

Phillips-Van Heusen Environmental Policy

At Phillips-Van Heusen Corporation, we recognize that the protection of our planet's natural resources is one of the most important issues facing the world today. We are committed to incorporating environmentally responsible practices into all of our business activities and, over time, achieving environmental leadership in our industry. We have identified key focus areas, including waste management, energy reduction, water usage and the elimination of harmful substances. Our goal is to minimize the environmental impact of our business units and operational activities using the strategies discussed below.

Details about our efforts, successes and specific targets are included in our annual Corporate Social Responsibility Report, which is available on our corporate website.

Facilities – Offices, Warehouses, and Stores

We strive to manage our facilities in an environmentally responsible fashion, carefully considering our impact on soil, air and water at all our locations. To achieve this goal, we:

- Practice waste reduction by seeking to reuse or recycle as much of our waste as is reasonably possible.
- Endeavor to develop and implement initiatives to reduce our energy consumption.
- Continue to explore cost effective means to reduce our use of water, paper and other resources within our facilities.
- Use, when feasible, materials that are designed to have minimal impact on the environment.

Products and Packaging

We endeavor to consider the environmental impacts of the materials used in the manufacturing and packaging our apparel, footwear and other products. Our efforts include or will include the following:

- Reviewing fabrics and textiles to identify ways to minimize any environmental impact.
- Maintaining a "Restricted Substance List" that creates a minimum standard to ensure that our products and packaging do not include certain harmful substances that negatively affect the environment or consumer or product safety and will continue to seek to eliminate such substances to the extent reasonably feasible.
- Reviewing packaging strategies and materials to make the best use of recycled, recyclable and biodegradable materials.

Supply Chain

We recognize that our supply chain processes impact the environment. While we do not have direct control over our suppliers, vendors and service providers, we:

- Require our suppliers and vendors to comply with applicable environmental laws in their countries and encourage the nurturing of a better environment at their facilities and in the communities in which they operate.
- Seek to have our suppliers and vendors meet our environmental requirements with respect to waste water treatment, hazardous chemicals, air quality and recycling.
- Employ an ongoing assessment process through an Environmental Management System to monitor each factory's compliance and to use this information in our sourcing decisions.
- Seek to minimize our environmental impact in transportation by including environmental considerations in our transportation decisions. This involves encouraging our third-party transportation providers to participate in organizations and in programs that seek to improve transportation management with regard to air quality, energy efficiency and other environmental impacts.

Tracking Progress

We will continue to measure our environmental performance with regard to the areas discussed above and we will set targets to assist us in measuring and improving our performance. In addition to the qualitative goals in our key environmental focus areas, we seek to:

- Set quantitative goals and review key performance indicators to continuously measure environmental performance.
- Collect environmental data with regard to certain key metrics for all facilities and monitor and report on progress.
- Report any performance issues to local facility teams to address problems.

Communications and Aspirations

We will spread our environmental message and aspirations internally and externally, acknowledging our activities and successes as they occur, including the following initiatives:

- Publishing an annual Corporate Social Responsibility Report that is available to all stakeholders and includes a section dedicated to our environmental efforts and results.

- Publishing a periodic internal newsletter in support of environmental awareness and our efforts and establishing the “PVH Cares About the Environment” mailbox for sending and receiving environmental updates and recommendations.
- Partnering with external groups that support environmental awareness and responsibility.
- Encouraging associates to support and get involved in environmental issues through various initiatives within the company and through contributions to environmental causes.

Our Chief Executive Officer and Senior Management team oversee this Environmental Policy with input from the Corporate Social Responsibility Committee of our Board of Directors.