



GRI Content Index 2019

All topics follow GRI 2016 Standards, unless otherwise noted.

Disclosure Number and Title	2019 Response		
Organizational Profile			
102-1 Name of the organization	PVH Corp. ("PVH")		
102-2 Activities, brands, products, and services	PVH is one of the most admired fashion and lifestyle companies in the world. We power brands that drive <i>FASHION FORWARD — for good</i> . We manage a diversified brand portfolio, including the <i>CALVIN KLEIN</i> , <i>TOMMY HILFIGER</i> , <i>Van Heusen</i> , <i>IZOD</i> , <i>ARROW</i> , <i>Warner's</i> , <i>Olga</i> and <i>Geoffrey Beene</i> brands as well as the digital-centric <i>True&Co.</i> intimates brand. We market a variety of goods under these and other nationally and internationally known owned and licensed brands. PVH has over 40,000 associates operating in more than 40 countries and generated \$9.9 billion in revenues in 2019. That's the Power of Us. That's the POWER OF PVH.		
102-3 Location of headquarters	200 Madison Avenue, New York, NY 10016		
102-4 Number of countries where the organization operates, and the names of countries where it has significant operations and/or that are relevant to the topics covered in the report.	PVH Form 10K, Page 1		
102-5 Ownership and legal form	PVH is a publicly traded company listed on the New York Stock Exchange.		
102-6 Markets served	PVH Form 10K, Pages 1-2		
102-7 Scale of the organization	PVH Form 10K, Pages 1-8		
102-8 Information on employees and other workers	<table border="0"> <tr> <td data-bbox="762 937 1392 1317"> <p>Employees by employment type:</p> <p>Female, full-time: 13,583 Female, part-time: 10,872 Female, grand total: 24,455</p> <p>Male, full-time: 7,016 Male, part-time: 4,954 Male, grand total: 11,970</p> <p>All, full-time: 20,599 All, part-time: 15,826 All, grand total: 36,425 57% of all jobs are full-time</p> </td> <td data-bbox="1392 937 2009 1317"> <p>Employees by region:</p> <p>Asia Pacific — 5,069 Europe — 12,350 South America — 648 North America — 18,311 Africa — 47</p> </td> </tr> </table>	<p>Employees by employment type:</p> <p>Female, full-time: 13,583 Female, part-time: 10,872 Female, grand total: 24,455</p> <p>Male, full-time: 7,016 Male, part-time: 4,954 Male, grand total: 11,970</p> <p>All, full-time: 20,599 All, part-time: 15,826 All, grand total: 36,425 57% of all jobs are full-time</p>	<p>Employees by region:</p> <p>Asia Pacific — 5,069 Europe — 12,350 South America — 648 North America — 18,311 Africa — 47</p>
<p>Employees by employment type:</p> <p>Female, full-time: 13,583 Female, part-time: 10,872 Female, grand total: 24,455</p> <p>Male, full-time: 7,016 Male, part-time: 4,954 Male, grand total: 11,970</p> <p>All, full-time: 20,599 All, part-time: 15,826 All, grand total: 36,425 57% of all jobs are full-time</p>	<p>Employees by region:</p> <p>Asia Pacific — 5,069 Europe — 12,350 South America — 648 North America — 18,311 Africa — 47</p>		
102-9 Supply chain	PVH Global Supply Chain PVH Factory List Disclosure		
102-10 Significant changes to the organization and its supply chain	No significant changes.		



Disclosure Number and Title

2019 Response

Organizational Profile (continued)

102-11 Precautionary Principle or approach	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.
102-12 External initiatives	<p>General CR/Sustainability — American Apparel & Footwear Association (AAFA), Business for Social Responsibility (BSR), Fordham University Gabelli School of Business, Sustainable Apparel Coalition (SAC), UN Global Compact, Women's Empowerment Principles Human Rights & Safe Workplaces — Accord on Fire and Building Safety in Bangladesh ("The Accord"), ACT, Better Work, Responsible Labor Initiative, Ronald McDonald House New York, SAC, Safe Horizon, Save the Children, Social and Labor Convergence Project (SLCP), UN Guiding Principles on Human Rights, World Vision</p> <p>Inclusion & Diversity — CEO Action to Promote Diversity & Inclusion, CFDA, NEST, P.A.C.E., Plan International, UKAID, UN Free and Equal Campaign, USAID, Women's Empowerment Principles</p> <p>Environmental Sustainability — AFIRM Group, Apparel Impact Institute, Better Cotton Initiative (BCI), Business for Social Responsibility, Business Renewables Center (BRC), Canopy, CEO Water Mandate, Ellen MacArthur Foundation, Fabscrap, Fashion for Good, G7 Fashion Pact, Global Fashion Agenda, How2Recycle program, Plug and Play, RE100, REBA, SAC, Science-based Targets Initiative (SBTi), Sustainable Apparel Coalition, Sustainable Packaging Coalition, Textile Exchange, The UN CEO Water Mandate, UN Fashion Charter for Global Climate Action, UN Global Compact, WWF International, ZDHC, Zero Discharge of Hazardous Chemicals (ZDHC) Programme</p>
102-13 Memberships of associations	<p>Leadership Positions:</p> <ul style="list-style-type: none"> • Emanuel Chirico, CEO, is on the Board of Dick's Sporting Goods, Board of Trustees for Montefiore Medical Center, Board of Trustees for Save the Children and on the Board of the UN Global Compact • 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 • 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 the Bangladesh Accord <p>PVH Representation:</p> <ul style="list-style-type: none"> • Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Advisory Council, part of other working groups and task teams, including transparency working group and European Policy working group • SLCP: Signatory member, Technical Advisory Committee and other working groups • Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group • Apparel Impact Institute: Founding brand • BSR: Responsible Luxury Initiative (ReLI) working group Maximizing Worker Engagement, HERproject • AFIRM: Four committees: Training, RSL, Public Policy and Compliance, and we lead the packaging RSL committees • ZDHC: Wastewater, Audit protocol and MRSL working groups • AAFA: Environmental Committee initiative • Better Work: PVH CR VP sits on the Advisory Committee for Better Work representing North American brands, founding brand of Better Work Academy • Responsible Labor Initiative: PVH CR Senior Manager is on the Steering Committee • ACT: Working groups focused on Purchasing Practices Communications, and Accountability & Transparency • CEO Water Mandate: Apparel Industry working initiative • Nest: Steering Committee

Strategy

102-14 A statement from the most senior decision-maker of the organization	See our CEO's letter in the 2019 CR Report.
--	---



Disclosure Number and Title

2019 Response

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	PVH's Values
--------	--	--------------

102-17	Mechanisms for advice and concerns about ethics	<p>Associates and workers can report any suspected policy violations, inappropriate behavior and unethical practices via Tell PVH, our global reporting hotline. Tell PVH creates a direct channel for open and anonymous communication to report concerns about misconduct and violations of our code of conduct and to ensure that concerns are heard and addressed in a timely manner. Since 2017, Tell PVH is open to all workers in our supply chain, in addition to PVH associates. To ensure that our supply chain workers are aware of Tell PVH, auditors hand out information cards to workers during PVH CR assessment. Tell PVH 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. We had 18 supply chain grievances in 2019: 8 from Tell PVH, 8 from workers, and 2 from unions. All are considered resolved.</p>
--------	---	---

Governance

102-18	Governance structure	PVH Corporate Governance
--------	----------------------	--------------------------

Stakeholder Engagement

102-40	List of stakeholder groups	<p>Associates, investors, suppliers, workers in our supply chain, nongovernmental organizations (“NGOs”), industry associations and multistakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers.</p> <p>Please see our most recent Materiality work here.</p>
--------	----------------------------	--

102-41	Collective bargaining agreements	PVH Form 10K, Page 15
--------	----------------------------------	-----------------------

102-42	Identifying and selecting stakeholders	PVH Materiality Assessment
--------	--	----------------------------

102-43	Approach to stakeholder engagement	PVH Materiality Assessment
--------	------------------------------------	----------------------------

102-44	Key topics and concerns raised	PVH Materiality Assessment
--------	--------------------------------	----------------------------

Reporting Practice

102-45	Entities included in the consolidated financial statements	Notes to consolidated financial statements — See 2019 Annual Report, Pages 110-164.
--------	--	---

102-46	Defining report content and topic Boundaries	PVH Materiality Assessment
--------	--	----------------------------

102-47	List of material topics	PVH Materiality Assessment
--------	-------------------------	----------------------------

**Disclosure Number and Title****2019 Response****Reporting Practice (continued)**

102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	PVH Materiality Assessment
102-50	Reporting period	Fiscal year 2019. If any data points are reported as other than fiscal year, this is noted.
102-51	Date of most recent previous report	May 2019
102-52	Reporting cycle	Annual
102-53	Provide the contact point for questions regarding the report or its contents	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.
102-55	GRI content index	responsibility.pvh.com/resources/
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 verification.

Economic Performance

103-1	Economic Performance	PVH 2019 Annual Report
201-1	Direct economic value generated and distributed	PVH 2019 Annual Report
201-2	Financial implications and other risks and opportunities due to climate change	PVH 2019 Annual Report
201-3	Defined benefit plan obligations and other retirement plans	PVH 2019 Annual Report
201-4	Financial assistance received from government	No financial support was needed from the U.S. Government in 2019.

**Disclosure Number and Title****2019 Response****Anti-Corruption**

103-1 Explanation of the material topic and its Boundary	We understand the importance of implementing strong policies and procedures around bribery and anti-corruption. 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 ongoing 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 languages. 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.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
205-1 Operations assessed for risks related to corruption	We have identified our supply chain as the main risk area of our operations. All suppliers are required to go through our social assessment program.
205-2 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 that include our Code of Business Conduct and Ethics, anti-bribery and anti-corruption policies and legislation, insider trading and conflicts of interest. For more information see our Code of Conduct.
205-3 Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.



Disclosure Number and Title

2019 Response

Materials

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

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 launched our target around sustainable materials. Our target is to sustainably source 100% of PVH's cotton and viscose by 2025, and 100% of polyester by 2030.

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.

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 byproduct 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 onward.

As a step toward achieving our *Forward Fashion* commitment to procuring sustainable viscose, PVH joined the CanopyStyle initiative in 2019, spearheaded by the not-for-profit Canopy, which has galvanized brands and retailers to eliminate the sourcing of wood-derived fabrics from endangered species habitats and ancient and endangered forests by 2020. Furthermore, PVH will continue its work with the Leather Working Group and Textile Exchange to better assess and implement responsible leather sourcing practices. We have also banned the sourcing of leather from endangered species habitats and ancient and endangered forests. Additionally, initiatives undertaken to achieve our Innovate for Circularity and Regenerate Materials targets support this effort.

**Disclosure Number and Title****2019 Response****Materials (continued)**

301-1 Materials used by weight or volume	<p>Top 5 Materials by Volume</p> <table border="1"> <thead> <tr> <th></th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Cotton</td> <td>109,956</td> </tr> <tr> <td>Conventional Cotton</td> <td>68,941</td> </tr> <tr> <td>Better Cotton*</td> <td>38,545</td> </tr> <tr> <td>Organic Cotton</td> <td>2,410</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Total Polyester</td> <td>23,016</td> </tr> <tr> <td>Conventional Polyester</td> <td>20,827</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Total Nylon</td> <td>8,382</td> </tr> <tr> <td>Conventional Nylon</td> <td>8,287</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Total Viscose</td> <td>2,862</td> </tr> <tr> <td>Acetate</td> <td>169</td> </tr> <tr> <td>Cellulosics (non Lyocell)</td> <td>2,589</td> </tr> <tr> <td>Lyocell</td> <td>44</td> </tr> <tr> <td>Tencel</td> <td>59</td> </tr> <tr> <td>Elastane, Spandex, & Lycra</td> <td>2,718</td> </tr> </tbody> </table> <p>*BCI focuses on sustainable farming practices and does not require physical segregation of the BCI cotton from conventional cotton.</p>		2019 Tonnage (MT)	Total Cotton	109,956	Conventional Cotton	68,941	Better Cotton*	38,545	Organic Cotton	2,410	Recycled Cotton	59	Total Polyester	23,016	Conventional Polyester	20,827	Recycled Polyester	2,190	Total Nylon	8,382	Conventional Nylon	8,287	Recycled Nylon	95	Total Viscose	2,862	Acetate	169	Cellulosics (non Lyocell)	2,589	Lyocell	44	Tencel	59	Elastane, Spandex, & Lycra	2,718	<p>Top 5 Sustainable Materials by Volume</p> <table border="1"> <thead> <tr> <th>Material</th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Sustainable Materials</td> <td>43,402</td> </tr> <tr> <td>Sustainable Cotton</td> <td>41,014</td> </tr> <tr> <td>Better Cotton*</td> <td>38,545</td> </tr> <tr> <td>Organic Cotton</td> <td>2,410</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Sustainable Polyester</td> <td>2,190</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Sustainable Polyester</td> <td>95</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Sustainable Viscose</td> <td>103</td> </tr> <tr> <td>Lyocell</td> <td>44</td> </tr> <tr> <td>Tencel</td> <td>59</td> </tr> <tr> <td>Sustainable Wool</td> <td>1</td> </tr> <tr> <td>Recycled Wool</td> <td>1</td> </tr> </tbody> </table>	Material	2019 Tonnage (MT)	Total Sustainable Materials	43,402	Sustainable Cotton	41,014	Better Cotton*	38,545	Organic Cotton	2,410	Recycled Cotton	59	Sustainable Polyester	2,190	Recycled Polyester	2,190	Sustainable Polyester	95	Recycled Nylon	95	Sustainable Viscose	103	Lyocell	44	Tencel	59	Sustainable Wool	1	Recycled Wool	1
	2019 Tonnage (MT)																																																																			
Total Cotton	109,956																																																																			
Conventional Cotton	68,941																																																																			
Better Cotton*	38,545																																																																			
Organic Cotton	2,410																																																																			
Recycled Cotton	59																																																																			
Total Polyester	23,016																																																																			
Conventional Polyester	20,827																																																																			
Recycled Polyester	2,190																																																																			
Total Nylon	8,382																																																																			
Conventional Nylon	8,287																																																																			
Recycled Nylon	95																																																																			
Total Viscose	2,862																																																																			
Acetate	169																																																																			
Cellulosics (non Lyocell)	2,589																																																																			
Lyocell	44																																																																			
Tencel	59																																																																			
Elastane, Spandex, & Lycra	2,718																																																																			
Material	2019 Tonnage (MT)																																																																			
Total Sustainable Materials	43,402																																																																			
Sustainable Cotton	41,014																																																																			
Better Cotton*	38,545																																																																			
Organic Cotton	2,410																																																																			
Recycled Cotton	59																																																																			
Sustainable Polyester	2,190																																																																			
Recycled Polyester	2,190																																																																			
Sustainable Polyester	95																																																																			
Recycled Nylon	95																																																																			
Sustainable Viscose	103																																																																			
Lyocell	44																																																																			
Tencel	59																																																																			
Sustainable Wool	1																																																																			
Recycled Wool	1																																																																			
301-2 Recycled input materials used	<table border="1"> <thead> <tr> <th>Material</th> <th>2019 Tonnage (MT)</th> </tr> </thead> <tbody> <tr> <td>Total Recycled Materials</td> <td>2,344</td> </tr> <tr> <td>Recycled Cotton</td> <td>59</td> </tr> <tr> <td>Recycled Nylon</td> <td>95</td> </tr> <tr> <td>Recycled Polyester</td> <td>2,190</td> </tr> <tr> <td>Recycled Wool</td> <td>1</td> </tr> </tbody> </table>	Material	2019 Tonnage (MT)	Total Recycled Materials	2,344	Recycled Cotton	59	Recycled Nylon	95	Recycled Polyester	2,190	Recycled Wool	1																																																							
Material	2019 Tonnage (MT)																																																																			
Total Recycled Materials	2,344																																																																			
Recycled Cotton	59																																																																			
Recycled Nylon	95																																																																			
Recycled Polyester	2,190																																																																			
Recycled Wool	1																																																																			
301-3 Reclaimed products and their packaging materials	<p>In 2019 we launched a U.S.-wide internal clothing takeback campaign to test and learn how we can repurpose postconsumer used materials, as we work towards producing circular products at scale. The over 3,300 pounds of gently worn garments donated are enabling us to test new mechanical and chemical recycling technologies, industrial upcycling into insulation, and repair and re-commerce opportunities.</p>																																																																			



Disclosure Number and Title

2019 Response

Water & Effluents (GRI Standards 2018)

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

Water is used at every stage of our product life cycles — 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 life cycle 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 suppliers 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 rollout 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 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 multistakeholder 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).



Disclosure Number and Title

2019 Response

Water & Effluents (GRI Standards 2018) (continued)

303-1 Interactions with water as a shared source	Omission reason: PVH does not collect data of sufficient quality to enable reporting.
303-2 Management of water discharge-related impacts	<p>The PVH CR Supply Chain Guidelines require that the quantity and quality of all wastewater comply with relevant permits.</p> <p>PVH suppliers are obligated to follow all legal requirements for wastewater generated and disposed. In particular, suppliers should maintain valid wastewater and waste disposal permits to ensure compliance with all applicable laws and regulations.</p> <p>To manage wastewater in a way that will remove hazardous chemicals from the supply chain, we encourage suppliers to go beyond legal requirements, for example, application of the ZDHC Wastewater Guidelines and more advanced wastewater treatment technologies.</p>
303-3 Water withdrawal	Omission reason: PVH does not collect data of sufficient quality to enable reporting
303-4 Water discharge	
303-5 Water consumption	

Emissions

103-1 Explanation of the material topic and its Boundary	<p>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.</p> <p>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.</p> <p>We measure our GHG reduction progress against our global 2015 owned and operated baseline, which reflects data provided by approximately 2,300 PVH facilities (including offices, stores and warehouses) in 40 countries. We established our Scope 3 baseline in 2017, have reported our 2018 footprint, and worked toward and established our Science Based Targets initiative (SBTi) target in 2019, which includes a 30% reduction in global supply chain emissions by 2030. PVH tracks 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.</p> <p>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.</p> <p>For more data and information on our energy/electricity use please see our CR Report Performance Summary.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	



Disclosure Number and Title

2019 Response

Emissions (continued)

305-1 Direct (Scope 1) GHG emissions

a. 33,776 metric tons of CO₂e
 b. CO₂, CH₄, N₂O, HFC 134a, R-410A, HCFC-22
 c. n/a
 d.
 i. & ii. 2015. 41,293 metric tons of CO₂e
 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 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.

From 2018 to 2019, Scope 1 emissions decreased mostly due to the closing of a number of facilities.

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 = 33,776 MT CO₂e. Offices = 9,857, Retail = 71,315, Warehouses = 19,894, Vehicles = 3,080. Offices include emissions from showrooms. Warehouses include emissions from distribution centers and vehicles includes fugitive emissions from vehicle refrigerants.

305-2 Energy indirect (Scope 2) GHG emissions

a. 94,536 metric tons of CO₂e
 b. 70,369 metric tons of CO₂e
 c. CO₂, CH₄, N₂O
 d.
 i. & ii. 2015. 106,055 metric tons of CO₂e (market-based).
 2015 was the first year that we had conducted a global GHG footprint.
 Scope 2 emissions increased between 2015 and 2017 due to:

- New facilities opened and increased electricity consumption.

Scope 2 emissions decreased between 2017 and 2018 due to:

- The purchase of renewable energy credits in North America and the Netherlands, reducing over 31,000 metric tons of CO₂e.
- Improved tracking of electricity for North America Retail resulting in a 2% decrease in modelled data.

Scope 2 emissions decreased further between 2018 and 2019 due to:

- The increased purchase of renewable energy credits throughout Europe
- The closing of facilities
- Increased primary data
- Updated emission factors

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 electricity purchased by offices, showrooms, warehouses, distribution centers, the PVH Neckwear Factory, Hawassa Factory, and retail facilities worldwide. Scope 2 = 70,369 MT CO₂e. Offices = 9,857, Retail = 71,315, Warehouses = 19,894, Vehicles = 3,080. Offices include emissions from showrooms. Warehouses include emissions from distribution centers.

**Disclosure Number and Title****2019 Response****Emissions (continued)**

305-3 Other indirect (Scope 3) GHG emissions	<p>a. 2,961,960 metric tons of CO₂e</p> <p>b. CO₂, CH₄, N₂O</p> <p>c. 878,617 metric tons CO₂e</p> <p>d. Categories reported</p> <ul style="list-style-type: none"> i. Purchased Goods & Services: 1,741,980 metric tons CO₂e ii. Fuel & Energy Related Activities: 24,534 metric tons CO₂e iii. Upstream Transport & Distribution: 194,714 metric tons CO₂e iv. Business Travel: 33,706 metric tons CO₂e v. Downstream Transportation & Distribution: 139,497 metric tons CO₂e vi. Use of Sold Products: 557,562 metric tons CO₂e vii. End of Life Treatment: 74,967 metric tons CO₂e viii. Franchises: 195,001 metric tons CO₂e <p>e. The base year calculation is from 2017 which was the earliest time data was available to calculate our Scope 3 emissions.</p> <p>f. 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.</p> <p>g. WRI's Corporate GHG Accounting Protocol was used. Higg MSI Data along with various electricity EFs and EPA EFs were used for the majority of purchased goods and services emissions, and MSI EFs were used for our raw materials. DEFRA factors were used to calculate our category 3 emissions, and T&D was calculated using actual logistics data and tonne.km EFs from our TH team in Europe. Business travel was calculated using mileage data and CO₂e/mile EFs from DEFRA. Use of sold products was calculated using a number of various sold goods and the energy required to wash, dry, and iron them. EOL was calculated using a DEFRA EF and finally, franchises were calculated with actual electricity and fuel data.</p>
305-4 GHG emissions intensity	<p>a.</p> <ul style="list-style-type: none"> i. Scope 1 and 2 & Employee number: 2.60 ii. Scope 1 and 2 & Revenue: 0.000010510142 iii. Scope 1 and 2 & Square footage: 0.006270806816 iv. Scope 1, 2, and 3 & Employee number: 76.7 v. Scope 1, 2, and 3 & Revenue: 0.0003094263 <p>b. Employee number, revenue & square footage for Scope 1 and 2 and employee number & revenue for scope 1 and scope 2 and scope 3</p> <p>c. Scope 1, 2 & 3 emissions</p> <p>d. CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p>
305-5 Reduction of GHG emissions	<p>a. 32,518 metric tons of CO₂e reduced (Scope 1 & Scope 2)</p> <p>b. Scope 1: CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p> <p>c. Scope 2: CO₂, CH₄, N₂O</p> <p>2015 was the first year that we have conducted a global GHG footprint.</p> <p>d. Scope 1 & Scope 2.</p> <p>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. 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. PVH does not collect data of sufficient quality to enable reporting.

**Disclosure Number and Title****2019 Response****Effluents & Waste**

103-1 Explanation of the material topic and its Boundary	<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. 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. We manage chemicals within our products through our Restricted Substance List (“RSL”), which sets concentration limits for substances found in our finished products. PVH’s published RSL applies to all products for PVH brands including, but not limited to: apparel, components, footwear, packaging, trims, home goods, and accessories.</p> <p>We also aim to address chemicals in the manufacturing process through the required adoption of the ZDHC Manufacturing Restricted Substances List (MRSL) and encouraged adoption of the Wastewater Guidelines. To monitor compliance with our chemical management program, we take a risk-based approach to auditing suppliers and testing products. 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. 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.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
306-1 Water discharge by quality and destination (Supply Chain)	<p>a. Total volume of planned and unplanned water discharges: 85,989,086 cubic meters Industrial: 22,500,272 cubic meters Domestic: 11,372,092 cubic meters Combined (Mixed industrial and domestic): 52,116,722 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"> • Industrial wastewater: Water used in production, lubrication, cooling, maintenance, cleaning of production machines, etc. • Domestic wastewater: Water used in toilets, showers, kitchens, cleaning, etc. • If they reported that their Industrial and Domestic wastewater was treated together, their wastewater amount was reported as Combined wastewater • The total volume is the sum of Industrial, Domestic, and Combined wastewater <p>Only facilities with verified data are included in this analysis. This data is from 2018.</p>

**Disclosure Number and Title****2019 Response****Effluents & Waste (continued)**

306-2 Waste by type and disposal method	<p>a. n/a</p> <p>b. 2019 Totals (all metric tons)</p> <p>2019 Global Owned & Operated Waste Baseline results:</p> <p>5,400 tons of waste</p> <p>7,428 tons of recycling</p> <p>57% diversion rate</p>
306-3 Significant spills	PVH has no significant spills to report.
306-4 Transport of hazardous waste	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
306-5 Water bodies affected by water discharges and/or runoff	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

Supplier Environmental Assessment

103-1 Explanation of the material topic and its Boundary	<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 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. CR leadership is responsible for oversight. In 2019, 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 2019 we rolled out the Higg FEM to 692 (Direct) facilities in the PVH supply chain. Virtually all of these facilities have completed the data gathering process and approximately 25% had this data verified. In 2020, we anticipate that approximately 630 facilities in the PVH supply chain, including approximately 150 that involve wet processors (e.g., mills, laundries and dyehouses), will complete the Higg FEM along with our core CR assessment.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
308-1 New suppliers that were screened using environmental criteria	77% of new suppliers were screened using environmental criteria.
308-2 Negative environmental impacts in the supply chain and actions taken	<p>We utilized Higg Facility Environmental Module (FEM) to assess environmental impacts.</p> <p>a. 692 direct facilities were assessed.</p> <p>b. 149 wet processing facilities were identified as having significant actual and potential negative environmental impacts.</p> <p>c. Industrial wastewater discharge.</p> <p>d. 100% of them were engaged by PVH advisors and they needed to submit performance improvement plans.</p> <p>e. Zero. We did not use Higg FEM result to terminate business relationship.</p>

**Disclosure Number and Title****2019 Response****Employment**

103-1 Explanation of the material topic and its Boundary	We are committed to providing our most important asset — our approximately 40,000 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).						
103-2 The management approach and its components							
103-3 Evaluation of the management approach							
401-1 New employee hires and employee turnover	<p>15,686 or 43% total jobs are U.S.-based. Between 2017 and 2019 there was -5% change in U.S. job creation.</p> <p>New Hires & Turnover</p> <table data-bbox="764 526 1984 607"> <tr> <td>Total number of employee hires in 2019</td> <td>13,679</td> </tr> <tr> <td>Total number of employees that turned over in 2019</td> <td>13,908</td> </tr> <tr> <td>Percentage of employee turnover in 2019</td> <td>57.80%</td> </tr> </table>	Total number of employee hires in 2019	13,679	Total number of employees that turned over in 2019	13,908	Percentage of employee turnover in 2019	57.80%
Total number of employee hires in 2019	13,679						
Total number of employees that turned over in 2019	13,908						
Percentage of employee turnover in 2019	57.80%						
401-2 Benefits provided to full-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 data-bbox="764 753 1984 1365" style="list-style-type: none"> • PVH Wellness Program • Health, dental, and vision insurance • Life and Accidental Death & Dismemberment insurance • Critical Illness, Accident and Hospital Indemnity Insurance Programs • Disability insurance • Retirement plan benefits (401(k) and pension) are available to part-time employees meeting minimum IRS hours requirements • Domestic partner benefits • Employee Assistance Program “EAP” • Equity Program • Flexible Spending and Health Savings Accounts • Financial wellness/planning and pre-retirement workshops • Flexible working arrangements • Paid time off • Paid parental leave benefits • Identity Theft Protection • Group Legal • Group Auto & Home Insurance • Adoption Assistance • Outplacement services for severance situations • Backup Care for Children and Eldercare • Tuition Reimbursement (\$5,000 for undergraduate and \$8,000 for graduate courses per year) • College Scholarship Program, 529 College Savings, College and Educational advisory program • Employee product discounts program • Other benefits relevant and applicable to certain offices and geographies 						

**Disclosure Number and Title****2019 Response****Employment (continued)**

401-3 Parental leave	<p>Total males entitled to parental leave — 2,986 Total females entitled to parental leave — 4,761 Total employees entitled to parental leave — 7,747</p> <p>Total males who took parental leave — 42 Total females who took parental leave — 207</p> <p>Total employees who returned to work after parental leave — 100%</p> <p>Note: These numbers are for Americas and Asia only, we currently do not have this information available for Europe. This includes non-retail, full-time employees only.</p>
----------------------	---

Occupational Health & Safety

103-1 Explanation of the material topic and its Boundary	<p>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.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
403-4 Worker participation, consultation, and communication on occupational health and safety	<p>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. 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%).</p>
403-9 Work related injuries	<p>OH&S Claims reported — 347 Total Fatalities — 0 Total Lost Days due to sickness or injury — 4,909 Record/report only claims — 136 Indemnity claims — 160 Repetitive motion claims — 7</p>



Disclosure Number and Title

2019 Response

Training & Education

103-1 Explanation of the material topic and its Boundary	PVH University (PVH U) empowers associates across the enterprise to design their futures and enables them to build core competencies through engaging and impactful learning content.
103-2 The management approach and its components	PVH U supports the global HR priorities by: 1. Developing leaders, 2. Preparing the workforce for the future, and 3. Creating a strong associate experience.
103-3 Evaluation of the management approach	<p>PVH U includes:</p> <ul style="list-style-type: none"> • Academies for Leadership, Digital, Inclusion & Diversity, Supply, Logistics, HR, and Systems & Applications • Formal development programs for leaders • Professional skills certificate programs • In-person and virtual classes • eLearning and digital • Leaders as Teachers <p>In 2019 PVH U added its Digital Academy to build enterprise digital literacy, data literacy, and to support digital transformation initiatives within specific functions, such as Marketing. We are committed to providing professional skills and digital literacy upskilling to all global associates by 2023 and are already 39% to our goal. The Logistics Academy launched its first leadership development program for warehouse supervisors and built out some curated onboarding.</p> <p>PVH U's Leaders as Teachers program features leaders and subject matter experts within PVH to teach associates about our business, leadership, and other important topics. In 2019, topics covered in Leaders as Teachers included: Licensing at PVH, Legal 101, How to Read Your Paycheck, Supply at PVH, Merchandising, Digital Transformation, Managing through Change, Cybersecurity, Innovation Partnerships, and PVH Product.</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. More than 300 courses were offered in 2019 across classroom and virtual options. PVH U's digital content includes LinkedIn Learning, Open Sesame, General Assembly, TED Talks, and Business of Fashion, among others. More than 600 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 four hours of training per employee.



Disclosure Number and Title

2019 Response

Training & Education (continued)

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

A core objective of PVH University is to prepare our workforce for the future. This is done through a number of ways, including formalized upskilling programs.

In 2019 PVH U partnered with the brand marketing organizations to upskill the teams in core areas: digital marketing foundations, consumer insights, eComm, and data-driven marketing. This aligned with a large consumer data platform implementation that was shifting the way the marketing organizations were working.

PVH U also upgrades associate skills by planning out curricula according to needs elevated by the business, data from engagement surveys, and market and industry trends. Some highlights from 2019 include:

- Consumer centricity
- Change and inclusive leadership
- Python
- Product management
- Interview skills
- SAP end-user training
- Agile methodology
- Cybersecurity

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 their 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

In 2019 PVH transitioned to a new approach to performance & development that focuses on quarterly performance discussions between managers and their direct reports. 100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period. 91% of employees received performance reviews in 2019 reporting period.

Diversity & Equal Opportunity

103-1 Explanation of the material topic and its Boundary

103-2 The management approach and its components

103-3 Evaluation of the management approach

PVH's Inclusion & Diversity ("I&D") mission is to cultivate inclusion, equity and diversity for all in our workplace, marketplace and our communities. We focus Inclusion & Diversity ("I&D") efforts across three pillars: workplace, marketplace and community. These three pillars drive our I&D initiatives across PVH to grow the business and to drive *fashion forward — for good*. At the foundation of the pillars are the following support systems: leadership support and engagement, governance, strategic partnerships, metrics and analytics, business resource groups (BRGs), communications, and education & awareness.

**Disclosure Number and Title****2019 Response****Diversity & Equal Opportunity (continued)**

405-1 Diversity of governance bodies and employees	Gender Workforce Data, percentage by level:		Employee Age Demographics:	
	Males at SVP+ level	57.80%	Silent Generation (1928-1945 75-92)	0.20%
	Females at SVP+ level	42.20%	Baby Boomers (1946-1964 56-74)	7.60%
	Males at VP level	44.80%	Generation X (1965-1980 40-55)	21.20%
	Females at VP level	55.20%	Generation Y/Millennials (1981-1996 24-39)	40.70%
	Males at Director level	37.70%	Generation Z (1997 and onward 23 and younger)	30.40%
	Females at Director level	62.30%	Board of Directors Demographics:	
	Males at Manager level	32.70%	Male	66.70%
	Females at Manager level	67.30%	Female	33.30%
	Males at Individual Contributor level	32.60%	Aged under 30	0%
	Females at Individual Contributor level	67.40%	Aged 30-50	8.30%
	Total males at company	32.90%	Aged over 50	91.70%
	Total females at company	67.10%	White	91.70%
			Non-white	8.30%
405-2 Ratio of basic salary and remuneration of women to men	Please see our UK Gender Pay Gap report. PVH is undergoing a data collection project to collect gender pay gap information for our business globally. We do not have sufficient information ready to share for 2019, but are excited to share more in the future.			

Non-Discrimination

103-1 Explanation of the material topic and its Boundary	Discrimination is prohibited by our Code of Conduct (“CoC”) and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
406-1 Incidents of discrimination and corrective actions taken	Omission reason: Information unavailable. Due to a change in data systems, we are no longer able to track this information.

Freedom of Association & Collective Bargaining

103-1 Explanation of the material topic and its Boundary	We require our suppliers to support workers’ rights to freedom of association (“FOA”) through our Code of Conduct. This is also an integral part of our Human Rights program. We also promote FOA through Corrective Action Plan (“CAP”) remediation and training activities, or when challenges arise within worker-management relationships. Our suppliers’ ability to respect FOA is also measured via our assessment tool and included in every assessment. When challenges arise between workers and managers, the issue is escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
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/collective bargaining agreements and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.

**Disclosure Number and Title****2019 Response****Child Labor**

103-1	Explanation of the material topic and its Boundary	Preventing child labor is a requirement of our Code of Conduct (“CoC”) and is an integral part of our Human Rights program. Child labor information is measured via our assessment tool and included in every assessment.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
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

103-1	Explanation of the material topic and its Boundary	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.
103-2	The management approach and its components	
103-3	Evaluation of the management approach	
409-1	Significant risk of forced or compulsory labor in operations and suppliers	CA Transparency in Supply Chain & UK Modern Slavery Statement PVH CR Supply Chain Guidelines 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. By working with a third-party partner, we developed a list of high-risk countries for migrant labor issues leveraging public domain indexes and PVH supply chain data. We have identified 12 high-risk countries for migrant labor issues for PVH as: Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia.

Human Rights Assessment

103-1	Explanation of the material topic and its Boundary	PVH’s longstanding commitment to human rights is rooted in A Shared Commitment, our Code of Conduct. Besides the human rights assessment, training and capacity building are also integral components to our CR supplier program, with targets and plans presented to the CR Committee of the Board. We share practical strategies and deliver training to support our suppliers to develop 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 2019, we started adopting the Social Labor Convergence Program (SLCP) assessment, an industry-wide tool for collecting data via one mutually recognized assessment.										
103-2	The management approach and its components											
103-3	Evaluation of the management approach											
412-1	Operations that have been subject to human rights reviews or impact assessments	<table border="0"> <tr> <td>Total operations assessed</td> <td>1,834</td> </tr> <tr> <td>East & Southeast Asia (ESA)</td> <td>975 — 53.2%</td> </tr> <tr> <td>Americas</td> <td>359 — 19.6%</td> </tr> <tr> <td>South Asia (SA)</td> <td>301 — 16.4%</td> </tr> <tr> <td>EMEA</td> <td>199 — 10.9%</td> </tr> </table>	Total operations assessed	1,834	East & Southeast Asia (ESA)	975 — 53.2%	Americas	359 — 19.6%	South Asia (SA)	301 — 16.4%	EMEA	199 — 10.9%
Total operations assessed	1,834											
East & Southeast Asia (ESA)	975 — 53.2%											
Americas	359 — 19.6%											
South Asia (SA)	301 — 16.4%											
EMEA	199 — 10.9%											

**Disclosure Number and Title****2019 Response****Human Rights Assessment (continued)**

412-2 Employee training on human rights	Omission reason: Information unavailable. 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	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

103-1 Explanation of the material topic and its Boundary	<p>PVH is committed to driving <i>fashion forward — for good</i>. Our global philanthropic efforts are led by the PVH Foundation, a nonprofit corporation dedicated to improving the lives of women and children by creating safe spaces, improving access to education, and enhancing quality of life. PVH Cares is how we bring that purpose to life — organizing our almost 40,000 associates around the world to dedicate their time, talent, and resources in the communities where we work and live. Giving back is embedded in our culture, and we know that we are strongest when we all come together. We give associates the flexibility to contribute to and lend their professional expertise to local causes they care about, and in the U.S. and Canada, we offer 48 hours of paid volunteer time along with our matching gift program. PVH also offers an 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. Save the Children is PVH's global partner, and in 2019, we announced a three-year, \$3 million commitment to continue our funding of programs in the US, China, Bangladesh, India, and Ethiopia. That's the Power of Us. That's the Power of PVH.</p> <p>See below for a list of some of the organizations that we gave to in 2019: American Cancer Society Inc., American Cancer Society — New York, American Heart Association, Inc., Arthur Ashe Institute for Urban Health, Breast Cancer Research Foundation, Camp Boggy Creek, Cancer Support Community Central New Jersey, Comprehensive Youth Development, Daily Bread Food Bank, Dayton Foundation Depository, Delivering Good, Inc., DKMS, Dress for Success, Fashion Institute of Technology Foundation, Feeding Children Everywhere Inc., Fondation CHU Sainte-Justine / Sainte-Justine UHC Foundation, Food Bank of Somerset County Inc., Fordham University, Free Arts for Abused Children of New York City, Inc., Gilroy Garlic Festival Association, Inc., GMHC, Howard University, Hudson Guild, Interfaith Center on Corporate Responsibility (ICCR), Kids in Need of Defense (KIND), La Fondation, La Fondation des amis de l'enfance (Montréal) Inc., L'Hôpital de Montréal pour enfants — The Montréal Children's Hospital Foundation, Inc., Montefiore Health System, Inc., NRF Foundation, OnePULSE Foundation, Inc., Paso del Norte Foundation, Race to Erase MS, Raritan Valley Habitat for Humanity, Ronald McDonald House New York, Ronald McDonald House of Central & Northern New Jersey, Inc., Room to Grow National, Runway of Dreams Foundation, St. Jude Children's Research Hospital, Safe Horizon, Inc., Save the Children Canada/Aide à l'enfance Canada, Save the Children Federation, Inc., SNACK & Friends, Inc., The Conference Board, Inc., The Father's Day/Mother's Day Council, Inc., The Fresh Air Fund, The Foreseeable Future Foundation, The Hospital For Sick Children Foundation, The Leukemia & Lymphoma Society Eastern Pennsylvania Chapter, The Memorial Foundation, Inc., The New School, Tiegerman (formerly School for Language & Communication Development (SLCD), Tuesday's Children, Inc., Visions and Pathways, World Wildlife Fund (WWF), YMA Fashion Scholarship Fund.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	

**Disclosure Number and Title****2019 Response****Local Communities (continued)**

413-1 Operations with local community engagement, impact assessments, and development programs	<p>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.</p> <p>We are proud to highlight our youth employability program in Hawassa Ethiopia run in partnership with Save the Children. The program trains local youth in the area and many program participants go on to be hired in our joint venture facility, the Hawassa Industrial Park. To date, there have been 89 participants (59 female) that have completed the youth employability program. Of those 89 participants, 65 (45 female) have been hired by the PVH factory.</p>
413-2 Operations with significant actual and potential negative impacts on local communities	While we know that our operations may have potentially negative impacts, the PVH Foundation is committed to making a positive impact in the communities where we live and work.

Supplier Social Assessment

103-1 Explanation of the material topic and its Boundary	<p>Human rights assessments are part of our supplier onboarding 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” or “White” rating, this supplier is not approved for production, and we require a waiting period of 12 months before considering working with the facility again, during which time the facility is expected to complete a set of corrective actions.</p> <p>Our supplier assessments are implemented and managed by assessors, regional leads, 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 QA levels. Our CR leadership is responsible for oversight. Following initial assessments, we re-assess suppliers based on the previous rating, participation in continuous improvement programs, and production volume. Supplier ratings inform purchasing decisions and training initiatives. We confer with specific sourcing divisions to determine how particular suppliers might be incentivized to raise their performance.</p> <p>We maintain a Responsible Exit policy, based on ACT’s Responsible Exit Policy and Check-List. Prior to exiting a factory, CR confers with specific sourcing divisions to ensure that measures were taken to address the reasons for exiting. If the supplier is unable to demonstrate sufficient improvement, we work with the supplier to conduct an impact assessment and mitigate adverse impacts on workers.</p> <p>In 2019, we continued the expansion of our assessment program beyond finished goods suppliers to trim facilities and mills, laundries, and other wet processors.</p>
103-2 The management approach and its components	
103-3 Evaluation of the management approach	
414-1 New suppliers that were screened using social criteria	<p>100%</p> <p>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.</p>

**Disclosure Number and Title****2019 Response****Supplier Social Assessment (continued)**

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

Total number of suppliers assessed for social impacts: 1,834

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.

Color Ratings	Global
Gold	3%
Green	13%
Yellow	63%
Orange — 1st	4%
Orange — 2nd	1%
Red	0%
White	1%
Gray	15%
Total Factories	2,290

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.



Sustainability Accounting Standards Board (SASB)

The Sustainability Accounting Standards Board (SASB) is an independent, private sector standards-setting organization dedicated to enhancing the efficiency of capital markets by fostering high-quality disclosure of material sustainability information that meets investor needs. This table references the Standard for the Apparel, Accessories & Footwear industry as defined by SASB's Sustainable Industry Classification System (SICS).

Topic	Accounting Metric	Code	Response
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials	CG-AA-440a.1	<p>Please see our Materiality assessment</p> <p>For more information on our Regenerate Materials target and strategy please see our GRI Index and Priorities & Progress.</p>
	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard	CG-AA-440a.2	<p>In 2018 we sourced 35% of our total cotton as Better Cotton.</p> <p>In 2019, we estimate that we sourced 49% of our cotton as Better Cotton. This was calculated using the BCCU's sourced in 2018 and assuming business specific growth rates in PVH total cotton consumption year over year.</p> <p>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.</p>
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations	CG-AA-250a.1	<p>For information about our Restricted Substances List (RSL) and Assessment and Management of Chemicals in our Supply Chain, please see our GRI Index and our Restricted Substances List.</p>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products	CG-AA-250a.2	
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement	CG-AA-430a.1	<p>The PVH CR Supply Chain Guidelines requires that the quantity and quality of all wastewater complies with relevant permits. Suppliers are asked to maintain valid wastewater permits to ensure compliance with all applicable laws and regulations. (Ref: Supplier Guidelines, pages 106-111)</p>
	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment	CG-AA-430a.2	<p>692 facilities completed Higg FEM self-assessment and 193 of them had verification.</p> <p>Breakdown:</p> <ul style="list-style-type: none"> 450 Tier 1 suppliers 142 Tier 2 suppliers 100 licensees <p>30% (692 out of 2,290 active facilities) of our Tier 1 and beyond Tier 1 facilities completed a Higg Self-Assessment in 2019. This includes facilities directly sourced by PVH.</p>



Topic	Accounting Metric	Code	Response																				
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been assessed to a labor code of conduct, (3) percentage of total assessments conducted by a third-party auditor	CG-AA-430b.1	<p>Percentage of Tier 1 and beyond Tier 1 facilities that have been assessed to a labor code of conduct: 80%.</p> <p>Percentage of total assessments conducted by a third-party auditor: 85%.</p>																				
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct assessments	CG-AA-430b.2	<table border="0"> <tr> <td>Color Ratings</td> <td>Global</td> </tr> <tr> <td>Gold</td> <td>3%</td> </tr> <tr> <td>Green</td> <td>13%</td> </tr> <tr> <td>Yellow</td> <td>63%</td> </tr> <tr> <td>Orange — 1st</td> <td>4%</td> </tr> <tr> <td>Orange — 2nd</td> <td>1%</td> </tr> <tr> <td>Red</td> <td>0%</td> </tr> <tr> <td>White</td> <td>1%</td> </tr> <tr> <td>Gray</td> <td>15%</td> </tr> <tr> <td>Total Factories</td> <td>2,290</td> </tr> </table> <p>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.</p> <p>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.</p>	Color Ratings	Global	Gold	3%	Green	13%	Yellow	63%	Orange — 1st	4%	Orange — 2nd	1%	Red	0%	White	1%	Gray	15%	Total Factories	2,290
	Color Ratings	Global																					
Gold	3%																						
Green	13%																						
Yellow	63%																						
Orange — 1st	4%																						
Orange — 2nd	1%																						
Red	0%																						
White	1%																						
Gray	15%																						
Total Factories	2,290																						
Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	CG-AA-430b.3	Please see our Materiality assessment																					