



GENERAL DISCLOSURES 2018

DISCLOSURE NUMBER AND TITLE

2018 RESPONSE

Organizational Profile

|        |  |  |
|--------|--|--|
| 102-1  | Name of the organization                                     | PVH Corp. ("PVH")  |
| 102-2  | Activities, brands, products, and services                   | <p>PVH is one of the most admired fashion and lifestyle companies in the world. PVH powers brands that drive fashion forward – for good. The iconic portfolio includes <i>TOMMY HILFINGER</i>, <i>CALVIN KLEIN</i>, <i>Van Heusen</i>, <i>IZOD</i>, <i>ARROW</i>, <i>Speedo</i><sup>*</sup>, <i>Warner's</i>, <i>Olga</i> and <i>Geoffrey Beene</i> brands, as well as the digital-centric <i>True &amp; Co.</i> intimates brand. PVH markets 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.</p> <p><small>*The Speedo brand is licensed for North America and the Caribbean in perpetuity from Speedo International Limited.</small></p> |
| 102-3  | Location of headquarters                                     | 200 Madison Avenue, New York, NY 10016   |
| 102-4  | Number of countries where the organization operates          | 2018 Form 10-K pgs 11, 28  |
| 102-5  | Ownership and legal form                                     | PVH is a publicly traded company on the New York Stock Exchange  |
| 102-6  | Markets served   | 2018 Form 10-K pgs 1-16  |
| 102-7  | Scale of the organization                                    | 2018 Form 10-K pgs 1-16  |
| 102-8  | Information on employees and other workers                   | <p>Female, Full time: 11,623<br/>                     Female, Part time: 12,450<br/>                     Female, Grand total: 24,073</p> <p>Male, Full time: 6,379<br/>                     Male, Part time: 5,311<br/>                     Male, Grand total: 11,690</p> <p>Gender undeclared, Full time: 4<br/>                     Gender undeclared, Part time: 15<br/>                     Gender undeclared, Grand total: 19</p> <p>All, Full time: 18,006<br/>                     All, Part time: 17,776<br/>                     All, Grand total: 35,782</p> <p><small>Note: As of December 31, 2018.<br/>                     This includes regular employees only, excluding seasonal, interns and temporary staff.</small></p>  |
| 102-9  | Supply chain   | <p>Global Supply Chain</p> <p>Factory List Disclosure</p>  |
| 102-10 | Significant changes to the organization and its supply chain | No Significant changes   |
| 102-11 | Recautionary Principle or approach                           | <p>We consider 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.</p>   |

## Organizational Profile (continued)

|        |                            |   |   |
|--------|----------------------------|---|---|
| 102-12 | External initiatives       |  | <p><b>General CR/Sustainability</b> – UN Global Compact, Business for Social Responsibility (BSR), Women’s Empowerment Principles, Sustainable Apparel Coalition (SAC), American Apparel &amp; Footwear Association (AAFA)</p> <p><b>Human Rights &amp; Safe Workplaces</b> – Fair Labor Association (FLA), Better Work, SAC, UN Guiding Principles on Human Rights, Responsible Labor Initiative, Social and Labor Convergence Project (SLCP), Accord on Fire and Building Safety in Bangladesh (“The Accord”), Life and Building Safety (LaBS), ACT, Ronald McDonald House, Safe Horizon, Save the Children, World Vision</p> <p><b>Inclusion &amp; Diversity</b> – Women’s Empowerment Principles, NEST, CEO Action to Promote Inclusion &amp; Diversity, UN Free and Equal Campaign, CFDA</p> <p><b>Environmental Sustainability</b> – Zero Discharge of Hazardous Chemicals (ZDHC) Programme, AFIRM Group, SAC, CEO Water Mandate, WWF International, UN Global Compact, Apparel Impact Institute, Sustainable Packaging Coalition, How2Recycle program, Better Cotton Initiative (BCI), Textile Exchange, Business for Social Responsibility, Business Renewables Center (BRC), UN Fashion Charter for Global Climate Action, RE100, REBA, Science- based Targets Initiative (SBTi), Fabscrap, Global Fashion Agenda, Fashion for Good, Ellen MacArthur Foundation, Plug and Play</p>   |
| 102-13 | Membership of associations |   | <p><b>Leadership Positions:</b></p> <ul style="list-style-type: none"> <li>• Manny Chirico, CEO is on the Board of Dick’s Sporting Goods, Board of Trustees for Monte fiore Medical Center, Board of Trustees for Save the Children</li> <li>• Melanie Steiner, Chief Risk Officer is on Advisory Board for Change Fashion Challenge at New York Academy of Sciences and is a Board Member for Fashion for Good</li> <li>• Marissa Pagnani McGowan, Senior Vice President of Corporate Responsibility sits on the Steering Committee of the Global Fashion Agenda, and previously sat on the Steering Committee of Bangladesh Accord</li> </ul> <p><b>PVH Representation:</b></p> <ul style="list-style-type: none"> <li>• Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Social Labor Module, part of other working groups and task teams, including transparency working group and European Policy working group</li> <li>• SLCP: Signatory member, part of multiple working groups</li> <li>• Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group</li> <li>• Apparel Impact Institute: Founding brand</li> <li>• BSR: Responsible Luxury Initiative (ReLI) working group</li> <li>• AFIRM: 4 committees: Training, RSL, Public Policy &amp; Compliance and we lead the packaging RSL committees</li> <li>• ZDHC: Wastewater, Audit protocol and MRSL working groups</li> <li>• AAFA: Environmental Committee</li> <li>• CEO Water Mandate: Apparel Industry working initiative</li> <li>• Better Work: PVH CR Senior Director sits on the Advisory Committee for Better Work and we have a special pilot with Better Work Academy, a collaboration between the ILO and the IFC</li> <li>• Responsible Labor Initiative: PVH CR Manager is on Steering Committee</li> <li>• ACT: Communications Working Group &amp; Accountability and Transparency Working Group</li> </ul> |

## Strategy

|        |  |  |
|--------|--|--|
| 102-14 | A statement from the most senior decision-maker                | See our CEO’s letter in the 2018 CR Report |
| 102-15 | Provide a description of key impacts, risks, and opportunities | PVH Materiality Assessment                 |

## Ethics and Integrity

|        |  |                 |
|--------|--|-----------------|
| 102-16 | Values, principles, standards, and norms of behavior | Our Core Values |
|--------|--|-----------------|

## Ethics and Integrity (continued)

|        |   |  |
|--------|---|--|
| 102-17 | Mechanisms for advice and concerns about ethics | Associates and workers can report any suspected policy violations, inappropriate behavior, and unethical practices via Tell PVH, our global reporting hotline. Since 2017, our global reporting hotline, Tell PVH, is open to all workers in our supply chain, in addition to PVH associates. It acts as a channel for PVH to capture and address concerns or complaints raised by the people who work for us directly and indirectly in our supply chain. Workers and associates, subject to certain legal limitations, can report any suspected policy violations, inappropriate behavior and unethical practices via the hotline. In the majority of cases, they can make reports anonymously, either online or by telephone, in one of 15 languages. We provide regular updates to the associate or worker concerned, who can also track the progress of the complaint online. When we receive 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. The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities. |
|--------|---|--|

## Governance

|        |                      |                      |
|--------|----------------------|----------------------|
| 102-18 | Governance structure | Corporate Governance |
|--------|----------------------|----------------------|

## Stakeholder Engagement

|        |  |   |
|--------|--|---|
| 102-40 | List of stakeholder groups             | Associates, investors, suppliers, workers in our supply chain, non-governmental organizations ("NGOs"), industry associations and multi-stakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers.<br><br>PVH Materiality Assessment & Stakeholder Engagement |
| 102-41 | Collective bargaining agreements       | 2018 Form 10-K pg 16  |
| 102-42 | Identifying and selecting stakeholders | PVH Materiality Assessment & Stakeholder Engagement   |
| 102-43 | Approach to stakeholder engagement     | PVH Materiality Assessment & Stakeholder Engagement   |
| 102-44 | Key topics and concerns raised         | PVH Materiality Assessment & Stakeholder Engagement   |

## Reporting Practice

|        |  |   |
|--------|--|---|
| 102-45 | Entities included in the consolidated financial statements   | Notes to consolidated financial statements - 2018 Annual Report                 |
| 102-46 | Defining report content and topic Boundaries                 | PVH Materiality Assessment & Stakeholder Engagement                             |
| 102-47 | List of material topics                                      | PVH Materiality Assessment & Stakeholder Engagement                             |
| 102-48 | Restatements of information                                  | No restatements have been made  |
| 102-49 | Changes in reporting   | There are no changes from the previous reporting years                          |
| 102-50 | Reporting period   | Calendar year 2018  |
| 102-51 | Date of most recent previous report                          | 2019  |
| 102-52 | Reporting cycle  | Annual  |
| 102-53 | Provide the contact point for questions regarding the report | cr@pvh.com  |
| 102-54 | Claims of reporting in accordance with the GRI Standards     | This report has been prepared in accordance with the GRI Standards: Core option |

## Reporting Practice (continued)

|        |                    |   |
|--------|--------------------|---|
| 102-55 | GRI content index  | responsibility.pvh.com  |
| 102-56 | External assurance | This report has not received external verification. We are continuing to build our internal processes to allow for consistent data collection and enhancement of internal verification. |

## Economic Performance

|       |  |  |
|-------|--|--|
| 103-1 | Economic Performance   | 2018 Annual Report   |
| 201-1 | Direct economic value generated and distributed                                | 2018 Annual Report   |
| 201-2 | Financial implications and other risks and opportunities due to climate change | 2018 Annual Report, CR Section                                 |
| 201-3 | Defined benefit plan obligations and other retirement plans                    | 2018 Annual Report   |
| 201-4 | Financial assistance received from government                                  | No financial support was needed from the US Government in 2018 |

## Anti-Corruption

|                              |  |   |
|------------------------------|--|---|
| 103<br>(parts 1, 2<br>and 3) | Management Approach  | We understand 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. 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. |
| 205-1                        | (Anti-corruption) Operations assessed for risks related to corruption                      | We have identified our supply chain as the main risk area of our operations. All new suppliers are required to go through our social assessment program.  |
| 205-2                        | (Anti-corruption) Communication and training about anti-corruption policies and procedures | 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.<br><br>For more information see our Code of Conduct   |
| 205-3                        | (Anti-corruption) Confirmed incidents of corruption and actions taken                      | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting   |

# IDENTIFIED MATERIALS ASPECTS & BOUNDARIES: 2018 GRI STANDARDS

DISCLOSURE NUMBER AND TITLE

2018 RESPONSE



## Materials

103 Management Approach  
(parts 1, 2  
and 3)

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. With the release of our 2018 CR Report, we are launching our new target around sustainable materials. Our target is 100% of our cotton and polyester will be sustainably sourced by 2025, and 2030 respectively.

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.

Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for us. Cotton represents nearly 70% of our 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. As our program continues to evolve, we are continuously addressing the need to move further into our materials supply chain due to the high level of impact at the growing/milling stage. 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. Our CR Director at Tommy Hilfiger sits on the Innovation Board at BCI.

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.

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 rolled out a global animal welfare policy in 2017. The policy addresses animal-based materials across seven categories, including wool, leather and down. We refer to the “Five Freedoms” concept, promoted by the World Organization for Animal Health (OIE), as the guiding principles for our animal welfare policies. PVH has discontinued the use of angora in our products. Additionally, animal fur, as defined by Fur Free Retailer, is prohibited and all products containing synthetic fur must be labeled appropriately. PVH believes the sheep and goats that produce wool for our products should be treated responsibly and raised on farms that preserve land health. We became members of the Textile Exchange (TE) and we intend to use their Responsible Wool Standard (RWS) wool in our products moving forward in order to support our commitment to this goal. We also have made the decision to remove all mohair products by 2020 due to concerns about its production. In addition, we will explore other standards introduced in the market. PVH does not allow down and/or feathers from birds that have been live plucked or force fed. We also require that down used in our products be certified by the Textile Exchange’s Responsible Down Standard (RDS) to ensure it has been sourced responsibly. PVH is committed to sourcing exotic skins in a responsible manner. PVH does not source exotic skins from any endangered or threatened species, as defined by the International Union for Conservation of Nature and Natural Resources (IUCN) in its red list. We strive to improve traceability and collaborate on responsible sourcing practices for exotic skins. All leather must be a bi-product of the meat industry. Additionally, PVH is actively exploring commercially viable substitutes to animal-based materials that meet the needs of our brands and customers. These changes will be reflected in products that will be in stores and e-commerce sites from 2019 and onwards.

## Materials (continued)

|       |  |   |
|-------|--|---|
| 301-1 | Materials used by weight or volume               | <p><b>Top 5 Materials by Volume: (MT)</b><br/>           Total Cotton (Conventional/organic/recycled) - 113,237<br/>           Polyester - 16,692<br/>           Nylon - 9,013<br/>           Silicone - 4,730<br/>           Elastane, Spandex, Lycra - 3,432</p> <p><b>Top Sustainable Materials by Volume: (MT)</b><br/>           Sustainable Cotton - 17,435<br/>           Sustainable Polyester - 1,277<br/>           Sustainable Cellulosics - 202<br/>           Sustainable Nylon - 92</p> <p>Note: The above represents data from 2017.</p> |
| 301-2 | Recycled input materials used                    | <p>Recycled content represents 0.8% of our Material Map.</p> <p>PVH TUG Recycled Plastic Hanger Pilot:</p> <ul style="list-style-type: none"> <li>• Piloting 35,000 70% Ocean Bound Plastic Hangers</li> <li>• Pilot will prevent ~500 lbs. of ocean bound plastic making its way into our shores</li> </ul> <p>Note: The above represents data from 2017.</p>  |
| 301-3 | Reclaimed products and their packaging materials | <p>Omission Reason: Not applicable<br/>           PVH does not currently have initiatives around reclaimed products that we are prepared to disclose.</p>   |

## Water (GRI Standards 2016)



103 Management Approach  
(parts 1, 2  
and 3)

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. 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 developed 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. We have used a number of different resources, insights and tools to develop a comprehensive global water strategy. The strategy is 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 have been leveraging the Zero Discharge of Hazardous Chemicals ("ZDHC") Programme's work, notably its new Manufacturing Restricted Substances List ("MRSL") and Wastewater Guidelines. We have also taken 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").

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. PVH initiated a water risk assessment that accounted for approximately 90% of all Level 1 suppliers and strategic Level 2 suppliers. PVH collected the location of supplier uploaded onto the WWF-DEG Water Risk Filter. Using the criteria provided by the Water Risk Filter, determinations were made on each facility's water risk based on calculations of physical, regulatory and reputational risk. The WWF Water Risk Filter Tool gave us initial insights as to the regions where our suppliers are located and the associated basin risks. This assessment provided the foundation of our water strategy that aims to preserve and safeguard water resources to ensure the continuity and quality of water supply for our operations and the communities where our goods are produced.

In an effort to reduce water use and contribute to water conservation, PVH has created a robust program that focuses on tracking and reducing use at our own facilities (stores, offices, warehouses, distribution centers, neckwear factory and joint venture shirt factory), as well as within our supply chain, driven largely through our roll out of the SAC Higg FEM and membership in the SAC Apparel Impact Institute. We are also exploring various product and process innovations that will lead to less water use, such as Speedo's work with Econyl, and Tommy Hilfiger's Low Impact Denim program. Finally, we took a major step in 2017 to drive important water stewardship work through new partnerships with WWF and GIZ's International Water Stewardship Programme. The partnership will serve as the foundation of our water stewardship strategy and focus on four key areas:

1. Examining and improving water use in our supply chain
2. Evolving our sustainable materials strategy
3. Embarking on water stewardship projects
4. Working to implement SDG 6

Each of our businesses will contribute to WWF's stewardship work by sponsoring a critical water basin in one of our strategic sourcing destinations. Tommy Hilfiger will continue to support work in the Mekong River in Vietnam and the Taihu River in China. Calvin Klein will support the first of its kind of work in the region of the Cauvery River in India. Additionally, our Heritage Brands business will support our work in Preserving Lake Hawassa in Ethiopia, where we are already reducing water use through the Zero Liquid Discharge (ZLD) plant at the Hawassa Industrial Park which recycles more than 90% of the water used in the park. Together, PVH and WWF will identify water risks and engage in collective efforts to advance water conservation activities for local communities in other strategic sourcing locations across the globe. We aim to be inclusive with our partnerships in the locations where we work and live. With the involvement of WWF, we are co-initiating a multi-stakeholder collaboration with GIZ's International Water Stewardship Programme and are identifying opportunities through the UN CEO Water Mandate to work collectively with apparel companies in additional strategic sourcing communities.

PVH has also taken measures to reduce the water impact of products by sourcing more sustainable raw materials and by establishing a program to reduce the water consumption in the denim finishing process. Our Tommy Hilfiger business conducted a pilot project to explore different finishing techniques for its denim products, helping suppliers to adopt practices that significantly reduce water and energy consumption and require less chemical use per garment. Participating suppliers used the Environmental Impact Measuring software, a tool from Jeanologia that assesses the environmental impact of various garment finishing processes. The methodology encourages suppliers to use renewable energy, recycled water, and more sustainable technologies (e.g., laser and ozone, which are water and chemical free).

## Water (GRI Standards 2016) (continued)

|       |   |  |
|-------|---|--|
| 303-1 | Water withdrawal by source                                  | <p><b>Owned &amp; Operated Facilities</b><br/>All water from municipal water supplies/other water utilities in 2018: 181,235 cubic meters.</p> <p>Includes actual water consumption from 212 PVH facilities globally in US, Canada, Brazil, Asia (Bangladesh, China, Hong Kong, South Korea, Japan, Taiwan, Singapore, Vietnam, India, Indonesia, Sri Lanka, Thailand), Europe (Ireland, Russia, Netherlands, Italy, United Kingdom, Germany, Turkey, Poland, Belgium, Denmark, France, Austria, Switzerland, Czech Republic) and Africa (Ethiopia, Egypt, and Kenya). Water consumption for remaining facilities estimated using average water use per Full Time Employee (FTE), by building type.</p> <p><b>Supply Chain</b><br/>a. Total volume of water withdrawn: 133,256,808 cubic meters<br/>i. Surface water, including water from wetlands, rivers, lakes, and oceans: 27,340,822 cubic meters<br/>ii. Ground water: 24,164,248 cubic meters<br/>iii. Rainwater collected directly and stored by the organization: 32,863 cubic meters<br/>iv. Waste water from another organization: 5,726,486 cubic meters<br/>v. Municipal water supplies or other public or private water utilities: 75,992,389 cubic meters</p> <p>b. CDP Water Reporting Guidance<br/>Water withdrawal quantities per source were measured by metering, invoice or estimation. All data points were verified during onsite Higg verification. Only facilities with verified data are included in this analysis. This data is for the facilities' total water usage for the 2017 year.</p> |
| 303-2 | Water sources significantly affected by withdrawal of water | <p>Omission reason: Information unavailable<br/>PVH does not collect data of sufficient quality to enable reporting</p>  |
| 303-3 | Water recycled and reused                                   | <p>a. Total volume of water recycled and reused by the organization: 38,035,044 cubic meters<br/>b. Total volume of water recycled and reused as a percentage of the total water withdrawal as specified in Disclosure 303-1: 28.54 %<br/>c. From How to Higg, the definition of Produced/process water:<br/><i>Water which, during extraction or processing, comes into direct contact with or results from the production or use of any raw material (e.g. crude oil or a by-product from sugar cane crushing), intermediate product, finished product, by-product, or waste product. Note this also includes reused/recycled water.</i></p> <p>In this analysis, it is assumed that produced/process water is fully from recycled or reused water. All data points were verified during onsite Higg verification. Only facilities with verified data are included in this analysis. This data is for the facilities' total water usage for the 2017 year.</p>   |



## Emissions

103 Management Approach  
(parts 1, 2  
and 3)

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. 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.

We measure our GHG reduction progress against our global 2015 owned & operated baseline, which reflects data provided by approximately 2,300 PVH facilities (including offices, stores and warehouses) in 40 countries. We worked toward our global Scope 3 footprint in 2018 and are in the process of setting a science-based target, which will include a scope 3 reduction target. We also track reductions against our global GHG footprint through our commitment to the UN Fashion Charter Industry for Climate Action – to reduce emissions across Scope 1, 2 & 3 by 30% by 2030.

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. 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.

For more data and information on our energy/electricity use please see our CR Report Performance Summary.

305-1 Direct (Scope 1) GHG emissions

a. 35,039 metric tons of CO<sub>2</sub>e  
 b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22  
 c. n/a  
 d.  
 i. & ii. 2015. 41,293 metric tons of CO<sub>2</sub>e. 2015 was the first year that we have conducted a global GHG footprint.  
 Scope 1 emissions decreased between 2015 and 2017 due to:  
 • Decreased consumption of natural gas  
 • Increased primary data availability (improved tracking of natural gas for North America Retail and replaced some modelled figures).  
 From 2017 to 2018, Scope 1 emissions increased, despite continuing trends of improved primary data (2% decrease of modelled data). This is due to two factors  
 • First, about 6% more facilities were added which consume natural gas.  
 • Second, the overall square footage of PVH facilities increased by 24%, leading to higher modelled values for the majority of sites.  
 iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation  
 e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.  
 f. Operational Control  
 g. WRI's Corporate GHG Accounting Protocol. Data covers refrigerants, fuel and natural gas consumed by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe. Scope 1 = 35,039 MT CO<sub>2</sub>e (Scope 1 and 2)  
 Offices = 12,203 Retail = 92,807 Warehouses = 21,046 Vehicles = 2,822. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and includes fugitive emissions from vehicle refrigerants.

## Emissions (continued)

|       |   |   |
|-------|---|---|
| 305-2 | Energy indirect (Scope 2) GHG emissions   | <p>a. 108,483 metric tons of CO<sub>2</sub>e<br/> b. 93,839 metric tons of CO<sub>2</sub>e<br/> c. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O<br/> d.<br/> i. &amp; ii. 2015. 106,055 metric tons of CO<sub>2</sub>e (market-based). 2015 was the first year that we had conducted a global GHG footprint.<br/> Scope 2 emissions increased between 2015 and 2017 due to:<br/> • New facilities opened and increased electricity consumption.<br/> Scope 2 emissions decreased between 2017 and 2018 due to:<br/> • The purchase of renewable energy credits in North America and the Netherlands, reducing over 31,000 metric tons of CO<sub>2</sub>e<br/> • Improved tracking of electricity for North America Retail resulting in a 2% decrease in modelled data.<br/> iii. We restated our 2015 baseline using the market-based approach so that we can account for renewable energy purchases and generation<br/> e. GWP Source: IPCC 5th Assessment Report (AR5), 100-year GWP (AR5); Emission factor source: IEA, EGrid, Green-e, AIB, WRI's Corporate GHG Accounting Protocol.<br/> f. Operational Control<br/> g. WRI's Corporate GHG Accounting Protocol. Data covers electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory and retail facilities worldwide. Scope 2 = 93,839 MT CO<sub>2</sub>e (Scope 1 and 2) Offices = 12,203 Retail= 92,807 Warehouses = 21,046 Vehicles = 2,822. Offices include emissions from showrooms. Warehouses include emissions from distribution centers.</p> |
| 305-3 | Other indirect (Scope 3) GHG emissions  | Omission reason: Information unavailable. We plan to publish our scope 3 baseline data in the coming months.  |
| 305-4 | GHG emissions intensity   | <p>a. 4.8 &amp; .01 &amp; .008<br/> b. Employee &amp; revenue &amp; square footage<br/> c. Scope 1 &amp; 2 emissions<br/> d. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22</p>  |
| 305-5 | Reduction of GHG emissions (From 2017 to 2018)                                  | <p>a. 23,570 metric tons of CO<sub>2</sub>e reduced (Scope 1 and Scope 2)<br/> b. Scope 1: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22<br/> Scope 2: CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O<br/> c. 2015 was the first year that we have conducted a global GHG footprint.<br/> d. Scope 1 and Scope 2. 2018 was our baseline year for Scope 3, so do not have reduction data.<br/> e. See response for letter G in 305-1 and 305-2.</p>  |
| 305-6 | Emissions of ozone-depleting substances (ODS)                                   | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting   |
| 305-7 | Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting   |



## Effluents &amp; Waste

|                              |   |  |
|------------------------------|---|--|
| 103<br>(parts 1, 2<br>and 3) | Management Approach                                       | <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.</p> <p>We are 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. 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 through the adoption of the ZDHC Manufacturing Restricted Substances List (MRSL) and Wastewater Guidelines. Implementation of 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 focus our efforts on the parts of our supply chain where the most significant chemical impacts occur, such as our mills and facilities with wet processing. As such, we require these suppliers to complete the Sustainable Apparel Coalition’s Higg Index FEM, as well as achieve minimum scores in the chemical and wastewater modules.</p> <p>In order to drive facility-level improvements and compliance, we expanded our Corporate Responsibility assessment program in 2017 to include a more comprehensive set of chemical indicators, including wastewater testing, in line with Zero Discharge of Hazardous Chemical (ZDHC) requirements. This information was collected as part of our roll-out of the Higg FEM. This has allowed us to gain a deeper understanding of chemical performance and compliance at the facility level and to identify areas for improvement. In 2018, we expanded the scope of this work with more than 125 strategic mills slated to provide us with verified SAC Higg 3.0 FEM data. We also conducted a wastewater testing pilot, leveraging the ZDHC Gateway to upload and share results.</p> |
| 306-1                        | Water discharge by quality and destination (Supply Chain) | <p>a. Total volume of planned and unplanned water discharges: 96,133,412 cubic meters<br/>Industrial wastewater: 35,289,779 cubic meters<br/>Domestic wastewater: 10,109,235 cubic meters<br/>Combined wastewater: 50,734,398 cubic meters</p> <p>b. Facilities that completed Higg FEM reported if they treated Domestic and Industrial wastewater separately or together.</p> <ul style="list-style-type: none"> <li>• Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc.</li> <li>• Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc.</li> <li>• If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as Combined wastewater</li> <li>• The total volume is the sum of Industrial, Domestic, and Combined wastewater</li> </ul> <p>Only facilities with verified data are included in this analysis. This data is from 2017.</p>  |
| 306-2                        | Waste by type and disposal method (Owned & Operated)      | <p>b. 2018 Totals (all metric tons)</p> <ul style="list-style-type: none"> <li>iv. Recovery/Reuse: 37</li> <li>ii. Recycling: 12,189</li> <li>v. Incineration: 138</li> <li>iii. Composting: 0</li> <li>vii. Landfill: 531</li> <li>ix. E-Waste/Universal Waste: 25</li> <li>Waste to Energy/Biogas: 48</li> <li>vi. Deep well injection: n/a</li> <li>viii. On-site storage: n/a</li> <li>ix. Other: n/a</li> </ul> <p>c. Information provided by the waste disposal contractors. Data covers select facilities in the US, Canada, Hong Kong, and the Netherlands.</p>  |
| 306-3                        | Significant spills  | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting  |
| 306-4                        | Transport of hazardous waste                              | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting  |

Effluents & Waste (continued)

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|-------|---|---|
| 306-5 | Water bodies affected by water discharges and/or runoff | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting |
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Supplier Environmental Assessment



|                           |                     |   |
|---------------------------|---------------------|---|
| 103<br>(parts 1, 2 and 3) | Management Approach | <p>We recognize 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>In 2018, PVH utilized the SAC’s Higg FEM across our supply chain. The Higg FEM is a standardized tool for measuring apparel suppliers’ environmental impacts and helping them drive improvements across seven impact areas. The tool enables us to manage the environmental impacts in our supply chain more effectively and improve the quality of our reporting. In 2018 we rolled out the Higg FEM to 548 (Direct) facilities in the PVH supply chain. Virtually all of these facilities have completed the data gathering process and over 70% had this data verified. In 2019, we anticipate that approximately 650 facilities in the PVH supply chain, including approximately 140 that involve wet processors (e.g., mills, laundries and dyehouses), will complete the Higg FEM along with our core CR assessment.</p> |
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| 308-1 | New suppliers that were screened using environmental criteria | 85% of new suppliers were screened using environmental criteria. This is based on the number of new suppliers who received long-form or ABVTEX assessments. |
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| 308-2 | Negative environmental impacts in the supply chain and actions taken | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting |
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Employment



|                           |                     |  |
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| 103<br>(parts 1, 2 and 3) | Management Approach | We are committed to providing our most important asset – our approximately 38,000 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. Some of the benefits we offer are listed below (401-2) |
|---------------------------|---------------------|--|

|       |  |   |
|-------|--|---|
| 401-1 | New employee hires and employee turnover | <p>Total Turnover: 53%<br/>Voluntary: 46%<br/>Involuntary: 6%</p> <p>NOTE: This data includes Americas + AsiaPac and excludes Europe. It includes corporate and retail.</p> |
|-------|--|---|

|       |  |   |
|-------|--|---|
| 401-2 | Benefits provided to full-time employees that are not provided to temporary or part-time employees | <p>We are committed to providing our most important asset – our approximately 38,000 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. Specific benefits vary by associate grade, type of facility and region and may include:</p> <ul style="list-style-type: none"> <li>• PVH Wellness Program</li> <li>• Health, dental, and vision insurance</li> <li>• Life and Accidental Death &amp; Dismemberment insurance</li> <li>• Critical Illness, Accident and Hospital Indemnity Insurance Programs</li> <li>• Disability insurance</li> <li>• Retirement plan benefits (401(k) and pension) are available to part-time employees meeting minimum IRS hours requirements</li> <li>• Domestic partner benefits</li> <li>• Employee Assistance Program “EAP”</li> <li>• Equity Program</li> <li>• Flexible Spending and Health Savings Accounts</li> <li>• Financial wellness/planning and pre-retirement workshops</li> <li>• Flexible working arrangements</li> <li>• Paid time off</li> <li>• Parental leave benefits</li> <li>• Identity Theft Protection</li> <li>• Group Legal</li> <li>• Group Auto &amp; Home Insurance</li> <li>• Adoption Assistance</li> <li>• Backup Care</li> <li>• Tuition Reimbursement, College Scholarship Program, 529 College Savings, College and Educational advise program</li> <li>• Employee product discounts program</li> <li>• Other benefits relevant and applicable to certain offices and geographies</li> </ul> |
|-------|--|---|

Employment (continued)

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| 401-3 | Parental leave | Omission reason: Information unavailable<br>Although PVH has a progressive parental leave policy, PVH does not collect data of sufficient quality to enable reporting |
|-------|----------------|---|

Occupational Health & Safety (GRI Standards 2016)



|                              |   |  |
|------------------------------|---|--|
| 103<br>(parts 1, 2<br>and 3) | Management Approach   | We work 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 |
| 403-1                        | Workers representation in formal joint management-worker health and safety committees | 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.<br>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%).  |

Training & Education



|                              |   |  |
|------------------------------|---|--|
| 103<br>(parts 1, 2<br>and 3) | Management Approach                             | <p>PVH University (PVH U) enables associates around the globe to build core competencies through engaging and impactful learning content. It focuses on:</p> <ol style="list-style-type: none"> <li>1. Providing opportunities to develop skills for success in current roles and to prepare for future roles</li> <li>2. Developing a robust pipeline of leadership talent</li> <li>3. Supporting the business in upskilling organizations to meet evolving business needs</li> </ol> <p>PVH U is organized into academies, including Leadership, Inclusion and Diversity; Professional Skills; and Systems and Applications. In 2019 PVH U is adding a Digital Academy and a Logistics Academy to support the execution of business priorities.</p> <p>The curriculum within each academy includes a variety of offerings, including structured programs, ILT, VILT, elearning, speaker series, and online resources.</p> <p>The Digital Academy in particular will support the digital transformation of marketing and operations, as well as elevate the digital literacy baseline across the organization.</p> <p>Globally PVH U offers a wide range of different courses, tailored to regional needs. This includes several courses developed by our Talent Development team, including Design Your Future, a course to guide associates in setting and achieving personal career goals. This aligns with an increased focus on self-directed development and growth through our performance cycle.</p> <p>More than 365 courses were offered in 2018 across classroom and virtual options. PVH U OnDemand online content was upgraded to include LinkedIn Learning, TED Talks, Business of Fashion, and Knowledge at Wharton. More than 500 people, from front-line associates to executives, have participated in PVH University's suite of Leadership Programs.</p> |
| 404-1                        | Average hours of training per year per employee | Approximately 3 hours of classroom training and 3 hours of online training per employee. We do not track this information by gender or employee category   |

Training & Education (continued)

404-2 Programs for upgrading employee skills and transition assistance programs

PVH University supports upskilling – or upgrading employee skills – in alignment with business priorities.

In 2019 the Digital Academy will 1) elevate the baseline digital literacy across the enterprise through online education and guest speaker series; and 2) upskill the marketing groups to prepare them to deliver on increased needs for digital content, consumer engagement, social media, and using consumer data. This will be achieved through curated learning, expert workshops, and learning from partners.

To support the successful implementation of enterprise systems, PVH has taken a blended approach to training and upgrading skills. Business Power Users (BPUs) are identified from the business to go through in-depth training in the systems and the business processes to enable them to teach and coach other business users to support the successful implementation. PVH U is also responsible for designing and developing formal end-user training and support materials.

PVH provides outplacement services for associates who retire or who are terminated. These services include transition coaching and job search support.

PVH also supports associates in maintaining CPUs or in pursuing advanced degrees or certificates related to their fields of work.

404-3 Percentage of employees receiving regular performance and career development reviews

100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period.

In 2019 PVH is moving to a new approach to performance & development that focuses on quarterly performance discussions between managers and their direct reports.

Diversity & Equal Opportunity

103 Management Approach (parts 1, 2 and 3)



PVH’s focus on Inclusion & Diversity (“I&D”) is supported by three pillars: strategic partnerships, education & awareness, and our Business Resource Groups (“BRGs”). These three pillars drive our I&D initiatives and help make PVH a place where every associate feels valued. Our BRGs are led by our associates and offer them an opportunity to network with each other, gain visibility, and grow professionally. We currently have Women’s, African American, LGBTQ, and Working Parents BRG chapters. We also focus on our commitment to equality in the workplace through our I&D Academy and the rollout of the Inclusion@Work training, and our collaboration with the Council of Fashion Designer of America (“CFDA”) to foster inclusion & diversity in retail companies across America.

Diversity & Equal Opportunity (continued)

|                          |  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
|--------------------------|--|---|------|-------|-------|--------|--------|-------|--------------|----|------|-------|--------|--|----------|-------|-------|-------|-------|-------|-----|-------|-------|-------|--------|--|--------------|-------|-------|------------------|-------|-------|----------------|-------|-------|--------------------|-------|-------|----------------------|---|------|--------------------------|---|------|-------|--------|--|------------------|-------|--|----------------------|-------|--|---------------|-------|--|-------------------|-------|--|-------------|-------|--|-----------------|-------|--|-------|--------|--|
| 405-1                    | Diversity of governance bodies and employees | <p>A. Board of Directors: 33% women<br/>                     B. Employees - includes US population only</p> <p><b>By Gender</b></p> <table border="1"> <tr><td>Male</td><td>5,604</td><td>35.6%</td></tr> <tr><td>Female</td><td>10,121</td><td>64.3%</td></tr> <tr><td>Not Declared</td><td>12</td><td>0.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p><b>By Age Group</b></p> <table border="1"> <tr><td>Under 30</td><td>8,149</td><td>51.8%</td></tr> <tr><td>30-50</td><td>5,049</td><td>32.1%</td></tr> <tr><td>51+</td><td>2,539</td><td>16.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p><b>By Race &amp; Gender</b></p> <table border="1"> <tr><td>White - Male</td><td>2,225</td><td>14.1%</td></tr> <tr><td>Non-White - Male</td><td>3,379</td><td>21.5%</td></tr> <tr><td>White - Female</td><td>4,249</td><td>27.0%</td></tr> <tr><td>Non-White - Female</td><td>5,872</td><td>37.3%</td></tr> <tr><td>White - Not Declared</td><td>4</td><td>0.0%</td></tr> <tr><td>Non-White - Not Declared</td><td>8</td><td>0.1%</td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p><b>By Race &amp; Age Grouping</b></p> <table border="1"> <tr><td>White - Under 30</td><td>2,731</td><td></td></tr> <tr><td>Non-White - Under 30</td><td>5,418</td><td></td></tr> <tr><td>White - 30-50</td><td>2,259</td><td></td></tr> <tr><td>Non-White - 30-50</td><td>2,790</td><td></td></tr> <tr><td>White - 50+</td><td>1,488</td><td></td></tr> <tr><td>Non-White - 50+</td><td>1,051</td><td></td></tr> <tr><td>Total</td><td>15,737</td><td></td></tr> </table> <p>* US Employee population as of 12/31/18; Includes regular employees only, excluding seasonal, interns and temporary staff.<br/>                     ** Includes retail and non-retail population</p> | Male | 5,604 | 35.6% | Female | 10,121 | 64.3% | Not Declared | 12 | 0.1% | Total | 15,737 |  | Under 30 | 8,149 | 51.8% | 30-50 | 5,049 | 32.1% | 51+ | 2,539 | 16.1% | Total | 15,737 |  | White - Male | 2,225 | 14.1% | Non-White - Male | 3,379 | 21.5% | White - Female | 4,249 | 27.0% | Non-White - Female | 5,872 | 37.3% | White - Not Declared | 4 | 0.0% | Non-White - Not Declared | 8 | 0.1% | Total | 15,737 |  | White - Under 30 | 2,731 |  | Non-White - Under 30 | 5,418 |  | White - 30-50 | 2,259 |  | Non-White - 30-50 | 2,790 |  | White - 50+ | 1,488 |  | Non-White - 50+ | 1,051 |  | Total | 15,737 |  |
| Male                     | 5,604  | 35.6%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Female                   | 10,121                                       | 64.3%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Not Declared             | 12   | 0.1%  |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Total                    | 15,737                                       |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Under 30                 | 8,149  | 51.8%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| 30-50                    | 5,049  | 32.1%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| 51+                      | 2,539  | 16.1%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Total                    | 15,737                                       |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - Male             | 2,225  | 14.1%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - Male         | 3,379  | 21.5%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - Female           | 4,249  | 27.0%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - Female       | 5,872  | 37.3%   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - Not Declared     | 4  | 0.0%  |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - Not Declared | 8  | 0.1%  |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Total                    | 15,737                                       |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - Under 30         | 2,731  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - Under 30     | 5,418  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - 30-50            | 2,259  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - 30-50        | 2,790  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| White - 50+              | 1,488  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Non-White - 50+          | 1,051  |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |
| Total                    | 15,737                                       |   |      |       |       |        |        |       |              |    |      |       |        |  |          |       |       |       |       |       |     |       |       |       |        |  |              |       |       |                  |       |       |                |       |       |                    |       |       |                      |   |      |                          |   |      |       |        |  |                  |       |  |                      |       |  |               |       |  |                   |       |  |             |       |  |                 |       |  |       |        |  |

|       |  |   |
|-------|--|---|
| 405-2 | Ratio of basic salary and remuneration of women to men | Omission reason: Information unavailable<br>PVH does not collect data of sufficient quality to enable reporting |
|-------|--|---|

Non-Discrimination



|                           |  |   |
|---------------------------|--|---|
| 103<br>(parts 1, 2 and 3) | Management Approach                                      | Discrimination is prohibited by our Code of Conduct. Our assessment tool contains indicators related to discrimination and if instances are found, they are addressed as part of our remediation program with the supplier. |
| 406-1                     | Incidents of discrimination and corrective actions taken | Omission reason: Information Unavailable<br>Due to a change in data systems, we are no longer able to track this information.   |

Freedom of Association & Collective Bargaining



|                           |  |  |
|---------------------------|--|--|
| 103<br>(parts 1, 2 and 3) | Management Approach  | <p>Freedom of association ("FOA") is protected by our Code of Conduct. Protection of FOA is also an integral part of our Human Rights program.</p> <p>Compliance with our FOA code element is measured via our assessment tool and, if violations are found, are addressed as part of our remediation program with the supplier.</p> <p>When necessary, violations of FOA are escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.</p> |
| 407-1                     | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | The PVH CoC includes FOA/CBA and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.   |



## Child Labor

|                              |   |   |
|------------------------------|---|---|
| 103<br>(parts 1, 2<br>and 3) | Management Approach   | Child Labor is prohibited by our Code of Conduct. Our assessment tool contains indicators related to Child Labor, and if found instances are remediated in partnership with the supplier. |
| 408-1                        | Significant risk of child labor in operations and suppliers | A Shared Commitment, The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.                    |



## Forced or Compulsory Labor

|                              |  |   |
|------------------------------|--|---|
| 103<br>(parts 1, 2<br>and 3) | Management Approach  | Forced or compulsory labor is prohibited by our Code of Conduct. Compliance is measured via specific indicators in our assessment tool and included in every assessment. In 2018, we revised our Migrant Worker Policy & Guidelines to provide more guidance to suppliers on our expectations around implementing policies, procedures and monitoring mechanisms regarding this issue, and published said Guidelines in 2019. |
| 409-1                        | Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk | CA Transparency in Supply Chain & UK Modern Slavery Statement<br><br>PVH CR Supply Chain Guidelines<br><br>The PVH Code of Conduct includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the Code of Conduct.  |



## Human Rights Assessment

|                              |  |  |                       |     |          |     |            |     |                              |     |                            |       |
|------------------------------|--|--|-----------------------|-----|----------|-----|------------|-----|------------------------------|-----|----------------------------|-------|
| 103<br>(parts 1, 2<br>and 3) | Management Approach  | We are 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.<br><br>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. In 2017 human rights and social assessments were expanded to key trim suppliers (Level 2 Suppliers). |                       |     |          |     |            |     |                              |     |                            |       |
| 412-1                        | Operations that have been subject to human rights reviews or impact assessments  | <p><b>Supplier Factory Assessments by Region</b></p> <table border="1"> <tr> <td>East &amp; Southeast Asia</td> <td>946</td> </tr> <tr> <td>Americas</td> <td>410</td> </tr> <tr> <td>South Asia</td> <td>226</td> </tr> <tr> <td>Europe, Middle East &amp; Africa</td> <td>189</td> </tr> <tr> <td>Total Assessments (global)</td> <td>1,771</td> </tr> </table>  | East & Southeast Asia | 946 | Americas | 410 | South Asia | 226 | Europe, Middle East & Africa | 189 | Total Assessments (global) | 1,771 |
| East & Southeast Asia        | 946  |  |                       |     |          |     |            |     |                              |     |                            |       |
| Americas                     | 410  |  |                       |     |          |     |            |     |                              |     |                            |       |
| South Asia                   | 226  |  |                       |     |          |     |            |     |                              |     |                            |       |
| Europe, Middle East & Africa | 189  |  |                       |     |          |     |            |     |                              |     |                            |       |
| Total Assessments (global)   | 1,771  |  |                       |     |          |     |            |     |                              |     |                            |       |
| 412-2                        | Employee training on human rights  | Omission reason: Information Unavailable<br>Due to a change in data systems, we are no longer able to track this information.  |                       |     |          |     |            |     |                              |     |                            |       |
| 412-3                        | Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening | In all of our licensing agreements, our policy and branded merchandise agreement, we have standard language around auditing, screening, disclosure, and meeting our standards.   |                       |     |          |     |            |     |                              |     |                            |       |

Local Communities



103 Management Approach (parts 1, 2 and 3)

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 nonprofit 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 38,000 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 in the US and Canada, we offer 48 hours of paid volunteer time along with our matching gift program.

The PVH Foundation’s disaster relief response includes grant funding, product donations, and associate fundraising. We partner with the American Red Cross and Save the Children to provide relief on the ground and to provide product donations to displaced families and individuals.

In 2017, we launched the PVH Associate Relief Fund, a charitable program funded by our associates for our associates. It provides cash grants to eligible colleagues in need due to natural disasters and personal hardship.

413-1 Operations with local community engagement, impact assessments, and development programs

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.

413-2 Operations with significant actual and potential negative impacts on local communities

Omission reason: Information unavailable  
PVH does not collect data of sufficient quality to enable reporting

Supplier Social Assessment



103 Management Approach (parts 1, 2 and 3)

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.

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. 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.

We maintain a Responsible Exit policy, based on Fair Labor Association (FLA) guidance. We confer with specific sourcing divisions to determine how particular suppliers might be incentivized to raise their performance.

In 2017, we expanded our assessment program to include trim facilities for the first time to help us gain a broader view of our suppliers’ practices. We worked cross-functionally to conduct a comprehensive mapping of our trim facilities, and broadened this to include mills, laundries, and other wet processors. We have set up a process to ensure we have an accurate annual mapping that identifies the critical facilities in our supply chain to allow us to focus on driving responsible improvements over the long term.

414-1 New suppliers that were screened using social criteria

100%  
We have an onboarding policy covering this topic. We do not begin working with any supplier without first screening them in line with labor/human rights criteria.

Supplier Social Assessment (continued)

GRI 414-2 Negative social impacts in the supply chain and actions taken

a. Number of suppliers assessed for social impacts.

b. Number of suppliers identified as having significant actual and potential negative social impacts.

c. Significant actual and potential negative social impacts identified in the supply chain.

d. Percentage of suppliers identified as having significant actual and potential negative social impacts with which improvements were agreed upon as a result of assessment.

e. Percentage of suppliers identified as having significant actual and potential negative social impacts with which relationships were terminated as a result of assessment, and why.

a. 1,771 suppliers assessed in 2018

b. Factory ratings inform compliance performance, cadence for remediation and subsequent assessments, and production decisions for PVH Business Divisions. "Gold" rating indicates that the supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance. "Green" and "Yellow" ratings indicate that the supplier exceeds or meets Code of Conduct standards. "Orange-1st" and "Orange-2nd" ratings mean that the supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships. "Gray" ratings mean that the supplier is authorized for production, falls under a de minimis or other exemption category and may undergo a self-assessment, short-form assessment or rating equivalency. "Red" and "White" ratings mean that the supplier is not authorized for production and PVH will make a responsible exit, if applicable.

| CR Color Rating | Global |
|-----------------|--------|
| Gold            | 2%     |
| Green           | 14%    |
| Yellow          | 55%    |
| Orange-1st      | 5%     |
| Orange-2nd      | 1%     |
| Red             | 1%     |
| White           | 1%     |
| Gray            | 21%    |

Note: This includes factories that are part of the Better Work program and undergo a Better Work assessment. Red and white factories are not authorized for production.



**PVH Corp.**

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