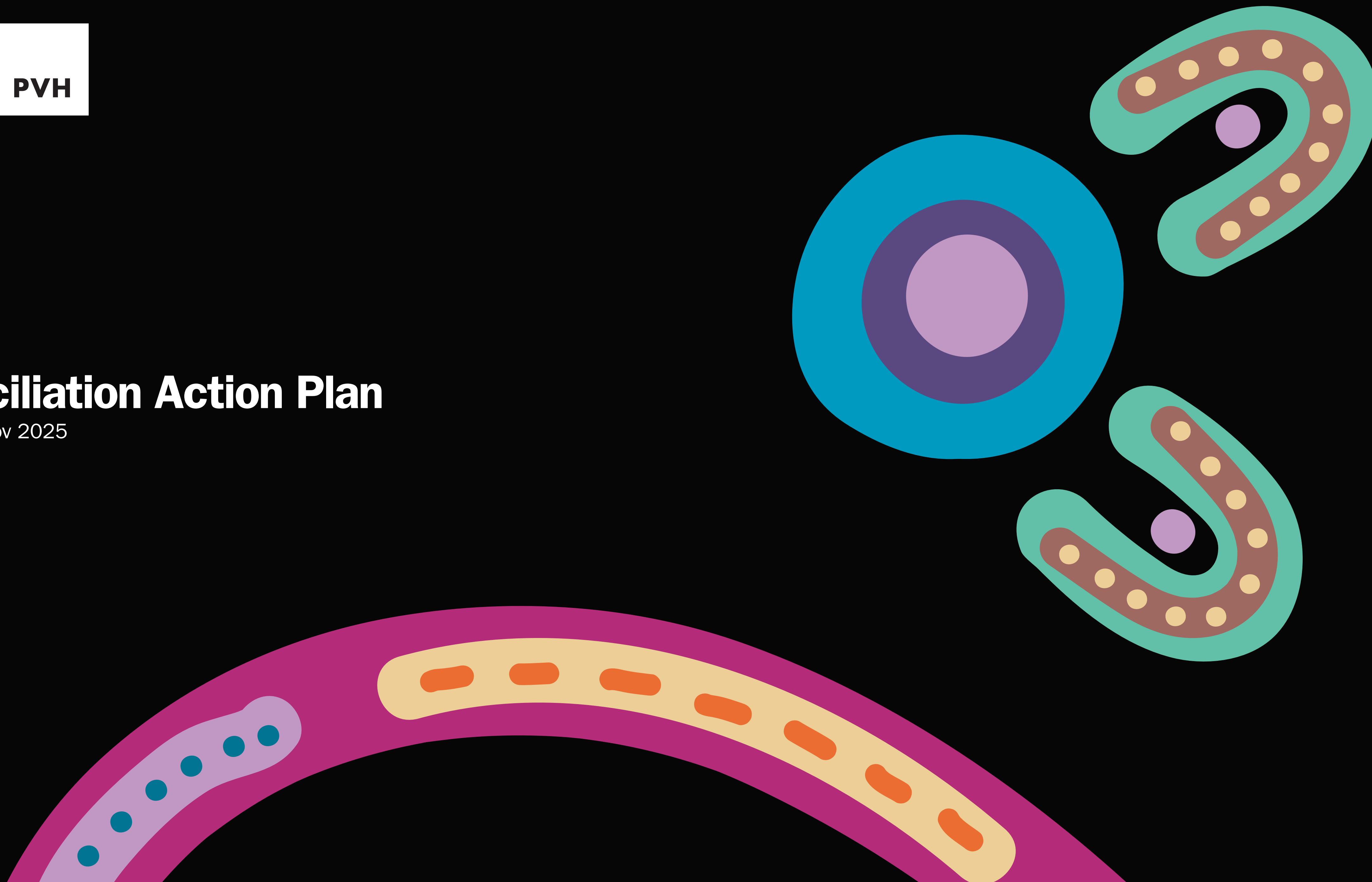
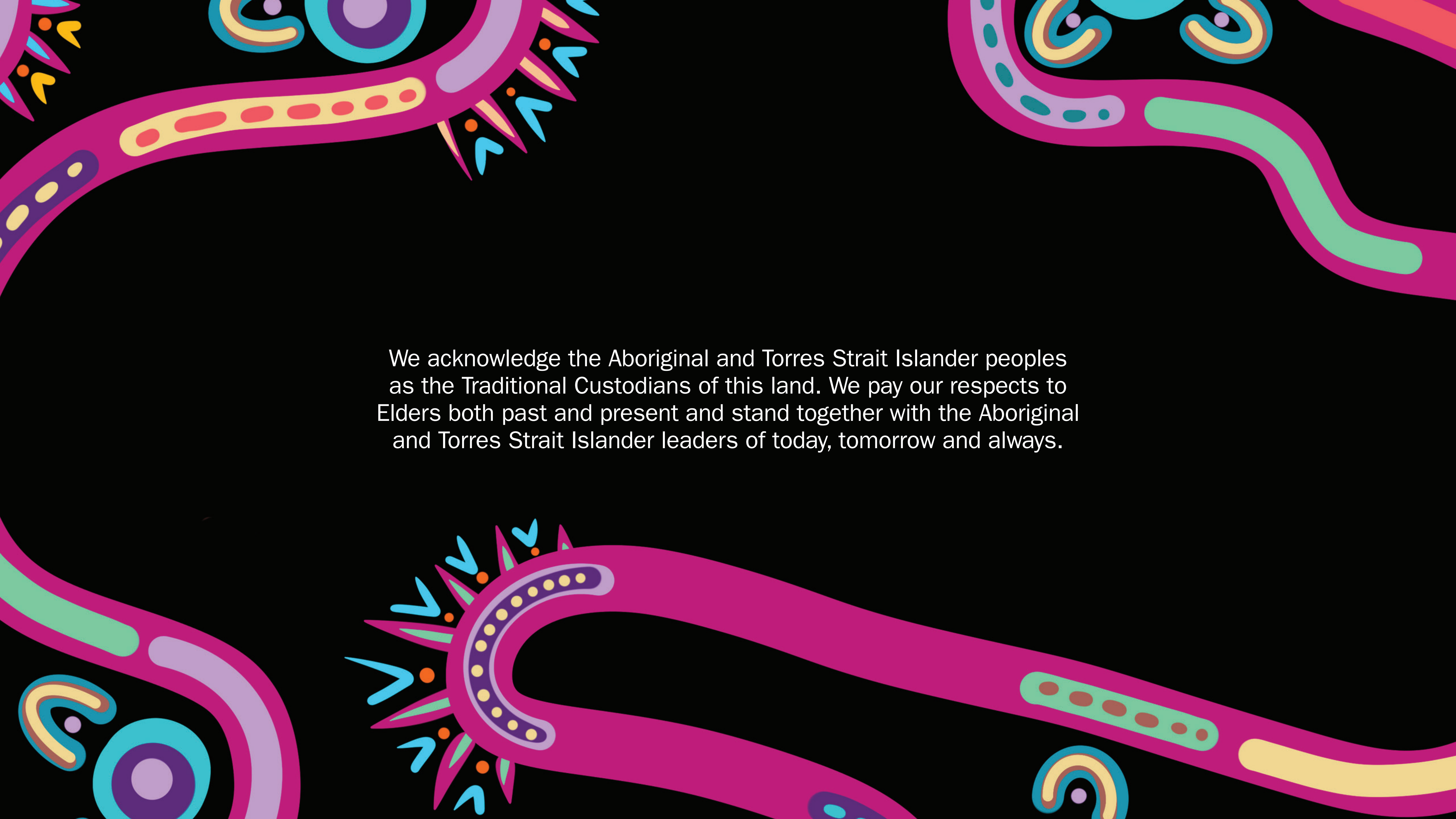




# Reconciliation Action Plan

May 2024 – Nov 2025





We acknowledge the Aboriginal and Torres Strait Islander peoples  
as the Traditional Custodians of this land. We pay our respects to  
Elders both past and present and stand together with the Aboriginal  
and Torres Strait Islander leaders of today, tomorrow and always.

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## A note from the CEO PVH Australia & New Zealand

**Craig Barnett** CEO & President  
PVH Australia

# I am very proud to share our progress in the development of our Reconciliation Action Plan (RAP) and to, on behalf of the whole Australian team, endorse and underline our formal commitment to reconciliation.



We are both a young business and a business with older roots. Our trading footprint within Australia operates upon much of the traditional lands of the Aboriginal and Torres Strait Islander peoples and we deeply appreciate and recognise how important it is that we embark upon this journey to formally acknowledge, celebrate, and embrace all First Nations Peoples, and their cultures. We make this commitment to all Aboriginal and Torres Strait Islander peoples, to our team, our consumers and to all stakeholders in the communities where we operate.

As one of the largest global lifestyle companies in this country, driven by our two iconic brands, Calvin Klein and TOMMY HILFIGER, we believe that we have an important role to play in amplifying our ambitions to make a positive impact in the lives of all First Nations peoples. We encourage and empower all to

speak up for, and to act upon, what is right. We aspire to bring about healing and genuine change which will build partnerships that are strong, meaningful, and enduring.

This is an important step in the evolution of our own business. It is an opportunity for us to proactively enhance our understanding, our focus, and our influence to bring about progress across our operations. Today marks an important step in our journey, but we are at the outset, and we have a very long way to go together.

I'd like to thank everyone who has helped us get this far, and those who will continue to steer us forward. In particular, our own Reconciliation Committee who are so fully and brilliantly committed to the progression of our ambitions, along with the strong support which we receive from Reconciliation Australia.



## Statement from CEO of Reconciliation Australia Inaugural Reflect RAP

**Karen Mundine** Chief Executive Officer  
Reconciliation Australia

# Reconciliation Australia welcomes PVH Brands Australia to the Reconciliation Action Plan (RAP) program with the formal endorsement of its inaugural Reflect RAP.



PVH Brands Australia joins a network of more than 2,200 corporate, government, and not-for-profit organisations that have made a formal commitment to reconciliation through the RAP program.

Since 2006, RAPs have provided a framework for organisations to leverage their structures and diverse spheres of influence to support the national reconciliation movement. The program's potential for impact is greater than ever, with close to 3 million people now working or studying in an organisation with a RAP.

The four RAP types — Reflect, Innovate, Stretch and Elevate — allow RAP partners to continuously develop and strengthen reconciliation commitments in new ways. This Reflect RAP will lay the foundations, priming the workplace for future RAPs and reconciliation initiatives.

The RAP program's strength is its framework of relationships, respect, and opportunities, allowing an organisation to strategically set its reconciliation commitments in line with its own business objectives, for the most effective outcomes.

These outcomes contribute towards the five dimensions of reconciliation: race relations; equality and equity; institutional integrity; unity; and historical acceptance.

It is critical to not only uphold all five dimensions of reconciliation, but also increase awareness of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and leadership across all sectors of Australian society.

This Reflect RAP enables PVH Brands Australia to deepen its understanding of its sphere of influence and the unique contribution it can make to lead progress across the five dimensions. Getting these first steps right will ensure the sustainability of future RAPs and reconciliation initiatives, and provide meaningful impact toward Australia's reconciliation journey.

Congratulations PVH Brands Australia, welcome to the RAP program, and I look forward to following your reconciliation journey in the years to come.

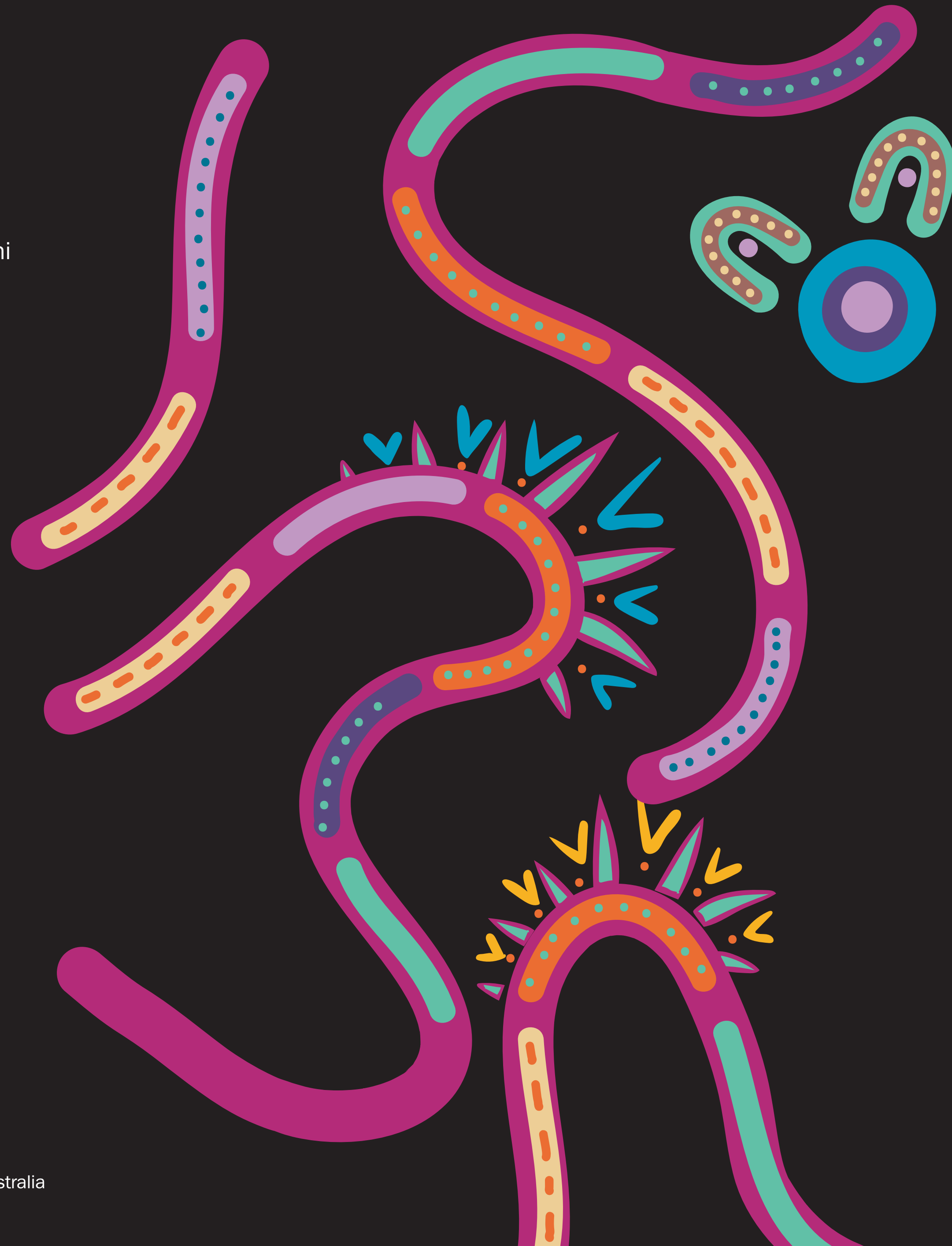


**Hi, i'm Jake Simon proud  
Worimi-Biripi man, artist behind  
I.Y.D.A. Born on Worimi country,  
living on Gadigal lands.**

I'm inspired by traditional art language and the vibrant colours which are found throughout Worimi and Biripi country. My work is a reflection of my peoples country, salt water, fresh water.

My work fuses traditional art forms with contemporary methodology to transform cultural storytelling into modern conceptual messaging through digital mediums.

I.Y.D.A. is 100% Aboriginal owned and operated.



**Cover art & artist  
acknowledgment**

I.Y.D.A. has been engaged by PVH to translate the internal values and principles within their organisation and how these values would reverberate externally when building relationships and engagement with Aboriginal and Torres Strait islander peoples, businesses and communities.

**These elements  
speak of “journey”**

We all have our own paths and journeys in life, the hardships and triumphs we are all faced with. Reconciliation and recognition is a huge part of this art piece as it will be used for “acknowledgement of country”. These colours and symbols speak of a blinding awakening





# Our Business

## PVH Corp

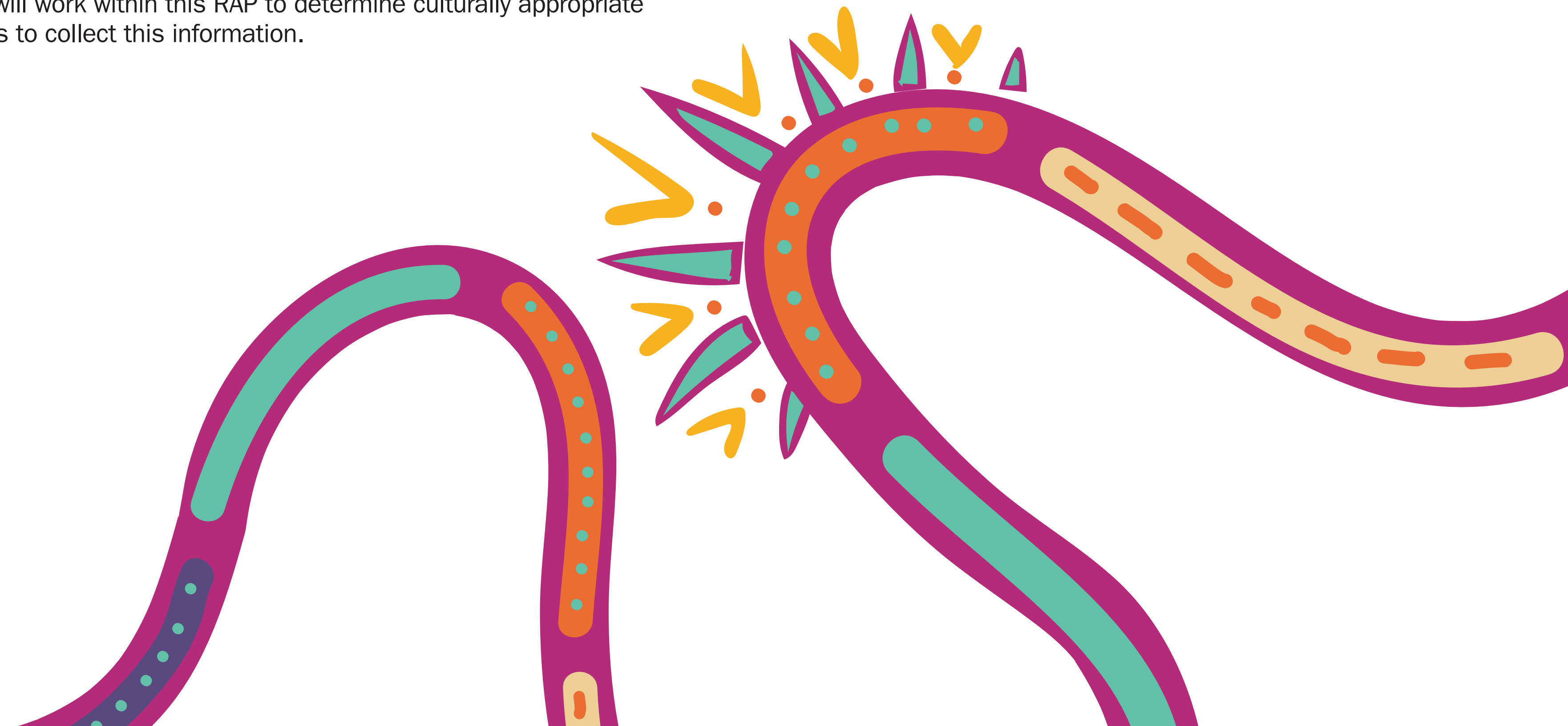
PVH is one of the largest global lifestyle companies in the world, driven by our iconic brands Calvin Klein and TOMMY HILFIGER. We have approximately 27,000 associates operating in more than 40 countries. In Australia, our head office & four (4) warehouses are located in Sydney, and our store network covers all states of Australia and New Zealand.

We are committed to creating a more inclusive, diverse, and equitable industry for all by identifying the areas of greatest impact for our associates, community, and consumers by taking meaningful action that drives sustainable change to support these key stakeholders. The collective power of our associates drives us closer every day to achieving our goals in an impactful way.

In Australia, we employ approximately 1,800 associates across our head office, warehouses, and store network. While the number of Aboriginal and Torres Strait Islander staff is currently not known, we will work within this RAP to determine culturally appropriate ways to collect this information.

Before we embark on our First Nations employment strategy, we first anticipate enhancing our knowledge and respect for First Nations Peoples and cultures to ensure our approach is authentic and rich with awareness. This includes completing cultural awareness training for our talent acquisition team, people managers and HR department. We also plan to engage with local First Nations recruitment companies to ensure we have the insight needed to make our workplace culturally safe and inclusive for our First Nations associates.

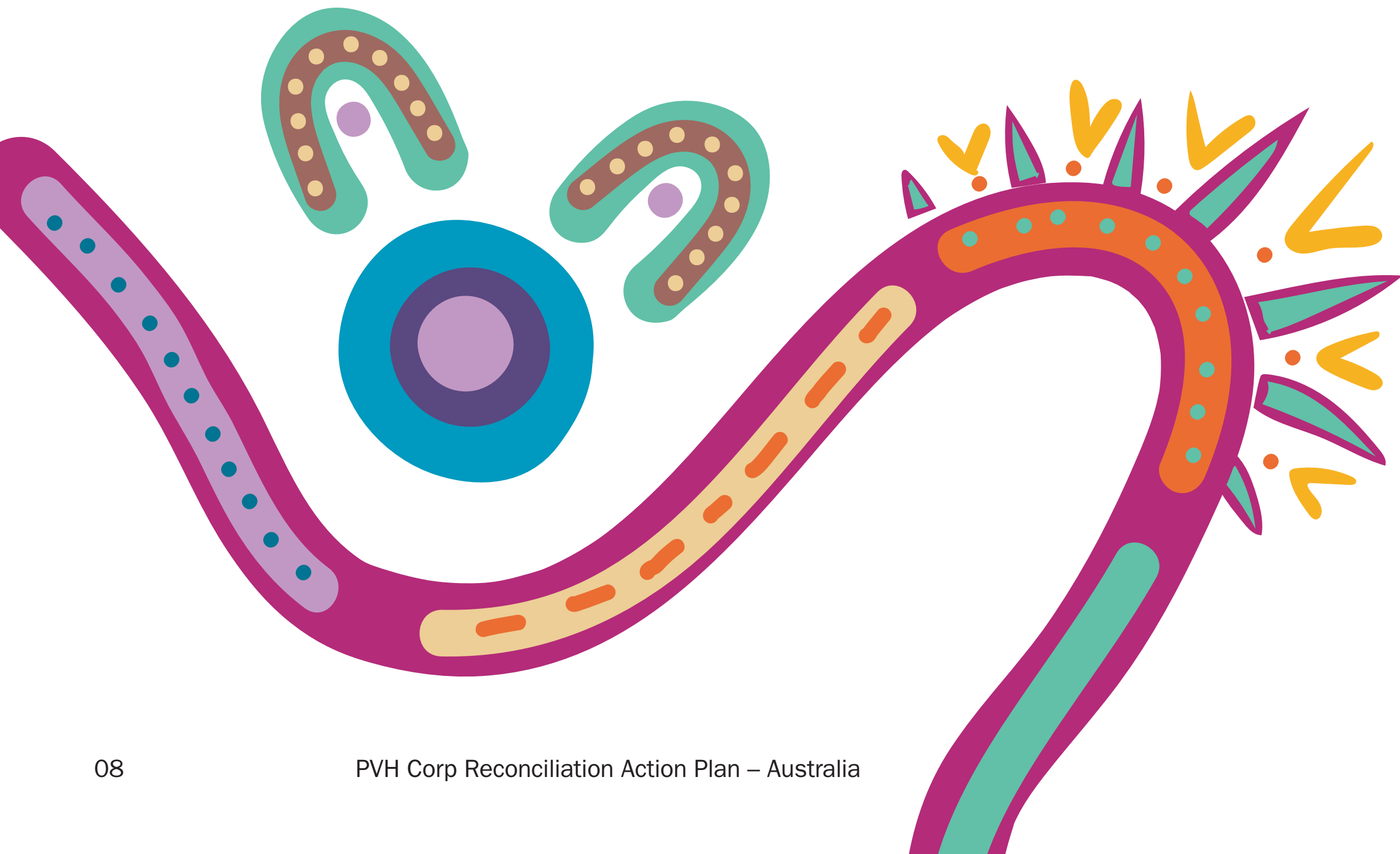
We strive to be an employer of choice to push fashion forward – for good. We strive to continuously improve and make PVH a great workplace by optimizing workforce composition through diversity recruitment and development programs and creating inclusion and equity for all through our policies and initiatives.



# Our Values

**Individuality. Partnership.  
Passion. Integrity. Accountability.**

PVH prioritises an inclusive workplace that drives growth, success, performance and creativity, where our associates embrace our values and drive fashion forward - for good. helping us expand our position as a global leader in the apparel industry.





# Our RAP

Inclusion and Diversity continue to define who we are as a company and how we operate as a business on a global scale. We are proud to say our path towards reconciliation has begun long before the drafting of this Reconciliation Action Plan.

## Some of our initiatives include:



## Our RAP (continued)

For PVH Australia, the time has come to join the national cohesion that is fostering change and empowering our Nation. We know that our business has an important role to play, and we strive to become a leading voice for change in the fashion industry.

We are proud to commit to a Reconciliation Action plan that will guide us on the next steps of our reconciliation journey that will have a strong influence on how we do business in Australia.

A Reconciliation Committee has been established to drive internal Reconciliation objectives and to help plan and host our internal Reconciliation events. John Naccarella, General Manager of Calvin Klein Australia, and New Zealand, has proudly committed to the position of executive sponsor of our Reconciliation Committee. Taryn Saunders, Inclusion & Diversity Advisor, will be our RAP champion.

As part of our commitment within this Reflect RAP, we will establish a RAP Working Group to oversee development of the RAP.

We are committed to creating a diverse and inclusive workplace. We believe the responsibility for contributing to a workplace culture that supports and values diversity, equity and inclusion belongs to all of our associates.

As a global PVH initiative, from 2023 all People Managers will have a specific Inclusion & Diversity objective as part of their Performance & Development annual performance review process. This measure will hold our leaders accountable for actively driving our stated Inclusion & Diversity commitments to fairness, equity, and inclusion.

In Australia, we will ensure that all People Managers will have the opportunity to work with our Reconciliation Committee on the deliverables of this Action Plan as part of their KPIs.

All People managers involved in our Reconciliation Committee will have RAP objectives as part of their Performance & Development KPIs.





# Our Vision for Reconciliation

Our vision for a reconciled Australia will begin with the acknowledgement of Australia's true history and the need for healing. We will listen and learn from First Nations peoples with sincerity and engage with authenticity.

We will leverage our scale to influence our stakeholders in a true mission of cultural education and development for our associates, and work with our communities to develop and deliver career pathways and opportunities for Aboriginal and Torres Strait Islander Peoples and businesses.

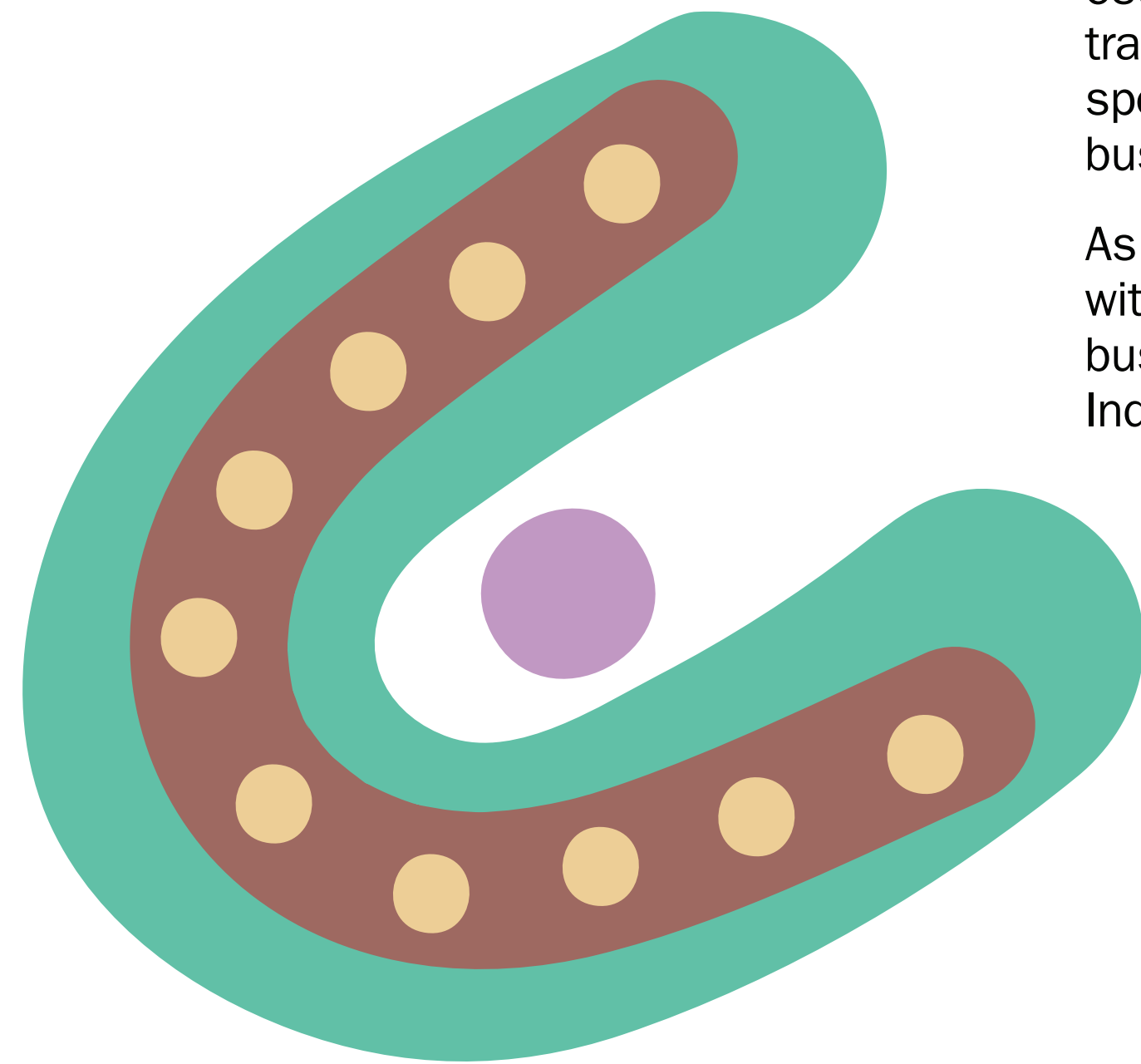
We endeavour to move forward with positive intent, and we commit to be a part of the healing journey of our nation that will allow us to proceed in unity and solidarity.

**PVH Associates** during a cultural immersion experience at La Perouse with Latoya Brown - Kadoo Tours





# Our Partnerships & Activities



## Supplier Diversity

PVH has a strong commitment to supplier diversity on a global level. We understand that to genuinely support the social advancement and well-being of First Nations communities; we must work with Aboriginal and Torres Strait Islander businesses to establish strong relationships to ensure ongoing community support.

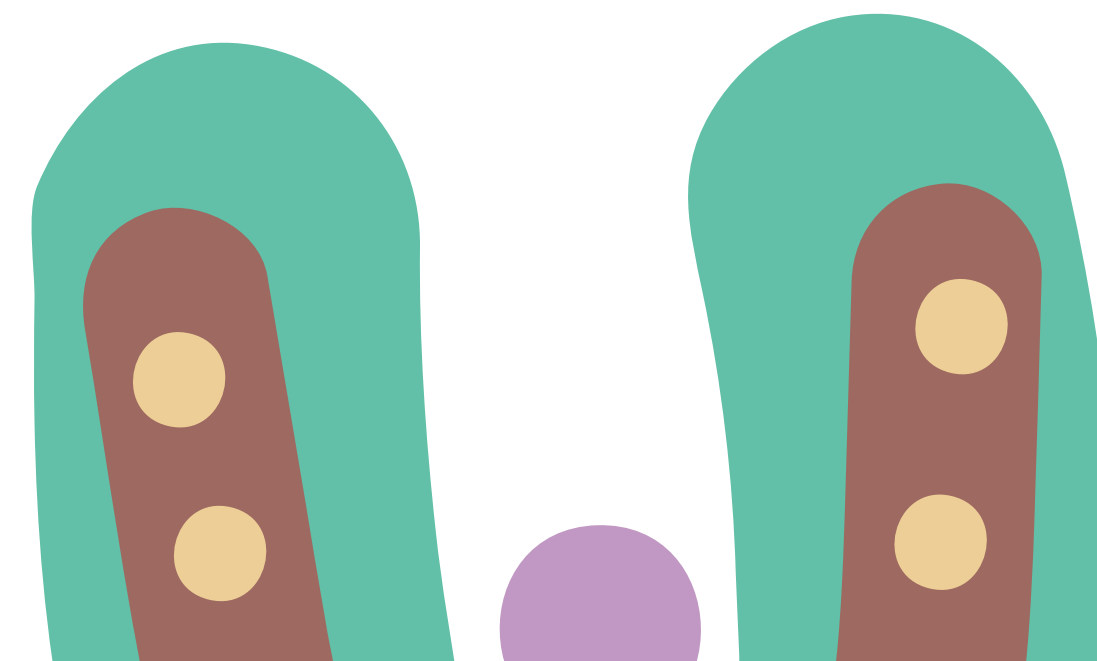
PVH has made great strides in advancing human rights across the apparel supply chain, and we seek to extend this work and address issues of equity and inclusion through the procurement of goods and services. To achieve this, we will establish a formal supplier diversity program to track, monitor and expand our engagement and spend with Aboriginal and Torres Strait Islander businesses in Australia.

As a Supply Nation member, we are working with several Aboriginal and Torres Strait Islander businesses to ensure strong growth in the Indigenous business sector.

## Career Trackers

A significant barrier to greater inclusion and diversity, particularly in the fashion industry, is that underserved or underrepresented communities lack awareness of and access to opportunities in the industry. We aim to leverage the power of PVH and our platform to address those issues by committing to support organisations, programs and initiatives that engage First Nations communities and create greater pathways to opportunities in the fashion industry.

Active mentorship positively affects retention and development, and underrepresented groups have not always had the same access to effective mentorship. In 2024 PVH Australia will connect with Career Trackers to establish a formal internship program.





## Our Partnerships & Activities (continued)

### Recruitment

Whom we hire, and how we hire them has a significant impact on diversity at PVH. As a strong deliverable in PVH's global Inclusion & Diversity objectives, we are working to increase diversity throughout all recruitment efforts. Our goal is for PVH associates to reflect the diversity of our consumers in communities where we live and work and to create opportunities for women and underrepresented populations, including First Nations peoples, LGBTQIA+ and individuals with diverse abilities.

As we explore our approach to recruitment to attract more First Nations associates, we want to ensure the interview process is culturally safe and inviting for First Nations candidates. We are also looking at ways to develop improved strategies to ensure our onboarding process and ongoing employment is culturally supportive and inclusive.

### BLaQ Aboriginal Corporation

PVH Australia has a strong relationship with BLaQ Aboriginal Corporation. BLaQ was established as a collective response to the identified need for strengthened visibility of the Aboriginal and Torres Strait Islander LGBTQIA+ community. They aim to foster pathways that provide informed and authentic representation, that positively impacts the social and emotional wellbeing of our First Nations peoples.

BLaQ is working with the Aboriginal and Torres Strait Islander LGBTQIA+ community toward a future where all Aboriginal and Torres Strait Islander gay, lesbian, bisexual, trans, sistergirls, brotherboys, queer and non-binary individuals are valued and safe in all aspects of society.

We are proud to share that our partnership has empowered BLaQ to employ a full-time programs manager to implement initiatives vital to staying connected within the Aboriginal and Torres Strait Islander LGBTQIA+ community. The new team member has allowed BLaQ to diversify their staff, ensuring various perspectives are considered when designing, implementing, and evaluating BLaQ programs and contributed to the success of many projects including local housing solutions and a Covid resilience program.

Calvin Klein has donated \$0.30AUD of every dollar from the sale of Pride items since 2021.

To celebrate World Pride in Australia, Calvin Klein collaborated with First Nations artist Jake Simon to design a Calvin Klein apparel capsule, a first for Asia Pacific. In a global first, the World Pride Calvin Klein campaign featured Australian First Nations talent Nathan McGuire and James Parr.



# Relationships



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>1 Establish and strengthen mutually beneficial relationships with Aboriginal and Torres Strait Islander stakeholders and organisations.</b>	Identify Aboriginal and Torres Strait Islander stakeholders and organisations within our local area or sphere of influence.	June 2024	Inclusion & Diversity Advisor
	Research best practice and principles that support partnerships with Aboriginal and Torres Strait Islander stakeholders and organisations.	October 2024	Inclusion & Diversity Advisor
<b>2 Educate Staff by celebrating National Reconciliation Week (NRW) to strengthen cultural knowledge.</b>	Reconciliation Committee members to participate in an external NRW event.	27 May – 3 June, 2024	Inclusion & Diversity Advisor
	Circulate Reconciliation Australia’s NRW resources and reconciliation materials to all Australian associates, including retail, wholesale, and warehouse associates.	May 2024	Lead: Inclusion & Diversity Advisor Support: Marketing and Communication General Manager
	Encourage and support PVH associates to participate in at least one external event to recognise and celebrate NRW.	27 May – 3 June, 2024	Inclusion & Diversity Advisor
	Host internal NRW event and encourage and support PVH associates and senior leaders to participate.	27 May – 3 June, 2024	Inclusion & Diversity Advisor



# Relationships

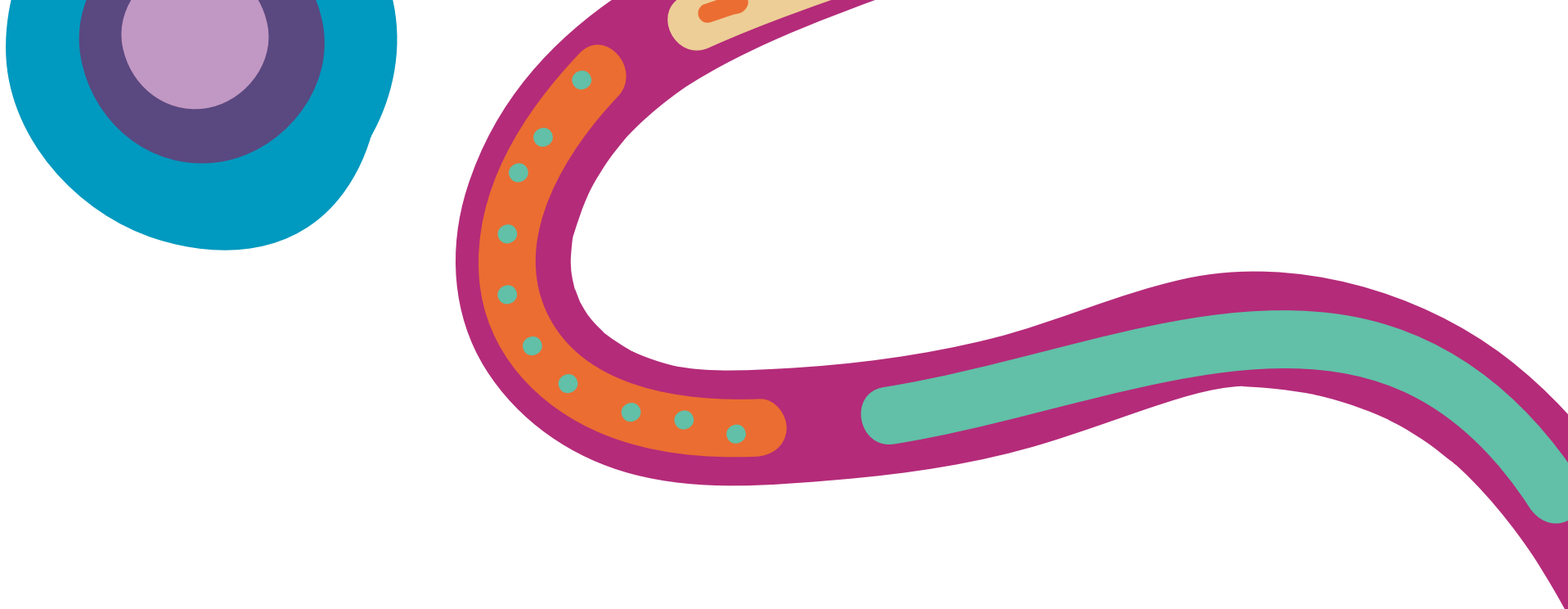


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>3 Promote reconciliation through our sphere of influence.</b>	Communicate our commitment to reconciliation to all staff and provide a soft copy of our RAP for all associates to access.	June 2024	Inclusion & Diversity Advisor
	Circulate RAP to all retail stores and associates.	June 2024	Lead: Retail Store Operations Manager Support: Inclusion & Diversity Advisor
	Identify external stakeholders that our organisations can engage with on our reconciliation journey.	October 2024	Inclusion & Diversity Advisor
	Identify other like-minded organisations that we could approach to collaborate with on our reconciliation journey.	August 2025	Inclusion & Diversity Advisor
<b>4 Promote positive race relations through anti-discrimination strategies.</b>	Research best practice and policies in areas of race relations and anti-discrimination	May 2025	General Manager Human Resources
	Conduct a review of HR policies and procedures to identify existing anti-discrimination provisions, and future needs.	May 2025	General Manager Human Resources





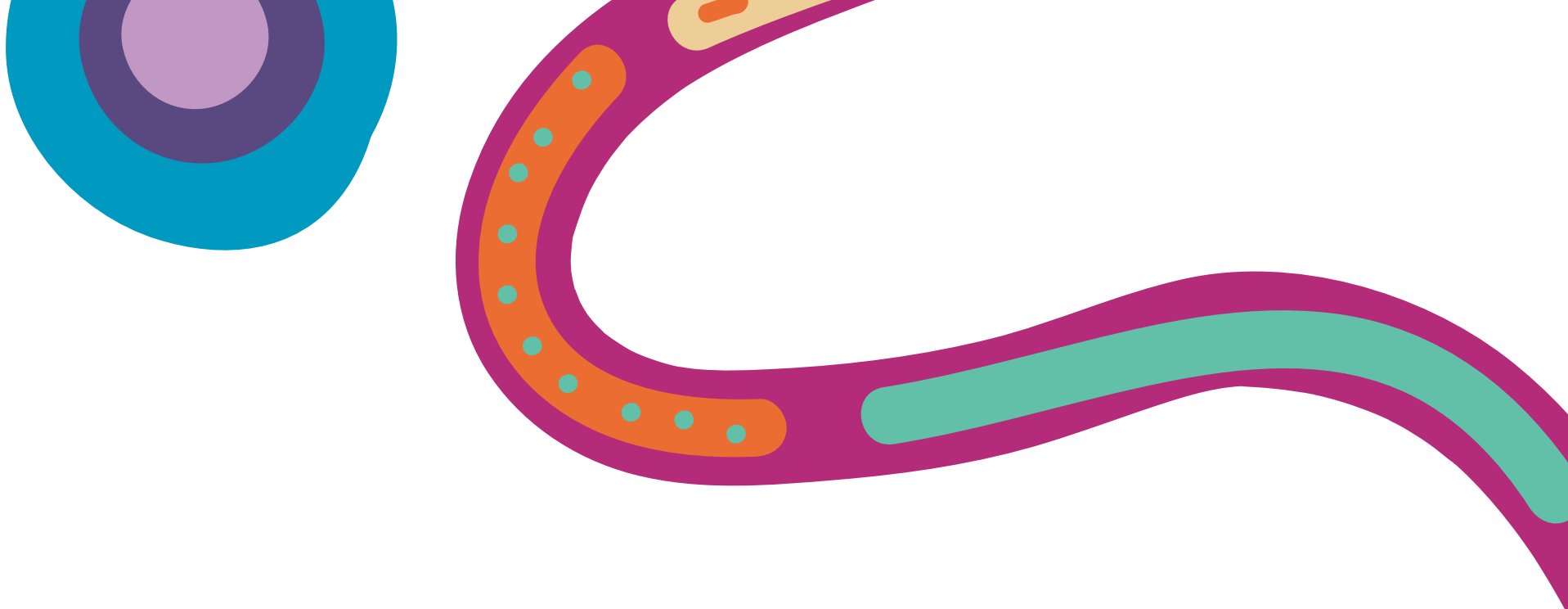
# Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
5 Increase understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights through cultural learning.	Develop a business case for increasing understanding, value and recognition of Aboriginal and Torres Strait Islander cultures, histories, knowledge, and rights within our organisation.	June 2025	Inclusion & Diversity Advisor
	Conduct a review of cultural learning needs within PVH Australia.	July 2024	Lead: Learning & Development Specialist Support: Inclusion & Diversity Advisor
	Engage with Aboriginal and Torres Strait Islander businesses for online cultural awareness training	June 2024	Inclusion & Diversity Advisor
	Reconciliation Committee to participate in 1 external cultural immersion experience outside of NRW and NAIDOC Week to reiterate importance to learning about First Nations cultures irrespective of annual cultural celebrations	March 2025	Inclusion & Diversity Advisor
	Identify and develop an understanding of Traditional Owners, Land Councils and other organisations that represent First Nations communities where retail stores, offices and hubs are located.	November 2025	Lead: Retail Store Operations Manager Support: Inclusion & Diversity Advisor
	All new staff to be provided with a RAP that will be included in their onboarding pack	Dec 2024	Lead: Learning & Development Specialist



# Respect



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
6 <b>Demonstrate respect to Aboriginal and Torres Strait Islander peoples by observing cultural protocols.</b>	Increase staff’s understanding of the purpose and significance behind cultural protocols, including Acknowledgement of Country and Welcome to Country protocols.	November 2024	Inclusion & Diversity Advisor
	Introduce and display Acknowledgement of Country in all retail stores.	November 2025	Retail Operations Support Manager
	Implement protocol that a Welcome to Country or Acknowledgement of country is provided at all PVH hosted events & external customer presentations.	December 2024	Inclusion & Diversity Advisor
7 <b>Build respect for Aboriginal and Torres Strait Islander cultures and histories by celebrating NAIDOC Week and Reconciliation Week.</b>	Raise awareness and share information amongst our staff about the meaning of NAIDOC Week.	July 2024	Inclusion & Diversity Advisor
	Reconciliation Committee to participate in an external NAIDOC Week event.	First Week of July 2024	Inclusion & Diversity Advisor
	Introduce staff to NAIDOC week by hosting Internal National Reconciliation Week event	July 2024	Inclusion & Diversity Advisor
	Promote NAIDOC week to retail staff through email communications	June 2024	Retail Operations Support Manager



# Opportunities

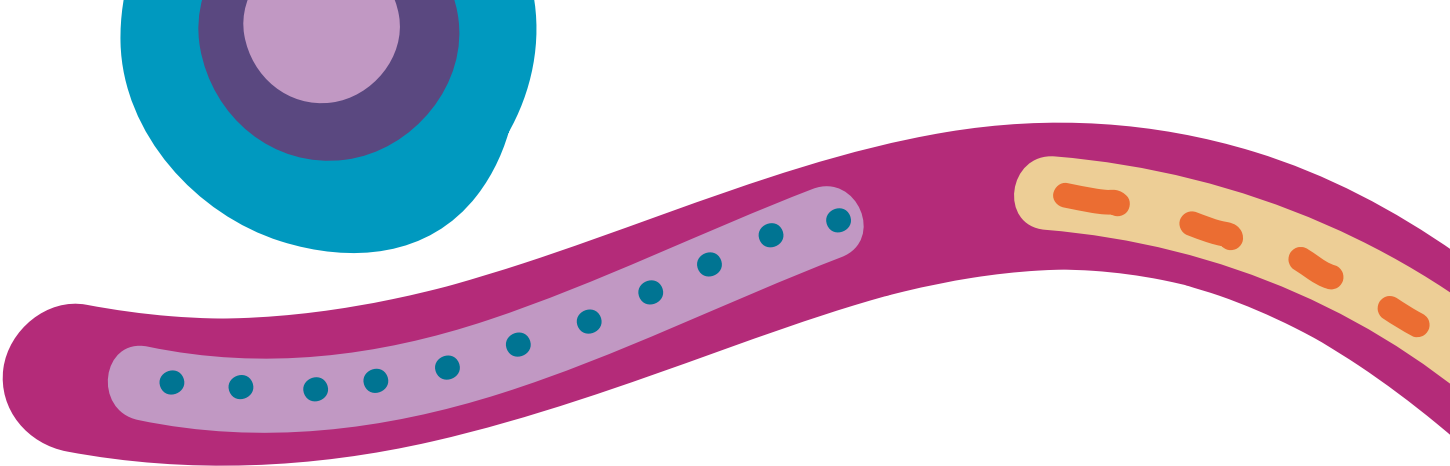


ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>8 Improve employment outcomes by increasing Aboriginal and Torres Strait Islander recruitment, retention and professional development.</b>	Develop a business case for Aboriginal and/or Torres Strait Islander employment within our organisation.	May 2025	Talent Acquisition Team Leader
	Work with Aboriginal and/or Torres Strait Islander owned recruitment businesses to build understanding of current Aboriginal and Torres Strait Islander staffing to inform future employment and professional development opportunities.	June 2025	Talent Acquisition Team Leader
	Establish 2 opportunities to support First Nations interns through the Career Trackers program.	June 2025	Lead; Inclusion & Diversity Advisor Support: Learning & Development Specialist
<b>9 Increase Aboriginal and Torres Strait Islander supplier diversity to support improved economic and social outcomes.</b>	Develop and introduce an Indigenous Procurement strategy.	November 2025	Lead; Inclusion & Diversity Advisor Support: Accounts Payable Team Leader – Finance
	Maintain Supply Nation membership.	Ongoing / Jan 2025	Accounts Payable Team Leader – Finance
	Develop three relationships with Aboriginal and/or Torres Strait Islander suppliers	January 2025	Accounts Payable Team Leader – Finance
	Develop a business case for procurement from Aboriginal and/or Torres Strait Islander owned businesses.	June 2025	Lead: Accounts Payable Team Leader – Finance Support: Inclusion & Diversity Advisor





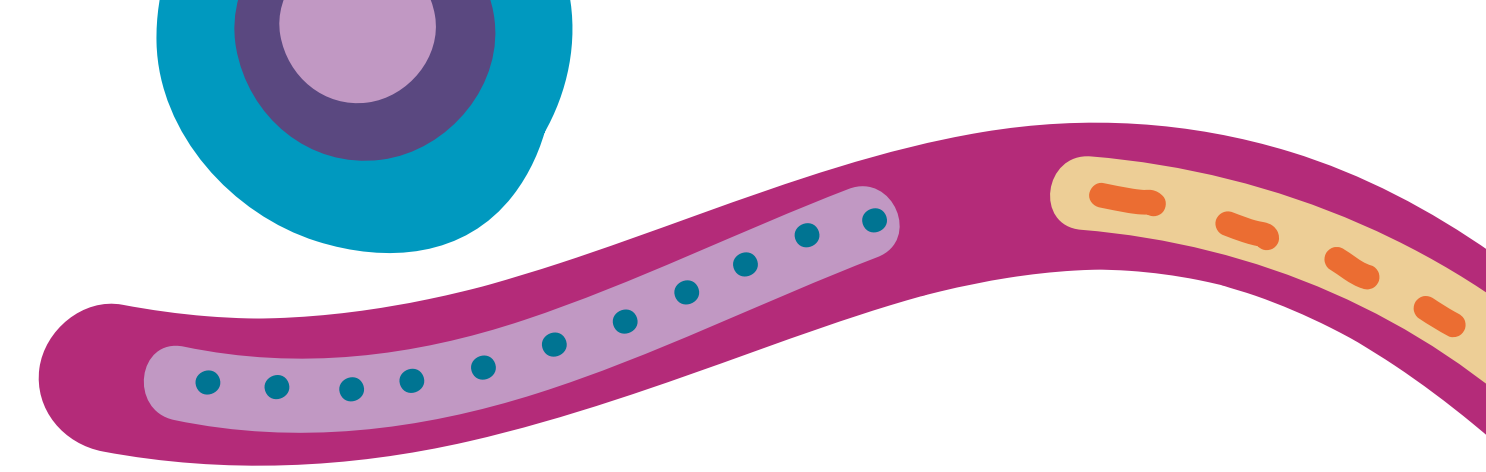
# Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
10 Establish and maintain an effective Reconciliation Committee to drive governance of the RAP.	Maintain a RAP Working Group to govern RAP implementation.	May 2024	Inclusion & Diversity Advisor
	Draft a Terms of Reference for the RAP Working Group.	June 2025	Inclusion & Diversity Advisor
	Invite Aboriginal and/or Torres Strait Islander staff to engage and advise for ongoing commitments.	June 2025	Inclusion & Diversity Advisor
11 Provide appropriate support for effective implementation of RAP commitments.	Define resource needs for RAP implementation.	Dec 2024	Inclusion & Diversity Advisor
	Engage senior leaders in the delivery of RAP commitments.	June 2024	Inclusion & Diversity Advisor
	Define appropriate systems and capability to track, measure and report on RAP commitments.	July 2024	Lead: Inclusion & Diversity Advisor Support: Head of Transformation & Projects
	Appoint a senior leader to champion our RAP internally.	June 2024	General Manager of Calvin Klein
	Complete and submit the annual RAP Impact Measurement Questionnaire to Reconciliation Australia.	November 2025	Inclusion & Diversity Advisor

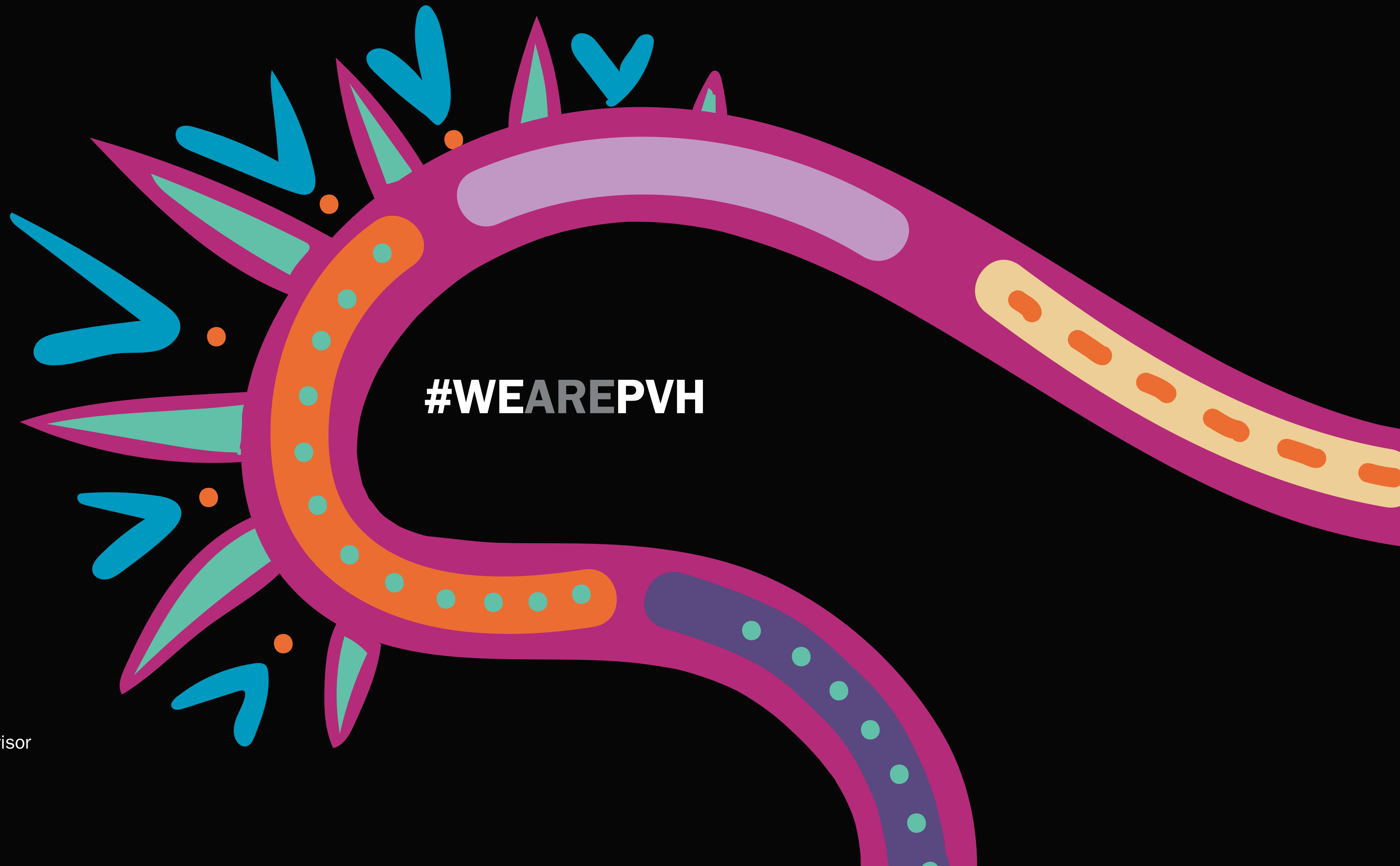


# Governance



ACTION	DELIVERABLE	TIMELINE	RESPONSIBILITY
<b>12 Build accountability and transparency through reporting RAP achievements, challenges and learnings both internally and externally.</b>	Report on RAP Commitments for PVH Global I&D End of Year Report	Nov 2024	Inclusion & Diversity Advisor
	Contact Reconciliation Australia to ensure that our primary and secondary contacts are up-to-date to ensure we are receiving important correspondence.	June annually	Inclusion & Diversity Advisor
	Follow up with Reconciliation Australia if we have not yet received our unique reporting link to participate in the RAP Impact Survey	1 August annually	Inclusion & Diversity Advisor
<b>13 Continue our reconciliation journey by developing our next RAP.</b>	Register via Reconciliation Australia's website to begin developing our next RAP	August 2025	Inclusion & Diversity Advisor





**#WEAREPVH**

## **Contact**

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Inclusion and Diversity Advisor

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