MAKE IT POSSIBLE
INTRODUCTION

Tommy Hilfiger is proud to be part of the PVH family of global fashion brands. PVH Corp. is committed to driving fashion forward, for good. Its strategy, Forward Fashion, is demonstrating a new level of ambition and transparency for sustainable business.

At Tommy Hilfiger, we have developed our own program, which is powered by Forward Fashion. It is called Make It Possible, and is our commitment to wasting nothing by becoming a circular business, and welcoming all through being a wholly inclusive brand and company.

Make It Possible was designed to communicate and connect with our consumers and customers.

Together with PVH, we are creating a blueprint for a more sustainable way of making and selling clothes. Together, they create a blueprint for a more sustainable way to make, sell clothes.

Make It Possible will be a ten-year journey and this document sets out our 2030 vision, ambitions and specific targets. We’ll continue to be transparent on our progress with our targets, share our ups and downs, and add new targets along the way.

Feel free to keep in touch and ask us anything! Write to us at: sustainability@tommy.com
MAKE IT POSSIBLE

FASHION THAT WASTES NOTHING AND WELCOMES ALL

WASTING NOTHING

MAKE PRODUCTS TO BE FULLY CIRCULAR, AND PART OF A SUSTAINABLE LOOP.

MADE FOR LIFE

OPERATE WITH SENSITIVITY TO PLANETARY BOUNDARIES*, INCLUDING IN THE AREAS OF CLIMATE CHANGE, LAND USE, FRESHWATER, CHEMICAL POLLUTION, FROM WHAT WE BUY TO WHERE WE SELL.

EVERYONE WELCOME

BE A BRAND THAT WORKS FOR EVERY TOMMY FAN – ALWAYS INCLUSIVE, COMPLETELY ACCESSIBLE.

OPPORTUNITY FOR ALL

CREATE EQUAL ACCESS TO OPPORTUNITY – NO BARRIERS TO SUCCESS AT TOMMY HILFIGER.

POSSIBLE BY 2030

*The planetary boundaries concept proposes limits for nine processes that regulate the stability and resilience of the Earth system, together forming a set of boundaries within which humanity can continue to develop and thrive for generations to come. Source: https://bit.ly/3d3Q bv3
THE 2030 ROADMAPS FOR EACH PILLAR ARE ACCOMPANIED BY FURTHER EXPLANATION OF THE 2030 VISION STATEMENT

2030 VISION
What do we want to Make Possible?

2030 DEFINITION
What do we mean in more detail?

2030 AMBITION
What do we hope to achieve in 2030?

2030 ROADMAP
What are we going to deliver through to 2030?

ROLLING INNOVATION PLAN
Where we will innovate to enable transformative change?
CIRCLE ROUND

VISION - 2030
Make products fully circular, and part of a sustainable loop.

DEFINITION
By 2030, our products will be designed, produced and (re)distributed in line with circular business principles, enabling all materials to be a part of a sustainable biological and technical loops after the end of their product lifetime.

AMBITION - 2030
• Circular business models will be a significant part of the Tommy Hilfiger business.
• Our synthetic materials will be from recycled sources and our natural materials will come from regenerative systems, meaning they contribute to systems that renew or replenish themselves.
• We will enable our materials to be capable of returning to biological or technical loops.
• Our products will be designed and produced according to circular principles.

ROLLING ROADMAP

2025
Produce three million pieces of denim containing post consumer recycled cotton (with at least one million produced by 2021).

2025
Make circular* design our standard for every garment, with linear design requiring a formal opt out.

2025
Three of our most commonly purchased products will be completely circular including the full traceability of key raw materials.

2025
Each of our regions will enable their consumers to access and enjoy Tommy Hilfiger products in ways other than buying them new and offer every consumer the opportunity to return old Tommy Hilfiger clothing for recycling.

2025
Phase out the use of virgin oil-based polyester for alternatives with lower environmental impact, sustainably source 100% of our man-made cellulosics, leather and wool and obtain 40% of our nylon from recycled sources.

ROLLING INNOVATION PLAN

To support these targets, we aim to continuously run innovation projects that that push boundaries and build our knowledge on circular design, systems and materials, starting with developing enhanced recycling technology to improve the quality of recycled cotton fiber content.

* Circular as defined in our circular design guidelines
MADE FOR LIFE

VISION-2030
Operate with sensitivity to planetary boundaries *, including in the areas of climate change, land use, freshwater and chemical pollution, from what we buy to where we sell.

DEFINITION
By 2030, we will reduce the carbon footprint of our value chain ahead of Science Based Targets requirements, recycle or re-use all our waste, and use water sustainably.

AMBITION-2030
• Reduce our total Scope 1, 2 and 3 greenhouse gas emissions ahead of Science Based Targets trajectory.
• Unpreventable waste will be re-used or recycled at equivalent or improved levels of quality or value.
• Reduce water use in our value chain as far as possible, and work with others to preserve water resources in high-risk basins.

ROLLING ROADMAP

2025
50% of our denim products will use low-impact manufacturing in finishes and fabrics.

2025
100% of packaging in our operations and supply chain will be recyclable, reusable or compostable, and our products will be passed to our consumers free of oil based single-use plastic packaging.

2025
Water leaving wet processors will have zero hazardous chemicals and will be filtered for harmful microfibers.

2025
Establish three collective action projects in TH’s most water-stressed sourcing communities.

2030
TH offices, warehouses and stores will be powered by 100% renewable electricity by 2025 and we will drive a 30% reduction in our supply chain emissions by 2030.

2030
All TH offices, distribution centers and stores will achieve zero waste and eliminate single use plastics.

ROLLING INNOVATION PLAN
To support these targets, we aim to continuously run innovation projects that push boundaries and build our knowledge on reducing impact from processing, manufacturing & operations, starting with identifying and launching unlikely collaborations to create breakthrough CO2 positive products.

POSSIBLE BY 2030
EVERYONE WELCOME

VISION - 2030
Be a brand that works for every TOMMY Fan – always inclusive, completely accessible.

DEFINITION
By 2030, we want all Tommy Hilfiger consumers to feel comfortable in our product, experience our brand as welcoming, and find all our channels equally accessible.

AMBITION - 2030
• Our product categories will be available with inclusive versions as part of our stocked range or by special order.
• Offer inclusive and accessible brand experience across all sales and marketing channels for every potential consumer.
• Tommy Hilfiger recognized globally as an inclusive and accessible brand that champions inclusion in fashion and beyond.

ROLLING ROADMAP

ANNUAL
Every year, working with specialized partners, we’ll use our brand platform to amplify a cause that fosters inclusivity and counters prejudice.

2023
Roll out our best practices* globally, to make our end to end online shopping experience, including purchase, receipt and return inclusive to everyone.

2024
Create an inclusive retail proposition by implementing best practices* in all our stores and showrooms, and share learnings with our wholesale partners.

2025
Offer options in inclusive formats by 2022 and adaptive formats by 2025 across all Tommy Hilfiger product categories.

ROLLING INNOVATION PLAN
To support these targets, we aim to continuously run innovation projects that push boundaries and build our knowledge on inclusive marketing, products & consumer touchpoints, starting with scoping the potential for made on demand adaptive or inclusive apparel.

*Best practices include practices over and above legal requirements, and/or practices from countries in our global portfolio where legislation is strictest and these practices are already implemented.
ANNUAL
Pilot or implement at least one business idea every year from our Fashion Frontier Challenge, aimed at making the fashion industry more positive and inclusive.

2021
Implement measures and actions at all stages of the talent practice lifecycle to foster inclusivity, starting with an inclusive hiring policy to ensure a more diverse candidate pool for every role.

2023
Expand unconscious bias training and digital literacy programs to reach all Tommy Hilfiger associates globally in offices, stores and warehouses.

2025
100% of workers employed by key suppliers will have their voices heard through representative workplace committees.

2025
100% of migrant workers at PVH’s Level 1 and key Level 2 suppliers will not pay recruitment fees.

2025
100% of our key suppliers in two key production countries by 2025 and in four by 2030 will proactively support industry-wide collective bargaining to achieve living wages.

2030
100% of PVH suppliers will promote and maintain safe and healthy work environments by 2025 and will meet or exceed all of our social and environmental standards by 2030.

2030
Professional and life skills development programs and services will be made available to 200,000 women across the PVH supply chain.

2030
Achieve gender parity in leadership positions

OPPORTUNITY FOR ALL

VISION-2030
Create equal access to opportunity – no barriers to success at Tommy Hilfiger.

DEFINITION
By 2030, all people working in environments controlled by us and our supply chain partners, are enabled to speak up for themselves and have opportunities to maximize their potential.

AMBITION-2030
- The profile of our associates matches the diversity of the countries in which we operate and sell, across ethnicity, gender and physical ability.
- The people that create our brand and products are prepared for the changes to their work brought about by the 4th Industrial Revolution.
- Take to scale transformative innovations leveraged from the communities around us, by enabling social innovation and entrepreneurship.

ROLLING ROADMAP

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ROLLING INNOVATION PLAN
To support these targets, we aim to continuously run innovation projects that push boundaries so we can accelerate our progress towards inclusion, equality and opportunity. Our focus is on collaborations that will prepare those who create and make our products for the 4th industrial revolution.
### CIRCULARITY

**Circle Round**

**Vision - 2030**
Make products fully circular, and part of a sustainable loop.

**Definition**
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