

Materiality Assessment

Materiality

Defining Our Key Material Issues

We conducted assessments in 2013, 2015, and 2018 to guide our CR efforts. Through our 2018 materiality assessment, we identified and prioritized the CR topics and issues that are most material to our business and stakeholders, in line with the GRI Standards guidelines. Following research on the wider landscape of issues that included a review of the Sustainability Accounting Standards Board (“SASB”), the SDGs and the Organization for Economic Co-operation and Development (“OCED”), we refreshed the list of possible CR topics for 2018. We asked PVH leadership, associates, and key internal business partners to rate these topics on both the level of risk and opportunity the topic presents to PVH as a business and the extent to which the topic influences our wider stakeholders.

We also sent our assessment to key external partners including Better Work, IDH, The Accord on Fire and Building Safety In Bangladesh (“Accord”), Better Cotton Initiative (“BCI”), Sustainable Apparel Coalition (“SAC”), Textile Exchange, Social and Labor Convergence Project, SASB, and Bloomberg.

We sought views through an online survey and met with PVH executives before finalizing the prioritization and key topics. We will engage our stakeholders again to conduct a materiality assessment in 2021.

Material Topic	Priority
Human Rights	1
Responsible Sourcing	2
Factory Health & Safety	3
Philanthropy	4
Bribery & Corruption & Corporate Governance	5
Water Preservation & Stewardship	6
Inclusion & Diversity	7
Compensation & Benefits for PVH Associates	8
Talent Management/Learning & Development	9
Associate Volunteering	10
Supplier Capability Building	11
Chemicals Management	12
Living Wage for Supply Chain Workers	13
Sustainable Materials Innovation	14
Community Investment for Sourcing Communities	15
Climate, Energy, & Greenhouse Gases	16
Sustainable Packaging & Packing	17
Sustainable Product Design & Manufacturing	18
Circular Economy	19
Waste	20