

PVH UK GENDER PAY GAP REPORT 2018



CALVIN KLEIN

TOMMY HILF

HERITAGE BRANDS

INTRODUCTION

Here at PVH, we believe that our people are our greatest asset and we are dedicated to fostering an inclusive culture where every individual is valued and supported in achieving their full potential. It is our strong conviction that our diversity not only strengthens PVH but enhances the way that we conduct business.

Starting last year, large employers in the UK were required to disclose certain gender pay information. This reporting is required annually. The UK gender pay gap reporting regulations are an important initiative to ensure that companies reward and treat their associates equally – key practices that we at PVH are committed to.

Our results continue to cover Calvin Klein Stores UK Limited (“Calvin Klein”) and Hilfiger Stores Limited (“Tommy Hilfiger”), our two legal entities in the UK that meet the criteria of having 250 or more employees.

This year, our Calvin Klein retail business has a mean gender pay gap of 4.8% and a median gender pay gap of 2.4%, while our Tommy Hilfiger retail business has a mean gender pay gap of 0.8% and a median gender pay gap of 0.9%. This means that in our Calvin Klein retail business, men were paid,

on average, 4.8% more than women (men were paid 2.4% more on a median basis), while men were paid, on average, 0.8% more than women in our Tommy Hilfiger retail business (on a median basis, males were paid 0.9% more than women). Our median pay gaps are particularly favourable as compared to the UK median pay gap of 17.9%* and the Retail sector pay gap of 9.1%*.

We actively monitor the pay of our associates on an ongoing basis and have rigorous processes for reviewing and monitoring pay and promotions as a fundamental part of our annual compensation process.

We remain proud of our inclusive environment across our businesses and invite you to read through for further details about our results, as well as information on our company’s values and ongoing inclusion and diversity initiatives.

ABOUT PVH

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 HILFIGER*, *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 nearly \$9.7 billion in annual revenues. That’s the Power of Us. That’s the Power of PVH.

*Office for National Statistics, provisional 2018 results

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

THE POWER OF PVH: FOSTERING A GREAT PLACE TO WORK

At PVH, our people exemplify our values – individuality, partnership, passion, integrity and accountability – and by creating a workplace that values our associates and acknowledges that our people are our greatest asset, we believe we are developing a strong foundation for continued success.

We greatly value the diverse perspectives across our organisation and are committed to creating an environment where every individual is valued. We believe that offering an inclusive workplace serves as a competitive advantage – from attracting exceptional talent to developing products that reflect our diverse consumer base.

Inclusion and Diversity is deeply rooted in our business and guides us in our every day. In 2018, we made bold 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. In partnership with the Council of Fashion Designers of America, we created the first white-paper report on inclusion and diversity in our industry, calling on our colleagues and peers to do more to offer equal opportunity to all. Based on these efforts, among others, we were recognised on *FORTUNE*'s list of “The World’s Most Admired Companies,” and were ranked as one of *FORBES*’s “Best Employers for Women.”

PVH is an equal opportunity employer committed to recruiting, training and providing career advancement to all associates regardless of gender or any other protected characteristic.

To learn more about Inclusion and Diversity at PVH, click [here](#).



OUR GENDER PAY GAP

The **gender pay gap** measures the difference between men and women's earnings, regardless of the work they do. This includes base pay, allowances and any other bonus and incentive pay paid in April 2018. A positive number indicates that pay is higher for men as a group, while a negative number indicates that pay is higher for women as a group.

OUR GENDER BONUS GAP

PVH

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 5, 2018. This includes all bonuses, long-term incentives and sales commission payments. A positive number indicates that bonus is higher for men as a group, while a negative number indicates that bonus is higher for women as a group.

UNDERSTANDING THE CALCULATIONS

Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for men and women and the totals are compared.

Median:

The median is the number which is in the middle of a ranking of pay from lowest to highest, and gives us the best view of 'typical' pay.

DECLARATION

We confirm the gender pay gap calculations for Calvin Klein Stores UK Limited and Hilfiger Stores Limited are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



David Pyne
Managing Director of PVH UK Limited

CALVIN KLEIN

OUR GENDER PAY GAP

4.8%

MEAN

2.4%

MEDIAN

OUR GENDER BONUS GAP

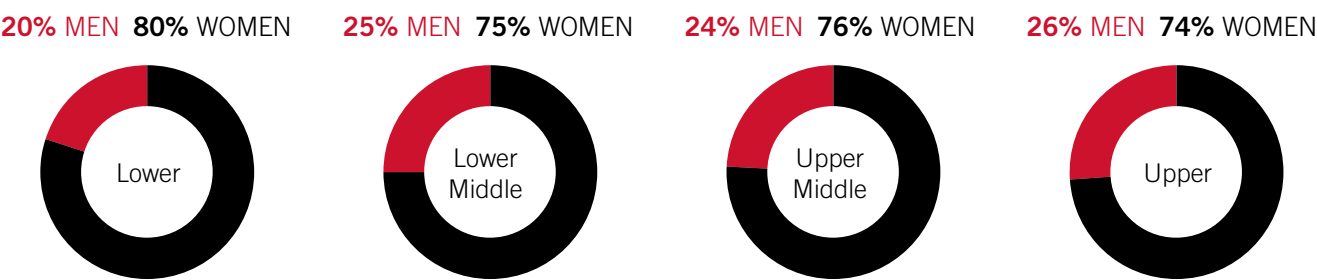
23.7%

MEAN

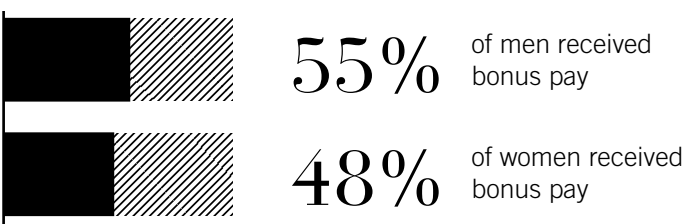
27.1%

MEDIAN

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE



PROPORTION OF UK EMPLOYEES RECEIVING BONUS PAY



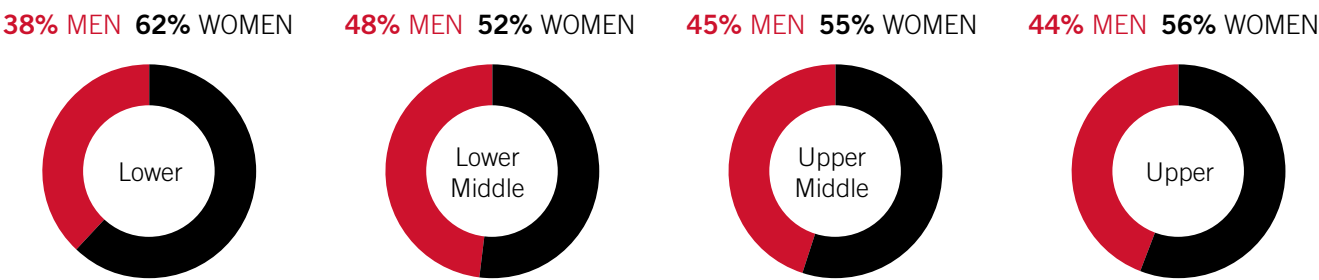
TOMMY HILFGER

OUR GENDER PAY GAP

0.8%
MEAN

0.9%
MEDIAN

PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE



OUR GENDER BONUS GAP

4.1%
MEAN

12.0%
MEDIAN

PROPORTION OF UK EMPLOYEES RECEIVING BONUS PAY

