

# GRI CONTENT INDEX



# 2016

# GRI G4 CONTENT INDEX IN ACCORDANCE CORE GENERAL STANDARD DISCLOSURES

DISCLOSURE	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>STRATEGY AND ANALYSIS</b>					
<b>G4-1</b>	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	A Letter from Our Chairman and CEO	4		No
<b>G4-2</b>	Provide a description of key impacts, risks, and opportunities	Our Approach – <a href="http://www.pvh.com/responsibility/our-approach">http://www.pvh.com/responsibility/our-approach</a> CR Leadership Letter Human Rights Safe Workplaces Responsible Chemical Management Water Sustainable Packaging Sustainable Materials Greenhouse Gases  Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>	6, 7, 17, 23, 35, 39, 43, 47, 51		No
<b>ORGANIZATIONAL PROFILE</b>					
<b>G4-3</b>	Report the name of the organization.	PVH Corp. (“PVH”)			No
<b>G4-4</b>	Report the primary brands, products, and services.	Calvin Klein, Tommy Hilfiger, Van Heusen, IZOD, ARROW, Speedo, Olga and Warner's, as well as numerous licensed brands. More information is available at: <a href="http://www.pvh.com/brands">www.pvh.com/brands</a>			No
<b>G4-5</b>	Report the location of the organization's headquarters.	200 Madison Avenue, New York, NY 10016			No
<b>G4-6</b>	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Throughout the 2016 Annual Report – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a>			No
<b>G4-7</b>	Report the nature of ownership and legal form.	PVH is a publicly traded company on the New York Stock Exchange.			No
<b>G4-8</b>	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	Form 10-K – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a> ; Investor Update – <a href="https://www.pvh.com/~media/PVH/Files/Investor-Update.ashx">https://www.pvh.com/~media/PVH/Files/Investor-Update.ashx</a>			No

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G4-9	Report the scale of the organization, including: Total number of employees; Total number of operations; Net sales (for private sector organizations) or net revenues (for public sector organizations); Total capitalization broken down in terms of debt and equity (for private sector organizations); Quantity of products or services provided	Form 10-K – pages 17, 32, F-50, F-54, and page 3 from the 2016 AR – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a>			No																
G4-10	Breakdown of Employee Type	<table border="1"> <thead> <tr> <th>Gender</th> <th>Full time</th> <th>Part time</th> <th>Grand total</th> </tr> </thead> <tbody> <tr> <td>Female</td> <td>5,516</td> <td>5,350</td> <td>10,866</td> </tr> <tr> <td>Male</td> <td>2,963</td> <td>3,170</td> <td>6,133</td> </tr> <tr> <td><b>Grand total</b></td> <td><b>8,479</b></td> <td><b>8,520</b></td> <td><b>16,999</b></td> </tr> </tbody> </table>	Gender	Full time	Part time	Grand total	Female	5,516	5,350	10,866	Male	2,963	3,170	6,133	<b>Grand total</b>	<b>8,479</b>	<b>8,520</b>	<b>16,999</b>		Please note that this data is for the U.S. and Canada. We anticipate being able to expand in 2017 to include Brazil and most of Asia, as we continue to work towards tracking and reporting this information for all PVH locations.	No
Gender	Full time	Part time	Grand total																		
Female	5,516	5,350	10,866																		
Male	2,963	3,170	6,133																		
<b>Grand total</b>	<b>8,479</b>	<b>8,520</b>	<b>16,999</b>																		
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Form 10-K, page 17 – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a>			No																
G4-12	Describe the organization's supply chain.	Our Approach – <a href="http://www.pvh.com/responsibility/our-approach">http://www.pvh.com/responsibility/our-approach</a> Evolving Our CR Program Human Rights Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a> 2016 AR Report – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a>	14, 17		No																
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	No significant changes.			No																
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	PVH considers 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 ( <a href="http://pvh.com/~media/PVH/Files/corporate-responsibility/corporate_responsibility_RSL.ahsx">http://pvh.com/~media/PVH/Files/corporate-responsibility/corporate_responsibility_RSL.ahsx</a> ).			No																
G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	Evolving Our CR Program	15		No																

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<b>G4-16</b>	List memberships of associations (such as industry associations) and national or international advocacy organizations.	Evolving Our CR Program – UN Global Compact, CEO Water Mandate, Women’s Empowerment Principles, Sustainable Apparel Coalition (SAC) Human Rights – Fair Labor Association, Better Work, SAC Safe Workplaces – Accord on Fire and Building Safety in Bangladesh (“The Accord”) Inclusion & Diversity – Women’s Empowerment Principles Responsible Chemical Management – Zero Discharge of Hazardous Chemicals (ZDHC) Programme, AFIRM Group, SAC, CEO Water Mandate Water – WWF International, ZDHC, UN Global Compact, CEO Water Mandate, SAC Packaging – Sustainable Packaging Coalition Materials – SAC, Better Cotton Initiative, Textile Exchange, Business for Social Responsibility	15, 17, 23, 27, 35, 39, 43, 47		No
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>					
<b>G4-17</b>	List all entities included in the organization’s consolidated financial statements or equivalent documents.	Page F-7 from the Notes to Consolidated Financial Statements – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a>			No
<b>G4-18</b>	Explain the process for defining the report content and the Aspect Boundaries.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-19</b>	List all the material Aspects identified in the process for defining report content.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-20</b>	For each material Aspect, report the Aspect Boundary within the organization. Report whether the Aspect is material within the organization.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-21</b>	For each material Aspect, report the Aspect Boundary outside the organization.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-22</b>	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No restatements have been made.			No
<b>G4-23</b>	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There are no changes from the previous reporting years.			No

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<b>STAKEHOLDER ENGAGEMENT</b>					
<b>G4-24</b>	Provide a list of stakeholder groups engaged by the organization.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-25</b>	Report the basis for identification and selection of stakeholders with whom to engage.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-26</b>	Report the organization's approach to stakeholder engagement.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>G4-27</b>	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	Materiality and Stakeholder engagement – <a href="http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement">http://pvh.com/responsibility/our-approach/Materiality%20and%20Stakeholder%20Engagement</a>			No
<b>REPORT PROFILE</b>					
<b>G4-28</b>	Reporting period for information provided.	About this Report			No
<b>G4-29</b>	Date of most recent previous report.	2016			No
<b>G4-30</b>	Reporting cycle	Annual			No
<b>G4-31</b>	Provide the contact point for questions regarding the report or its contents.	cr@pvh.com			No
<b>G4-32</b>	Report the 'in accordance' option the organization has chosen.	In accordance "Core"			No
<b>G4-33</b>	Report the organization's policy and current practice with regard to seeking external assurance for the report.	This report has not received external verification. We are currently building our internal processes to allow for consistent data collection and enhancement of internal verification.			No
<b>GOVERNANCE</b>					
<b>G4-34</b>	Report the governance structure of the organization, including committees of the highest governance body.	CR Governance – <a href="https://www.pvh.com/responsibility/our-approach/CR%20Governance%20and%20Legal%20Compliance">https://www.pvh.com/responsibility/our-approach/CR%20Governance%20and%20Legal%20Compliance</a> Governance – <a href="http://www.pvh.com/investor-relations/governance">http://www.pvh.com/investor-relations/governance</a>	8		No
<b>G4-56</b>	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	<a href="https://www.pvh.com/company/our-values">https://www.pvh.com/company/our-values</a>			No

# GRI G4 CONTENT INDEX IN ACCORDANCE CORE SPECIFIC STANDARD DISCLOSURES

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>CATEGORY: ECONOMIC</b>							
<b>Economic Performance</b>	<p>Economic value includes our local economic impacts. 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. In 2016, through the efforts and generosity of our associates, we contributed nearly \$25 million in cash and in-kind donations to charitable causes.</p> <p>The PVH Foundation is a non-profit 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 35,000 associates to donate their time, talent and resources through volunteering in their local communities. While we strongly believe in supporting communities philanthropically, it is our practice not to contribute to political candidates, parties and causes.</p>	G4-EC1	<p><b>Economic Value</b></p> <p>a. Direct economic value generated and distributed (EVG&amp;D) on an accruals basis, including the basic components for the organization’s global operations, as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> <li>• Direct economic value generated: <ul style="list-style-type: none"> <li>– Revenues</li> </ul> </li> <li>• Economic value distributed: <ul style="list-style-type: none"> <li>– Operating costs</li> <li>– Employee wages and benefits</li> <li>– Payments to providers of capital</li> <li>– Payments to government (by country)</li> <li>– Community investments</li> <li>– Economic value retained (calculated as ‘Direct economic value generated’ less ‘Economic value distributed’)</li> </ul> </li> </ul> <p>b. To better assess local economic impacts, report EVG&amp;D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	<p>Communities</p> <p>Page 1 of 2016 Annual Report – <a href="https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx">https://www.pvh.com/~media/PVH/Files/2016_pvh_annual_report.ashx</a></p>	55		No

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<b>CATEGORY: ENVIRONMENTAL</b>							
<b>Materials</b>	<p>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.</p> <p>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.</p> <p>Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for PVH. Cotton represents nearly 70% of PVH's 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. 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.</p>	G4-EN2	<p><b>Recycled input materials</b></p> <p>Percentage of recycled input materials used to manufacture the organization's primary products and services.</p>	Speedo products use scraps collected from the cutting room floor to integrate pre-consumer recycled content back into products. Since the program started in 2014, 2,500 kgs of scraps have been collected. PVH also uses recycled content in its hangtags. Select Calvin Klein, IZOD and Van Huesen hangtags use 100% recycled content. Calvin Klein men's boxed wallets and giftsets started using 100% recycled paper in 2016.		At this time, PVH is working to collect and report data on the percentage of recycled input materials used to manufacture our primary products.	No

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<b>CATEGORY: ENVIRONMENTAL</b>							
<b>Materials – continued</b>	<p>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.</p> <p>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 plan to roll-out a global animal welfare policy in 2017. The policy will address animal-based materials across seven categories, including wool, leather and down.</p>	G4-EN2	<b>Recycled input materials</b> Percentage of recycled input materials used to manufacture the organization's primary products and services.	Speedo products use scraps collected from the cutting room floor to integrate pre-consumer recycled content back into products. Since the program started in 2014, 2,500 kgs of scraps have been collected. PVH also uses recycled content in its hangtags. Select Calvin Klein, IZOD and Van Huesen hangtags use 100% recycled content. Calvin Klein men's boxed wallets and giftsets started using 100% recycled paper in 2016.		At this time, PVH is working to collect and report data on the percentage of recycled input materials used to manufacture our primary products.	No



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<b>Water</b>	<p>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.</p> <p>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 are developing 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.</p> <p>We are using a number of different resources, insights and tools to develop a comprehensive global water strategy. Our strategy will be 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 are leveraging the Zero Discharge of Hazardous Chemicals (“ZDHC”) Programme’s work, notably its new Manufacturing Restricted Substances List (“MRSL”) and Wastewater Guidelines. We are also taking 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”).</p> <p>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. It builds on our Tommy Hilfiger business’s water stewardship efforts and the steps we have already taken to our water impact, such as participating in multi-stakeholder and industry groups.</p>	G4-EN8	<p><b>Water withdrawals by source</b></p> <p>a. Total volume of water withdrawn from the following sources:</p> <ul style="list-style-type: none"> <li>• Surface water, including water from wetlands, rivers, lakes, and oceans</li> <li>• Ground water</li> <li>• Rainwater collected directly and stored by the organization</li> <li>• Waste water from another organization</li> <li>• Municipal water supplies or other water utilities</li> </ul> <p>b. Report standards, methodologies, and assumptions used.</p>	<p>a. All water from municipal water supplies/other water utilities in 2016: 201,782 cubic meters.</p> <p>b. Figure covers municipal water consumed by offices, retail facilities, showrooms, warehouses and distribution centers. Actual consumption data collected for 93 PVH facilities in US, China, Hong Kong, Canada, Brazil, Sri Lanka, Indonesia, India, and parts of Europe. Water data estimated for the remainder of facilities using average PVH consumption factors per full time employee (FTE).</p>	62		No

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<b>Emissions</b>	<p>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.</p> <p>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.</p> <p>We measure our GHG reduction progress against our global 2015 baseline, which reflects data provided by approximately 1,700 PVH facilities (including offices, stores and warehouses) in 43 countries. We also measure it against our global reduction target- to reduce emissions by 35% for our direct operations by 2030. We will begin to calculate our global Scope 3 footprint in 2017.</p> <p>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.</p>	G4-EN15	<p><b>GHG emissions (scope 1)</b></p> <p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Gases included in the calculation (whether CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs, PFCs, SF<sub>6</sub>, NF<sub>3</sub>, or all).</p> <p>c. Biogenic CO<sub>2</sub> emissions in metric tons of CO<sub>2</sub> equivalent separately from the gross direct (Scope 1) GHG emissions.</p> <p>d. Chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Standards, methodologies, and assumptions used.</p> <p>f. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</p> <p>g. Chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>a. 37,323 metric tons of CO<sub>2</sub>e</p> <p>b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22</p> <p>c. n/a</p> <p>d. 2015. 41,293 metric tons of CO<sub>2</sub>e. 2015 was the first year that PVH conducted a global GHG footprint. Scope 1 emissions decreased between 2015 and 2016 due to:</p> <ul style="list-style-type: none"> <li>closing of certain North America stores.</li> </ul> <p>e. WRI's Corporate GHG Accounting Protocol</p> <p>f. IPCC 5th Assessment Report (AR5), 100-year GWP (AR5)</p> <p>g. Operational control</p> <p>Data covers refrigerants, fuel and natural gas consumed by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe.</p>	52		No

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<b>Emissions – continued</b>	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.	G4-EN16	<p><b>GHG emissions (scope 2)</b></p> <p>a. Gross energy indirect (Scope 2) GHG emissions in metric tons of CO<sub>2</sub> equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Gases included in the calculation, if available.</p> <p>c. Chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Standards, methodologies, and assumptions used.</p> <p>e. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>a. 111,403 metric tons of CO<sub>2</sub>e</p> <p>b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O</p> <p>c. 2015. 93,166 metric tons of CO<sub>2</sub>e. 2015 was the first year that PVH has conducted a global GHG footprint. Scope 2 emissions increased between 2015 and 2016 due to:</p> <ul style="list-style-type: none"> <li>increased electricity consumption</li> <li>The overall increase from 2015 is due to increased electricity consumption and shifts in facilities across regions. This includes the addition of stores in China to our portfolio through the 2016 acquisition of our Tommy Hilfiger joint venture in China.</li> </ul> <p>d. WRI's Corporate GHG Accounting Protocol</p> <p>e. IPCC 5th Assessment Report (AR5), 100-year GWP (AR5)</p> <p>f. Operational control. Data covers electricity consumed in offices, showrooms, warehouses, distribution centers, PVH Neckwear Factory and retail facilities worldwide.</p>	52		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Effluents &amp; Waste</b>	<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. PVH is 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 by 2020. 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 by using ZDHC’s Manufacturing Restricted Substances List (MRSL) and Wastewater Guidelines. Adopting and rolling out 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 are increasingly requiring our suppliers at Level 2 of our supply chain (where the most significant chemical impacts occur) to raise their standards on chemical management and are expanding the scope of our environmental assessments to include these suppliers. We encourage suppliers at all levels to achieve sustainability certifications such as Standard 100 by Oeko-Tex, STeP or Bluesign.</p>	G4-EN23	<p><b>Waste by type and disposal method</b></p> <p>a. Total weight of hazardous and nonhazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> <li>• Reuse</li> <li>• Recycling</li> <li>• Composting</li> <li>• Recovery, including energy recovery</li> <li>• Incineration (mass burn)</li> <li>• Deep well injection</li> <li>• Landfill</li> <li>• On-site storage</li> <li>• Other (to be specified by the organization)</li> </ul> <p>b. How the waste disposal method has been determined:</p> <ul style="list-style-type: none"> <li>• Disposed of directly by the organization or otherwise directly confirmed</li> <li>• Information provided by the waste disposal contractor</li> <li>• Organizational defaults of the waste disposal contractor</li> </ul>	<p>a. 2016 Totals (all metric tons)</p> <p>Recovery/Reuse: 23  Recycling: 10,063  Incineration: 100  Composting: 19  Landfill: 994  E-Waste/Universal Waste: 4  Waste to Energy/Biogas: 42  Deep well injection: n/a  On-site storage: n/a  Other: n/a</p> <p>b. Information provided by the waste disposal contractor and organizational defaults of the waste disposal contractor. Data covers select facilities in the US, Hong Kong, and Europe.</p>	62		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Effluents &amp; Waste – continued</b>	<p>To reinforce our supplier efforts, we also deliver training for our design, product development and supply chain teams on managing chemicals responsibly, improving their knowledge of the impacts of restricted chemicals, as well as best practices.</p> <p>To help raise standards at an industry level, we collaborate with industry stakeholders to address challenges such as developing shared goals, guidelines and measurement tools.</p> <p>Additionally, we are committed to working with our owned and operated facilities on natural resource and waste management. In the apparel industry, waste occurs throughout the product lifecycle, from the design stage through to consumer use. Packaging is a large and visible source of waste, yet it also plays a vital role in protecting products for our consumers. To optimize our use of packaging materials and preserve the environment, we are taking steps to reduce the amount of packaging on our products and use more recyclable materials. Increasingly, we will expand our focus to include packing materials, such as cardboard cartons, used to protect products while in transport, and in our store and e-commerce operations.</p>						No

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<b>Supplier Environmental Assessment</b>	<p>PVH recognizes 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>Much of our environmental impact arises in our supply chain. We are, therefore, beginning to work with our suppliers to help them evaluate their environmental sustainability performance using the SAC’s Higg Index FEM – a standardized tool for measuring apparel suppliers’ environmental impacts and monitoring progress. In 2017 we will launch the Higg Index FEM with our strategic Level 1 (cut and sew) and Level 2 (mills and trim) suppliers. Suppliers can complete one Higg FEM self-assessment per year that can be reviewed by multiple brand owners, helping to reduce the auditing burden on suppliers and allowing us to focus more on partnering with suppliers to help them improve their environmental sustainability performance.</p>	G4-EN32	<p><b>New suppliers screened using environmental criteria</b></p> <p>Percentage of new suppliers that were screened using environmental criteria.</p>	<p>Approximately 67%*</p> <p><i>*This figure reflects long-form and ABVTEX assessments of suppliers new to the PVH supply chain compared to total assessments of new suppliers.</i></p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>CATEGORY: SOCIAL</b>							
<b>SUB-CATEGORY: LABOR PRACTICES &amp; DECENT WORK</b>							
<b>Employment</b>	We are committed to providing our most important asset – our approximately 35,000 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. Specific benefits vary by associate grade, type of facility and region and may include:	G4-LA2	<p><b>Benefits provided to full-time employees</b></p> <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> <li>• Life insurance</li> <li>• Health care</li> <li>• Disability and invalidity coverage</li> <li>• Parental leave</li> <li>• Retirement provision</li> <li>• Stock ownership</li> <li>• Others</li> </ul> <p>b. Definition used for 'significant locations of operation'.</p>	<p>We are committed to providing our most important asset – our approximately 35,000 associates around the globe – with a great place to work and the opportunities to develop personally and professionally.</p> <p>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. Specific benefits vary by associate grade, type of facility and region and may include:</p> <ul style="list-style-type: none"> <li>• Health, dental, and vision insurance</li> <li>• Life and Accidental Death &amp; Dismemberment insurance</li> <li>• Disability insurance</li> <li>• Retirement plan benefits</li> <li>• Domestic partner benefits</li> <li>• Employee Assistance Program “EAP”</li> <li>• Financial planning and college scholarships for U.S. associates’ children</li> <li>• Flexible working arrangements</li> <li>• Paid time off</li> <li>• Parental leave benefits</li> <li>• Employee product discounts program.</li> <li>• Other benefits relevant and applicable to certain offices and geographies.</li> </ul>	31		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Occupational Health &amp; Safety</b>	PVH works 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.	G4-LA5	<p><b>Workforce represented in health and safety committees</b></p> <p>a. Level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of the total workforce represented in formal joint management-worker health and safety committees.</p>	<p>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.</p> <p>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%).</p>			
<b>Training and Education</b>	<p>We continuously expand the development opportunities available to associates, taking an inclusive approach to learning, and offering our associates the opportunity to create tailored learning plans. We align our curriculum to our business strategy, in order to optimize the learning and development options available.</p> <p>We launched PVH University (“PVH U”), our corporate university, globally in 2016. PVH U helps associates around the globe build core competencies through engaging and impactful learning content.</p>	G4-LA11	<p><b>Employees receiving performance and career development reviews</b></p> <p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period.			



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<b>Training and Education – continued</b>																																																			
<b>Diversity</b>		G4-LA12	<p><b>Composition of governance bodies and employees</b></p> <p>a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>• Gender</li> <li>• Age group: under 30 years old, 30–50 years old, over 50 years old</li> <li>• Minority groups</li> <li>• Other indicators of diversity, where relevant</li> </ul> <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> <li>• Gender</li> <li>• Age group: under 30 years old, 30–50 years old, over 50 years old</li> <li>• Minority groups</li> <li>• Other indicators of diversity, where relevant</li> </ul>	<p>a. Diversity – Board of Directors/gender: Male – 67%, Female – 33%</p> <p><b>Race/ethnicity breakdown by age – U.S.</b></p> <table border="1"> <thead> <tr> <th>Total corporation</th> <th>Non-White</th> <th>White</th> <th>Grand total</th> </tr> </thead> <tbody> <tr> <td colspan="4"><b>Under 30</b></td> </tr> <tr> <td>Female</td> <td>18.8%</td> <td>12.0%</td> <td>30.8%</td> </tr> <tr> <td>Male</td> <td>14.7%</td> <td>7.5%</td> <td>22.2%</td> </tr> <tr> <td colspan="4"><b>30–50</b></td> </tr> <tr> <td>Female</td> <td>11.2%</td> <td>10.6%</td> <td>21.9%</td> </tr> <tr> <td>Male</td> <td>5.3%</td> <td>4.9%</td> <td>10.2%</td> </tr> <tr> <td colspan="4"><b>Over 50</b></td> </tr> <tr> <td>Female</td> <td>4.1%</td> <td>6.2%</td> <td>10.3%</td> </tr> <tr> <td>Male</td> <td>1.6%</td> <td>3.0%</td> <td>4.6%</td> </tr> <tr> <td><b>Grand total</b></td> <td><b>55.7</b></td> <td><b>44.3%</b></td> <td><b>100.0%</b></td> </tr> </tbody> </table> <p><b>Diversity – employee category/gender – U.S.</b></p> <p><b>SVP+ level – total 209</b> Male white – 48% Non-white male – 5% Female white – 41% Non-white female – 6%</p> <p><b>VP &amp; Director level – total 854</b> Male white – 30% Non-white male – 11% Female white – 43% Non-white female – 16%</p> <p><b>Manager level – total 3,367</b> Male white – 15% Non-white male – 16% Female white – 39% Non-white female – 30%</p> <p><b>Individual contributor level – total 11,030</b> Male white – 14% Non-white male – 24% Female white – 25% Non-white female – 37%</p> <p><i>Note we have changed the way we reported these percentages to match our 2016 reporting methodology.</i></p>	Total corporation	Non-White	White	Grand total	<b>Under 30</b>				Female	18.8%	12.0%	30.8%	Male	14.7%	7.5%	22.2%	<b>30–50</b>				Female	11.2%	10.6%	21.9%	Male	5.3%	4.9%	10.2%	<b>Over 50</b>				Female	4.1%	6.2%	10.3%	Male	1.6%	3.0%	4.6%	<b>Grand total</b>	<b>55.7</b>	<b>44.3%</b>	<b>100.0%</b>			
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ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Supplier Assessment for Labor Practices</b>	As labor issues in our industry become more complex, we are taking a proactive approach to protecting the rights, dignity and livelihoods of the nearly one million workers in our supply chain. We screen all suppliers in line with labor and human rights criteria before they can begin working with us. 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. New suppliers go through assessments that include the same indicators as existing suppliers, based on the PVH Code of Conduct. New suppliers are all prioritized similarly with no supplier joining the PVH supply chain without an appropriate CR review and authorization. The engagement meeting, which takes place prior to the assessment, along with the initial assessment are intended to prevent factories with potential negative impacts from entering the supply chain. The engagement meeting and corrective action plan ("CAP") development process work both to mitigate and remediate issues at the factory level. Rating recommendations and CAPs inform purchasing practices and potential training options. PVH maintains a Responsible Exit policy, based on FLA guidance. Specific sourcing divisions would need to be interviewed to discuss what incentives a supplier may receive. CR allows for less frequent assessments for stronger performing suppliers, based on labor and human rights criteria.	G4-LA14	<b>New suppliers that were screened using labor practices criteria</b> Percentage of new suppliers that were screened using labor practices criteria.	100%* <i>*According to our onboarding policy, no supplier would have been onboarded without being screened using labor/ human rights criteria.</i>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Supplier Assessment for Labor Practices – continued</b>	We are also beginning to expand our assessment program deeper into our supply chain for greater transparency, starting with our Level 2 suppliers. These include fabric mills, trim facilities, and wet processing facilities. In 2017, we will begin assessing our Level 2 suppliers' performance on human rights and will also invite them to complete the SAC's Higg Index FEM, beginning with our key mills and trim suppliers. The extension of our assessment program to Level 2 suppliers will bring our social and environmental improvement goals to a greater portion of our supply chain, creating positive impacts for an increasing number of workers.						No
<b>CATEGORY: SOCIAL</b>							
<b>SUB-CATEGORY: HUMAN RIGHTS</b>							
<b>Human Rights Investments</b>	<p>PVH is 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.</p> <p>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.</p>	G4-HR2	<p><b>Employee training on human rights</b></p> <p>a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	<p>a. 11,825 person-hours (total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations).</p> <p>b. PVH provided training to approximately 1,171 internal employees in this reporting period.</p>		<p>Omission used for part b: In 2016, PVH trained 1,171 internal employees. At this time, we are unable to give this figure as an accurate percentage of employees, as our data collection methods recorded individual training participants in a way that may have caused potential duplication amongst sessions. We aim to separate these data collection streams in future reporting periods.</p>	No

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<b>Non-discrimination</b>	Discrimination is prohibited by our Code of Conduct, and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.	G4-HR3	<p><b>Incidents of discrimination</b></p> <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none"> <li>• Incident reviewed by the organization</li> <li>• Remediation plans being implemented</li> <li>• Remediation plans have been implemented and results reviewed through routine internal management review processes</li> <li>• Incident no longer subject to action</li> </ul>	<p>a. Number of incidents*: 61</p> <p>b. Status of incidents*</p> <ul style="list-style-type: none"> <li>• Issue Reviewed: 61</li> <li>• Plans Implemented: 46</li> <li>• Results Reviewed: 35</li> <li>• Action Complete: 24</li> </ul> <p><i>*This data reflects PVH assessments of non-discrimination in the supply chain. These findings indicate documented occasions of a worker encountering discrimination, and incidents in which a supplier lacks appropriate non-discrimination policies and procedures.</i></p>			No
<b>Freedom of Association</b>	<p>We require our suppliers to support workers' rights to freedom of association ("FOA") through our Code of Conduct. This is also an integral part of our Human Rights program.</p> <p>We also promote FOA through Corrective Action Plan ("CAP") remediation and training activities, or when challenges arise within worker-management relationships.</p> <p>Our suppliers' ability to respect FOA is also measured via our assessment tool and included in every assessment. When challenges arise between workers and managers, the issue is escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.</p>	G4-HR4	<p><b>Significant risk of freedom of association in operations and suppliers</b></p> <p>a. Operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> <li>• Type of operation (such as manufacturing plant) and supplier</li> <li>• Countries or geographical areas with operations and suppliers considered at risk</li> </ul> <p>b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	<p><a href="https://www.pvh.com/responsibility/policy/shared-commitment">https://www.pvh.com/responsibility/policy/shared-commitment</a></p> <p>The PVH CoC includes FOA/CBA and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Child Labor</b>	Preventing child labor is a requirement of our Code of Conduct and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.	G4-HR5	<p><b>Significant risk of child labor in operations and suppliers</b></p> <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> <li>• Child labor</li> <li>• Young workers exposed to hazardous work</li> </ul> <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> <li>• Type of operation (such as manufacturing plant) and supplier</li> <li>• Countries or geographical areas with operations and suppliers considered at risk</li> </ul> <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p><a href="https://www.pvh.com/responsibility/policy/shared-commitment">https://www.pvh.com/responsibility/policy/shared-commitment</a></p> <p>The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>			No
<b>Forced or Compulsory Labor</b>	Forced or compulsory labor is prohibited by our Code of Conduct and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment. We have published a California Transparency in Supply Chains Act disclosure on our website, which will be updated to include considerations from the UK Modern Slavery Act in 2017.	G4-HR6	<p><b>Significant risk of forced or compulsory labor in operations and suppliers</b></p> <p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> <li>• Type of operation (such as manufacturing plant) and supplier</li> <li>• Countries or geographical areas with operations and suppliers considered at risk</li> </ul> <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p><a href="https://www.pvh.com/responsibility/policy/shared-commitment">https://www.pvh.com/responsibility/policy/shared-commitment</a> and <a href="http://www.pvh.com/ca-transparency-disclosure">http://www.pvh.com/ca-transparency-disclosure</a></p> <p>The PVH CoC includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Human Rights Assessments</b>	<p>Human rights assessments allow us to evaluate suppliers against the PVH Code of Conduct. In this way, we can begin the conversation about how PVH will partner with the supplier to address key human rights issues in their factories. All suppliers receive some form of CR review.</p> <p>In 2016, we introduced two new features to our assessment tool based on feedback from key stakeholders and testing with a pilot group of suppliers. First, we are evaluating working hours in greater depth in order to better distinguish between special circumstances and workers systematically working overtime. By tracking working hours during peak, normal and low-production months, we can better recognize factories with poor management systems and provide them with appropriate tools for improvement.</p> <p>Second, we are rewarding suppliers who create positive impacts (beyond the scope of the assessment), by capturing best practices during assessments, rather than simply penalizing non-compliances. Examples of best practices might include providing free transportation or professional development opportunities for workers. We are tracking these supplier best practices on key social issues, including freedom of association, compensation and benefits and health and safety, and now share them with other factories to use as a resource.</p>	G4-HR9	<p><b>Operations that have been subject to human rights assessments</b></p> <p>Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	<p>Since we are implementing a new data management system, we can only provide the total number of suppliers at the close of the fiscal year, and the total number of assessments during the fiscal year. However, some suppliers underwent more than one assessment, and some higher performing suppliers may not have undergone an assessment during the reported fiscal year.</p> <p>Time between assessment is indicated by color rating and related CR standard operating procedure. All new suppliers have undergone an assessment.</p> <p>Number of suppliers: 1,104 (excludes licensee factories)</p> <p>Number of assessments: 2,147 (includes licensee factories)</p> <p>See performance summary for number of assessments. Factories will be available on human rights page of website.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Supplier Human Rights Assessments</b>	<p>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.</p> <p>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.</p> <p>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.</p> <p>PVH maintains a Responsible Exit policy, based on Fair Labor Association (FLA) guidance. We confer with specific sourcing divisions to determine what how particular suppliers might be incentivised to raise their performance.</p> <p>We are beginning to expand our assessment program deeper into our supply chain for greater transparency, starting with our Level 2 suppliers. These include fabric mills, trim facilities, and wet processing facilities. In 2017, we will begin assessing our Level 2 suppliers' performance on human rights and inviting them to complete the Higg Index, beginning with our key mills and trim suppliers. The extension of our assessment program to Level 2 suppliers will bring our social and environmental improvement goals to a greater portion of our supply chain, creating positive impacts for an increasing number of workers.</p>	G4-HR10	<b>New suppliers screened for human rights</b> Percentage of new suppliers that were screened using human rights criteria.	100%* <i>*According to our onboarding policy, no supplier would have been onboarded without being screened using labor/human rights criteria.</i>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Human Rights Grievance Mechanisms</b>	<p>We have direct channels in place to allow workers to express concerns, in the event that factory-level grievance procedures prove insufficient. It is our preference that factories process grievances in an effective, efficient manner. However, if workers have grievances which they are not comfortable expressing in their workplace, they are encouraged to contact PVH directly. Starting in 2017, we will offer global grievance hotline available to all workers in our supply chain, where possible. This is the same grievance hotline available to PVH associates. In the limited number of countries where the global PVH hotline may not be available, we will continue to ensure that workers have local channels to express concerns to PVH directly.</p> <p>When PVH receives 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.</p> <p>The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities.</p>	G4-HR12	<p><b>Grievances about human rights impacts</b></p> <p>a. Total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> <li>• Addressed during the reporting period</li> <li>• Resolved during the reporting period</li> </ul> <p>c. Total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</p>	<p>a. Total number of grievances: Four</p> <p>b. Of the four grievances filed: four were addressed, three were resolved</p> <p>c. Two total grievances that were raised during FY15 were resolved and closed during FY16</p> <p>In total, the CR team took action on six total worker grievances, which were raised through formal channels.</p>			No



ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>CATEGORY: SOCIAL</b>							
<b>SUB-CATEGORY: SOCIETY</b>							
<b>Local Communities</b>	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 non-profit 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 35,000 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 we offer 48 hours of paid volunteer time to associates in the U.S.  We offer a matching gift program in our U.S. offices and in the future, we plan to match every dollar and extend this program into other geographies. We often open our facilities to non-profit organizations in need of space, including Free Arts Day at our New York offices.  We are also piloting a number of social impact programs to enhance workers’ quality of life. We will expand and integrate successful programs in the coming years.	G4-S01	<b>Local community engagement, impact assessments and development programs</b> Percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:  <ul style="list-style-type: none"> <li>• Social impact assessments, including gender impact assessments, based on participatory processes</li> <li>• Environmental impact assessments and ongoing monitoring</li> <li>• Public disclosure of results of environmental and social impact assessments</li> <li>• Local community development programs based on local communities’ needs</li> <li>• Stakeholder engagement plans based on stakeholder mapping</li> <li>• Broad-based local community consultation committees and processes that include vulnerable groups</li> <li>• Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts</li> <li>• Formal local community grievance processes</li> </ul>	Communities  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.	55		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
<b>Anti-corruption</b>	<p>PVH understands 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.</p> <p>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.</p>	G4-SO4	<p><b>Communications and training on anti-corruption</b></p> <ol style="list-style-type: none"> <li>Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</li> <li>Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</li> <li>Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</li> <li>Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</li> <li>Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</li> </ol>	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. Our CoC includes anti-corruption language – <a href="https://www.pvh.com/responsibility/policy/shared-commitment">https://www.pvh.com/responsibility/policy/shared-commitment</a>			No