

# A Shared Commitment

## Introduction

PVH Corp. is committed to respecting human rights, and supports the ten principles of the UN Global Compact and the UN Guiding Principles on Business and Human Rights. *A Shared Commitment* is our code of conduct, which represents our commitment to our associates and applies to our business partners, including suppliers, contractors, vendors, licensees and agents. This code is of utmost importance to PVH and embodies our commitment to our associates, the workers who manufacture our products and their communities. Adherence to the human and labor rights standards in this code by those who seek to do business with us, and by their business partners in our supply chain, is a prerequisite for establishing or continuing a relationship with our company.

At PVH, we actively seek business associations with those who share our values. Indeed, we cannot do business with any organization or individual that fails to adhere to these ideals in their operations or cause their business partners in our supply chain to do the same. Ongoing engagement with our key stakeholders around the world to improve and monitor our approach to human rights and the environment is an ideal to which we are committed. We believe that by working together to see these standards enforced, our company and business partners can help achieve a genuine improvement in the lives of working people around the world and the communities in which they live. We are committed to engaging in remediation efforts to address the adverse impacts on individuals, workers and communities that we may have caused or to which we contributed. This mission has been a guiding principle of our company for more than 140 years and it will continue to guide us in the future and take precedence over any economic or business interests.

### **Emanuel Chirico**

Chairman & Chief Executive Officer

### **Stefan Larsson**

President

### **Michael A. Shaffer**

Executive Vice President and  
Chief Operating & Financial Officer

## Code Language

At PVH, we require our business partners to comply with the letter and spirit of all laws, rules and regulations relevant to the conduct of their business and, in particular, those of the countries in which workers are employed in the manufacturing of our products. When local law and the code differ or conflict, we expect them to apply the highest standard.

The following standards are prerequisites for all of our business partners and apply equally to their business partners in our supply chain.

### **EMPLOYMENT RELATIONSHIP**

Our business partners are required to adopt and adhere to rules and conditions of employment that respect workers and, at a minimum, safeguard their rights under applicable national and international labor and social security laws and regulations.

### **NONDISCRIMINATION**

Our business partners cannot discriminate in employment, including with regard to hiring, compensation, advancement, discipline, termination and retirement, whether on the basis of gender, race, religion, age, disability, sexual orientation, nationality, political opinion, social class or ethnic origin.

### **HARASSMENT AND ABUSE**

Our business partners must treat employees with respect and dignity. No employee can be subjected to any physical, sexual, psychological or verbal harassment and/or abuse.

## FORCED LABOR

Our business partners are prohibited from utilizing forced labor, whether in the form of prison labor, indentured labor, bonded labor or otherwise. Mental and physical coercion, slavery and human trafficking are prohibited throughout our supply chain.

## CHILD LABOR

Employees of our business partners must be at least 15 years old or over the age required for completion of compulsory education in the country of manufacture, whichever is higher. Our business partners are also required to observe all legal requirements for the work of authorized minors, including those pertaining to hours of work, wages, work type and working conditions.

## FREEDOM OF ASSOCIATION

Our business partners are required to recognize and respect the right of their employees to freedom of association and collective bargaining. Employees should be free to join organizations of their choice. Employees should not be subjected to intimidation or harassment in the exercise of their right to join or to refrain from joining any organization.

## HEALTH AND SAFETY

Our business partners must provide a safe and healthy workplace designed and maintained to prevent accidents, illness and injury attributable to the work performed or the operation of the facility and machinery. In doing so, our business partners must comply with all national laws, regulations and best practices concerning health and safety in the workplace, as well as provide all required and appropriate workers compensation coverage in the event of injury or fatality.

## COMPENSATION AND BENEFITS

Every worker has a right to compensation for a regular work week that is sufficient to meet the worker's basic needs and provide some discretionary income. Our business partners must pay at least the minimum wage or the appropriate prevailing wage, whichever is higher, comply with all legal requirements on wages, and provide any fringe benefits required by law or contract. If the compensation paid does not meet the workers' basic needs and provide some discretionary income, our business partners are required to take appropriate actions that seek to progressively realize a level of compensation that does.

## HOURS OF WORK

Our business partners are prohibited from requiring their employees to work more than the regular and overtime hours permitted under the law of the country where they are employed. In no circumstance may regular hours exceed 48 hours in a week and, other than in exceptional circumstances, the sum of regular and overtime hours in a week cannot exceed 60 hours. Employees must have at least 24 consecutive hours of rest in every seven-day period. Our business partners are not permitted to request overtime on a regular basis. All overtime must be consensual and compensated at a premium rate.

## THE ENVIRONMENT

Our business partners are required to comply with all applicable environmental laws, rules and regulations at their facilities and in the communities in which they operate, particularly with respect to water, energy, hazardous chemicals, air quality and waste. Further, we expect our business partners to incorporate environmentally responsible practices into all of their activities that relate to their business with us.

For more information on our Corporate Responsibility policies, guidelines, and other additional resources, please visit: <https://responsibility.pvh.com/resources/>