



CORPORATE RESPONSIBILITY



INCLUSION *and Diversity*

OUR COMMITMENT: TO INVEST IN AND SUPPORT PVH ASSOCIATES IN REACHING THEIR FULL POTENTIAL IN AN INCLUSIVE ENVIRONMENT WHERE EVERY INDIVIDUAL IS VALUED



Our focus on Inclusion and Diversity (“I&D”) is rooted in our Core Values: individuality, partnership, passion, integrity and accountability. These values embody who we are as a company, guide our decisions and inspire us. We cultivate the growth of our business and our associates through a passion for success, innovation, professional development and sustainability.

I&D is deeply rooted in our business and our diversity education is expanding. The Confronting Unconscious Bias course is a

foundational component of PVH University’s (“PVH U”) Inclusion & Diversity Academy curricula. All new and recently promoted leaders in the U.S. are required to take the course. Two additional courses were offered through our I&D Academy in 2017: Micro-Inequalities and Generational Differences in the Workplace.

We continue to invest in the overall associate experience, by fostering new mindsets to shape an inclusive and diverse workplace, and promoting fair talent practices that are free from bias.

ASSOCIATE INVOLVEMENT

The PVH U.S. I&D Council was created in 2015 to provide a business perspective towards our focus on I&D and to ensure that our initiatives are aligned with our business strategy. We also established I&D Councils in Asia (2016) and Canada (2017), to ensure that our focus areas are regionally and culturally relevant.



We have grown our network of **BRGs** focused on topics that affect women, the LGBTQ community, working parents and ethnic minorities. BRGs are associate-led and cultivated from a shared purpose or interest, centered on one or more of the following business-related areas: Business Growth and Innovation, Recruiting and Hiring, Professional Development and Networking, and Associate Engagement.

UPWARD, (Uniting Professional Women Advancing Relationships and Development), our BRG focusing on empowering and advancing women, was founded in 2016. Its mantra is: “Step Forward. Move Forward. Pay it Forward.” UPWARD has created forums that allow women and men to come together to hear from female leaders, to gain visibility and exposure to executives across the business, to network, and to hear from outside lecturers. We also launched our Working Parents BRG in 2017, which aims to foster associate engagement and create a community for working parents where they can share experiences, challenges and ideas.

Our LGBTQ BRG, called WERK (Well-connected, Equality, Resourcefulness, and Knowledge), was established in 2017 and is committed to fostering an inclusive and diverse workplace where lesbian, gay, bisexual, transgender, questioning, and other associates, and their supporters are authentically and comfortably able to express their individuality. WERK took the lead in spearheading PVH’s participation in the 2017 NYC Pride March, for which PVH was a Platinum Sponsor. More than 800 associates, their relatives and friends signed up to march in support of LGBTQ equality. PVH has been recognized as a 2018 Best Place to Work for LGBTQ Equality from the Human Rights Campaign Foundation and ranked #31 in Thomson Reuters’ 2017 Global Diversity and Inclusion Index.

SUPPORTING PEOPLE WITH DISABILITIES

The *TOMMY HILFIGER* line of adaptive apparel, which offers modified mainstream apparel for people with disabilities, was launched in October 2017. The new adult line consists of approximately 35 styles for men and women.

“Inclusivity and the democratization of fashion have always been at the core of my brand’s DNA,” said Tommy Hilfiger, Principal Designer. “These collections continue to build on that vision, empowering differently-abled people to express themselves through fashion.”

As part of National Disability Employment Awareness Month, PVH hosted best-selling author and impressive mountaineer Kyle Maynard as part of its Inspirational Speaker Series. Born with quadruple congenital amputation, Kyle inspired associates through his stories of having “no excuses.” PVH also sponsored other workshops to teach associates how to be allies for people with disabilities.



LOOKING AHEAD

As an organization, we have taken clear steps to highlight the importance of I&D. In 2018, we plan to expand our support for LGBTQ pride around the world in key locations where we have a large associate presence. We will also begin rolling out a new course in our I&D Academy specifically around inclusion in the workplace. Our African American BRG BRAAVE (Building Resources for African American Voices and Empowerment) launched in early 2018 and a chapter of UPWARD for our facilities in the Greater Los Angeles area will launch later in 2018.

We are proud of our accomplishments, and recognize that fashion has a great opportunity to champion increased inclusion and diversity in the workplace, for the industry and society at large. We seek to work further alongside the wider industry and society to foster an inclusive environment where every individual is valued.

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