International Water Stewardship Programme and are identifying opportunities through the UN CEO Water Mandate to work collectively with apparel companies in additional strategic sourcing communities.

PVH has also taken measures to reduce the water impact of products by sourcing more sustainable raw materials and by establishing a program to reduce the water consumption in the denim finishing process. Our Tommy Hilfiger business conducted a pilot project to explore different finishing techniques for its denim products, helping suppliers to adopt practices that significantly reduce water and energy consumption and require less chemical use per garment. Participating suppliers used the Environmental Impact Measuring software, a tool from Jeanologia that assesses the environmental impact of various garment finishing processes. The methodology encourages suppliers to use renewable energy, recycled water, and more sustainable technologies (e.g., laser and ozone, which are water and chemical free).

Water (GRI Standards 2016) (continued)

303-1	Water withdrawal by source	<p>Owned & Operated Facilities All water from municipal water supplies/other water utilities in 2018: 181,235 cubic meters.</p> <p>Includes actual water consumption from 212 PVH facilities globally in US, Canada, Brazil, Asia (Bangladesh, China, Hong Kong, South Korea, Japan, Taiwan, Singapore, Vietnam, India, Indonesia, Sri Lanka, Thailand), Europe (Ireland, Russia, Netherlands, Italy, United Kingdom, Germany, Turkey, Poland, Belgium, Denmark, France, Austria, Switzerland, Czech Republic) and Africa (Ethiopia, Egypt, and Kenya). Water consumption for remaining facilities estimated using average water use per Full Time Employee (FTE), by building type.</p> <p>Supply Chain a. Total volume of water withdrawn: 133,256,808 cubic meters i. Surface water, including water from wetlands, rivers, lakes, and oceans: 27,340,822 cubic meters ii. Ground water: 24,164,248 cubic meters iii. Rainwater collected directly and stored by the organization: 32,863 cubic meters iv. Waste water from another organization: 5,726,486 cubic meters v. Municipal water supplies or other public or private water utilities: 75,992,389 cubic meters</p> <p>b. CDP Water Reporting Guidance Water withdrawal quantities per source were measured by metering, invoice or estimation. All data points were verified during onsite Higg verification. Only facilities with verified data are included in this analysis. This data is for the facilities' total water usage for the 2017 year.</p>
303-2	Water sources significantly affected by withdrawal of water	<p>Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting</p>
303-3	Water recycled and reused	<p>a. Total volume of water recycled and reused by the organization: 38,035,044 cubic meters b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1: 28.54 % c. From How to Higg, the definition of Produced/process water: <i>Water which, during extraction or processing, comes into direct contact with or results from the production or use of any raw material (e.g. crude oil or a by-product from sugar cane crushing), intermediate product, finished product, by-product, or waste product. Note this also includes reused/recycled water.</i></p> <p>In this analysis, it is assumed that produced/process water is fully from recycled or reused water. All data points were verified during onsite Higg verification. Only facilities with verified data are included in this analysis. This data is for the facilities' total water usage for the 2017 year.</p>



Emissions

103 Management Approach
(parts 1, 2 and 3)

Climate change is one of the greatest challenges facing us today. At PVH, we are committed to playing our part in reducing GHG emissions and combating climate change, in line with the United Nations Framework Convention on Climate Change Paris Agreement. We are taking steps to lower our GHG footprint by cutting energy consumption, increasing energy efficiency and using more renewable energy at our facilities and across our supply chain. Our commitment extends beyond measuring and reducing energy consumed in our own operations (Scope 1) and purchased electricity (Scope 2) emissions. We are also committed to measuring and reducing our indirect emissions (Scope 3), including emissions generated through third-party logistics and distribution of goods, business travel, and those arising through purchased goods and services, including impacts from our supply chain and procurement.

We measure our GHG reduction progress against our global 2015 owned & operated baseline, which reflects data provided by approximately 2,300 PVH facilities (including offices, stores and warehouses) in 40 countries. We worked toward our global Scope 3 footprint in 2018 and are in the process of setting a science-based target, which will include a scope 3 reduction target. We also track reductions against our global GHG footprint through our commitment to the UN Fashion Charter Industry for Climate Action – to reduce emissions across Scope 1, 2 & 3 by 30% by 2030.

Associates from our facilities around the world, including facility managers, office administrators, IT teams and travel coordinators, play a critical role in helping to monitor, report and analyze energy use. These associates also champion local GHG reduction efforts. Through our multi-year energy reduction strategy, we aim to generate both environmental and financial savings, focusing initially in North America and Europe, and prioritizing energy reduction and efficiency in our retail stores. Our GHG reduction initiatives center on reducing consumption (e.g., by controlling temperature and lighting at all our stores), improving energy efficiency (e.g., by switching to LED lighting and updating air conditioning), and sourcing more renewable energy. We also plan to implement a centralized energy management system, starting with North America Retail, to measure and manage our building energy use.

For more data and information on our energy/electricity use please see our CR Report Performance Summary.

305-1 Direct (Scope 1) GHG emissions

a. 35,039 metric tons of CO₂e
 b. CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22
 c. n/a
 d.
 i. & ii. 2015. 41,293 metric tons of CO₂e. 2015 was the first year that we have conducted a global GHG footprint.
 Scope 1 emissions decreased between 2015 and 2017 due to:
 • Decreased consumption of natural gas
 • Increased primary data availability (improved tracking of natural gas for North America Retail and replaced some modelled figures).
 From 2017 to 2018, Scope 1 emissions increased, despite continuing trends of improved primary data (2% decrease of modelled data). This is due to two factors
 • First, about 6% more facilities were added which consume natural gas.
 • Second, the overall square footage of PVH facilities increased by 24%, leading to higher modelled values for the majority of sites.
 iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation
 e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.
 f. Operational Control
 g. WRI's Corporate GHG Accounting Protocol. Data covers refrigerants, fuel and natural gas consumed by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe. Scope 1 = 35,039 MT CO₂e (Scope 1 and 2)
 Offices = 12,203 Retail= 92,807 Warehouses = 21,046 Vehicles = 2,822. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and includes fugitive emissions from vehicle refrigerants.

Emissions (continued)

305-2	Energy indirect (Scope 2) GHG emissions	<p>a. 108,483 metric tons of CO₂e b. 93,839 metric tons of CO₂e c. CO₂, CH₄, N₂O d. i. & ii. 2015. 106,055 metric tons of CO₂e (market-based). 2015 was the first year that we had conducted a global GHG footprint. Scope 2 emissions increased between 2015 and 2017 due to: • New facilities opened and increased electricity consumption. Scope 2 emissions decreased between 2017 and 2018 due to: • The purchase of renewable energy credits in North America and the Netherlands, reducing over 31,000 metric tons of CO₂e • Improved tracking of electricity for North America Retail resulting in a 2% decrease in modelled data. iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol. f. Operational Control g. WRI's Corporate GHG Accounting Protocol. Data covers electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. Scope 2 = 93,839 MT CO₂e (Scope 1 and 2) Offices = 12,203 Retail = 92,807 Warehouses = 21,046 Vehicles = 2,822. Offices include emissions from showrooms. Warehouses include emissions from distribution centers.</p>
305-3	Other indirect (Scope 3) GHG emissions	Omission reason: Information unavailable. We plan to publish our scope 3 baseline data in the coming months.
305-4	GHG emissions intensity	<p>a. 4.8 & .01 & .008 b. Employee & revenue & square footage c. Scope 1 & 2 emissions d. CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p>
305-5	Reduction of GHG emissions (From 2017 to 2018)	<p>a. 23,570 metric tons of CO₂e reduced (Scope 1 and Scope 2) b. Scope 1: CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22 Scope 2: CO₂, CH₄, N₂O c. 2015 was the first year that we have conducted a global GHG footprint. d. Scope 1 and Scope 2. 2018 was our baseline year for Scope 3, so do not have reduction data. e. See response for letter G in 305-1 and 305-2.</p>
305-6	Emissions of ozone-depleting substances (ODS)	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting



Effluents & Waste

103 (parts 1, 2 and 3)	Management Approach	<p>Chemicals are used throughout the apparel manufacturing process. Managing these chemicals effectively and identifying safer substances is central to protecting human health and the environment.</p> <p>We are committed to using safer substances in materials used to manufacture our products and within the manufacturing processes themselves to protect the consumer, workers, sourcing communities, and the natural environment. This commitment will move us towards zero discharge of hazardous chemicals across our supply chain. We will start by focusing on zero discharge of 11 chemical classes that we, along with others in our industry, have prioritized. Our journey to manage chemicals responsibly is guided by our Chemical Commitment and Action Plan.</p> <p>We manage chemicals within our products through our Restricted Substance List (“RSL”), which sets concentration limits for substances found in our finished products. Our RSL covers the 11 priority chemical classes and serves to phase-out intentional use of these chemicals by our suppliers. We also aim to address chemicals in the manufacturing process through the adoption of the ZDHC Manufacturing Restricted Substances List (MRSL) and Wastewater Guidelines. Implementation of the ZDHC MRSL and Wastewater Guidelines will further ensure the elimination of unintentional traces of the 11 priority chemical classes in our supply chain.</p> <p>To monitor compliance with our chemical management program, we take a risk-based approach to auditing suppliers and testing products, focusing on the 11 priority chemical classes. We focus our efforts on the parts of our supply chain where the most significant chemical impacts occur, such as our mills and facilities with wet processing. As such, we require these suppliers to complete the Sustainable Apparel Coalition’s Higg Index FEM, as well as achieve minimum scores in the chemical and wastewater modules.</p> <p>In order to drive facility-level improvements and compliance, we expanded our Corporate Responsibility assessment program in 2017 to include a more comprehensive set of chemical indicators, including wastewater testing, in line with Zero Discharge of Hazardous Chemical (ZDHC) requirements. This information was collected as part of our roll-out of the Higg FEM. This has allowed us to gain a deeper understanding of chemical performance and compliance at the facility level and to identify areas for improvement. In 2018, we expanded the scope of this work with more than 125 strategic mills slated to provide us with verified SAC Higg 3.0 FEM data. We also conducted a wastewater testing pilot, leveraging the ZDHC Gateway to upload and share results.</p>
306-1	Water discharge by quality and destination (Supply Chain)	<p>a. Total volume of planned and unplanned water discharges: 96,133,412 cubic meters Industrial wastewater: 35,289,779 cubic meters Domestic wastewater: 10,109,235 cubic meters Combined wastewater: 50,734,398 cubic meters</p> <p>b. Facilities that completed Higg FEM reported if they treated Domestic and Industrial wastewater separately or together.</p> <ul style="list-style-type: none"> • Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc. • Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc. • If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as Combined wastewater • The total volume is the sum of Industrial, Domestic, and Combined wastewater <p>Only facilities with verified data are included in this analysis. This data is from 2017.</p>
306-2	Waste by type and disposal method (Owned & Operated)	<p>b. 2018 Totals (all metric tons)</p> <ul style="list-style-type: none"> iv. Recovery/Reuse: 37 ii. Recycling: 12,189 v. Incineration: 138 iii. Composting: 0 vii. Landfill: 531 ix. E-Waste/Universal Waste: 25 Waste to Energy/Biogas: 48 vi. Deep well injection: n/a viii. On-site storage: n/a ix. Other: n/a <p>c. Information provided by the waste disposal contractors. Data covers select facilities in the US, Canada, Hong Kong, and the Netherlands.</p>
306-3	Significant spills	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting
306-4	Transport of hazardous waste	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting

Effluents & Waste (continued)

306-5	Water bodies affected by water discharges and/or runoff	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting
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Supplier Environmental Assessment



103 (parts 1, 2 and 3)	Management Approach	<p>We recognize the importance of the environmental impact of our suppliers. We include environmental criteria in full ("long form") supplier assessments (this applies to approximately two thirds of new suppliers). The assessments are implemented and managed by assessors, regional leads, report QA and brand liaisons, and overseen by the CR leadership, through regular updates and escalations when necessary. We evaluate assessments at the regional level, with controls at the brand liaison and report QA levels. The CR leadership is responsible for oversight.</p> <p>In 2018, PVH utilized the SAC's Higg FEM across our supply chain. The Higg FEM is a standardized tool for measuring apparel suppliers' environmental impacts and helping them drive improvements across seven impact areas. The tool enables us to manage the environmental impacts in our supply chain more effectively and improve the quality of our reporting. In 2018 we rolled out the Higg FEM to 548 (Direct) facilities in the PVH supply chain. Virtually all of these facilities have completed the data gathering process and over 70% had this data verified. In 2019, we anticipate that approximately 650 facilities in the PVH supply chain, including approximately 140 that involve wet processors (e.g., mills, laundries and dyehouses), will complete the Higg FEM along with our core CR assessment.</p>
308-1	New suppliers that were screened using environmental criteria	85% of new suppliers were screened using environmental criteria. This is based on the number of new suppliers who received long-form or ABVTEX assessments.

308-2	Negative environmental impacts in the supply chain and actions taken	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting
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Employment



103 (parts 1, 2 and 3)	Management Approach	We are committed to providing our most important asset – our approximately 38,000 associates around the globe – with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work. We continuously strive to improve the benefits we offer. Some of the benefits we offer are listed below (401-2)
401-1	New employee hires and employee turnover	<p>Total Turnover: 53% Voluntary: 46% Involuntary: 6%</p> <p>NOTE: This data includes Americas + AsiaPac and excludes Europe. It includes corporate and retail.</p>
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We are committed to providing our most important asset – our approximately 38,000 associates around the globe – with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work. Specific benefits vary by associate grade, type of facility and region and may include:</p> <ul style="list-style-type: none"> • PVH Wellness Program • Health, dental, and vision insurance • Life and Accidental Death & Dismemberment insurance • Critical Illness, Accident and Hospital Indemnity Insurance Programs • Disability insurance • Retirement plan benefits (401(k) and pension) are available to part-time employees meeting minimum IRS hours requirements • Domestic partner benefits • Employee Assistance Program "EAP" • Equity Program • Flexible Spending and Health Savings Accounts • Financial wellness/planning and pre-retirement workshops • Flexible working arrangements • Paid time off • Parental leave benefits • Identity Theft Protection • Group Legal • Group Auto & Home Insurance • Adoption Assistance • Backup Care • Tuition Reimbursement, College Scholarship Program, 529 College Savings, College and Educational advise program • Employee product discounts program • Other benefits relevant and applicable to certain offices and geographies

Employment (continued)

401-3	Parental leave	Omission reason: Information unavailable Although PVH has a progressive parental leave policy, PVH does not collect data of sufficient quality to enable reporting
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Occupational Health & Safety (GRI Standards 2016)



103 (parts 1, 2 and 3)	Management Approach	We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and wellbeing and foster a positive work-life balance. In our warehouses and distribution centers, our management approach involves providing site and division safety leadership, ensuring facility and division compliance with corporate safety standards, implementing safety directives, continuously improving safety performance and ensuring safety policies and procedures are aligned with governmental regulations. 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	Workers representation in formal joint management-worker health and safety committees	a. 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. b. 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%).

Training & Education



103 (parts 1, 2 and 3)	Management Approach	<p>PVH University (PVH U) enables associates around the globe to build core competencies through engaging and impactful learning content. It focuses on:</p> <ol style="list-style-type: none"> 1. Providing opportunities to develop skills for success in current roles and to prepare for future roles 2. Developing a robust pipeline of leadership talent 3. Supporting the business in upskilling organizations to meet evolving business needs <p>PVH U is organized into academies, including Leadership, Inclusion and Diversity; Professional Skills; and Systems and Applications. In 2019 PVH U is adding a Digital Academy and a Logistics Academy to support the execution of business priorities.</p> <p>The curriculum within each academy includes a variety of offerings, including structured programs, ILT, VILT, elearning, speaker series, and online resources.</p> <p>The Digital Academy in particular will support the digital transformation of marketing and operations, as well as elevate the digital literacy baseline across the organization.</p> <p>Globally PVH U offers a wide range of different courses, tailored to regional needs. This includes several courses developed by our Talent Development team, including Design Your Future, a course to guide associates in setting and achieving personal career goals. This aligns with an increased focus on self-directed development and growth through our performance cycle.</p> <p>More than 365 courses were offered in 2018 across classroom and virtual options. PVH U OnDemand online content was upgraded to include LinkedIn Learning, TED Talks, Business of Fashion, and Knowledge at Wharton. More than 500 people, from front-line associates to executives, have participated in PVH University's suite of Leadership Programs.</p>
404-1	Average hours of training per year per employee	Approximately 3 hours of classroom training and 3 hours of online training per employee. We do not track this information by gender or employee category

Training & Education (continued)

404-2 Programs for upgrading employee skills and transition assistance programs

PVH University supports upskilling – or upgrading employee skills – in alignment with business priorities.

In 2019 the Digital Academy will 1) elevate the baseline digital literacy across the enterprise through online education and guest speaker series; and 2) upskill the marketing groups to prepare them to deliver on increased needs for digital content, consumer engagement, social media, and using consumer data. This will be achieved through curated learning, expert workshops, and learning from partners.

To support the successful implementation of enterprise systems, PVH has taken a blended approach to training and upgrading skills. Business Power Users (BPUs) are identified from the business to go through in-depth training in the systems and the business processes to enable them to teach and coach other business users to support the successful implementation. PVH U is also responsible for designing and developing formal end-user training and support materials.

PVH provides outplacement services for associates who retire or who are terminated. These services include transition coaching and job search support.

PVH also supports associates in maintaining CPUs or in pursuing advanced degrees or certificates related to their fields of work.

404-3 Percentage of employees receiving regular performance and career development reviews

100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period.

In 2019 PVH is moving to a new approach to performance & development that focuses on quarterly performance discussions between managers and their direct reports.

Diversity & Equal Opportunity



103 Management Approach (parts 1, 2 and 3)

PVH’s focus on Inclusion & Diversity (“I&D”) is supported by three pillars: strategic partnerships, education & awareness, and our Business Resource Groups (“BRGs”). These three pillars drive our I&D initiatives and help make PVH a place where every associate feels valued. Our BRGs are led by our associates and offer them an opportunity to network with each other, gain visibility, and grow professionally. We currently have Women’s, African American, LGBTQ, and Working Parents BRG chapters. We also focus on our commitment to equality in the workplace through our I&D Academy and the rollout of the Inclusion@Work training, and our collaboration with the Council of Fashion Designer of America (“CFDA”) to foster inclusion & diversity in retail companies across America.

Diversity & Equal Opportunity (continued)

405-1	Diversity of governance bodies and employees	<p>A. Board of Directors: 33% women B. Employees - includes US population only</p> <p>By Gender</p> <table border="1"> <tr><td>Male</td><td>5,604</td><td>35.6%</td></tr> <tr><td>Female</td><td>10,121</td><td>64.3%</td></tr> <tr><td>Not Declared</td><td>12</td><td>0.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p>By Age Group</p> <table border="1"> <tr><td>Under 30</td><td>8,149</td><td>51.8%</td></tr> <tr><td>30-50</td><td>5,049</td><td>32.1%</td></tr> <tr><td>51+</td><td>2,539</td><td>16.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p>By Race & Gender</p> <table border="1"> <tr><td>White - Male</td><td>2,225</td><td>14.1%</td></tr> <tr><td>Non-White - Male</td><td>3,379</td><td>21.5%</td></tr> <tr><td>White - Female</td><td>4,249</td><td>27.0%</td></tr> <tr><td>Non-White - Female</td><td>5,872</td><td>37.3%</td></tr> <tr><td>White - Not Declared</td><td>4</td><td>0.0%</td></tr> <tr><td>Non-White - Not Declared</td><td>8</td><td>0.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p>By Race & Age Grouping</p> <table border="1"> <tr><td>White - Under 30</td><td>2,731</td><td></td></tr> <tr><td>Non-White - Under 30</td><td>5,418</td><td></td></tr> <tr><td>White - 30-50</td><td>2,259</td><td></td></tr> <tr><td>Non-White - 30-50</td><td>2,790</td><td></td></tr> <tr><td>White - 50+</td><td>1,488</td><td></td></tr> <tr><td>Non-White - 50+</td><td>1,051</td><td></td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p>* US Employee population as of 12/31/18; Includes regular employees only, excluding seasonal, interns and temporary staff. ** Includes retail and non-retail population</p>	Male	5,604	35.6%	Female	10,121	64.3%	Not Declared	12	0.1%	Total	15,737		Under 30	8,149	51.8%	30-50	5,049	32.1%	51+	2,539	16.1%	Total	15,737		White - Male	2,225	14.1%	Non-White - Male	3,379	21.5%	White - Female	4,249	27.0%	Non-White - Female	5,872	37.3%	White - Not Declared	4	0.0%	Non-White - Not Declared	8	0.1%	Total	15,737		White - Under 30	2,731		Non-White - Under 30	5,418		White - 30-50	2,259		Non-White - 30-50	2,790		White - 50+	1,488		Non-White - 50+	1,051		Total	15,737	
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405-2	Ratio of basic salary and remuneration of women to men	Omission reason: Information unavailable PVH does not collect data of sufficient quality to enable reporting
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Non-Discrimination 

103 (parts 1, 2 and 3)	Management Approach	Discrimination is prohibited by our Code of Conduct. Our assessment tool contains indicators related to discrimination and if instances are found, they are addressed as part of our remediation program with the supplier.
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406-1	Incidents of discrimination and corrective actions taken	Omission reason: Information Unavailable Due to a change in data systems, we are no longer able to track this information.
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Freedom of Association & Collective Bargaining 

103 (parts 1, 2 and 3)	Management Approach	<p>Freedom of association ("FOA") is protected by our Code of Conduct. Protection of FOA is also an integral part of our Human Rights program.</p> <p>Compliance with our FOA code element is measured via our assessment tool and, if violations are found, are addressed as part of our remediation program with the supplier.</p> <p>When necessary, violations of FOA are escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.</p>
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407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The PVH CoC includes FOA/CBA and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.
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Child Labor

103 (parts 1, 2 and 3)	Management Approach	Child Labor is prohibited by our Code of Conduct. Our assessment tool contains indicators related to Child Labor, and if found instances are remediated in partnership with the supplier.
408-1	Significant risk of child labor in operations and suppliers	A Shared Commitment, The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.



Forced or Compulsory Labor

103 (parts 1, 2 and 3)	Management Approach	Forced or compulsory labor is prohibited by our Code of Conduct. Compliance is measured via specific indicators in our assessment tool and included in every assessment. In 2018, we revised our Migrant Worker Policy & Guidelines to provide more guidance to suppliers on our expectations around implementing policies, procedures and monitoring mechanisms regarding this issue, and published said Guidelines in 2019.
409-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	CA Transparency in Supply Chain & UK Modern Slavery Statement PVH CR Supply Chain Guidelines The PVH Code of Conduct includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the Code of Conduct.



Human Rights Assessment

103 (parts 1, 2 and 3)	Management Approach	We are working toward moving beyond compliance, and in doing so, training and capacity building are integral components. PVH CR maintains formal internal training and capacity building functions, with targets and plans presented to the CR Committee of the Board. We share practical strategies and deliver training to support our suppliers in developing systems to better manage human rights and environmental risks in their factories. With a focus on driving positive change in working conditions and employment practices, our training sessions cover topics including fire safety, human rights implementation, worker-management dialogue, chemical management, assessment practices and data management. In 2017 human rights and social assessments were expanded to key trim suppliers (Level 2 Suppliers).										
412-1	Operations that have been subject to human rights reviews or impact assessments	<p>Supplier Factory Assessments by Region</p> <table border="1"> <tr> <td>East & Southeast Asia</td> <td>946</td> </tr> <tr> <td>Americas</td> <td>410</td> </tr> <tr> <td>South Asia</td> <td>226</td> </tr> <tr> <td>Europe, Middle East & Africa</td> <td>189</td> </tr> <tr> <td>Total Assessments (global)</td> <td>1,771</td> </tr> </table>	East & Southeast Asia	946	Americas	410	South Asia	226	Europe, Middle East & Africa	189	Total Assessments (global)	1,771
East & Southeast Asia	946											
Americas	410											
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Total Assessments (global)	1,771											
412-2	Employee training on human rights	Omission reason: Information Unavailable Due to a change in data systems, we are no longer able to track this information.										
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	In all of our licensing agreements, our policy and branded merchandise agreement, we have standard language around auditing, screening, disclosure, and meeting our standards.										

Local Communities



103 Management Approach (parts 1, 2 and 3)

At PVH, giving back is embedded in our culture, and we are committed to creating positive change in the communities where we work and live. Our mission is to support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life. The PVH Foundation is a nonprofit corporation that supports our global philanthropic campaigns and initiatives, as well as our contributions to disaster relief efforts.

Designed to align, strengthen and expand global strategic programming and philanthropic partnerships, The PVH Foundation team fosters a combined effort between our corporate and business team initiatives to achieve a greater impact worldwide. PVH Cares serves as the global “call to action” for our approximately 38,000 associates to donate their time, talent and resources through volunteering in their local communities. We give associates the flexibility to contribute to and lend their professional expertise to local causes they care about, and in the US and Canada, we offer 48 hours of paid volunteer time along with our matching gift program.

The PVH Foundation’s disaster relief response includes grant funding, product donations, and associate fundraising. We partner with the American Red Cross and Save the Children to provide relief on the ground and to provide product donations to displaced families and individuals.

In 2017, we launched the PVH Associate Relief Fund, a charitable program funded by our associates for our associates. It provides cash grants to eligible colleagues in need due to natural disasters and personal hardship.

413-1 Operations with local community engagement, impact assessments, and development programs

Local community engagement activities exist in all major office locations. We do not report on the percentage of our operations implementing community engagement activities, but rather a selection of the projects that take place throughout the year.

413-2 Operations with significant actual and potential negative impacts on local communities

Omission reason: Information unavailable
PVH does not collect data of sufficient quality to enable reporting

Supplier Social Assessment



103 Management Approach (parts 1, 2 and 3)

Human rights assessments are part of our supplier on-boarding policy. We do not begin working with a supplier unless they have been assessed in line with labor/human rights criteria. If a potential new supplier is given a ‘red’ rating, we require them to complete a set of corrective actions before we will consider working with them.

Our supplier assessments are implemented and managed by assessors, regional leads, report quality assurance (“QA”) and brand liaisons, and overseen by our CR leadership, through regular updates and escalations (where necessary). We evaluate supplier assessments at the regional level, with controls at the brand liaison and report QA levels. Our CR leadership is responsible for oversight. Following initial assessments, we re-assess suppliers based on previous ratings, participation in continuous improvement programs, and production volume. Supplier ratings inform purchasing decisions and training initiatives.

We maintain a Responsible Exit policy, based on Fair Labor Association (FLA) guidance. We confer with specific sourcing divisions to determine how particular suppliers might be incentivized to raise their performance.

In 2017, we expanded our assessment program to include trim facilities for the first time to help us gain a broader view of our suppliers’ practices. We worked cross-functionally to conduct a comprehensive mapping of our trim facilities, and broadened this to include mills, laundries, and other wet processors. We have set up a process to ensure we have an accurate annual mapping that identifies the critical facilities in our supply chain to allow us to focus on driving responsible improvements over the long term.

414-1 New suppliers that were screened using social criteria

100%
We have an onboarding policy covering this topic. We do not begin working with any supplier without first screening them in line with labor/human rights criteria.

Supplier Social Assessment (continued)

GRI 414-2 Negative social impacts in the supply chain and actions taken

a. Number of suppliers assessed for social impacts.

b. Number of suppliers identified as having significant actual and potential negative social impacts.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.

e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

a. 1,771 suppliers assessed in 2018

b. Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH Business Divisions. "Gold" rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. "Green" and "Yellow" ratings indicate that the supplier exceeds or meets Code of Conduct standards. "Orange-1st" and "Orange-2nd" ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. "Gray" ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category and may undergo a self-assessment, short-form assessment or rating equivalency. "Red" and "White" ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.

CR Color Rating	Global
Gold	2%
Green	14%
Yellow	55%
Orange-1st	5%
Orange-2nd	1%
Red	1%
White	1%
Gray	21%

Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. Red and white factories are not authorized for production.



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