

Corporate Responsibility Governance & Stakeholder Engagement

Our Corporate Responsibility Strategy

At PVH, Corporate Responsibility (“CR”) has always been central to how we conduct business and plays a critical role in our broader company strategy. As we continue to adapt to the evolving retail landscape and position ourselves for long-term success, we recognize we have both a responsibility – and an opportunity – to play a leading role in advancing sustainable development.

Through our CR strategy, Forward Fashion, we have set a new level of ambition and transparency for sustainable business at PVH and across the industry. Forward Fashion is the evolution of our long-standing social and environmental efforts. It furthers our commitment to the UN Guiding Principles on Business and Human Rights, among other principles and programs. It is rooted in input and partnership from key stakeholders not only from across our company, but also from across the industry and multiple sectors.

Stefan Larsson
Chief Executive Officer

Managing Corporate Responsibility – Our Governance Structure

We manage our CR efforts and hold ourselves accountable to our human rights and environmental priorities through a robust governance structure, clearly established roles and responsibilities, and regular reporting against our 15 time-bound targets.

Our Senior Management Team, led by our CEO Stefan Larsson, establish and uphold our vision and has final accountability for the implementation of Forward Fashion and its 15 priorities areas, including our management of human rights and environmental practices across our value chain.

The CR Committee of the PVH Board of Directors provides support and guidance to our Senior Management Team and reports to the broader Board of Directors with respect to our CR policies and strategies. The CR Committee, which consists of three independent directors, meets four times a year to monitor our CR performance and progress across social, environmental, human rights and community-focused key performance indicators (“KPIs”) that are established annually to advance the program’s commitments. Every meeting includes updates on current issues, program updates, and discussion and committee approvals of any strategy updates or new partnerships/initiatives.

Our CR team is structured to include human rights and environmental functions within the same team to ensure we address issues and opportunities in a connected, streamlined way. We have established clear lines of accountability for CR throughout PVH, from the subject matter experts on the CR team through to our CEO, via our Chief Sustainability Officer (“CSO”) of CR.

- **Our Chief Sustainability Officer**, Rick Relinger, reports to our Chief Human Resources Officer Julie Fuller and Chief Supply Chain Officer Sarah Clarke, and leads PVH’s Corporate Responsibility team. He manages the implementation of our global CR strategy, providing strategic leadership in the development of our Forward Fashion program and targets, execution of plans and partnerships, including our human rights, environmental, and health and safety commitments and policies.
- **Our CR Leadership Team**, reporting to our CSO of CR, consists of four leaders who each oversee who each lead a core function of our CR team, including human rights, sustainability, strategy, and global affairs. The Leadership team partners with our CR and PVH leaders to drive and integrate our Forward Fashion strategy across the business.
- **Our CR team** is composed of over 60 associates in 9 countries across Europe, Asia, Africa and the Americas, who work closely with our business units and PVH brand teams to further align our CR goals with the business, as well as implement on the

ground assessments, remediation and capability building programs in supplier regions. Our team is also responsible for internal and external reporting on CR, including through our annual CR Report.

Our *Forward Fashion* strategy also integrates priorities and targets driven and managed by our Human Resources and PVH Foundation teams.

- Our Chief Human Resources Officer, Julie Fuller, reports to our CEO and is responsible for managing all aspects of Human Resources at PVH, including Inclusion & Diversity, Recruitment, Talent Management, and Talent Development. She manages a team of human resources leads who are responsible for the management and implementation of PVH's human resources strategy, including Megan Libby, VP, Global Learning and Development, and Lance LaVergne, Chief Diversity Officer and SVP of Global Talent Acquisition and Associate Experience, who lead work toward our Inclusion & Diversity and Talent Development priorities. These associates cascade the strategy to teams of HR leaders based in each region that PVH operates, and across each of the PVH brands. They are then responsible for implementation at a local and brand level.
- The PVH Foundation is led by our Foundation President, Guy Vickers, who reports to our Chief Human Resources Officer. He is responsible for developing and leading philanthropy and volunteering strategies and initiatives across PVH and our brands. He has a team of Community Involvement Committees in place in the corporate offices and across the brands to coordinate associate giving and volunteering. While the majority of philanthropic efforts are corporate-wide, such as our long-standing partnership with Save the Children, the Foundation also supports grassroots efforts led by associates and their teams supporting our mission to help women and children.

Partnering With Suppliers

As PVH and the apparel industry have evolved, so too has our approach to partnering with our suppliers, shifting from solely assessing and addressing compliance with local laws and standards, to deepening our supplier engagement and working together on capability building within their operations.

We are committed to partnering with suppliers to address the root causes of both human rights and environmental challenges by going beyond auditing and focusing on value-adding improvement initiatives, such as training our assessors to become advisors, and by building our suppliers' own capabilities to improve working conditions through systems change.

These initiatives include working with suppliers on the creation of worker management committees that will help empower and give a voice to workers. For example, in partnership with Better Work, a joint initiative of the International Labour Organization ("ILO") and the International Finance Corporation ("IFC"), we have established a Workplace Cooperation program with our suppliers. By supporting democratic workplace elections and sharing problem-solving techniques, the program assists with the implementation of fairly elected worker-management committees focused on proactively improving working conditions and amplifying the voice of workers.

We are also focused on supporting industry action through the utilization of industry tools rather than a traditional company-by-company approach. For example, with a goal of alleviating audit fatigue for our suppliers, in 2019 we initiated the transition from the use of a proprietary PVH brand CR assessment to the adoption of the Social and Labor Convergence Program ("SLCP") assessment, an industry-wide data collection tool that aims to create an efficient and sustainable solution for social audits.

Managing Human Rights

Our human rights policy is embodied in our *A Shared Commitment* code of conduct, which outlines our commitment to and expectations of our business partners, including our supply chain partners and the workers who make our products. Adherence to the human and labor rights standards in this code by those who seek to do business with us, and by their business partners in our supply chain, is a prerequisite for establishing or continuing a relationship with PVH.

Human Rights have been a long-standing priority for our business. We were one of the first apparel companies to issue a code of conduct when we issued *A Shared Commitment* in 1991, and we built a global team to support it. Today, our commitment to protect and advance human rights is corner-stone to our *Forward Fashion* strategy, which includes seven clear human rights-focused priorities, each with its own time-bound target.

- **Source Ethically:** Expand the application of our social and environmental standards to the manufacturing of all products and materials
- **Amplify Worker Voice:** Improve working environments through worker engagement and representation
- **Promote Safe Workplaces:** Ensure safe and healthy workplaces for all workers in our supply chain
- **Advance Living Wages:** Create conditions for national living wage agreements through industry-wide collective bargaining linked to our purchasing practices
- **Recruit Ethically:** Partner with our suppliers to ensure ethical recruitment practices for migrant workers
- **Empower Women:** Remove barriers to advancement and create pathways to opportunity and choice for women in our supply chain

- **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
- **Foster Inclusion & Diversity:** Create an inclusive environment where every individual is valued
- **Develop Talent:** Develop a talented and skilled workforce that embodies PVH's values and an entrepreneurial spirit, while empowering associates to design their future

Our corporate and regional teams collaborate to manage our social and environmental assessment programs. We partner very closely with the PVH Supply team to design and implement all components of our program. Together, the CR and Supply teams' partner with suppliers to ensure adherence to the human rights, labor rights and environmental standards in our code of conduct – a requirement of all of our business partners. We also partner with third parties to assess supplier performance. Through partnership with multi-stakeholder initiatives (“MSIs”) and our suppliers, the team implements capability building and remediation programs, such as Better Work and the Gap Inc. P.A.C.E. Program. They are also responsible for the ongoing fulfillment of our Forward Fashion strategy and targets through on-the-ground partnerships and tools, such as our partnership with ACT, focused on living wages in our supply chain.

Managing Our Environmental Priorities

Our planet's natural resources are limited and under stress, and we are dedicated to not only protecting our environment and incorporating responsible practices into all of our business activities, but to also playing our part in the global fight against climate change. At PVH, we know that environmental and social issues are linked, which is why our Forward Fashion program and

governance includes commitments around both environmental and social priorities, and our CR team is structured to address human rights and environmental issues and opportunities in a connected, streamlined way.

We have committed to six environmental priorities that guide our efforts across our owned and operated platforms, product development and design, and supply chain:

- **Eliminate Carbon Emissions:** Protect our global climate by reducing energy use and powering our business through renewable sources
- **End Waste:** Divert the waste we send to landfill
- **Eliminate Hazardous Chemicals and Microfibers:** Eliminate water pollution from our wet processors
- **Innovate for Circularity:** Foster and harness innovation to design and manufacture products that eliminate product waste
- **Regenerate Materials:** Transition key product and packaging materials to sustainable alternatives, and support regenerative agriculture practices, while protecting animal welfare
- **Provide Access to Water:** Ensure access to clean water for communities in our key basins through collaborative action

Engaging Our Stakeholders For Deeper, Longer-Term Impact

We are committed to engaging with relevant and affected stakeholders and their legitimate representatives on an ongoing basis. We actively worked with our stakeholders in the development and design of our Forward Fashion strategy and continue to do so as we further develop, monitor and amend our approach to human rights and develop our CR program. We proactively solicit representatives from our business

partners, multi-stakeholder associations, non-governmental organizations (“NGOs”), intergovernmental organizations, worker representatives, governments and our peers for input, counsel and ongoing partnerships. We always communicate openly and seek out their interests, concerns and suggestions. We appreciate that our continuous engagement helps us gain valuable insights that enable the strengthening and evolution of our program for greater impact, and are always looking for new and better ways to engage to ensure that we leverage their diverse perspectives and expertise.

Our Primary Stakeholders Are:

Suppliers: We aim to move beyond compliance by expanding our assessment program to focus on capacity building and supporting effective industrial relations between workers and management.

Workers in Our Supply Chain: We engage with workers in our supply chain through in-depth worker interviews through our assessment process, and offer a global grievance hotline available to all workers. We seek opportunities to engage with workers through our capacity-building activities in factories, as well as through msis.

Inter-governmental and Non-governmental Organizations (“ngos”): We undertake projects in partnership with inter-governmental organizations and ngos to address specific social and environmental issues. We also respond to inquiries from ngos regarding CR policies and practices, as well as significant events in the industry.

Associations and Multi-stakeholder Initiatives (“msis”): we work closely with peer companies and other industry participants to address industry-wide issues and work toward long-term solutions. We also engage directly with multi-stakeholder working groups globally, and in key manufacturing countries to promote and strengthen compliance and broaden cr focus areas across the industry.

Labor unions: We partner with labor unions through direct engagement, Bi-partite relationships and multi-stakeholder forums on initiatives that impact workers in our supply chain.

Associates: We regularly engage with our associates through events, trainings and internal communications, as well as social media, to embed CR throughout our business. Associates have opportunities to volunteer in the communities where they live and work and contribute to philanthropic efforts. They also have opportunities to participate in Business Resource Groups (“BRGs”), associate-led groups that facilitate networking and professional growth.

Investors: We strive to communicate our CR efforts and how we manage social and environmental risks, specifically through our PVH Corp. website, Annual Report and CR Report. We also respond to CR-related queries from both traditional institutional investors and socially responsible investors.

Governments: We engage with governments, both directly and through industry associations, and MSIs on specific issues such as freedom of association, fair compensation and building, fire and structural safety. We also look to engage with governments on their national Sustainable Development Goal (“SDG”) implementation plans in order to align our efforts.

Communities: We invest in local communities through partnerships with non-profit organizations, associate volunteerism, monetary and product contributions, and point-of-sale fundraising.

Wholesale Customers and Consumers: We communicate our CR approach and performance to our wholesale customers and individual consumers through our PVH Corp. website, PVH CR web page, CR Report, Annual Report, customer surveys and third-party indices, and other communication vehicles, including social media. We also engage in direct discussions with wholesale customers to work toward our respective CR goals.

For more information, including the following documentation, please visit: <https://pvh.com/responsibility/resources>.

- [Approach to Corporate Responsibility & Human Rights](#)
- [A Shared Commitment: Our code of conduct](#)
- [Corporate Responsibility Supply Chain Guidelines](#)
- [Environmental Policy](#)
- [Forest Protection Policy](#)
- [Animal Welfare Policy](#)
- [Restricted Substances List](#)
- [Conflict Minerals Statement](#)