

PVH has been committed to the enforcement of these standards and has a comprehensive internal compliance program. Our goal is to engage our suppliers, contractors and business partners in the implementation of these standards.

In the past, we have not established business relationships and we have suspended our association with companies that were found to abuse the rights of the employees.

THE PHILLIPS-VAN HEUSEN COMMITMENT:

- To conduct all business in keeping with the highest moral, ethical and legal standards.
- To recruit, train and provide career advancement to all associates without regard to gender, race, religion, age, disability, sexual orientation, nationality, political opinion and social or ethnic origin. Diversity in the workplace will be encouraged. Bigotry, racism and sexual harassment will not be tolerated.
- To maintain a workplace environment that encourages frank and open communications.
- To be concerned with the preservation and improvement of our environment.
- To be ever mindful that our dedication to these standards is absolute and will not be compromised.

VAN HEUSEN

IZOD

Calvin Klein

Bass

ARROW
USA • 1851

EAGLE
SHIRTMAKERS



PHILLIPS-VAN HEUSEN CORPORATION

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A SHARED COMMITMENT

Requirements for Suppliers, Contractors, Business Partners



PHILLIPS-VAN HEUSEN CORPORATION

GUIDELINES

A SHARED COMMITMENT

The guidelines you are about to read are of utmost importance to the Phillips-Van Heusen Corporation and to the relationships we form with suppliers, contractors and business partners.

While we place tremendous importance on these relationships, many of which qualify as genuine friendships of long-standing, certain values and standards have always been, and will always remain, paramount. Adherence to these values and standards by the people and companies we do business with is a prerequisite for continuing or establishing relationships with our company.

Indeed, we cannot do business with any company that fails to adhere to these ideals.

We believe that by working together to see these standards enforced, our company and its suppliers, contractors and business partners can help achieve a genuine improvement in the lives of working people around the world.

This mission has been a guiding principle of our company for more than a century, and it shall guide us in the future and take precedence over any economic or business concerns.

Emanuel Chirico
Chief Executive Officer

Allen Sirkin
President and Chief Operating Officer

While respecting cultural differences and economic variances that reflect the particular countries where we and our vendors do business, our goal is to create, and encourage the creation of, model facilities that not only provide good jobs at fair wages, but which also improve conditions in the community at large. Therefore, we actively seek business associations with those who share our concerns.

• LEGAL REQUIREMENTS

We expect our vendors to be law-abiding citizens and to comply with all legal requirement, including those relevant to the conduct of their business. We will seek vendors who respect the legal and moral rights of the employees.

• NONDISCRIMINATION

We will not do business with any vendor who discriminates in employment, including hiring, salary, benefits, advancement, discipline, termination or retirement, on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion and social or ethnic origin.

• CHILD LABOR

Employees of our vendors must be over the applicable minimum legal age requirement, or be at least 15 years old (or 14 years old where the law of the country of manufacture allows) or older than the age for completing compulsory education in the country of manufacture, whichever is greater. Vendors must observe all legal requirements for work of authorized minors, particularly those pertaining to hours of work, wages, minimum education and working conditions. We encourage vendors to support night classes and work-study programs.

• FORCED LABOR

We will not be associated with any vendor who uses any form of mental or physical coercion. We will not do business with any vendor who utilizes forced labor whether in the form of prison labor, indentured labor, bonded labor or otherwise.

• HARASSMENT AND ABUSE

Vendors must treat employees with respect and dignity. No employee shall be subject to any physical, sexual, psychological or verbal harassment and/or abuse.

• HEALTH AND SAFETY

Employers shall provide a safe and healthy work environment to prevent accident and injury occurring in the course of work due to or linked with the operation of the employer's facility. We encourage vendors to make a responsible contribution to the health care needs of their employees.

• WAGES AND BENEFITS

We recognize that wages are essential to meeting employees' basic needs. We will only do business with vendors who pay employees, as a floor, at least the minimum wage required by local law or the prevailing industry wage – when available, whichever is higher, and who provide all legally mandated benefits. Employees shall be compensated for overtime hours at the rate established by law in the country of manufacture or, in those countries where such laws do not exist, at a rate at least equal to their regular hourly compensation rate.

• HOURS OF WORK

While permitting flexibility in scheduling, we will only do business with vendors who do not exceed prevailing local work hours and who appropriately compensate overtime. No employee should be scheduled for more than sixty hours of work per week, except in extraordinary business circumstances. Employees shall be entitled to at least one day off per seven day period.

• FREEDOM OF ASSOCIATION

Employees should be free to join organizations of their own choice. Vendors shall recognize and respect the right of employees to freedom of association and collective bargaining. Employees should not be subject to intimidation or harassment in the exercise of their right to join or to refrain from joining any organization.

• ENVIRONMENTAL REQUIREMENTS

We require our vendors to meet all 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.

• COMMITMENT TO COMMUNITIES

We will favor vendors who share our commitment to contribute to the betterment of the communities in which they operate.