



**CORPORATE RESPONSIBILITY REPORT 2023**

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# About

## PVH Corporate Responsibility Report 2023

The PVH Corporate Responsibility (CR) Report provides information and performance data on operations from the PVH Corp. 2023 fiscal year, January 30, 2023, to February 4, 2024, unless otherwise indicated.<sup>1</sup>

In 2023, the environmental, social, and governance (ESG) disclosure landscape continued to undergo rapid change. In the midst of these changes, PVH remains committed to transparency and comprehensive reporting against our *Forward Fashion* commitments, in service to our vision.

We continue to align our progress reporting with the latest stakeholder expectations and evolving reporting requirements to hold ourselves and our partners accountable for achieving our *Forward Fashion* commitments.

In this report, we provide a summary of our progress toward each of our *Forward Fashion* commitments as well as comprehensive disclosures on our ESG performance. We acknowledge that progress is often not a linear journey. PVH has taken actionable steps over the last year to update methodologies, re-baseline key data sets, and continue our efforts to improve our data quality and keep up with evolving science. We have noted these instances throughout the report.

We do not have external assurance for this report. However, this report has gone through an internal quality review, and we have long-term assurance plans in place to meet PVH's forthcoming reporting requirements.

We report in alignment with the:

- Task Force on Climate-related Financial Disclosures (TCFD) Standards
- Sustainability Accounting Standards Board (SASB) Standards
- Global Reporting Initiative (GRI) Standards<sup>2</sup>
- United Nations Guiding Principles (UNGP)
- Ten Principles of the United Nations Global Compact (UNGC)
- United Nations Sustainable Development Goals (UN SDGs)

In addition to our Annual CR report, our reporting disclosures also include key resources, public statements, and details surrounding governance and policies, which can be found in the Governance section, [pages 42-43](#), and at [PVH.com/responsibility/resources](https://www.pvh.com/responsibility/resources).

Questions, comments, or feedback regarding this report or our *Forward Fashion* strategy are welcome; please direct them to [cr@pvh.com](mailto:cr@pvh.com).

**Our vision is to build *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector.**

**1881**  
established

**1920**  
listed for trading on the New York Stock Exchange

**29K**  
associates globally  
*(as of publication)*

**40+**  
countries in which we operate

<sup>1</sup> PVH Corp. is referred to as "PVH" throughout this report. References to the year 2023 indicates PVH's fiscal year unless the context requires otherwise.

<sup>2</sup> The scope of our GRI disclosure is determined by correlation with our material priorities as defined in our latest Materiality Assessment; instances in which constraints led to an inability to disclose have been identified with omission statements. See the GRI Index for more information.

# A Note from our Chief Executive Officer

Driven by the disciplined execution of our PVH+ Plan, we continue to gain important traction towards our long-term vision to build *Calvin Klein* and *TOMMY HILFIGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector. Underpinning everything we do, and how we do it, is PVH's corporate responsibility strategy.

Key to building desirable brands—and driving next-level growth through our PVH+ Plan—is delivering the best product. From innovative materials and manufacturing processes to packaging, our focus on sustainability spans the entire value chain, and adds new dimensions of desirability for both *Calvin Klein* and *TOMMY HILFIGER*. We continue to build out our data and demand-driven supply chain, optimizing inventory to more closely match demand, which helps minimize waste and produce better, more sustainable outcomes for PVH and all key stakeholders.

We're laser focused on unlocking the full potential of our globally iconic brands to drive sustainable, profitable growth and shareholder value over the long term.

All of this is made possible through the creativity, passion and hard work of our associates and partners globally. Step by step, we are building our brands into the most desirable in the world, and we are driving our corporate responsibility work forward as we go.



**Stefan Larsson**  
Chief Executive Officer



# A Note from our SVP, Chief Sustainability Officer



Connected to achieving our business priorities is our continued focus on delivering against our *Forward Fashion* commitments.

To reduce our environmental footprint, we identify areas of greatest impact in our operations, activate efforts to evolve those operations, and transparently share progress on our impacts. We set an ambitious new Net Zero target and are mobilizing our business behind a near- and long-term transition plan.

We reduced Scope 1 and 2 emissions by 22% against a 2021 baseline by reducing energy consumption and increasing the use of renewable energy across our operations. To reduce Scope 3 emissions, we partnered with strategic suppliers to scale decarbonization programs including Apparel Impact Institute’s Climate Leadership Program.

With the launch of our new sustainable packaging strategy to reduce, reuse, and integrate more recycled materials, we will transition to packaging across our operations that reduces both waste and emissions.

Partnerships with worker representative organizations and experts are key for human rights in the supply chain. We scaled women’s empowerment programs across the supply chain reaching 381% more women than last year in partnership with U.S. Agency for International Development (USAID), CARE, and Power of Nutrition. With the signing of the Pakistan Accord, PVH has partnered with IndustriALL, UNI global unions, and other brands to install the necessary infrastructure to scale workplace safety in the supply chain.

Underpinning our efforts is a belief that actions speak louder than words. We continuously enhance our reporting capabilities to increase transparency of our impacts. While not perfect, and with much more work to be done, we will consistently drive measurable progress.

**Rick Relinger**  
Chief Sustainability Officer

# Forward Fashion Strategy

Our *Forward Fashion* strategy guides our efforts and initiatives to make progress against our environmental, social, and inclusion and diversity targets.



## Climate

Transition to net zero, evolving our products and operations to preserve resources and nature

## Human Rights

Respect, promote, and realize fundamental principles and rights for our supply chain

## Inclusion and Diversity

Promote inclusion, belonging and opportunity for the advancement of our associates and communities


# Forward Fashion Targets

## Climate


### Eliminate greenhouse gas (GHG) emissions

**[NEW]** Reach net-zero GHG emissions across the value chain by 2040: reduce absolute scope 1, 2, and 3 GHG emissions by 90% by 2040 from a 2021 base year.


- **[NEW]** Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030, from a 2021 base year.

**31%**   
 Scope 1 & 2 Emissions: Achieved a 22% reduction against a 2021 base year, driving 31% (22%/70%) progress against our target.

- Our offices, distribution centers and stores will be powered by 100% renewable electricity by 2030.<sup>4</sup>

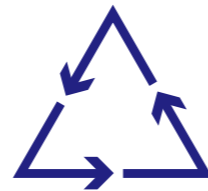
**64%**   
 Renewable electricity: Achieved 64% global renewable electricity coverage across our owned and operated facilities.

- **[REVISED]** Reduce 42% of absolute Scope 3 GHG emissions by 2030, from a 2021 base year.

**5%**   
 Scope 3 Emissions: Achieved a 2% reduction against a 2021 base year, driving 5% (2%/42%) progress against our target.

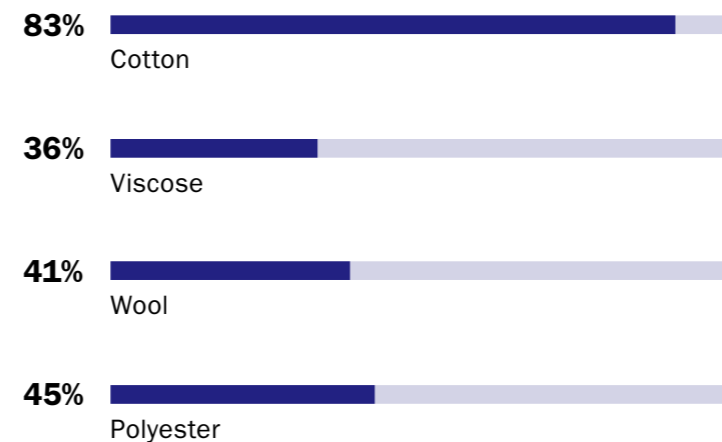
### Innovate for circularity

All PVH products will contribute to the circular economy throughout the product lifecycle (design, use, and end of life) by 2030.



### Source environmentally preferred materials

Sustainably source 100% of PVH's cotton, viscose, and wool by 2025 and 100% of polyester by 2030.



### Eliminate owned and operated waste


All PVH offices, distribution centers, and stores will achieve zero waste by 2030.



### Improve packaging sustainability

**[NEW]** Reduce packaging, expand reusability, and transition to recycled content to reduce GHG emissions and minimize waste.

- **[NEW]** Reduce Packaging: Reduce our average packaging weight by 20% by 2030.
- **[NEW]** Expand Reusability: Minimum 25% of our e-commerce mailers will be reusable by 2030.
- **[NEW]** Transition to Recycled Content: Minimum 75% of our packaging weight will be made with recycled content, with a preference for post-consumer recycled material, by 2030.

**76%**   
 Recycled Content Target: Average recycled content of our packaging was 57%, driving 76% (57%/75%) progress against our target.

### Provide access to water

Establish five collective action projects in our most water-stressed sourcing communities by 2025.



### Eliminate hazardous chemicals and microfibers

Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.<sup>5,6</sup>



<sup>4</sup> Our target aims to increase annual sourcing of renewable electricity from 55% in 2021 to 100% by 2030.  
<sup>5</sup> This percentage is not reflective of microfibers and only pertains to hazardous chemicals.  
<sup>6</sup> A wet processor is a facility that uses any water processes as part of production, for example dyeing, finishing, printing, and laundry facilities.

**Forward Fashion targets continued**

**Human Rights**

**Empower women**

Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain by 2030.



**Advance living wages**

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

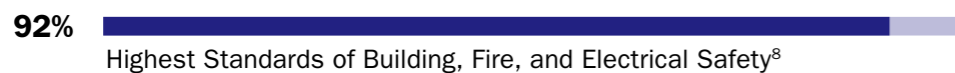


**Promote safe workplaces**

100% of suppliers will promote and maintain safe and healthy work environments by 2025.<sup>7</sup>



100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety.



**Amplify worker voice**

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



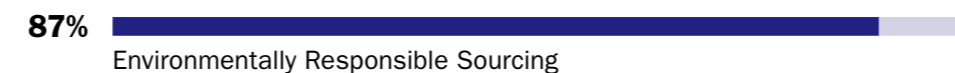
**Recruit ethically**

100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees by 2025.<sup>9</sup>



**Source responsibly**

100% of PVH suppliers will meet or exceed our environmental and social standards by 2030.



**Inclusion & Diversity**

**Develop talent**

Expand professional skills development and digital literacy programs through PVH University to reach all PVH associates globally by 2023.



**Foster belonging**

Educate all PVH associates globally on recognizing and addressing biases by 2022. Achieve gender parity in leadership positions at the SVP level and above by 2026.



<sup>7</sup> This percentage is reflective of suppliers in scope of Social Labor Convergence Program (SLCP).

<sup>8</sup> This percentage is reflective of Bangladesh Accord remediation.

<sup>9</sup> The PVH supply chain is categorized into four levels: Level 1 includes product assembly and finishing, which involves the assembly and manufacturing of final products; Level 2 covers raw material suppliers, focusing on the production and finishing of materials like fabric and trims used in finished products; Level 3 refers to input processing units, which process raw materials into intermediate products such as yarn; and Level 4 encompasses commodity sources, which involve the cultivation and extraction of raw materials from the earth, plants, or animals. Please see [PVH CR Supply Chain Guidelines](#) for more information.





## Calvin Klein

*Calvin Klein* is one of the world's leading global fashion lifestyle brands with a distinctive aesthetic that informs our approach to product design and modern marketing campaigns. Our lifestyle offering across underwear, denim, apparel, sport, and accessories businesses are connected by the intention and purpose of elevating everyday essentials to globally iconic status, with pieces that remain relevant season after season.

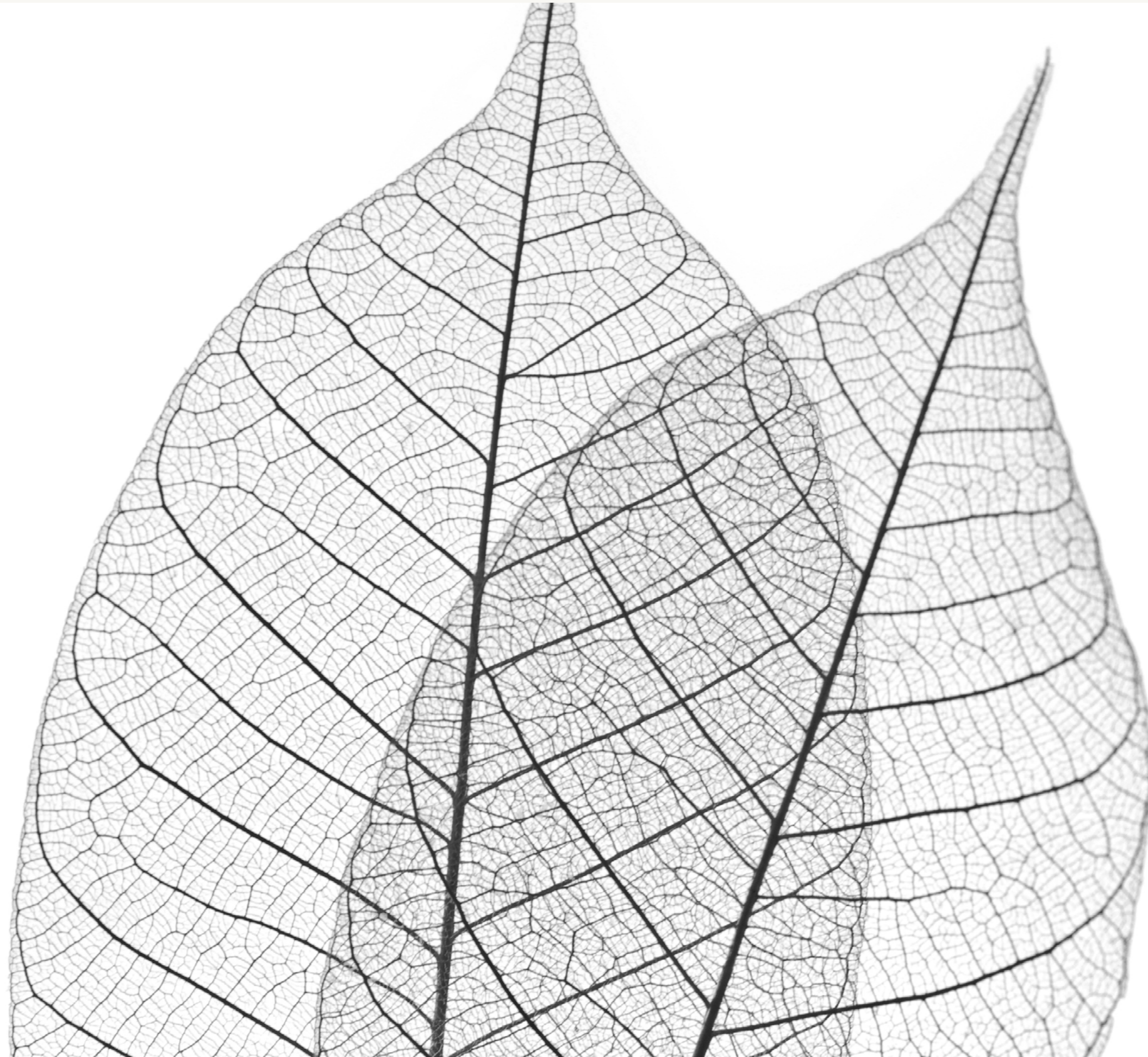
In 2023, we accelerated reducing our environmental impact while improving the lives of our associates and communities globally. We have continued our focus on transitioning from plastic to paper-based packaging, sourcing more environmentally preferred materials, as well as strengthening commitments to our NGO partners and associates.



## TOMMY HILFIGER

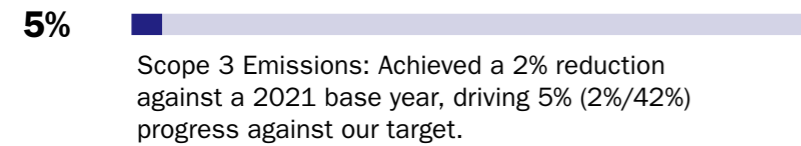
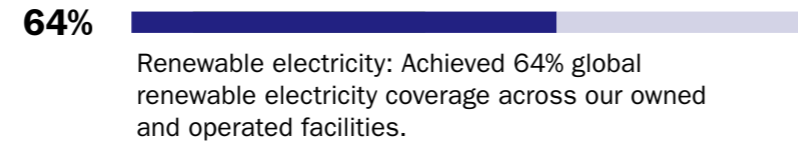
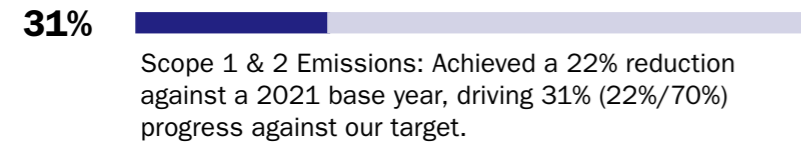
*TOMMY HILFIGER* is one of the world's most recognized premium lifestyle brands, welcoming and inspiring consumers since 1985. Originally established in New York City and infused with the spirit of Americana, the brand is defined by its Classic American Cool roots and red, white, and blue DNA.

We continuously seek innovative solutions so that our products can be part of a circular economy and are committed to creating a workplace where everyone can thrive.



# Climate

# Greenhouse Gas Emissions



To better align with evolving science and our ambition towards our climate targets, PVH updated our GHG emissions commitments according to the Science-Based Targets initiative's guidance, including setting a 2040 net zero target.

**2040** **[NEW]** Reach net-zero GHG emissions across the value chain by **2040**: reduce absolute scope 1, 2, and 3 GHG emissions by 90% by **2040** from a 2021 base year.

- **[NEW]** Reduce 70% of absolute Scope 1 and 2 GHG emissions by 2030, from a 2021 base year.
- Our offices, distribution centers and stores will be powered by 100% renewable electricity by 2030.<sup>10</sup>
- **[REVISED]** Reduce 42% of absolute Scope 3 GHG emissions by 2030, from a 2021 base year.

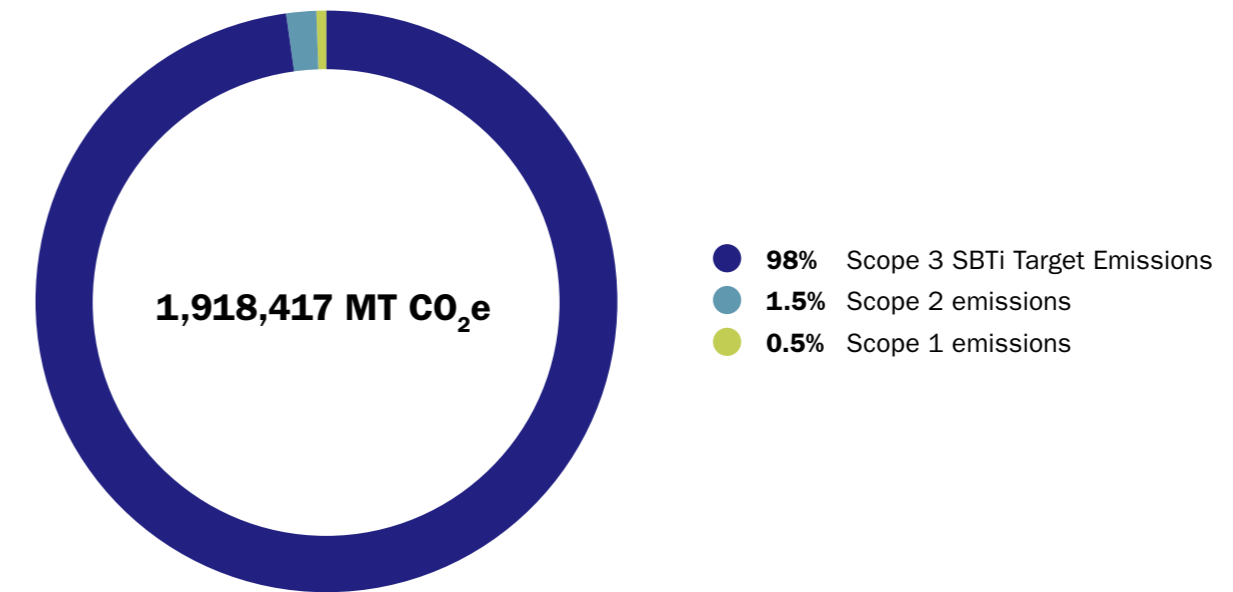
## Our Climate Commitments

In alignment with the Science Based Targets initiative (SBTi) Net-Zero Standard, and approved by SBTi, PVH has committed to reaching net-zero emissions across the value chain by 2040, with a near-term goal of reducing 70% of Scope 1 and 2 absolute emissions and 42% of Scope 3 absolute emissions by 2030, from a 2021 base year.<sup>11</sup>

PVH is implementing measures to reduce absolute emissions and achieve our near-term targets by 2030. Once we achieve our 2030 targets, we will expand our actions to accelerate progress towards reaching net zero by 2040 and balance out any remaining emissions with carbon removals.<sup>12</sup>

This evolution of our science-based target presents an opportunity to continue enhancing our carbon accounting, drive operational efficiency, and support our suppliers as they take actions to decarbonize their businesses.

## Scope 1, 2, & 3 Emissions (MT CO<sub>2</sub>e)<sup>13</sup>



## Biodiversity and Climate

PVH recognizes our responsibility to the ecosystems in which we operate. We are in the process of conducting our materiality assessment and value chain analysis in line with the Science Based Targets for Nature approach and plan to disclose against the Taskforce on Nature-related Financial Disclosures (TNFD) framework. By identifying our most material impacts and dependencies on nature across our key geographic regions, we will have better visibility to define measurable targets in line with science.

Ranked within the top 20 U.S. companies on *Barron's* **100 Most Sustainable Companies** for the fifth consecutive year.

<sup>10</sup> Our target aims to increase annual sourcing of renewable electricity from 55% in 2021 to 100% by 2030.  
<sup>11</sup> Science Based Targets Initiative, SBTi. "The Corporate Net-Zero Standard"  
<sup>12</sup> In line with SBTi criteria, direct emissions reductions will be prioritized, and all residual emissions will be neutralized before reaching net-zero emissions.  
<sup>13</sup> The total GHG emissions reflects categories included in our SBTi validated target: 100% of scope 1 and 2 emissions and designated categories of scope 3 emissions based on SBTi revised guidance and PVH's target boundaries. PVH's SBTi target excludes indirect emissions from use of sold products, capital goods, and employee commuting. Please see the data appendix for total emissions that includes all categories: 100% of scope 1 and scope 2 emissions and all relevant scope 3 categories as defined by the Greenhouse Gas Protocol, ensuring a comprehensive representation of our total emissions footprint.

## Key Actions to Reach Net-Zero GHG Emissions Across the Value Chain by 2040

PVH will publish our detailed Climate Transition Plan in FY2025, further outlining the strategies and actions we are implementing to achieve our 2030 near-term and 2040 net-zero targets.

<b>Scope 1 &amp; 2: Own Operations</b>  Emissions directly related to PVH’s business operations	<b>Drive Energy Consumption Efficiencies</b>	Continue to implement and scale energy efficiency initiatives in the design and operation of our buildings, including updating lighting equipment, optimizing HVAC systems, and regulating temperature controls.  Partner with our landlords on joint energy efficiency programs and tracking of energy consumption data.	
	<b>Procure 100% Renewable Electricity</b>	Increase the share of renewable electricity generation through on-site renewable projects ( <i>i.e.</i> , solar panels on our distribution center in Venlo, Netherlands and our office in Bridgewater, New Jersey) and through Power Purchase Agreements to support additionality.  Source renewable electricity through procurement of Energy Attribute Certificates (EACs) from wind and solar power generation.	
<b>Scope 3: Supply Chain Operations</b>  All other indirect emissions linked to PVH’s activities	<b>Reduce Emissions Across Fabric and Garment Manufacturing Processes</b>	Require suppliers to set science-aligned GHG emissions targets and implement decarbonization action plans to achieve targets.  Phase out all coal fired heat and carbon intensive power generation in our supply chain and transition to renewable energy.  Scale Industry supply chain improvement programs (Clean by Design, Carbon Leadership Program) with strategic mills.  Co-invest in supply chain improvement programs ( <i>i.e.</i> , Apparel Impact Institutes’ Fashion Climate Fund) to test and scale climate action solutions across apparel supply chains.  Partner with leading banks—HSBC, Standard Chartered, and DBS—to provide suppliers with access to competitive financing based on a set of science-based environmental targets as well as a series of social elements.	<b>Carbon Removals:</b> Following at least 90% reduction efforts across Scope 1, 2, and 3, we will seek to neutralize the climate impact of any residual emissions.
	<b>Create Products with Lower Environment Impact</b>	Use product and packaging materials with lower environmental impact than conventional materials, informed by industry standards and third-party verified data. Prioritize recycled and regenerative materials.  Train internal teams and implement adoption of circular principles, particularly on the impacts of design and material selection on durability, recyclability, and emissions.	
	<b>Reduce Emissions from Transporting Goods</b>	Optimize load efficiency and shipment consolidation.  Minimize air freight.  Increase usage of electric and hybrid vehicles and biofuels in regions where electric vehicle infrastructure is less developed.	

## Scope 1 and 2 Emissions and Renewable Electricity

PVH is continuing to embed energy efficiency tactics to reduce our Scope 1 and 2 emissions and subsequently sourcing more renewable electricity to power our operations. We are pursuing the use of on-site renewable electricity generation, virtual power purchase agreements, and the purchase of Green-e and other certified renewable energy credits to continue our transition to 100% renewable electricity globally. We signed a Collective Virtual Power Purchase Agreement (CVPPA) in partnership with 11 other fashion companies to procure renewable electricity, with the aim of adding more than 100,000 MWh per year of new renewable electricity generation to the grid in Europe.

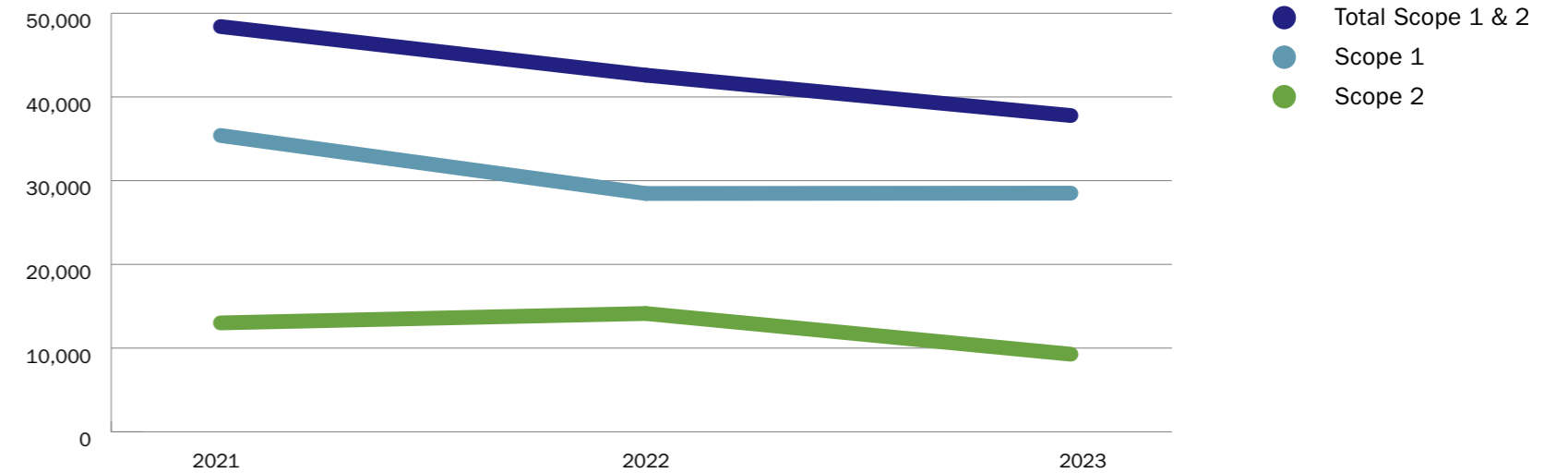
Since FY2021, we have reduced our Scope 1 and 2 emissions by 22% and these reductions can be attributed to PVH's improvement in operational efficiency, increase in renewable electricity procurement, and a decrease in our building portfolio.

We continue to introduce pilot programs that can be scaled efficiently for Scope 1 and 2 reductions. PVH EMEA piloted a program to reduce energy waste where participating stores were asked to set the thermostat temperature to 19°C (66.2°F), keep lights on only during operating hours, and make a conscious effort to keep doors closed. The pilot saw stores successfully reduce their energy consumption by 18-54%, and we are looking to formally scale this initiative to all stores in the region.

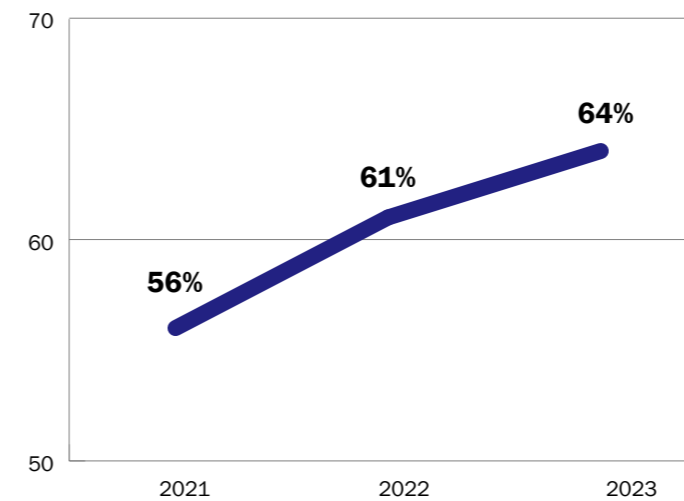
### NOTABLE PROGRESS

- Reduced overall global electricity consumption (Scope 2) due to the expansion of global energy efficiency initiatives in our facilities.
- Achieved a 22% reduction of Scope 1 and 2 emissions from our updated 2021 baseline by implementing energy efficiency tactics and sourcing renewable electricity.
- Increased our use of global renewable electricity from 55% in FY2021 to 64% in FY2023 for our owned and operated facilities.
- SBTi approved our updated Scope 1 and 2 emissions reduction goal to achieve a 70% reduction by 2030 from a 2021 base year.
- Our *TOMMY HILFINGER* stores in Singapore Raffles City, Hong Kong Times Square, and Kuala Lumpur The Exchange TRX were awarded the Leadership in Energy and Environmental Design (LEED) Gold certification for enhanced sustainable design and construction.

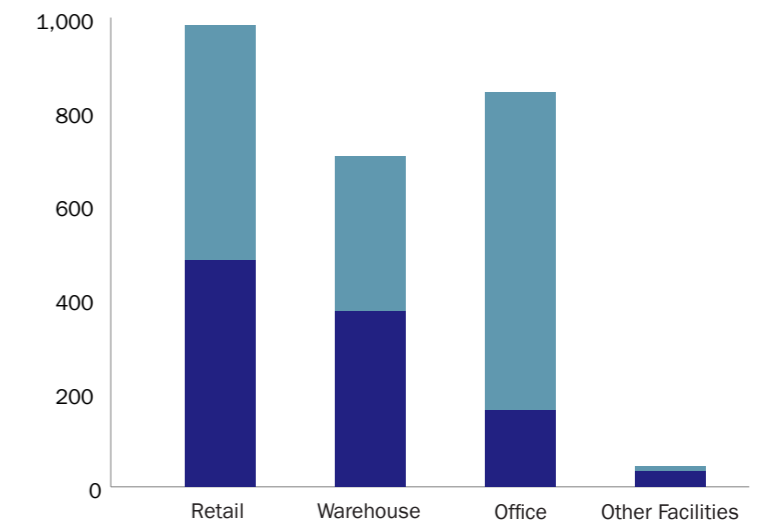
### Scope 1 & 2 GHG Emissions, 2021-2023 (MT CO<sub>2</sub>e)



### Renewable Electricity Use, 2021-2023 (%)<sup>14</sup>



### Electricity Use in Global Facilities (kWh)



<sup>14</sup> Please refer to the data appendix for the breakdown of total renewable electricity use, total non-renewable electricity source, and the total electricity use for facilities from 2021-2023.

● % of Renewable Electricity

● Non-renewable Electricity  
 ● Renewable Electricity

## Scope 3 Emissions

Our Scope 3 emissions continue to account for the majority of our total emissions, forming 98% of our GHG footprint for 2023.

Many of the challenges we face in reducing our GHG emissions remain industry-wide issues requiring innovative and collaborative solutions across our sector, and we continue to engage in multi-stakeholder initiatives to address them. This includes initiatives such as investing in the Fashion Climate Fund to scale solutions for thermal heat challenges, advancing availability of affordable financing for suppliers to adopt decarbonization technologies, and engaging with industry groups to facilitate dialogue with policymakers on grid decarbonization.

Our Scope 3 emissions have reduced by 2% from our FY2021 base year. We attribute this reduction partly to the work we've done to build a data and demand-driven operating model focused on efficiency and accuracy in production planning and manufacturing.

PVH is driving reductions of our Scope 3 emissions through strategies such as:

- Close engagement with suppliers to set specific and time-bound decarbonization targets and action plans. 72% of suppliers have now set an action plan to calculate their GHG emissions footprint, set a GHG reduction target, and define an implementation plan for emissions reduction;
- Increased adoption of raw materials with a lower environmental impact;
- Prioritization of lower emissions shipping; and
- Phasing out relationships with suppliers who use coal.

### Methodology

To align with SBTi's evolved guidance and new industry best practices, PVH updated our Scope 3 calculation methodology and established FY2021 as our new base year. Our FY2021 baseline and annual footprint calculations now include forest, land, and agriculture-based emissions and current updates around organizational scope.

This improved baseline forms the reference point as we measure change toward our revised science-based targets and net-zero commitment. We have applied consistent carbon accounting improvements to our FY2021, FY2022, and FY2023 footprint data.

### Supply Chain Decarbonization

Throughout 2023, we participated in key collaborative efforts, including a \$1.25 million investment toward our \$10 million commitment to Apparel Impact Institute's (Aii) Fashion Climate Fund. The contribution supports the development of the Climate Solutions Portfolio, which focuses on:

- Testing and scaling proven supply chain solutions with the goal to transition to renewable electricity.
- Eliminating coal in manufacturing.
- Scaling sustainable materials and practices including acceleration of next-generation materials.

Through the sustainable supply chain finance program, PVH rewards high-performing suppliers with better financing rates based on their sustainability performance.

### Raw materials

Please see the Environmentally Preferred Materials section on [pages 17-18](#) for further information on how PVH is driving adoption of raw materials with lower emissions impact.

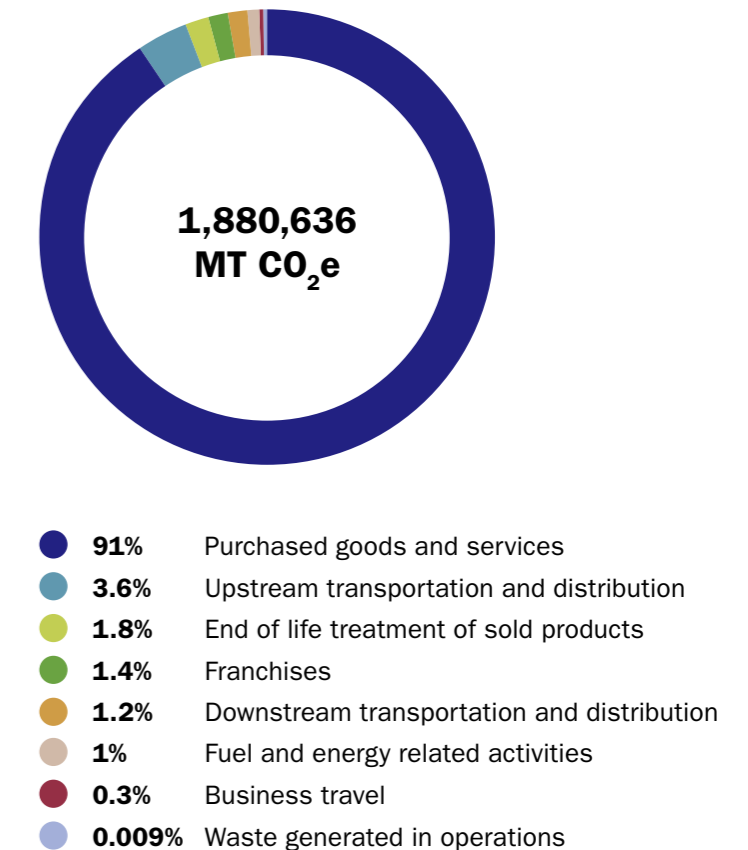
### Shipping

PVH continued to reduce emissions from upstream and downstream transportation and distribution via improved demand planning and streamlined logistics operations.

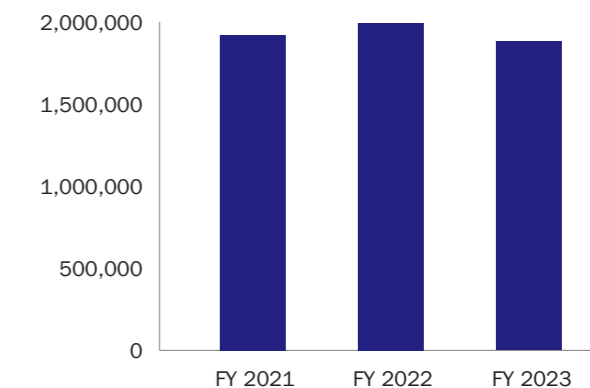
Due to the decrease in air transportation and the shift to modes of transportation with lower emissions impact, we reduced our Upstream Transportation and Distribution (Scope 3 Category 4) emissions by 33% from our FY2021 base year, saving over 4,500 MTCO<sub>2</sub>e.

In FY2023, PVH EMEA continued partnership with Maersk on a low-carbon ocean shipping solution that uses second-generation biofuels, resulting in emissions savings of 11,244 tons of CO<sub>2</sub>e. PVH is leveraging learnings from this regional initiative as we further define longer-term global solutions to drive emissions reductions across transportation and distribution.

### Scope 3 SBTi Target Emissions by Category (MT CO<sub>2</sub>e)<sup>15</sup>



### Scope 3 SBTi Target Emissions, 2021-2023 (MT CO<sub>2</sub>e)



<sup>15</sup> The total GHG emissions reflects categories included in our [Science Based Targets initiative \(SBTi\)](#) validated target: 100% of scope 1 and 2 emissions and designated categories of scope 3 emissions based on SBTi revised guidance and PVH's target boundaries. PVH's SBTi target excludes indirect emissions from use of sold products, capital goods, and employee commuting. Please see the data appendix for total emissions that includes all categories: 100% of scope 1 and scope 2 emissions and all relevant scope 3 categories as defined by the Greenhouse Gas Protocol, ensuring a comprehensive representation of our total emissions footprint.

# Circularity

**TARGET:** All PVH products will contribute to the circular economy throughout the product lifecycle (design, use, and end of life) by 2030.

It is important for industries to shift to a more circular economy where products and materials are kept in use for as long as possible, ending our reliance on virgin materials.

Throughout the entire product lifecycle and our business operations, our goal is to:

- Reduce waste and pollution,
- Circulate products and materials,
- Regenerate nature.

Systems-level change requires collaboration across the apparel industry to develop and scale innovative circularity solutions, and we strive to apply the Ellen MacArthur Foundation's vision of a circular economy for fashion within our work.<sup>16</sup>

## Circular Design

100% of products will be designed with circular economy principles.



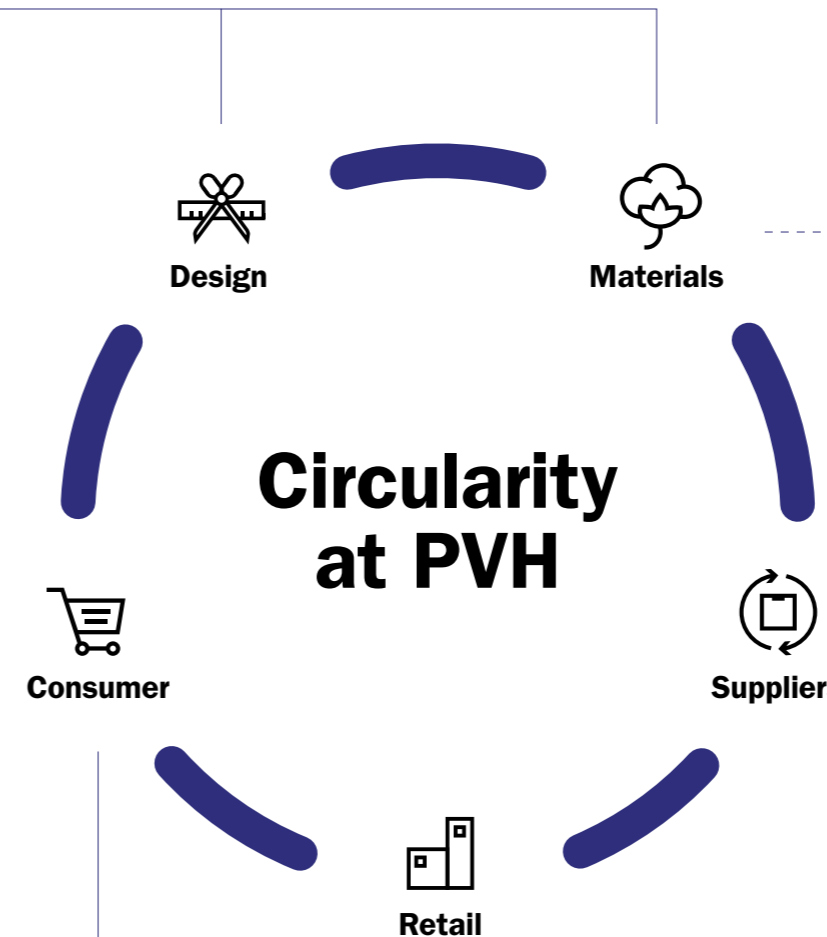
Design



Materials

Material selection is at the heart of circular design, playing an essential role in a product's ability to last longer or be remade.

See our Forward Fashion target on [page 17](#).



## Circular Business Models

Provide opportunities to return used PVH products, and extend the life of those products through resale, rental, repair, rework, or recycling in all global regions.

## Textile Waste Reduction

Textile waste will be reduced and diverted across strategic suppliers.

Our Circularity target includes the three sub targets outlined above, all of which we aim to achieve by 2030.

<sup>16</sup> PVH is a Member of the Ellen MacArthur Foundation's Network.

## Circular Design

Creating a circular economy starts with design. By scaling internal trainings and developing circular design frameworks, PVH is working to ensure our product development teams are equipped to create garments that are built to last.

Informed by the Ellen MacArthur Foundation’s vision for a circular economy for fashion, PVH is shifting the way we design and operate to use resources more responsibly and contribute to a more circular ecosystem where our products are:

- Designed to be used more,
- Made to be made again, and
- Made from recycled and renewable materials.

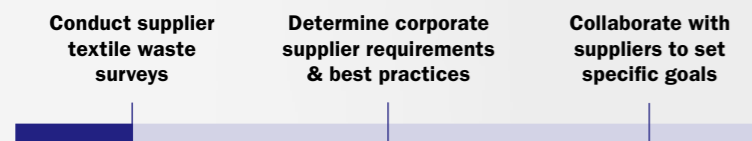
### Sub-Target Plan & Progress



## Textile Waste Reduction

We are partnering with our suppliers to reduce textile waste and establish the necessary infrastructure to retain the inherent value of these materials. Through recycling networks, a portion of our production waste can be converted into feedstock for circular, recycled materials.

### Sub-Target Plan & Progress



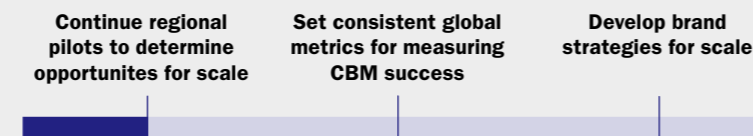
## NOTABLE PROGRESS

- In partnership with Reverse Resources, we completed supplier textile waste surveys with a selection of our strategic suppliers—a necessary first step toward devising a data-driven strategy to address textile waste in our supply chain. These surveys were informed by our learnings from the Fashion For Good Sorting for Circularity India Pilot project.
- Continued to evaluate textile waste pilot programs for scalability. Engaged with a United Nations Industrial Development Organization (UNIDO) pilot program focused on increasing the volume of jeans created from post-industrial recycled textile waste in Tunisia.
- Launched a pilot with Fast Feet Grinded, a solution that separates and pulverizes footwear into recycled feedstocks that can be used to create new footwear. Through this pilot, PVH EMEA has been able to collect 13,789 Kg (~30,399 lbs) of footwear from the PVH Amsterdam Campus and Hoofddorp warehouse to divert it away from traditional waste streams.

## Circular Business Models

Circular business models (CBMs) help extend the life of products by keeping products in use and diverting waste. Through resale, rental, repair, rework, and eventual recycling, our pieces can retain their value for longer and stay out of landfills.

### Sub-Target Plan & Progress



## NOTABLE PROGRESS

### Take-back and Resale

- Expanded consumer take-back programs to the U.S., Hong Kong, and Mexico.
- Broadened the Tommy Hilfiger partnership with ThredUp in North America to include men’s clothing where consumers can now shop pre-owned men’s garments directly from the [TOMMY HILFIGER website](#).
  - Collected over 3,900 pieces (~1,950 Kgs or ~4,300 lbs) of used clothing through our partnership with ThredUp for Resale purposes.
- Collected over 650 Kgs (~1,400 lbs) of clothing through TOMMY HILFIGER stores in Hong Kong with take-back partner REDRESS. These pieces were then donated to communities in need, resold, or downcycled.
- Expanded resale partnerships in Europe with Zalando Pre-Owned, Remix by ThredUp, and Reflaunt. Partnered with Depop in the United Kingdom.

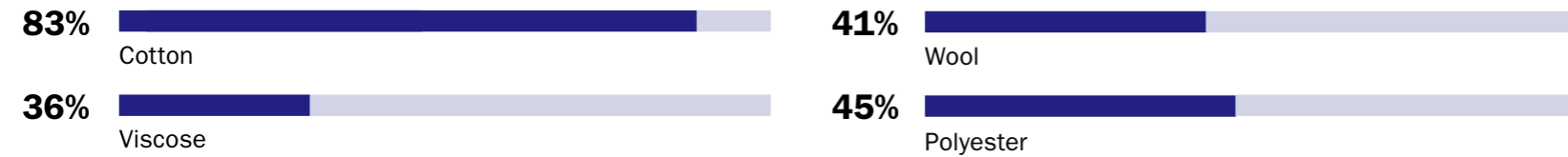
### Rework

- Launched the TOMMY Remixed 2.0 collection, available across six TOMMY HILFIGER flagship stores in Rome, Milan, Munich, Hamburg, Paris, and Tokyo. 9,000 used or damaged pieces, otherwise ineligible for resale were reworked by local production ateliers in the Netherlands, Portugal, and Lithuania.
- In Asia Pacific, Tommy Hilfiger entered into a partnership with Redress to support the 2024 Redress Design Award, an effort to nurture circular design talent globally. The winner of the award will join the brand to work on a sustainable design project.
- Held the third annual Earth Week Upcycling competition, where associates were encouraged to repair damaged pieces of clothing from their closets to extend their use.





# Environmentally Preferred Materials



**TARGET:** Sustainably source 100% of PVH’s cotton, viscose, and wool by 2025 and 100% of polyester by 2030.<sup>17</sup>

When designing our products, we prioritize the use of environmentally preferred materials, which have a lower environmental impact than conventional materials.

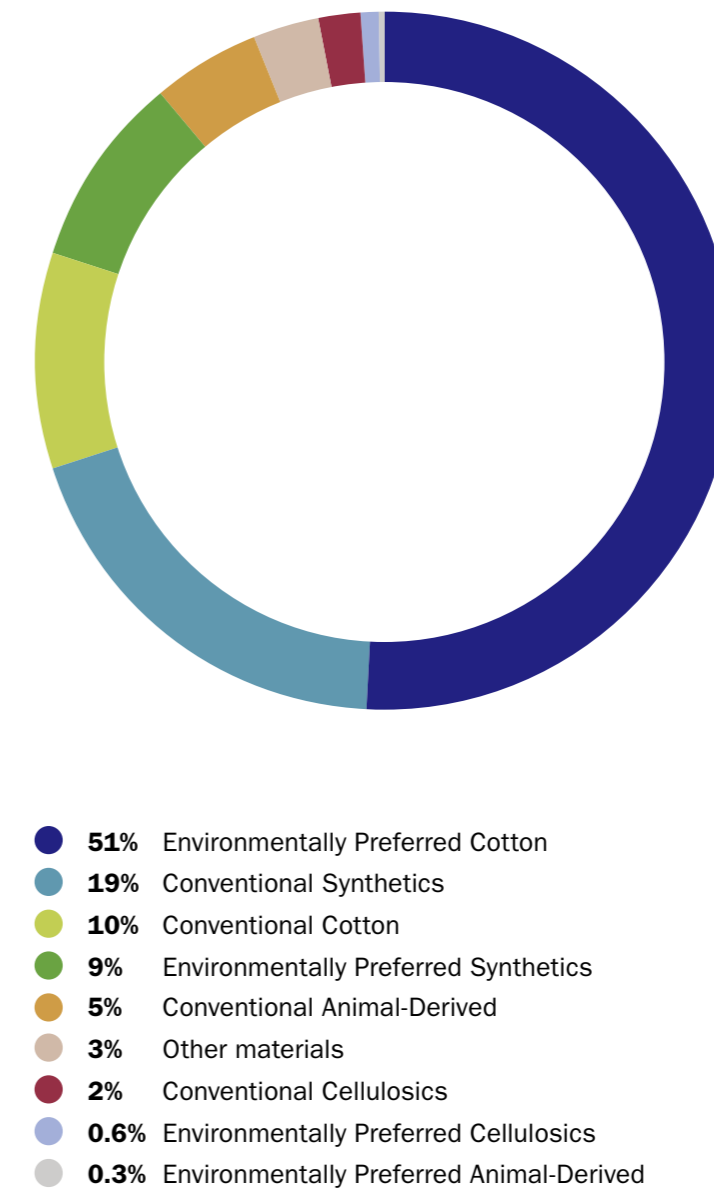
PVH uses [Textile Exchange’s Preferred Fiber and Materials Matrix methodology](#), the [Cascale’s materials sustainability index](#) data, and Fashion for Good’s technical insight, as well as third-party verified data to guide how we categorize materials and fibers into a global framework for material sourcing. This framework offers actionable information to our product development teams to design garments using preferred materials over conventional materials and fibers, based on quantitative and qualitative data. Cotton comprises the majority of the materials used in our garments and 83% of the total cotton used was from environmentally preferred sources in 2023.

PVH updated our [Animal Welfare Policy](#) in 2023.

## NOTABLE PROGRESS

- 61% of total materials were sourced from environmentally preferred materials in 2023, up from 56% in 2022.
- Offered ongoing trainings to uplevel associates on sustainable materials:
  - Developed and delivered a webinar on Sustainable Product Guidelines to educate associates on how to design a product using sustainable sources;
  - Trained Retail Managers on how to read on-product claims to communicate to consumers in stores;
  - Sustainable Product Training to 60+ key product development team members on how to integrate sustainability into the production process.
- Increased progress towards our target for cotton, viscose, wool, and polyester, since 2022.

Materials Use by Type<sup>17</sup>



<sup>17</sup> Environmentally Preferred Cotton defined as organic, recycled and third-party certified cotton.  
 Environmentally Preferred Viscose defined as FSC and PEFC certified sources, or recycled material/viscose.  
 Environmentally Preferred Wool defined as Responsible Wool Standard, recycled, organic and regenerative wool.  
 Environmentally Preferred Polyester defined as recycled polyester.  
 Other materials include hemp, jute, sisal, rattan, linen, flax, ramie, rubber (natural), metal and organic linen.

## Materials Pilots & Investments

### Innovative Technologies

We continued to expand our use of new technologies, including alternative fibers and materials, to reduce reliance on virgin fibers and dyes, as well as animal-derived materials.

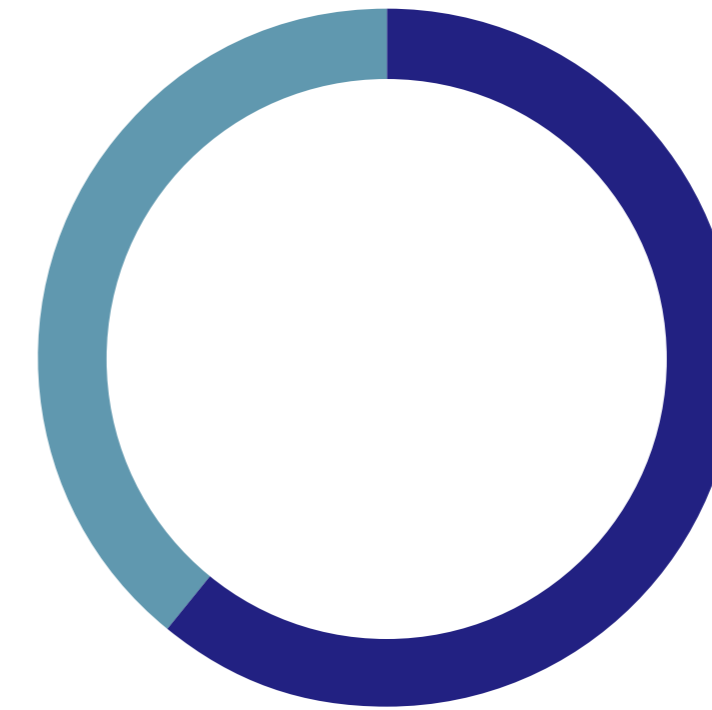
- Calvin Klein launched three denim styles made with EarthColors® by Archroma, a dye made partially from repurposed agricultural and herbal wastes.<sup>18</sup>
- Tommy Hilfiger collaborated with innovators such as Spinnova and Altag by AltMat to test and learn from early alternative materials prototypes.
- Tommy Hilfiger partnered with Ecovative’s Forager materials pilot. The project will test products made from mycelium—the renewable root structure of mushrooms.
- Tommy Hilfiger continued the pilot program with Biophilica, which transforms garden and park waste and agricultural lignocellulose into Treekind, a leather alternative that is 100% bio-based.

### Investments In Recycled Fiber

Tommy Hilfiger continued to invest in fiber-to-fiber recycling to maintain our commitment to circularity and reduce reliance on virgin raw materials.

- Increased the use of Circulose® which is created through a technology that transforms pre- and postconsumer textile waste into a new pulp used in Manmade Cellulosic Fibers.
- Continued the use of recycled cellulosic materials, including Infinna by Infinited Fiber.
- Introduced a pilot focused on the use of SaXcell, a cellulose fiber made from cotton waste.
- Piloted a recycled synthetics program that explores PET fibers.

## Total Material Use



- 61% Total Environmentally Preferred Materials
- 39% Total Conventional Materials

18 10,000 units during Spring 2023 in North America.

# Packaging

**TARGET:** [NEW] Reduce packaging, expand reusability, and transition to recycled content to reduce GHG emissions and minimize waste.

We expanded the scope of the packaging data analysis for FY2023 to include retail and operational packaging, building upon product and transit packaging channels reported for FY2022. We used packaging consumption insights to inform

development of a multi-pronged sustainable packaging strategy.<sup>19</sup> These new targets strive to reduce our packaging footprint, foster reuse, and use more recycled content.

## Reduce Packaging

Reduce our average packaging weight by 20% by 2030 (2023 baseline).<sup>20</sup>

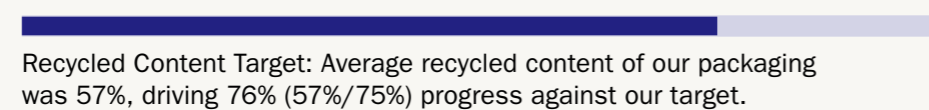
## Expand Reusability

Minimum 25% of our ecommerce mailers will be reusable by 2030.

## Transition to Recycled Content

Minimum 75% of our packaging weight will be made with recycled content, with a preference for post-consumer recycled material, by 2030.<sup>21</sup>

**76%**



## Reduce Packaging

Our top priority is to reduce the total packaging consumption per weight, and we've set a target to reduce our overall Packaging footprint by 20% by 2030.

## Expand Reusability

Secondly, a minimum of 25% of all e-commerce mailers will be reusable by 2030. In the coming year, we will pilot reusable packaging options, including packaging acquired through take-back programs.

## Transition to Recycled Content

Finally, a minimum of 75% of our packaging weight will be made with recycled content, with a preference for post-consumer recycled material by 2030.

## Partnerships

PVH partners with Canopy, and through our participation in their Pack4Good initiative, we've been working to eliminate any paper-based packaging sourced from Ancient and Endangered Forests.

*TOMMY HILFIGER* conducted a risk screening and achieved low risk of sourcing from Ancient and Endangered Forests. *Calvin Klein* is currently conducting a risk screening to verify low risk status sourcing from Ancient and Endangered Forests.

We are committed to sourcing paper that meets the following criteria:

- Made with a minimum of 50% post-consumer waste or recycled content, with a preference for post-consumer recycled materials;
- Certified as being sourced from responsibly managed forests, with a preference for Forest Stewardship Council (FSC) certification.

PVH will continue to partner with Canopy to proactively eliminate risks to Ancient and Endangered Forests and to innovate, test, and scale these next-generation fiber solutions.

<sup>19</sup> Packaging includes on-product (used to individually protect and / or identify a product), transit (used to protect and transport products), retail (used in retail stores for display or for customers to carry a product) and operational (used to repack orders and ship to stores and wholesalers).

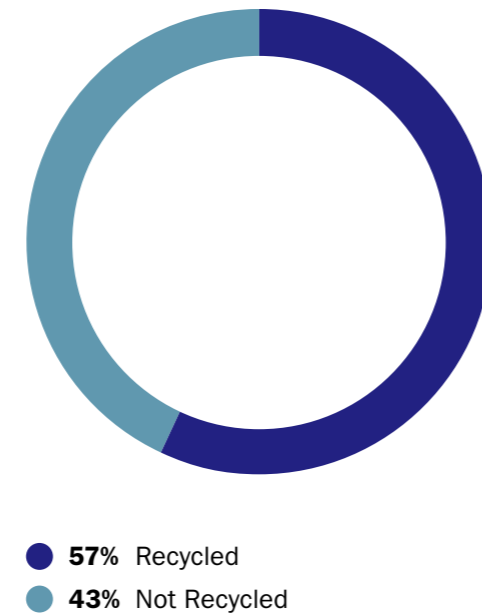
<sup>20</sup> Calculation used: Total annual packaging weight / total annual manufacturing units.

<sup>21</sup> Calculation used: Total recycled content packaging weight / total packaging weight. Our current baseline (FY2023 data) does not include e-commerce packaging. Please refer to the data appendix for detailed information on the recycled content for packaging

### NOTABLE PROGRESS

- Across brands, PVH increased the average recycled content of our packaging to 57% in 2023, up from 37% in 2022.
- Tommy Hilfiger incorporated 68% recycled content into packaging to achieve the Pack4Good target, up from 58% in 2022.
- Calvin Klein incorporated 61% recycled content into packaging to achieve the Pack4Good target, up from 46% in 2022.
- Achieved a “Leading” status designation from the Australian Packaging Covenant Organisation (APCO) for the second year, indicating our progress toward meeting Australia’s 2025 National Packaging and Waste Targets.

### Packaging Recycled Content<sup>22</sup>



### Sustainable Packaging Journey

To maintain quality while reducing plastic waste, *Calvin Klein* began transitioning to recycled paper packaging.

Following a successful pilot in North America, *Calvin Klein* continued to transition all *Calvin Klein* men’s underwear boxes in Europe and Asia Pacific from plastic to recycled paper. For women’s underwear that is displayed on tables in retail stores, the brand is replacing plastic polybags with an FSC-certified, paper-based alternative, removing almost two million plastic polybags from the annual global footprint.

# Waste



**TARGET:** [REVISED] All PVH offices, distribution centers, and stores will achieve zero waste by 2030.

Our efforts to reduce and divert waste from our own operations start by generating less waste at the outset.

To implement global change, we are continuing to learn about our operational waste portfolio. Building on past global waste audits, PVH has kicked off a global audit of our owned and operated waste data which will be completed in 2024, the insights from which will help identify the largest opportunities for waste reduction and diversion to inform our waste reduction strategy.

To understand the full scope of the waste generated in our retail stores in Europe, we conducted an operational waste audit in 2023. This comprised of 38 store audits in 17 countries and resulted in the following findings:

- Waste was composed of the following materials: 35% paper/cardboard, 12% plastic, 53% residual waste (includes glass, wood, metal, among other waste types).<sup>23</sup>
- 47% of waste was separated for recycling or composting.

<sup>22</sup> The analysis for 2023 included on-product, transit, retail and operational packaging. The packaging baseline year is 2023. For additional datapoints related to PVH’s packaging baseline and the total weight (MT) for all packaging types, please see the data appendix for more information.

<sup>23</sup> Residual waste is the waste that remains after recyclable waste has first been separated out.

# Water

**100%** **ACHIEVED**

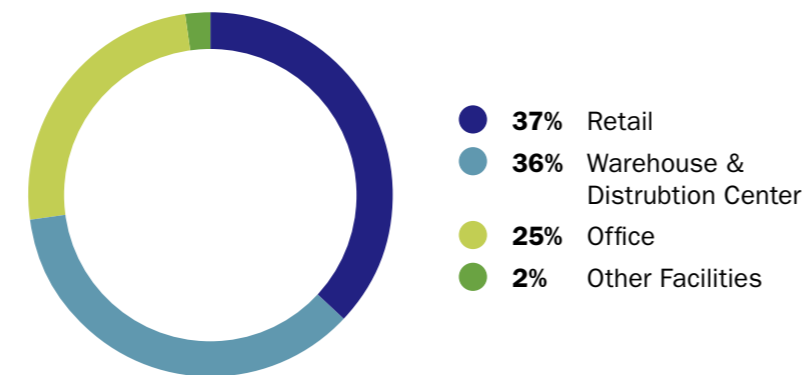
**TARGET:** Establish five collective action projects in our most water-stressed sourcing communities by 2025.

PVH has achieved our goal of establishing five collective action projects in our most water-stressed sourcing communities with quantifiable impacts. We continue to partner with World Wildlife Fund (WWF) to find ways to become better water stewards in and around the communities we source from, including by maintaining our support for the projects we helped establish.

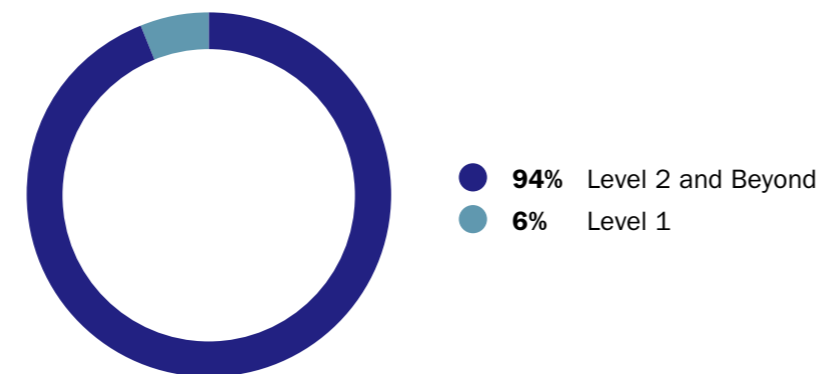
Our existing target has been focused on implementing context-specific interventions in our highest risk water basins. With the completion of that target, we are now rescoping our water target to drive quantifiable impacts in our own water consumption footprint, particularly in the supply chain.

Our updated water target will be informed by the results of the water risk assessment we completed in collaboration with WWF. The water risk assessment identified supply chain risks such as increased flooding, water quality and scarcity, and biodiversity loss.

**Water Use in Owned & Operated Facilities (m<sup>3</sup>)<sup>25</sup>**



**Supply Chain Water Use (m<sup>3</sup>)**



## PVH’s Collective Action Project Updates<sup>24</sup>

### India

The Noyyal Bhavani collective action project manages a broad scope of work—from surveys and assessments to policy and impact. In 2023, the project completed habitat restoration surveys and assessments in the Upper Bhavani catchment and implemented invasive plant management to improve stream water flows. Through the “Clean Tech and Better Water Management Practices” program in the Tirupper Textile cluster, urban and industrial water stewardship was scaled to facilitate capacity building, green financing, and policy engagement.

### Vietnam

Through the collective action project in the Mekong Delta, over 700 textile and apparel factories were trained in water effectiveness solutions, like wastewater recycling and circular economy principles. By adopting these water stewardship solutions, 20 textile factories reduced their overall water usage by more than 2 million cubic meters. Over 1,100 local farmers were also trained on their water footprint and potential water risks and the farms made quantifiable progress to reduce bio-pollution in shared watersheds.

The Mekong Delta water supply, sanitation, and hygiene (WASH) for local community projects continued in 2023, subsidizing water filter installation for select households with the most contaminated well water. The pilot will scale up to the rest of the communal families living far off the main road who have limited access to clean water.

### Türkiye

The collective action project in the Büyük Menderes basin identified technologies that support water savings and engaged with banks and the government to provide credit and grant opportunities for these initiatives. A regenerative cotton farming pilot in Büyük Menderes established monitoring and evaluation data and following the assessment’s completion, the pilot will be used as a guidepost for regenerative cotton production across the basin. WWF implemented foundational work—running studies with technical experts to analyze hydrology and biodiversity in the Bafa Lake and Büyük Menderes Delta. WWF also organized workshops to identify actions that will enhance water quantity and quality in these wetlands.

<sup>24</sup> PVH achieved our target of establishing five collective action projects, with the other two being established in China and Ethiopia in 2022.  
<sup>25</sup> Other Facilities includes showroom and mixed-use categories which were previously reported out on in the 2022 CR Report.

# Hazardous Chemicals and Microfibers

80% 

**TARGET:** Water leaving our wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.<sup>26</sup>

In tandem with our water collective action projects, PVH aims to act as stewards of this shared resource by complying with the strictest wastewater standards.

We collaborate with strategic wet processing suppliers to ensure the elimination of hazardous chemicals from water leaving their processing facilities.<sup>27</sup> We have integrated industry standards for wastewater into our compliance expectations for suppliers, including:

- Adherence to the Zero Discharge of Hazardous Chemicals (ZDHC) Manufacturing Restricted Substances list at the input level to ensure safer chemicals are used in every stage of production.
- Safe handling and storage of chemicals in facilities based on PVH's CR Supply Chain Guidelines.
- Management of chemical outputs through adherence to the Apparel and Footwear International (AFIRM Group) Restricted Substance List and ZDHC Wastewater Guidelines.

ZDHC is a multi-stakeholder organization leading the fashion industry to eliminate harmful chemicals from its global supply chain. We have integrated ZDHC wastewater compliance into the factory authorization process. Furthermore, we require our suppliers to maintain responsible chemical management systems at each stage of production.

PVH is also on track to ensure that Perfluoroalkyl Chemicals (PFAS), or forever chemicals, are phased out of production processes by 2024. The scope of our chemical phase-out policies can be found in our [Restricted Substance List](#) and [PFAS Policy](#).

PVH is scaling efforts to find microfiber mitigation opportunities. PVH is a signatory brand to The Microfiber Consortium (TMC)—a multi-stakeholder group that leads the textile industry in reducing microfiber pollution.

We are partnering with TMC to develop industry standards for microfiber filtration that are grounded in scientific studies and academic research. As an initial step in this strategy, we are working closely with all stakeholder groups, including TMC, Cascale, and other brands and retailers, to integrate microfiber filtration testing and evaluation processes into the Higg Facility Environmental Module (FEM) in the next year.

We have built this testing into our factory authorization process. Once TMC and ZDHC's standard for microfiber assessment is integrated into Higg FEM, we will start reporting progress against this industry-aligned microfiber target. In the interim, initial analysis show that we are on track to achieve this target.



## NOTABLE PROGRESS

- 82% of our suppliers were Manufacturing Restricted Substances List (MSRL) compliant in 2023.
- 48 more facilities tested their wastewater in 2023 than in 2022.

<sup>26</sup> This is not reflective of microfibers and only pertains to hazardous chemicals.

<sup>27</sup> A wet processor is a facility that uses any water processes as part of production, for example dyeing, finishing, printing, and laundry facilities.



# Human Rights

# Empower Women

22% 

**TARGET:** Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain by 2030.

Women make up the majority of our global supply chain workforce, and we aim to support them by providing professional and life skills development programs and services.

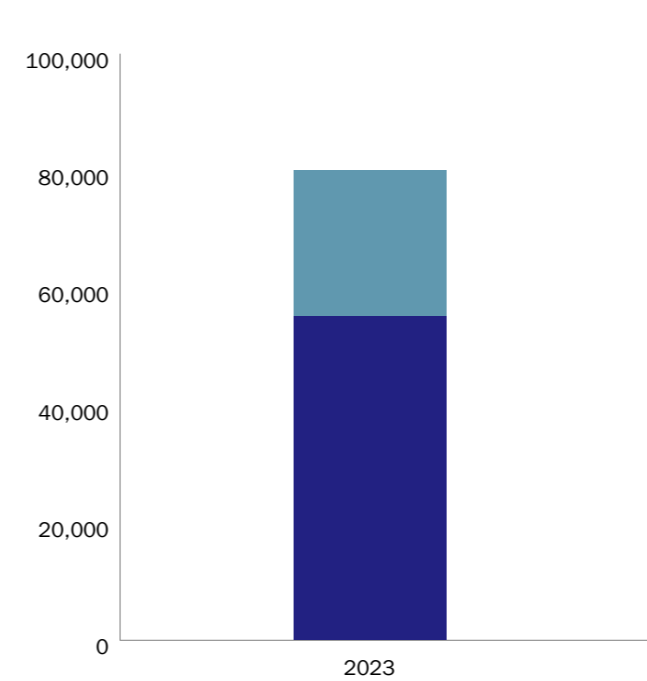
Since 2019, over 100,000 women in our supply chain and extended communities have been reached by PVH-supported women’s empowerment programs and services, and we continue to scale through new partnerships with leading international development organizations including USAID, CARE, and Power of Nutrition.

In 2023 alone, these partnerships helped expand the reach of this programming to 381% more women than last year. This increase is largely attributable to a broadening and greater availability of our programs to supply chain communities.

## NOTABLE PROGRESS

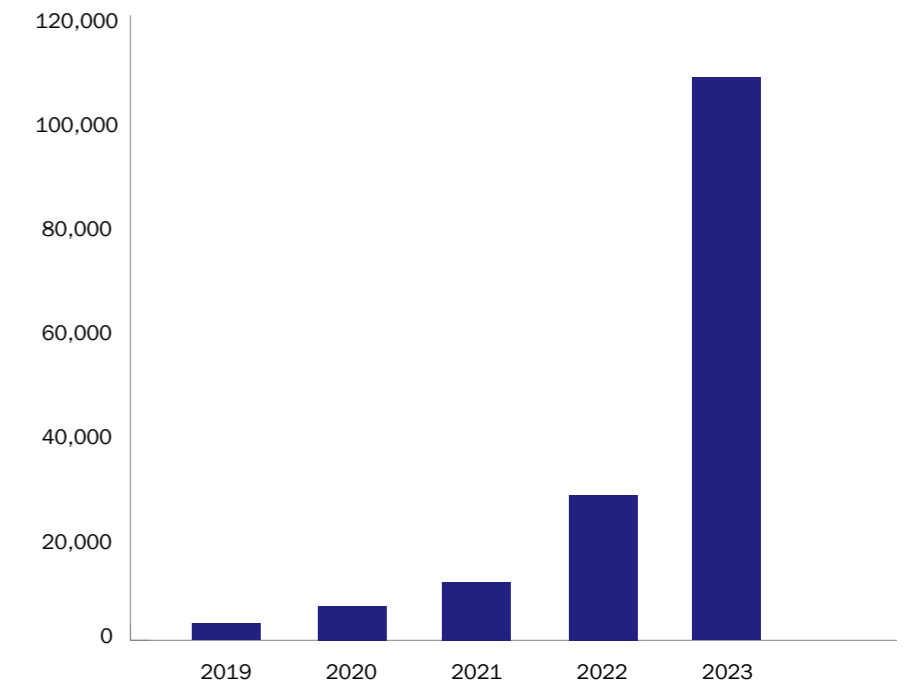
- Reached 80,000 women in 2023—a 381% increase from last year.
  - Enrolled over 55,000 women in community programs (P.A.C.E., Project Thrive, RISE) in 38 communities and almost 25,000 women in our factory programs (P.A.C.E., USAID, RISE programs) at 111 factories in 2023.
- The PVH Foundation contributed \$250,000 to the Resilience Fund for Women in Global Value Chains, which expanded to four countries in South and Southeast Asia and has provided funding to more than 45 grantees, 50% of which work with female workers in global supply chains.

**Women Enrolled in Community and Factory Programs**



● Total Women Enrolled in Community Program  
 ● Total Women Enrolled in Factory Programs

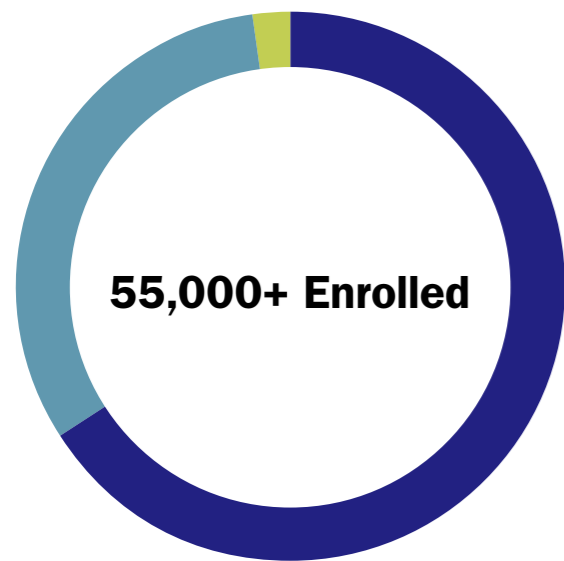
**Women Enrolled in Women’s Empowerment Programming (YoY)**





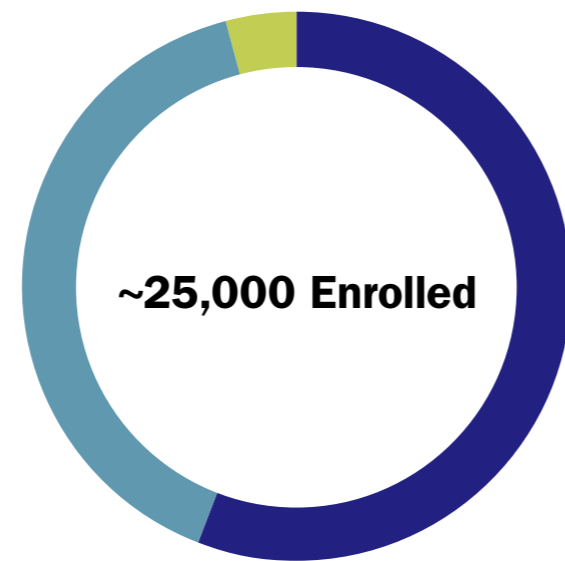
## Breakdown of Women’s Empowerment Programs by Community and Factory

### Women’s Empowerment Community Programs



- **66%** Power of Nutrition
- **32%** Community Programs under Project Thrive<sup>28</sup>
- **2%** P.A.C.E Community Program, Ethiopia

### Women’s Empowerment Factory Programs



- **66%** P.A.C.E. Factory Program
- **32%** USAID/Project Thrive
- **2%** RISE Financial Health



28 Community programs under Project Thrive consist of EKATA training, Women Friendly Spaces: Access to Services, and Community PACE training by Care Bangladesh.

## Women's Empowerment Programs



### Project THRIVE

In 2023, PVH entered our second year of Project THRIVE, a five-year, \$5 million partnership between The PVH Foundation and the USAID in Bangladesh. The program expands on the women's empowerment target by working directly in our supply chain facilities and supply communities generally.

In 2023, we enrolled 10,040 women in factories and 17,585 women in the community to develop career and life skills. We have increased our impact through supplier engagement sessions and by training peer educators within the community to facilitate the peer-to-peer program independently.

### Power of Nutrition

As part of our partnership with The Power of Nutrition and the United Nations International Children's Emergency Fund (UNICEF), The PVH Foundation provided \$250,000 toward a \$15 million, four-year program funded by multiple partners to address maternal and child nutrition in the apparel industry in Bangladesh.

In 2023, PVH and The Power of Nutrition, established a pilot program, Mothers@Work at ten ready-made garment factories to increase education and nutritional support for expecting women at work. This was launched in partnership with UNICEF, National Nutrition Service (NNS), the Bangladesh Garment

Manufacturers and Exporters Association (BGMEA), the Bangladesh Knitwear Manufacturers, and Exporters Association (BKMEA).

The pilot offered maternal nutrition services like in-factory education, comprehensive training to the factory's healthcare providers, and quality onsite health care facilities to support pregnant women while they are at work. The pilot was successful and 735 pregnant female workers received nutritional supplements with a 14% increase in women attending at least four prenatal visits compared to the previous year. Building on the success of the pilot, the program will expand to an additional 50 factories in 2024.

### Reimagining Industry to Support Equality (RISE)

Historically, PVH collaborated with the Gap Inc. Personal Advancement & Career Enhancement (P.A.C.E.) Program to provide female garment workers with professional and life skills trainings. In 2023, to align industry efforts, P.A.C.E. joined the Reimagining Industry to Support Equality (RISE) coalition, which brings together the four largest women's empowerment programs in the industry. RISE builds from proven approaches, scales impact, and reduces duplication for participating factories. In participating factories, more than 13,000 women were trained through the P.A.C.E. Factory Program and more than 900 underwent the RISE Financial Health training. In Ethiopia, over 1,000 women were reached by the P.A.C.E. Community Program. In 2024, we will continue to grow and scale our in-factory trainings through the RISE initiative.

### Save the Children and The PVH Foundation

In addition to our women's empowerment programs and services, our partners are instrumental in responding to the concerns of women in our supply communities. Through an ongoing partnership between Save the Children and The PVH Foundation, we have worked to resolve a key concern of our supply communities—having a safe place for children to go while caregivers are working. Our Early Childhood Care and Development Initiative (ECCD) initiative aims to improve the learning and holistic development of children of factory workers. Through the program, we reached 14 factory-based daycare centers for 140 children ages three and under, 15 early learning centers for 375 children ages three to five, and 20 pre-primary centers for 600 children ages five to six.

### Resilience Fund for Women in Global Value Chains

The Resilience Fund is a joint initiative of Business for Social Responsibility (BSR), the United Nations Foundation's Universal Access Project, and Women Win/Win-Win Strategies, in close collaboration with founding corporate partners and investors, including The PVH Foundation. To date, the Fund has awarded \$3.3 million to 65 grantee partners in Bangladesh, Cambodia, India, Vietnam, Malaysia, the Philippines, and Thailand to support locally driven solutions to the systemic problems that make women more vulnerable to crises like the COVID-19 pandemic. In 2023 alone, The PVH Foundation contributed \$250,000 to support women working in supply chains in Vietnam and Cambodia.

# Worker Voice

43% 

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

## Suppliers Enrolled in Workplace Cooperation Programming

PVH aims to empower workers in our supply chain to identify and communicate workplace issues without fear of retaliation. We offer continuous resources and trainings to supply chain workers, so they feel empowered to advocate for their needs.

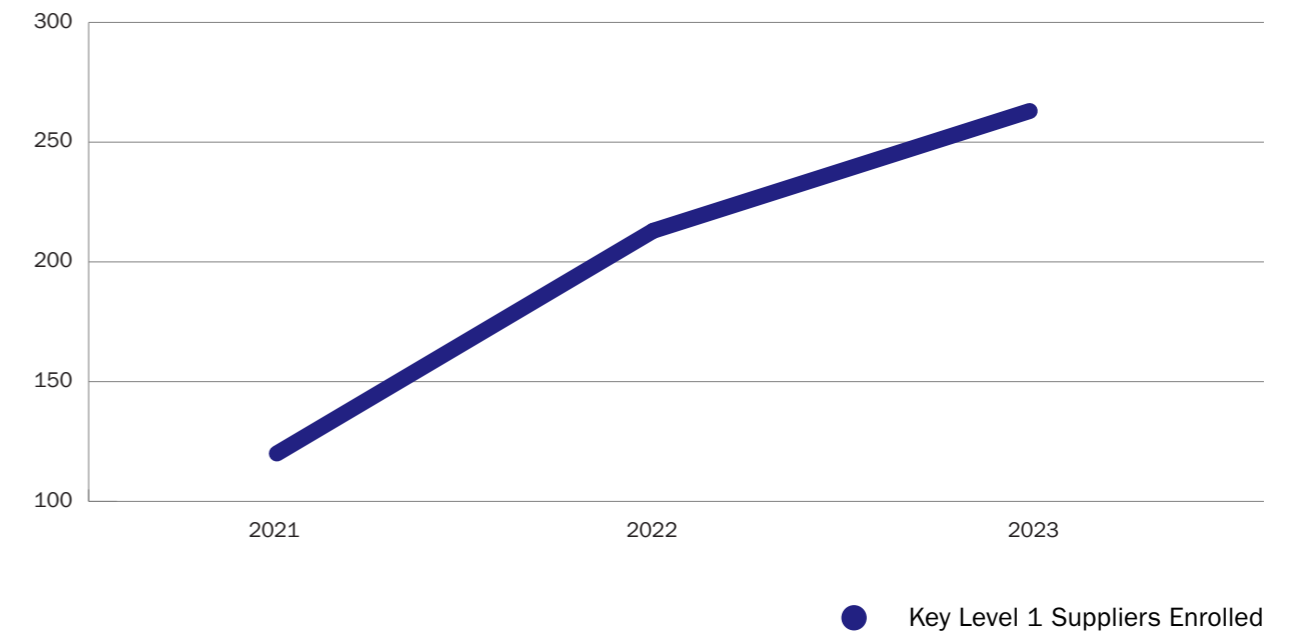
At our strategic facilities, PVH partners with ILO Better Work to collaborate with workers and managers to establish representative worker-management committees via the Workplace Cooperation Program (WCP). Through the WCP, we organize regular trainings across our supplier network. These trainings provide workers and managers with the skills needed to establish workplace committees and drive social dialogue, joint problem-solving, and mutual understanding of issues that affect workers, such as health and safety and working conditions. These worker-management committees are composed of 50% workers (including union representatives) and 50% management who are trained to address matters of mutual interest as close as possible to the factory floor.

To scale this program, PVH trained our most strategic suppliers, ensuring broad coverage for impact. From there, we utilized the train-the-trainer model to operationalize facility-level trainings across their factory bases. In 2023, we scaled the program to train 45 key Level 1 suppliers, who then led 158 trainings across their factory bases.

### NOTABLE PROGRESS

- 43% of key suppliers ensured their workers' voices were heard through representative workplace committees in 2023.
- Trained 45 key Level 1 suppliers, who led 158 trainings across their factory bases.
- 263 facilities were enrolled in the WCP and Better Work's Advisory Services in 2023.

## Suppliers Enrolled in Workplace Cooperation Programming



### Action through Effective Communication

At a facility in Sri Lanka, a member of the production team noticed that during rainy weather, the pathway from the production department to the washroom was becoming wet and slippery.

Recognizing the slippery floor as a critical safety hazard, a member of the production team brought the issue to the attention of a Workers Cooperation Council (WCC) member.

This employee then raised the issue during the monthly WCC meeting and emphasized the safety risks posed by the slippery pathway. The employee advocated for prompt intervention and management, in turn, responded quickly. Management instructed the maintenance personnel to ensure proper drainage of rainwater along the concrete pathway. The issue was resolved quickly, and now the pathway is safe for use during rainy weather.

# Safe Workplaces



**TARGET:** 100% of suppliers will promote and maintain safe and healthy work environments by 2025.

**TARGET:** 100% of suppliers within the International Accord will promote and maintain the highest standards of building, fire, and electrical safety.

In adherence with the ILO Constitution that adopted over 40 standards around occupational health and safety, PVH promotes a culture of health and safety among our suppliers and in the apparel industry more broadly.

Following the tragic Rana Plaza disaster in April 2013, PVH signed the Bangladesh Accord as a founding member of this legally binding safety agreement between workers, global unions, and apparel companies. The Bangladesh Accord has been essential for driving a culture of transparency and accountability within the industry. As signatories of the Bangladesh Accord, we ensure facilities where health and safety issues are identified have the resources to remediate those issues.

As of 2023, PVH is at 92% factory remediation in Bangladesh, one of the highest of all signatory companies. Since its founding, the Bangladesh Accord has broadened to become the International Accord for Health and Safety in the Textile and Garment Industry, reflecting an ambition to extend the benefits of the Accord model to countries beyond Bangladesh.

Based on a risk analysis, Pakistan was identified as the most strategic country for Accord expansion.

PVH signed The Pakistan Accord on Health and Safety in the Textile and Garment Industry in 2022 that went into effect in 2023 for an initial term of three years, and builds on the commitments of the International Accord, requiring brand owners and retailers to:

- Facilitate independent inspections and remediation of fire, electrical, structural, and boiler safety hazards.
- Ensure a high level of transparency on a factory-by-factory basis.
- Offer provisions to ensure remediation is financially feasible.
- Provide safety committee training and safety awareness programs.
- Respect the freedom of association in relation to protecting worker safety.
- Develop an independent worker complaints mechanism.
- Engage in joint capacity building with the government of Pakistan.



With the launch of the Accord in Pakistan in 2023, Accord management installed crucial administrative infrastructure to transition the Pakistan Accord from nascency to a fully scaled initiative. With key infrastructure now in place, the Accord will begin initial independent inspections, trainings, and other implementations at supply facilities across Pakistan, and PVH will follow accordingly. Once PVH completes the independent inspection process in Pakistan, we expect a potential uptick in identified health and safety issues within our overall supply chain and will use this as an opportunity to remediate issues that have been identified in Pakistan. We will further support remediation through close monitoring and engagement with the factory management and the Accord.

In addition to the inspections in partnership with the Accord, the PVH global assessment program includes occupational health and safety indicators. We use assessment findings to respond to smaller-scale issues requiring fewer resources for remediation than those targeted by the Accord. This multi-dimensional approach to workplace safety ensures that issues on both a small and large scale are identified and remediated.

## NOTABLE PROGRESS

- In 2023, PVH is at 92% factory remediation in Bangladesh where health and safety issues are identified and remediated.

<sup>29</sup> This progress percentage is reflective of Bangladesh Accord remediation.

# Living Wage

0%

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

PVH recognizes the recently published definition on living wage, “the wage level necessary to afford a decent standard of living for workers and their families, taking into account country circumstances and calculated for work performed during normal hours,” and this is “to be achieved through the wage-setting process in line with ILO Principles on wage setting.” This definition was agreed upon under the aegis of the International Labour Organization (ILO). PVH is committed to advancing living wages for supply chain workers via collective bargaining agreements between suppliers and trade unions, which is the key component of ILO Principles on wage setting and is central to PVH’s involvement in Action Collaboration Transformation (ACT).

Our efforts are guided by our partnership under ACT—an agreement between IndustriALL Global Union and signatory brand owners to transform the apparel industry and achieve living wages for workers. ACT works with representative national, local, and global trade unions to enable nationally negotiated living wages by improving freedom of association in its supply chains and leveraging brand purchasing practices to protect any wage increase. As a member of ACT, we commit to purchasing practices and overall business operations that support long-term supplier partnerships and enable good working conditions and wage increases in the supply chain.<sup>30</sup> We have worked with ACT and IndustriALL to create the conditions enabling a collective bargaining agreement for Cambodia in 2024,

with the hope that this collective bargaining agreement serves as a template for other supply countries.

In addition to the work under ACT, we remain committed to transparency and obtaining granular wage data lays the foundation for that transparency. In 2023, we made foundational progress by collecting the necessary granular wage data to provide us with the information we need to inform future progress. PVH completed a wage data collection pilot in Bangladesh, Cambodia, Turkey, and Vietnam using the Fair Labor Association (FLA) Wage Data Collection Tool.<sup>31</sup> The collected wage data allowed us to benchmark a factory’s non-management worker average net wage against the minimum wage and the Anker Methodology for calculating a living wage.<sup>32</sup>

## NOTABLE PROGRESS

- Completed a wage data collection pilot using the FLA Wage Data Collection Tool with the intention to increase wage transparency.
- PVH updated social indicators to have more severe consequences for wage non-compliance, alerting our suppliers to the critical importance of wages. If suppliers fail to remediate, the result is business termination.
- Integrated ACT updates into sourcing meetings and instituted a working group to develop systems for integrating higher wages into purchasing practices.
- Developed an ACT course for PVH’s internal training platform where associates expanded their knowledge of responsible purchasing practices.

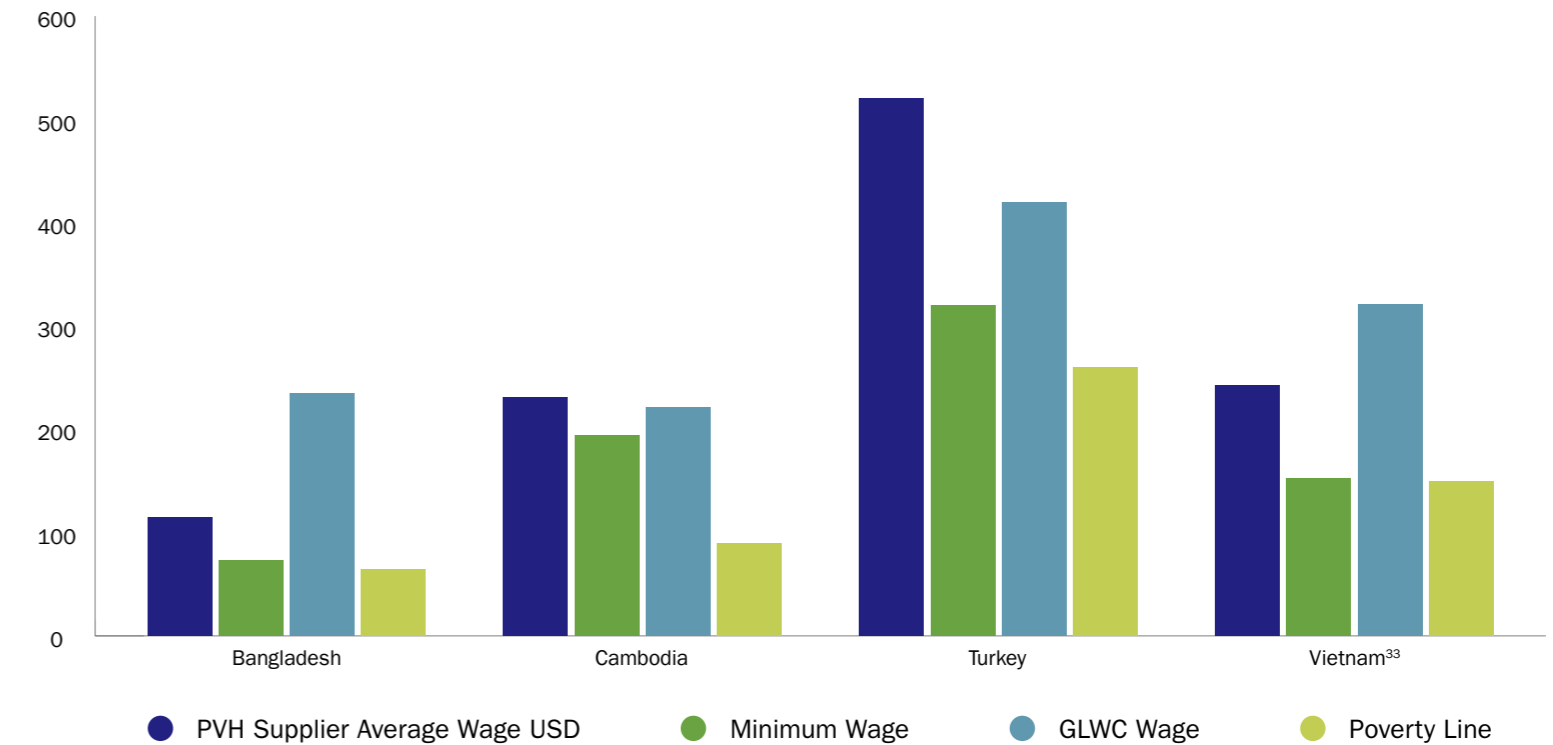
<sup>30</sup> See ACT’s Global Purchasing Practices Commitments.

<sup>31</sup> We conducted the pilot study in 2023, but the data collected is from 2022.

<sup>32</sup> The assessed factories in the pilot only represent 10% of PVH’s total factories as of 2022 but offer useful insights and can further shape our wage data collection processes going forward.

<sup>33</sup> Note that in Vietnam, the minimum wage varies by region. \$152.2 USD represents the average of the minimum wages across the country’s four regions.

## Wage Comparison by Country (USD)



### PVH signs the legally binding agreement to support collective-bargaining agreement in Cambodia in 2024

Throughout 2023, PVH worked in partnership with ACT, IndustriALL, and member brands to bring about a legally binding agreement which PVH signed in support of collective bargaining in Cambodia to enable higher wages, better working conditions, and sourcing commitments from brands.

As the first U.S. company to sign the agreement in mid-2024, PVH is a part of the collective member group in achieving the first step in finalizing an agreement that will have a broader positive impact on the industry at large. The individual binding agreements between brands and IndustriALL mark a milestone in enabling the first-ever brand-supported collective bargaining agreement in the Garment and Footwear sector. These agreements also support effective and sustainable industry collaboration among all actors across the value chain, demonstrating strong leadership by brands, employers, and unions in the sector, signaling the potential for a new era in the approach to wages, freedom of association, and responsible purchasing practices.

# Ethical Recruitment

99%

**TARGET:** 100% of migrant workers at our Level 1 and key Level 2 suppliers will not pay recruitment fees by 2025.

PVH abides by the Employer Pays Principle and we partner with our suppliers to prevent the occurrence of recruitment fees. As part of our due diligence and in partnership with the Responsible Labor Initiative and an external auditing partner, we have put protocols in place to monitor and facilitate data collection and analysis, as well as track recruitment fee cases to ensure appropriate action is taken. To receive production authorization from PVH, some suppliers are required to complete virtual trainings and undergo migrant labor assessments with ethical recruitment indicators.

## Recruitment Fees Remediation

In 2023, PVH learned that a factory in Thailand had hired workers from other countries who were charged for their own passport and renewal costs while seeking employment. Under the Employer Pays Principle and PVH's policy, this is considered a type of recruitment fee. Once alerted to this issue, PVH ensured the supplier committed to paying back all the passport renewal fees that workers had paid. The factory refunded the passport renewal cost to all impacted workers and revised their migrant worker hiring policy to ensure no worker pays a recruitment fee. Additionally, the factory trained all relevant staff on this migrant worker hiring policy.



# Supplier Assessment & Sourcing



**TARGET:** 100% of PVH suppliers will meet or exceed our environmental and social standards by 2030.

## PVH’s Corporate Responsibility Supplier Assessment Ratings

PVH’s goal is to ensure that all our suppliers will meet or exceed our environmental and social standards. Based on the assessment data, PVH assigns color ratings to suppliers summarizing their performance, one rating each for social and environmental performance. We use the lower of the two ratings to determine impacts on the business relationship. PVH immediately suspends operations with existing suppliers that receive a red rating and does not authorize production at prospective suppliers that receive a white color rating.

In the event a supplier receives an orange rating, indicating the finding of critical issues, that supplier must create and deliver remediation plans, or they will be terminated as a supplier. Together with our partners, PVH provides capacity building services to aid remediation efforts, and eventually, we offer the opportunity for reassessment and resumption of the business relationship.

We are deeply involved in the supplier assessment process and work closely with our suppliers to mitigate risks and ensure that they meet our environmental

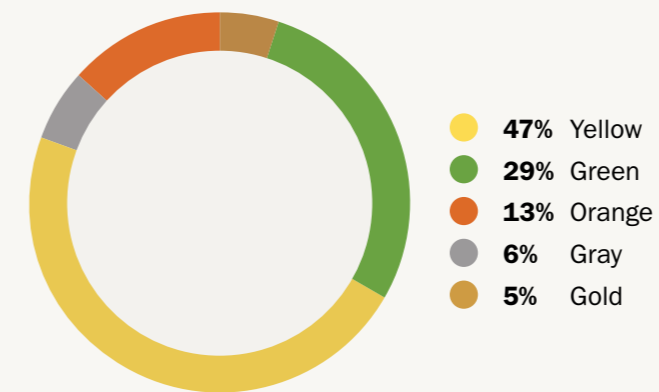
and social standards. In addition to the requirements set forth by our CR assessment program and PVH Code of Conduct standards, we also require suppliers to participate in specific *Forward Fashion* programs that are relevant based on their geography and workforce. These include programs related to our women’s empowerment, ethical recruiting, worker voice, and safe workplaces *Forward Fashion* targets.

### NOTABLE PROGRESS

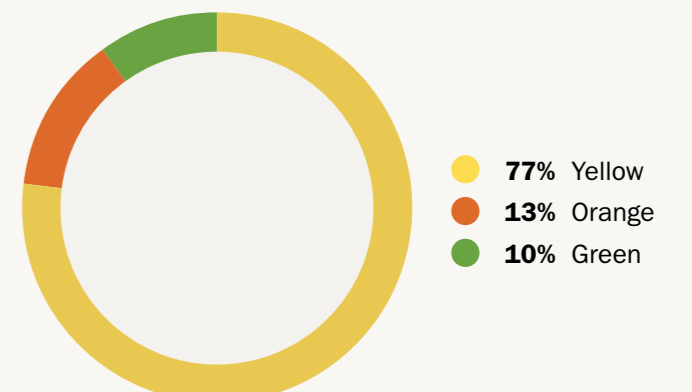
- 100% of PVH suppliers are subject to social assessments, which includes Level 1 and key Level 2 Suppliers.
  - 95% of applicable suppliers were assessed through the PVH Corporate Responsibility Social Assessment program, resulting in 1,551 assessments conducted.
    - 94% of applicable suppliers adopted the SLCP, amounting to nearly half of our supply base in 2023, with others leveraging industry standards such as Better Work and ABVTEX.
- 87% of applicable suppliers met or exceeded our environmental and social standards thresholds.

## Supplier Scorecard Ratings

### PVH Suppliers’ Social Scorecard Ratings<sup>34, 35</sup>



### PVH Suppliers’ Environmental Scorecard Ratings

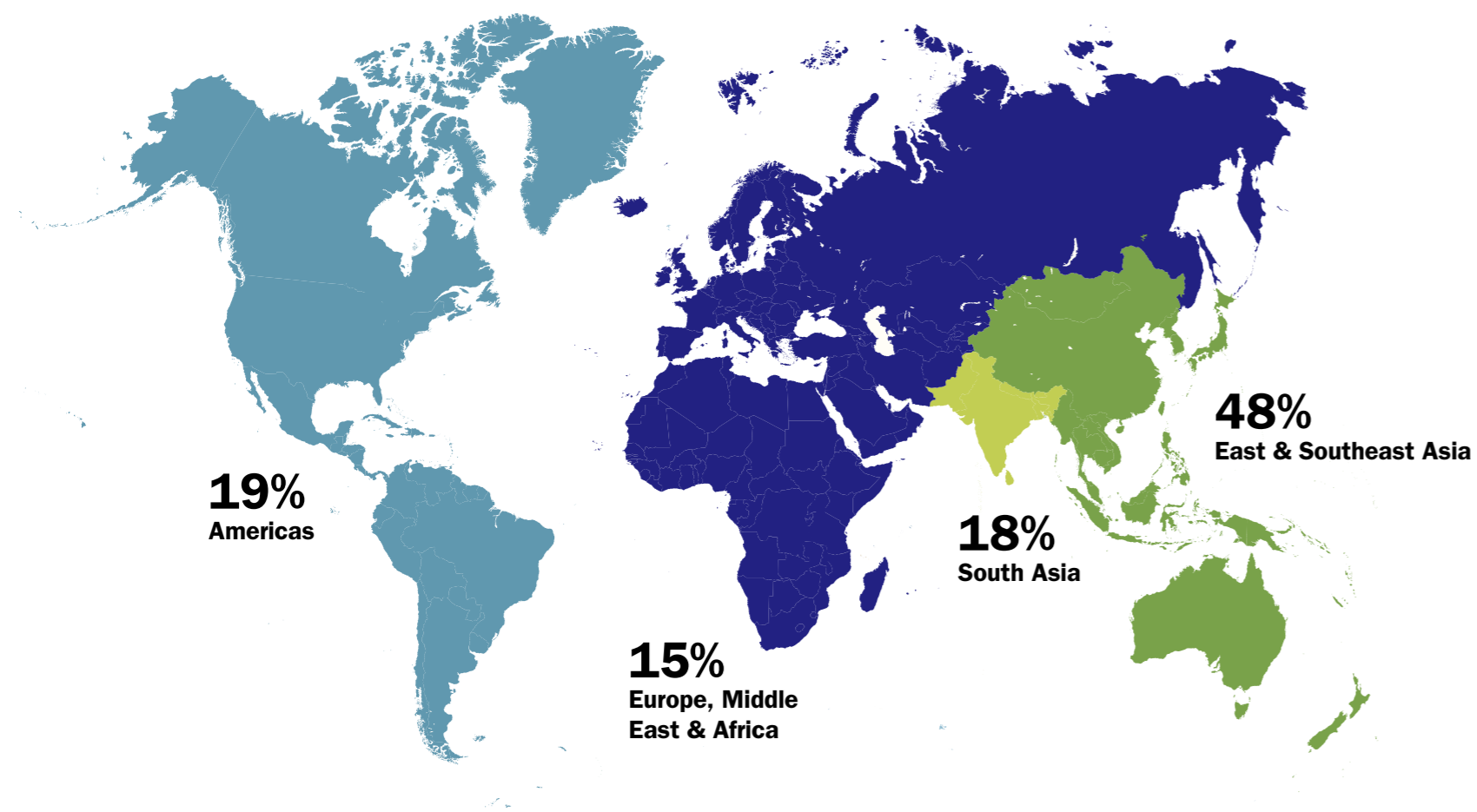


- **Gold** – Vendor has been accredited by PVH or approved 3rd party to self-monitor facilities on an annual basis. Vendor level accreditation renews every 3 years, vendor submits self-assessments, or other third-party audits of facilities on an annual basis for review.
- **Green** – Factory exceeds PVH environmental and social standards and is authorized for production for 2 years.
- **Yellow** – Factory meets PVH environmental and social standards and is authorized for production for 1 year.
- **Gray** – Factory meets criteria to that allows it to be exempt from a full CR Assessment in a particular assessment cycle, based on business volume or risk criteria. Factories with valid recent social compliance audit reports from reputable brands or auditing firms may submit these reports for review in lieu of completing PVH CR Short Form Assessment. Exemptions must be reviewed on an annual basis to determine if factory continues to meet the criteria.
- **Orange** – Factory has critical issues which require immediate remediation. Factory is authorized for production for 1 year. If issues persist, factory will not be reauthorized in the next cycle, and rating will be downgraded to red.
- **Red** – Existing factory does not meet environmental and social standards and is not authorized for production.
- **White** – New factory does not meet environmental and social standards and cannot be onboarded.<sup>26</sup>

For detailed definitions, please see the Supply Chain Guidelines [here](#).

<sup>34</sup> Suppliers that met or exceeded PVH Code of Conduct Standards are suppliers with a Gold, Green, Yellow, and Gray rating.  
<sup>35</sup> White Ratings are not part of the overall assessment given that the factories have yet to successfully onboarded to PVH supply chain.

## Suppliers by Region



## Environmental Assessments

Environmental assessments evaluate a factory’s environmental footprint and compliance, which helps identify key areas for improvement and efficiencies at the manufacturing level. PVH uses Cascale’s Higg Facility Environmental Module (FEM) data to assign an environmental rating to each supplier.<sup>36</sup> In 2023, PVH adopted Higg FEM 4.0 to keep up with industry requirements and standards.

## Social Assessments

100% of PVH suppliers are subject to social assessments, which includes Level 1 and key Level 2 Suppliers. Social assessments are a necessary tool to ensure that our suppliers meet A Shared Commitment, PVH’s code of conduct for vendors and other business partners International Labor Standards, and National Labor Law. These assessments include a set of questions to suppliers ranging from health and safety to overtime and benefits, which are then verified by an independent third-party.

We use the Social Labor Convergence Program (SLCP) Converged Assessment Framework wherever available to capture data from our global supply chain and create efficiencies. This helps suppliers reduce audit fatigue throughout the data collection process and reallocate resources from audit preparation to issues improvement. We believe in industry alignment and have been at the forefront of SLCP adoption. Only where SLCP adoption is not available do we use similar industry standardized assessment

frameworks. Countries that fall within International Labor Organization’s Better Work program use their own assessments. ABVTEX, a well-established assessment program is widely adopted across the Brazilian apparel and footwear industry. Gold suppliers, who have undergone Human Rights and Environmental Management Systems Assessments at a vendor level, are empowered to self-assess.

We partner with third-party auditors for environmental and social assessments that are conducted prior to building business relationships with suppliers and establish a baseline for facility performance. If a supplier is not able to meet our baseline, we will not work with that facility. Suppliers are assessed throughout our working relationship.

In 2023, PVH integrated Corrective Action Plans into our Vendor Management System, which promotes supplier ownership and engagement with remediation. We have also implemented a Vendor Scorecard, which provides clear tracking of supplier performance and a tool for continuous improvement.

In 2023, 95% of applicable suppliers completed their social assessments. We updated our social standards to better align with International Labor Standards and National Labor Law. As a result, suppliers who met our more rigorous social standards decreased to 87% in 2023. We are continuing with concrete action plans to close the gap. Going forward, we will work with our suppliers to help them meet these more rigorous standards.

<sup>36</sup> PVH requires that all Level 1 and key Level 2 factories will be subject to a human right assessment. Direct Level 1, excluding deminimus, and key Level 2 factories must conduct the Higg Facility Environmental Module (FEM) self-assessment and verification. In addition, key Level 2 factories must undergo a human rights assessment and conduct the Higg Facility Environmental Module self assessment and verification. The cadence and exceptions for an annual human rights assessment are based on the color ratings. Environmental assessments are performed annually for all in-scope suppliers regardless of color rating. See our [Supply Chain Guidelines](#) for more information.





# Inclusion & Diversity

# Inclusion & Diversity

At PVH, we are committed to cultivating an environment of belonging for all. Through this approach, we build a better workplace, drive innovation in the marketplace, and create positive impacts in our communities, all of which contribute to value creation for our business overall.

## Workplace

Our people and culture are essential to delivering our business strategy.

We believe in investing in our associates to support them in reaching their full potential and ensure they can thrive. This includes fostering a positive work environment and providing opportunities and pathways for growth.

### PVH Business Resource Groups

Across every dimension, associate-led Business Resource Groups (BRGs) are open to all and a driving force to foster strong associate engagement and contribute to the overall success of the business.

In Europe, we launched both the Asian Alliance and the Working Families BRGs and in Australia, we launched the Asian Alliance. In North America, we introduced the Disability Inclusion Alliance. We also launched a Global BRG Badge initiative, which acknowledges the contributions of Co-Chairs and Committee Leaders. The Badge serves as a celebration of the many contributions these leaders make in creating a welcoming and high-performing work environment.

Recognized as a **Best Place to Work for Disability Inclusion** by Disability:IN.

Named as a **Best Place to Work for LGBTQ Equality** by Monster.

Named on *Forbes'* list of **World's Top Companies for Women**. Ranked third in our category (Clothing, Shoes and Sports Equipment) and in the top 10% of all companies listed.



## Driving a Culture of Belonging

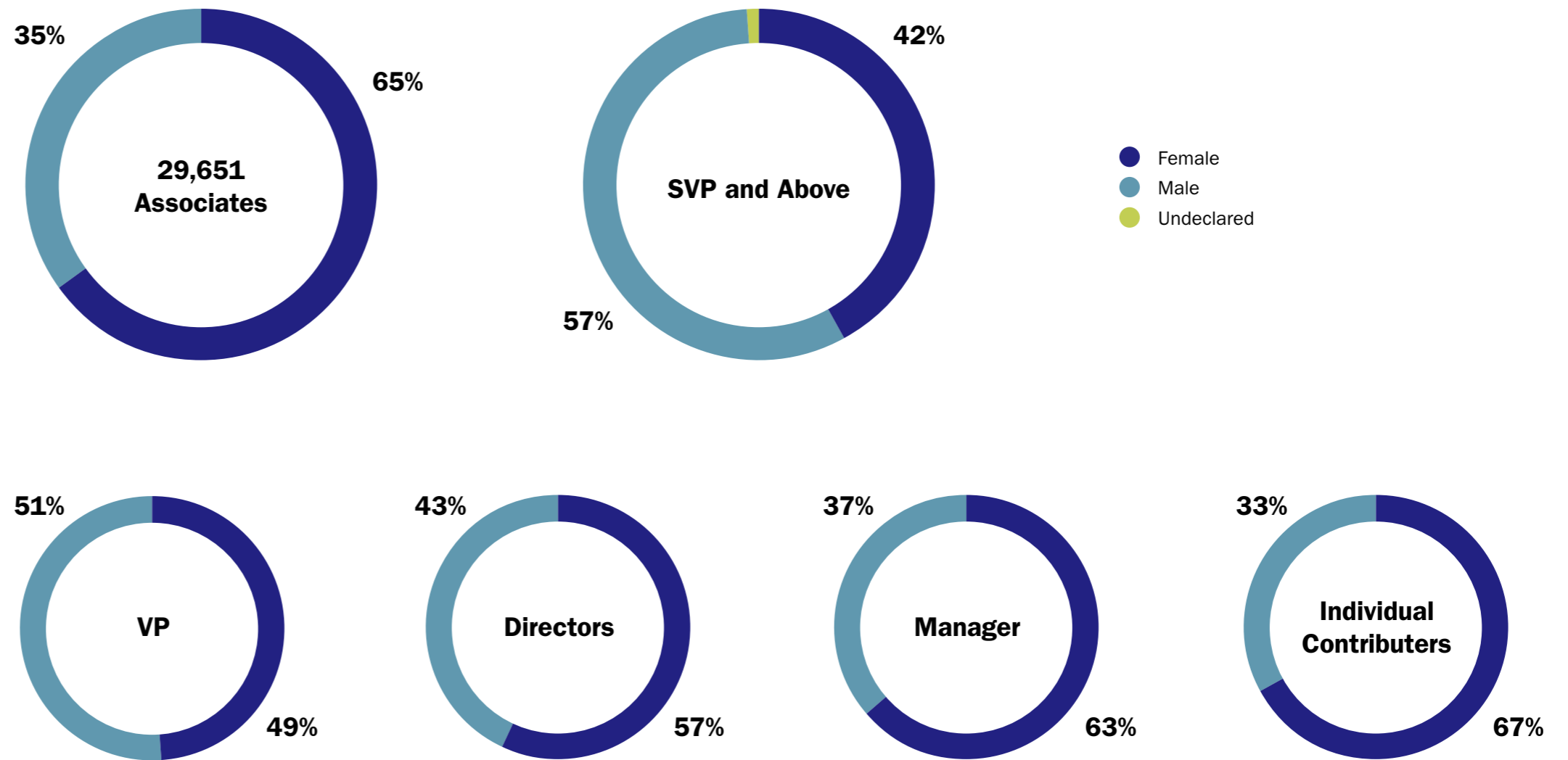
**COMMITMENT:** In service to our business goals, achieve gender parity globally in all leadership positions at the SVP level and above by 2026.



We understand that the exact demographic breakdown of our leadership is subject to fluctuation, and we will always see ebbs and flows based on a series of factors. Our aspiration is to foster an environment in which we can achieve gender parity globally in all leadership positions at the SVP level and above by 2026. In 2023, female representation at the SVP+ level was at 42% globally.

Our associate-led Empowering Women BRG chapters worldwide, Women’s Leadership Advancement Program and our associate mentorship program help us co-create a supportive workplace environment where all associates are seen and heard. For example, the Empowering Women group increased networking opportunities by creating “Learning Tables” for female associates in countries across the Asia-Pacific region to connect and support one another. In North America, a new engagement program provides female associates opportunities to network, while encouraging them to join mentorship programs for growth and development.

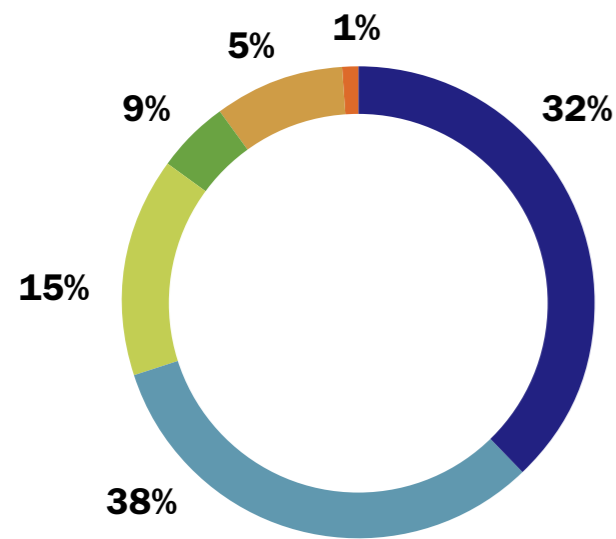
## Global Gender Breakdown by Level<sup>37</sup>



<sup>37</sup> All workforce data represents a point in time: February 4, 2024, the last day of PVH’s fiscal year. Legislative requirements on gender reporting are typically expressed as a binary (specifying women and men) and we are reporting our statistics in accordance with such legislation. Global workforce gender data excludes associates based in Spain, Portugal, Australia and New Zealand due to limitations in our enterprise data system.

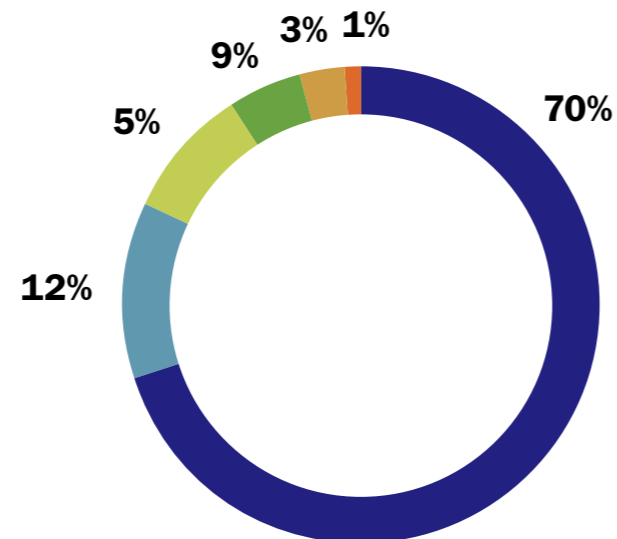
## US Race and Ethnicity by Level<sup>38,39</sup>

US Workforce Race Breakdown



- 32% White
- 38% Hispanic or Latino
- 15% Black
- 9% Asian
- 5% Other
- 1% Unspecified

SVP & Above



- 70% White
- 12% Hispanic or Latino
- 5% Black
- 9% Asian
- 3% Other
- 1% Unspecified



<sup>38</sup> Other includes: Native Hawaiian or Pacific Islander, Indigenous or Native American, Two or More Races and Unspecified.  
<sup>39</sup> These figures are approximate.

## Diversity<sup>40</sup> Recruitment

At PVH, we believe in cultivating a welcoming environment to ensure we are attracting, recruiting, and retaining top talent from all backgrounds.

In the U.S., we also are proud to continue our ongoing partnership with Howard University—the esteemed, historically Black university. Through the continued sponsorship of Howard’s School of Business Executive Leadership (SBEL) Honors Program, we provide access to the fashion industry to more than 100 students from the program, through career opportunities, internships and scholarships.

## Education & Awareness

At PVH, we aim to provide tools to our global associates to build awareness and create an environment that welcomes all. Examples include:

- Our Asia Pacific team launched a leadership and development program to develop leadership traits to achieve our vision and business priorities.
- North America hosted a “Let’s Talk...Allyship” development series to educate our leaders.
- Europe delivered Mitigating Bias Training for talent acquisition teams and human resources to address the potential for unconscious bias during the hiring process.
- Africa launched an awareness podcast series to feature associates, providing an educational platform to showcase local and regional stories about associates with varied backgrounds and experiences.
- APAC and EMEA held a Customer Service Retail training in key markets, where associates were trained in ways to better engage with all customers.

## Develop Talent

Expand professional skills development and digital literacy programs through PVH University to reach all PVH associates globally by 2023.

**93%** 

## Associate Benefits

As part of our I&D initiatives, PVH is committed to our associates’ wellbeing. We continuously evaluate how we support our associates through benefits and other support programs. Some of our benefits include:

- Expanded Culture of Care programming in Europe, including ‘The Parent Program’ (in collaboration with the Working Families BRG) to support working parents and ‘The Mindful Moments Program’ to promote mental health and balance. Parental leave was also expanded across Europe to be more inclusive.
- Expanded access to a wellbeing platform globally.
- Continued access to Headspace, the meditation and mindfulness app.

## Listening Sessions

PVH works to create an environment where every voice is not only heard but also encouraged and embraced. We do so by fostering an environment where knowledge and best practices are shared across the organization and ensuring development and belonging are further embedded in our culture.

To drive greater associate engagement and connection to business performance, we hosted several Culture of Care listening sessions throughout the year.

<sup>40</sup> PVH considers a candidate to be diverse if they identify as female, BIPOC (Black, indigenous and people of color), a member of an ethnic minority, veteran, or a person with a disability.

## Marketplace

Through our Marketplace initiatives, we work to ensure that our products, stores, marketing, and advertising best represent our global customer base.

### Consumer-Facing Initiatives

Throughout 2023, we created consumer-facing marketing campaigns that uniquely connected our brands with the cultural experiences of our customers. Examples include:

- *Calvin Klein* celebrated “Year of the Rabbit” with a capsule collection in our Asia Pacific region. The collection channeled the spirit of the New Year with new prints and bold colors to infuse our everyday essentials with the bright optimism of the holiday.
- *TOMMY HILFIGER* launched a Fall 2023 campaign, that featured a multi-generational cast including the families and friends of Devon and Steve Aoki, Paloma Elsesser, Quincy Jones, SZA, and Amber Valletta.
- *TOMMY HILFIGER*’s archival Disney collection featured characters in 14 adaptive styles for people with disabilities in honor of its 100 year celebration.

- *TOMMY HILFIGER* and Harlem’s Fashion Row announced Megan Smith as the winner of The New Legacy Challenge, a design competition that celebrates the voices of a new generation of designers and offers career support in fashion.
- In time for Sydney World Pride, *Calvin Klein* launched “Feel Pride,” a 2023 Australian and New Zealand Pride campaign starring Troye Sivan. The campaign highlights the global 2023 “This Is Love” Pride collection and exclusive local capsule featuring art designed by Australian First Nations artist Jake Simon.



## Community

At PVH, we are proud to build strong partnerships with a broad array of organizations that positively impact our communities worldwide. Examples of ways that we fostered and collaborated with various organizations to make an impact included:

- Partnered with Custom Collaborative on its expanded internship program, providing 40 participants with a 15-week, in-depth curriculum on professional development in the fashion industry.
- Partnered with BlaQ Aboriginal Corporation in Australia to support the Aboriginal and Torres Strait Islander LGBTQIA+ community.
- Worked with community organizations to showcase potential fashion career paths to 400 students, through career panels, skill building sessions, and tours of PVH.
- *TOMMY HILFIGER*'s Adaptive line featured community partners from around the globe, including a fashion show and exhibit with Runway of Dreams in Brooklyn, New York; a mobile shopping experience with Thread Together in Australia; and a forum with CareERs of People with Disabilities showcasing the adaptive collection in Japan.
- *Calvin Klein* partners with NGOs to provide our associates worldwide with resources that cultivate belonging in the workplace.





**The PVH Foundation**



# Giving & Philanthropy

With the leadership of our global philanthropic arm, The PVH Foundation—we are focused on advancing opportunity, belonging, and renewal.

**COMMITMENT:** By 2026, invest \$10 million globally to amplify awareness and access to opportunities in the fashion industry.

PVH believes in the power of opportunity and in providing the building blocks that will help pave the way for economic independence. Now in its second year, the PVH Foundation has invested \$3.66 million of \$10 million in 23 partner organizations to amplify awareness and provide access to opportunities in the fashion industry. Activities with these organizations included the following:

- Hosted 160 students across eight programs to learn from 39 PVH mentors with the Australian Business and Community Network.
- Offered a professional development program for 48 students of color across four different cities with the Misa Hylton Fashion Academy All Star Mentoring program.
- Facilitated an art and life skills program developed by WABC for 20 students with mental disabilities.

We are strongest when we all come together, and giving back is deeply embedded in PVH’s culture. We increased our philanthropic giving by 61% compared to 2022 to respond to global disasters and crises and to help alleviate the repercussions of those challenges on our associates and communities. As part of The PVH Foundation’s annual Global Month of Giving, associates donated over \$162,000 to

245 global organizations. With PVH’s company matching program, our collective effort reached a total of over \$485,000 for qualifying organizations worldwide.

A strong part of PVH’s culture focuses on volunteering our time to help build a sense of purpose, meaning, and connection in the communities where we work and live. Through the PVH Cares program, associates provided more than 7,000 hours of volunteer service across 11 different countries. In North America, we continued to offer 48 hours of paid volunteer time along with our matching gift program, which provides a dollar-for-dollar match up to \$10,000 per associate per year for direct contributions to qualifying nonprofit organizations of their choice. In 2023, PVH also expanded its Month of Service globally, enabling associates to lend their talents and time to causes that make a difference.

The PVH Foundation continued to provide key support and investment towards achieving our environmental, social, and I&D commitments:

- Provided \$1.25 million contribution toward our commitment to Apparel Impact Institute’s (Aii) Fashion Climate Fund, as part of our 10-year commitment. For more information on our work with the Apparel Impact Institute, visit [page 14](#).
- Continued to work with the World Wildlife Fund (WWF) on our water collective action projects. For more information on our work with WWF, visit [page 21](#).
- Scaled our partnership with the Resilience Fund for Women in Global Value Chains. For more information on the Resilience Fund, visit [pages 24 and 26](#).

- Partnered with Gap Inc. Personal Advancement and Career Enhancement (P.A.C.E.) program on empowering women in our supply chains. PACE was absorbed by Reimagining Industry to Support Equality (RISE) in 2023. For more information on RISE, visit [pages 24-26](#).
- Developed learning centers for the children of caregivers in our supply chain communities through our collaboration with Save the Children. For more information on Save the Children, visit [page 26](#).
- Through our store collection opportunities, customers donated more than \$600,000 toward our NGO partners.

## 2023 Giving (USD)

Foundation Cash Grants	\$6,434,607
Corporate Giving	\$507,271
In-Kind Donations <sup>41</sup>	\$18,787,412
Corporate Match and Incentives	\$440,683
Associate Fundraisers	\$91,123
Store Collections	\$618,515
<b>Total Cash Grants (Foundation + Corporate Giving)</b>	<b>\$6,941,878</b>
<b>Total Giving</b>	<b>\$33,821,489</b>

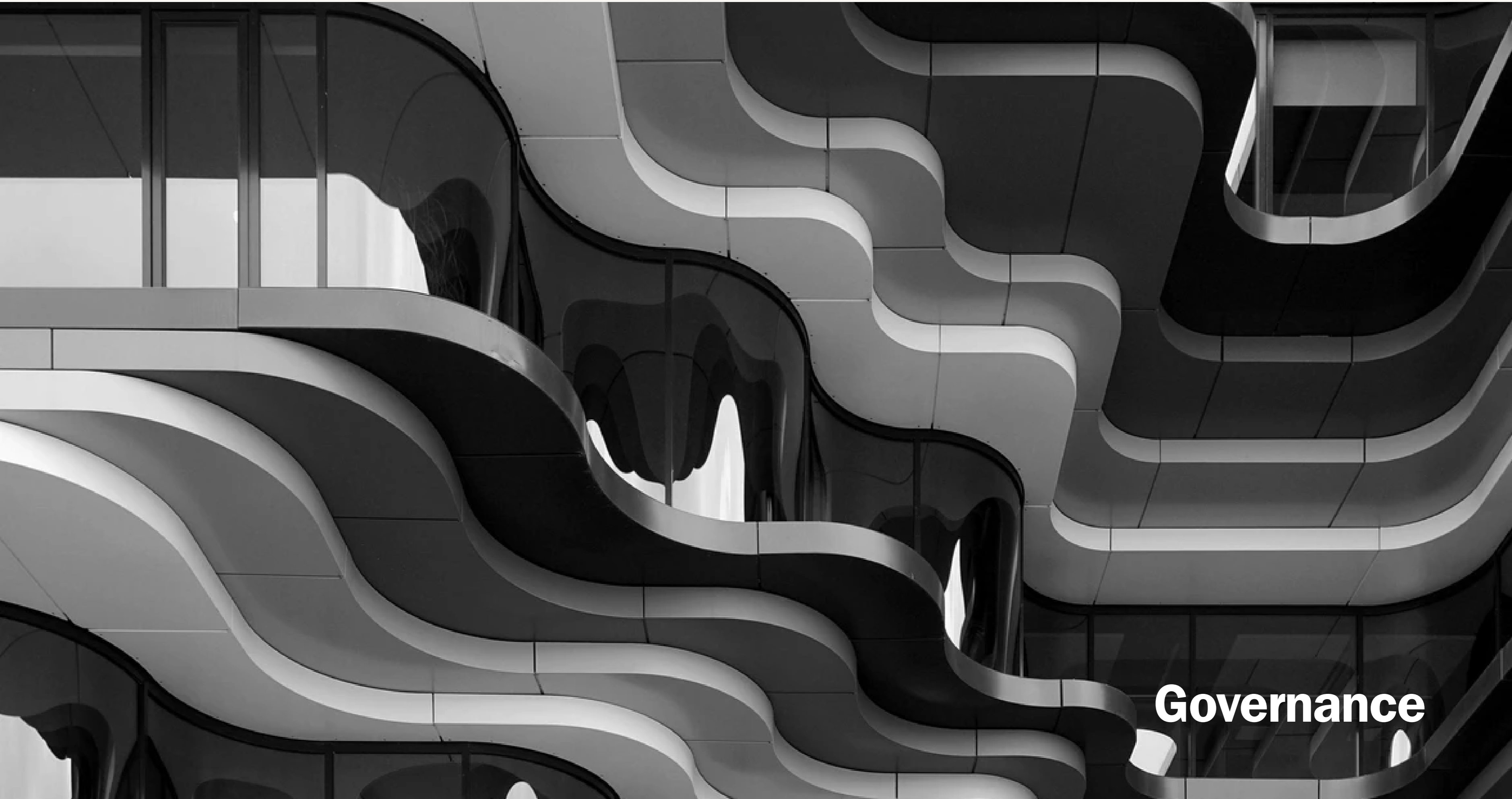
## Associate Support and Giving

The impacts of climate change are felt most by communities most vulnerable to economic and social issues. Unfortunately, 2023 was a year marked by unprecedented natural disasters, several of which impacted our own associates. This reality underscores the importance of supporting individuals in need, while also accelerating climate action to mitigate the intensity and reduce the frequency of natural disasters.

The PVH Foundation partnered with Americares to provide necessary relief funds and supplies in the wake of disasters such as the wildfires in Maui and the earthquake that devastated Türkiye and Syria. Our associates also contributed to disaster relief efforts through our partnership with Global Giving. Associate donations made through Global Giving were double-matched by The PVH Foundation.

In the wake of the Super Typhoon in Guam and the tornado in Georgia, The PVH Foundation also made it possible for associates to help their colleagues in need via the Associate Relief Fund. In 2023, 230 associates received nearly \$250,000 in relief grants.

41 In-Kind Donation valuation is based on Fair Market Value (FMV).



# Governance

## Board of Directors

We continue to execute our Board refreshment program, which has successfully reduced the average tenure of our Board members and increased the diversity of the Board as a whole over the past five- and ten-year periods. Only one of our directors has served more than 10 years and half of our directors have served for three years or less.

Our Board is elected annually and consists of eight independent directors and our CEO. The Board Chair is an independent director. The independent directors regularly meet in sessions without the CEO or other management present. Only independent directors serve on the Board's key committees.

The Board is instrumental in PVH's commitment to good governance, including by aligning it and our executives with stockholder interests. This is done in many ways. For instance, the Board's Compensation Committee oversees an executive compensation program that emphasizes pay for performance over fixed compensation. Additionally, the Nominating, Governance & Management Development Committee and the Compensation Committee have enacted stock ownership guidelines for the non-employee directors, and our executive officers and other executive leadership team members, respectively. Moreover, our Insider Trading Policy prohibits hedging and pledging of our common stock by Board and Section 16 officers.<sup>42</sup> Furthermore, the Board has long had in place a clawback policy allowing us to recoup compensation from executive officers in the event of financial restatements or breaches of material company policies.

All Board members must comply with our Code of Business Conduct and Ethics. More extensive governance and policy disclosures, as well as additional details regarding the Board Demographics of our Board, can be found in the Proxy Statement for our 2024 Annual Meeting of Stockholders.

PVH is committed to upholding strong anti-bribery and anti-corruption policies across our global operations. We provide mandatory annual training for all associates, including the Board of Directors, through online and in-person sessions, ensuring understanding of our policies in local languages. Our Compliance and Internal Audit teams partner with external auditors to conduct audits focused on compliance with the policies, particularly in higher-risk locations. Senior management and regional leaders play a key role in implementing and promoting these policies. Regular internal and external audits evaluate the effectiveness of our program. For more details, please refer to our 2023 GRI disclosure section and our 2022 CR Report to learn more.

Read our [2024 Annual Proxy Meeting of Stockholders](#) for additional governance and policy disclosures, as well as our:

- [Board Demographic Breakdown](#)
- [2024 Form 10-K](#)
- [Code of Business Conduct and Ethics](#)
- [Code of Ethics for our Chief Executive Officer and Senior Financial Officers](#)
- [Committee Description and Membership](#)
- [Corporate Governance Guidelines](#)

## Stakeholder Engagement

Understanding the most significant interests of our internal and external stakeholders helps us determine our priorities. Read our 2022 CR Report and our [2024 Annual Proxy Meeting of Stockholders](#) to learn more about PVH stakeholder engagement.

## Risk Management

We strive to understand and address material risks to our business. Over the last two years, we completed our latest Materiality Assessment and Sustainable Business Risk Assessment, and in 2024 are undertaking our Double Materiality Assessment, with plans to publish those results next year. We also continue to engage in our annual enterprise risk management (ERM) process, using this process to evaluate the inherent nature of risks (impact, likelihood and velocity), as well as management's capabilities and controls to manage and mitigate such risks to an acceptable level.

Read our 2022 CR Report for our latest:

- [Materiality Assessment](#)
- [Sustainable Business Risk Assessment](#)
- [Climate Risk Assessment](#)

## Management of Grievances

As a first measure, we encourage our associates to communicate with their immediate supervisor, Human Resources, or Legal to resolve or report issues. The Tell PVH hotline is an additional resource. Tell PVH is our hotline (telephone and website) for reporting allegations of potential misconduct, including violations of the PVH Code of Business Conduct & Ethics, as well as any other workplace-related concerns. The hotline is a resource where reports can be made anonymously (where permitted by local laws) and in any of 14 languages.

PVH engages several formal mechanisms for workers in our supply chain to report a grievance. Resources and tools are available to our suppliers' workers and their legitimate representatives across supply chain levels.

PVH relies on several grievance mechanisms:

- The International Accord's grievance mechanism. The International Accord currently only covers Bangladesh and is in the process of expanding into Pakistan.
- Better Work's grievance mechanism, in applicable countries.
- Tell PVH is our hotline and website for reporting inappropriate conduct and other workplace concerns.

<sup>42</sup> A director who serves as a "Section 16 officer" of a public company or in an equivalent position at a private company is limited to board service at the company at which the director is employed and one other public company.

<sup>43</sup> PVH updated the Animal Welfare Policy in 2023.



PVH extends our sincerest gratitude to the partners that have helped shape, guide, and execute our strategy.

# Data Appendix

# Data Appendix

## Emissions

Greenhouse Gas Emissions and SBTi Target Emissions, 2021-2023 (MT CO <sub>2</sub> e) <sup>44,45</sup>	2021	2022	2023
GHG Scope 1 emissions	13,011	14,133	9,271
GHG Scope 2 emissions	35,399	28,470	28,510
<b>Total Scope 1 &amp; 2 emissions (market-based)</b>	<b>48,410</b>	<b>42,603</b>	<b>37,781</b>
SBTi Target GHG Scope 3 Emissions	1,920,178	1,992,712	1,880,636
GHG Scope 3 emissions	2,314,980	2,500,280	2,256,662
<b>SBTi Target Total GHG Emissions<sup>46</sup></b>	<b>1,968,588</b>	<b>2,035,315</b>	<b>1,918,417</b>
<b>Total GHG emissions</b>	<b>2,363,390</b>	<b>2,542,883</b>	<b>2,294,443</b>

Scope 1 & 2 Emissions by Category, 2021-2023 (MT CO <sub>2</sub> e)	2021	2022	2023
<b>Scope 1</b>			
Stationary Combustion	10,084	10,373	7,662
Mobile Combustion	1,863	2,746	629
Refrigerants	1,064	1,014	980
<b>Scope 2</b>			
Purchased Electricity (location-based)	66,779	59,972	63,885
Purchased Electricity (market-based)	35,399	28,470	28,510
<b>Total Scope 1 &amp; 2 emissions (location-based)</b>	<b>79,790</b>	<b>74,105</b>	<b>73,156</b>
<b>Total Scope 1 &amp; 2 emissions (market-based)</b>	<b>48,410</b>	<b>42,603</b>	<b>37,781</b>

Scope 1 & 2 Emissions by Regions, 2021-2023 (MT CO <sub>2</sub> e)	2021	2022	2023
Americas	20,287	14,076	12,518
Asia-Pacific	24,484	21,481	22,622
EMEA	3,639	7,046	2,641
<b>Total</b>	<b>48,410</b>	<b>42,603</b>	<b>37,781</b>

Scope 3 Emissions by Category, 2021-2023 (MT CO <sub>2</sub> e)	2021	2022	2023
Purchased goods and services	1,745,162	1,805,522	1,704,450
Upstream transportation and distribution	101,525	72,559	67,991
End of life treatment of sold products	34,204	32,313	34,329
Downstream transportation	12,519	25,818	22,013
Franchises	11,859	31,249	27,200
Fuel and energy related activities	11,566	19,871	19,553
Business travel	1,216	5,307	4,915
Waste generated in operations	2,127	73	185
<b>SBTi Target GHG Scope 3 Emissions<sup>46</sup></b>	<b>1,920,178</b>	<b>1,992,712</b>	<b>1,880,636</b>
Use of sold products	298,271	419,411	313,040
Capital Goods	53,082	50,100	37,992
Employee Commuting	43,449	38,057	24,994
<b>Total GHG Scope 3 Emissions</b>	<b>2,314,980</b>	<b>2,500,280</b>	<b>2,256,662</b>

Greenhouse Gas Emissions of Raw Materials, 2021-2023 (MT CO <sub>2</sub> e)	2021	2022	2023
Conventional cotton	394,015	264,011	108,536
Environmentally-preferred cotton	426,429	531,740	486,565
Conventional polyester	145,914	144,202	100,063
Other materials	63,914	58,225	78,162
Conventional nylon	87,741	74,758	83,526
Conventional leather and suede	90,315	103,111	211,585
Environmentally-preferred polyester	42,698	65,830	59,902
Conventional viscose	32,851	34,598	12,693
Elastane, spandex and lycra	27,898	28,844	34,596
Polyurethane	19,338	21,401	21,794
Environmentally-preferred nylon	12,864	16,016	19,146
<b>Total GHG emissions of raw materials</b>	<b>1,343,977</b>	<b>1,342,737</b>	<b>1,216,569</b>

<sup>44</sup> In 2022, we updated our calculation methodologies for several Scope 3 categories to achieve greater accuracy and to align with SBTi guidance. This methodology was applied to 2021-2023 emissions and we updated our base year to 2021. Previous years are considered not comparable.

<sup>45</sup> PVH is disclosing two separate totals for GHG emissions: One total reflects categories included in our Science Based Targets initiative (SBTi) validated target: 100% of scope 1 and 2 emissions and designated categories of scope 3 emissions based on SBTi revised guidance and PVH's target boundaries. PVH's SBTi target excludes indirect emissions from use of sold products, capital goods, and employee commuting. The second total includes all emissions categories: 100% of scope 1 and scope 2 emissions and all relevant scope 3 categories as defined by the Greenhouse Gas Protocol, ensuring a comprehensive representation of our total emissions footprint.

<sup>46</sup> PVH's SBTi target excludes indirect emissions from use of sold products, capital goods, and employee commuting.

**Data Appendix continued**

## Electricity

Electricity Use, 2021-2023 (kWh)	2021	2022	2023
Renewable electricity	94,578,516	102,132,816	105,233,588
Non-renewable electricity	77,275,527	64,182,437	60,095,843
<b>Total electricity use</b>	<b>171,854,043</b>	<b>166,315,253</b>	<b>165,329,431</b>

Electricity Use by Region, 2021–2023 (kWh)	2021	2022	2023
Europe	46,178,516	45,132,816	42,922,588
North America	48,400,000	57,000,000	62,311,000
<b>Total electricity use</b>	<b>94,578,516</b>	<b>102,132,816</b>	<b>105,233,588</b>

Electricity Use by Facility Type, 2021–2023 (kWh)	2021		2022		2023	
	Renewable electricity	Non-renewable electricity	Renewable electricity	Non-renewable electricity	Renewable electricity	Non-renewable electricity
Retail	46,798,534	62,823,784	51,241,769	48,965,594	48,272,362	49,937,007
Warehouse	26,318,314	5,313,301	34,554,296	4,088,720	37,498,661	3,311,769
Office	18,035,273	8,769,575	13,983,083	11,096,396	16,284,622	6,772,990
Other facilities <sup>47</sup>	3,426,395	368,867	2,353,667	31,727	3,177,943	74,077
<b>Total electricity use</b>	<b>94,578,516</b>	<b>77,275,527</b>	<b>102,132,816</b>	<b>64,182,437</b>	<b>105,233,588</b>	<b>60,095,843</b>

## Packaging

Packaging Type by Weight (Mt), 2023	Weight (Mt)
On Product	12,597
Operational	16,286
Retail	12,316
Transit	31,617
<b>Total</b>	<b>72,816</b>

Packaging Materials by Weight, 2023	Weight (Mt)
Paper	34,050
Cardboard	19,352
High Density Polyethylene	12
Low Density Polyethylene	3,648
PET	516
Other	15,239
<b>Total</b>	<b>72,816</b>

Packaging by Recycled & Non-Recycled Content, 2023 (Mt)	2023	
	Recycled Content	Non-Recycled Content
On Product	6,229	6,368
Operational	10,858	5,428
Retail	9,798	2,517
Transit	14,463	17,154
<b>Total weight (Mt)</b>	<b>41,349</b>	<b>31,467</b>

<sup>47</sup> Other facilities include vehicles, showrooms, and mixed-use facilities.

**Data Appendix continued**

## Water

Water Use in Owned & Operated Facilities, 2021-2023 (m <sup>3</sup> )	2021	2022	2023	% of Total for 2023
Warehouse & storage	160,736	147,016	155,139	36%
Office	104,917	100,723	105,213	25%
Retail	157,033	154,543	156,633	37%
Other facilities <sup>48</sup>	11,402	10,848	9,225	2%
<b>Total</b>	<b>434,088</b>	<b>413,130</b>	<b>426,210</b>	<b>100%</b>

Supply Chain Water Use, 2023 (m <sup>3</sup> ) <sup>49</sup>	2021	2022	2023	% of Total for 2023
Level 1	4,196,908	7,024,274	9,394,564	6%
Level 2 and Beyond	213,460,472	205,125,567	140,728,954	94%
<b>Total</b>	<b>217,657,380</b>	<b>212,149,841</b>	<b>150,123,518</b>	<b>100%</b>

Water Use by Material Type, 2021-2023 (m <sup>3</sup> )	2021	2022	2023
Cotton	207,812,942	199,106,532	131,703,879
Polyester	1,330,594	1,474,846	1,119,697
Nylon	461,842	434,075	494,757
Wool	73,905	77,224	60,424
Cellulosics	838,245	754,766	656,391
Packaging	173,206	515,354	1,676,243
Other Materials <sup>50</sup>	2,769,737	2,762,770	5,017,563
<b>Total</b>	<b>213,460,472</b>	<b>205,125,567</b>	<b>140,728,954</b>

Water Use by Region, 2021-2023 (m <sup>3</sup> )	2021	2022	2023
Americas	203,789	182,017	215,366
EMEA <sup>51</sup>	169,589	175,853	166,717
Asia Pacific	60,709	55,259	44,127
<b>Total</b>	<b>434,087</b>	<b>413,129</b>	<b>426,210</b>

## Materials

Environmentally Preferred Materials Use, 2018–2023 (Mt) <sup>52</sup>	2018	2019	2020	2021	2022	2023
Cotton	40,878	53,805	45,430	50,545	62,697	57,581
Viscose	103	274	249	764	429	420
Wool	1	0	21	60	84	194
Polyester	2,266	2,083	2,929	5,716	8,813	8,021

Materials Use by Weight (Mt), 2023	Mt	% of Total
Environmentally Preferred Cotton	57,581	51%
Conventional Cotton	11,658	10%
Environmentally Preferred Cellulosics	736	0.6%
Conventional Cellulosics	1,752	2%
Environmentally Preferred Synthetics	10,684	9%
Conventional Synthetics	21,540	19%
Environmentally Preferred Animal-Derived	285	0.3%
Conventional Animal-Derived	6,190	5%
Other materials	2,979	3%
<b>Total</b>	<b>113,405</b>	<b>100%</b>

<sup>48</sup> Other facilities include vehicles, showrooms, and mixed-use facilities.

<sup>49</sup> Level 1 suppliers are responsible for the assembly and manufacturing of PVH's final products while Level 2 are raw material suppliers that are responsible for the production and finishing of materials.

<sup>50</sup> In relation to water usage - other materials includes environmentally preferred viscose, wool, down, acrylic, organic linen, PVC, thermoplastics, and other materials with nominal usage representing less than 3% of materials water usage.

<sup>51</sup> We are now reporting total water by region to align with GHG Reporting. Africa has been folded into EMEA region data.

<sup>52</sup> Environmentally Preferred Cotton defined as organic, recycled and third-party certified cotton.

Environmentally Preferred Viscose defined as FSC and PEFC certified sources, or recycled material/viscose.

Environmentally Preferred Wool defined as Responsible Wool Standard, recycled, organic and regenerative wool.

Environmentally Preferred Polyester defined as recycled polyester.

Other materials include hemp, jute, sisal, rattan, linen, flax, ramie, rubber (natural), metal and organic linen.



**Data Appendix continued**

## PVH Suppliers and Assessments

PVH Supplier Numbers, 2023 <sup>53</sup>	Key Suppliers	Total suppliers
Level 1	291	1,574
Level 2	247	1,701
<b>Total</b>	<b>538</b>	<b>3,275</b>

PVH Supplier Social Assessments at a Glance, 2023	Total	% of Total
Suppliers subject to PVH Social Assessments <sup>54</sup>	1,821	100%
New suppliers subject to PVH Social Assessments	225	100%
Suppliers that were not eligible (of total supplier base) for Social Assessment <sup>55</sup>	270	15%
Suppliers that were eligible for Social Assessment <sup>56</sup>	1,551	85%
<b>Social Assessment Completion Rate for Eligible Suppliers<sup>57</sup></b>	<b>1,472</b>	<b>95%</b>

PVH Suppliers' Social Scorecard Ratings, 2023	Total	% of Total
Green	521	29%
Yellow	861	47%
Gray	103	6%
Orange	244	13%
Red	0	0%
White <sup>58</sup>	14	NA
<b>Suppliers that met or exceeded PVH Code of Conduct standards<sup>59</sup></b>	<b>1,577</b>	<b>87%</b>
<b>Suppliers that did not meet minimum PVH Code of Conduct standards<sup>60</sup></b>	<b>244</b>	<b>13%</b>

PVH Suppliers' Environmental Scorecard Ratings, 2023 <sup>61</sup>	Total	% of Total
Green	67	10%
Yellow	514	77%
Orange	89	13%
Red	0	0%
White	0	0%
<b>Suppliers that met or exceeded PVH Code of Conduct standards</b>	<b>581</b>	<b>87%</b>
<b>Suppliers that did not meet minimum PVH Code of Conduct standards</b>	<b>89</b>	<b>13%</b>

53 Level 1 suppliers are responsible for the assembly and manufacturing of PVH's final products while Level 2 are raw material suppliers that are responsible for the production and finishing of materials.  
 54 100% of PVH suppliers are subject to social assessments, in-scope suppliers includes Level 1 and Level 2 Key Suppliers.  
 55 Suppliers that were not eligible for a social assessment in FY 2023 included suppliers that were subject to less frequent assessments due to high historical performance.  
 56 Please refer to PVH Sustainable Supply Chain Guidelines for more information on PVH Social Assessments and the scope of the assessments.  
 57 5% of eligible suppliers were not assessed due to high level reasons such as a Gold or Gray factory that PVH accepted or processed a third party audit report conducted in FY 2022.  
 58 White Ratings are not part of the overall assessment given that the factories have yet to successfully onboarded to PVH supply chain.  
 59 Suppliers that met or exceeded PVH Code of Conduct Standards includes Gold, Green, Yellow, and Gray rating suppliers.  
 60 Suppliers that did not meet minimum PVH Code of Conduct standards includes Orange and Red rating suppliers.  
 61 For PVH Suppliers' Environmental Assessment scope includes direct Level 1 suppliers and level 2 key suppliers. Environmental assessments are performed annually for all in-scope suppliers.

**Data Appendix continued**

## Empower Women

Women Enrolled In PVH Women's Empowerment Programming, 2019–2023	2019	2020	2021	2022	2023
Women Enrolled In PVH Programming in FY	3,261	3,319	4,668	16,668	80,183
<b>Total</b>	<b>3,261</b>	<b>6,580</b>	<b>11,248</b>	<b>27,916</b>	<b>108,099</b>

Women Empowerment Community Programs, 2023	2023
P.A.C.E Community Program, Ethiopia	1,070
Community Programs under Project Thrive	17,585
Power of Nutrition	36,559
<b>Total</b>	<b>55,214</b>

Women Empowerment Factory Programs, 2023	2023
P.A.C.E Factory Program	13,985
USAID/Project Thrive	10,040
RISE Financial Health	944
<b>Total</b>	<b>24,969</b>

## Amplify Worker Voice

Factories Enrolled in Workplace Cooperation Programming, 2021–2023	2021	2022	2023
Factories Enrolled	120	213	263

Workplace Cooperation Trainings at Level 1 Suppliers, 2021–2023	2021	2022	2023
Trained Key Level 1 Suppliers	15	41	45
Trainings Led by Key Level 1 Suppliers	17	108	158

**Data Appendix continued**

**Workforce, Global<sup>62</sup>**

**Associates by Employment Type & Region, 2023**

Region	Full time	Part-time	Permanent	Temporary	Total
Africa	23	-	22	1	23
Asia Pacific	4,051	201	3,993	259	4,252
Canada	442	1,922	2,080	284	2,364
Europe	7,127	4,671	10,460	1,338	11,798
Latin America	558	1	530	29	559
United States	4,623	6,032	9,347	1,308	10,655
<b>Total</b>	<b>16,824</b>	<b>12,827</b>	<b>26,432</b>	<b>3,219</b>	<b>29,651</b>

**Associates by generation**

Associates by generation <sup>63</sup>	Associates	% of Total
Born 1928-1945 (Silent Generation)	11	0.0%
Born 1946-1964 (Baby Boomers)	1,155	3.9%
Born 1965-1980 (Gen X)	5,307	17.9%
Born 1981-1996 (Gen Y & Millennials)	11,546	38.9%
Born 1997 or later (Gen Z)	11,560	39.0%
Undeclared	72	0.2%
<b>Total</b>	<b>29,651</b>	<b>100.0%</b>

**Global Gender Breakdown<sup>64</sup>**

By Level	Female	Male	Undeclared	Total
Senior Vice President & Above	61	84	1	146
Vice President	127	133	1	261
Director	510	390	1	901
Manager	3,598	2,117	31	5,746
Individual Contributor	13,943	6,788	93	20,824
Temp	1,027	740	6	1,773
<b>Total</b>	<b>19,266</b>	<b>10,252</b>	<b>133</b>	<b>29,651</b>

By Work Site	Female	Male	Undeclared	Total
Office	5,230	3,143	12	8,385
Retail & Warehouse	14,032	7,105	49	21,186
Unspecified			80	80
<b>Total</b>	<b>19,262</b>	<b>10,248</b>	<b>141</b>	<b>29,651</b>

By Employment Type	Female	Male	Undeclared	Total
Full-time	10,732	5,993	99	16,824
Part-time	8,534	4,259	34	12,827
Permanent	17,259	9,095	55	26,409
Temporary	2,007	1,157	78	3,242

<sup>62</sup> All workforce data represents a point in time: February 4, 2024, the last day of PVH's fiscal year. Legislative requirements on gender reporting are typically expressed as a binary (specifying women and men) and we are reporting our statistics in accordance with such legislation. Global workforce work site and gender data represented is based on enterprise data system and excludes any associates based in Australia, New Zealand, Spain and Portugal.

<sup>63</sup> Gen Z includes employees who were born from 1997 onwards. Gen Y/Millennials includes employees who were born between 1981 and 1996. Gen X includes employees who were born between 1965 and 1980. Baby Boomers includes employees who were born between 1946 and 1964. Silent Generation includes employees who were born between 1928 and 1945.

<sup>64</sup> All workforce data represents a point in time: February 4, 2024, the last day of PVH's fiscal year. Legislative requirements on gender reporting are typically expressed as a binary (specifying women and men) and we are reporting our statistics in accordance with such legislation. Global workforce gender data excludes associates based in Spain, Portugal, Australia and New Zealand due to limitations in our enterprise data system.

**Data Appendix continued**

## Workforce, U.S.

### U.S. Workforce Race/Ethnicity Breakdown<sup>65</sup>

By Level	Asian	Black	Two or more Races	Hispanic or Latino	White	Other	Total
SVP & Above	8	4	1	10	60	2	85
% of Level	9%	5%	1%	12%	71%	2%	100%
Vice President	22	8	2	15	112	4	163
% of Level	13%	5%	1%	9%	69%	2%	100%
Director	70	16	10	31	269	8	404
% of Level	17%	4%	2%	8%	67%	2%	100%
Manager	255	136	43	205	893	21	1,553
% of Level	16%	9%	3%	13%	58%	1%	100%
Individual Contributor	513	1,207	211	3,175	1,828	206	7,140
% of Level	7%	17%	3%	44%	26%	3%	100%
Temporary	88	212	42	650	273	45	1,310
% of Level	7%	16%	3%	50%	21%	3%	100%

By Work Site	Asian	Black	Two or more Races	Hispanic or Latino	White	Other	Total
Office	398	194	59	272	1,468	39	2,430
Retail & Warehouse	558	1,389	250	3,814	1,967	244	8,222
Unspecified	-	-	-	-	-	3	3

### U.S. Workforce Breakdown by Race/Ethnicity & Gender<sup>65</sup>

Asian	# of Workers	% of Total U.S. Workforce	Two or More Races	# of Workers	% of Total U.S. Workforce
Men	354	3%	Men	122	1%
Women	600	6%	Women	185	2%
Undeclared	2	0%	Undeclared	2	0%
<b>Total</b>	<b>956</b>	<b>9%</b>	<b>Total</b>	<b>309</b>	<b>3%</b>

Black	# of Workers	% of Total U.S. Workforce	White	# of Workers	% of Total U.S. Workforce
Men	661	6%	Men	1,255	12%
Women	920	9%	Women	2,165	20%
Undeclared	2	0%	Undeclared	15	0%
<b>Total</b>	<b>1,583</b>	<b>15%</b>	<b>Total</b>	<b>3,435</b>	<b>32%</b>

Hispanic or Latino	# of Workers	% of Total U.S. Workforce	Other	# of Workers	% of Total U.S. Workforce
Men	1,466	14%	Men	107	1%
Women	2,612	25%	Women	167	2%
Undeclared	8	0%	Undeclared	12	0%
<b>Total</b>	<b>4,086</b>	<b>38%</b>	<b>Total</b>	<b>286</b>	<b>3%</b>

<sup>65</sup> Other includes: Native Hawaiian or Pacific Islander, Indigenous or Native American and Unspecified.

*Data Appendix continued*

## Workforce, EEO-1

### U.S. Equal Employment Opportunity Data-2022 EEO-1 Consolidated Report

Job Categories	Hispanic or Latino		Not-Hispanic or Latino											Row Total	
			Male					Female							
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or more races	White	Black or African American	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native		Two or more races
Executive/Senior Level Officials and Managers	0	0	4	0	0	0	0	0	3	0	0	0	0	0	7
First/Mid officials & Managers	225	432	515	110	114	4	1	35	963	165	158	6	7	61	2,796
Professionals	25	59	134	17	57	1	0	6	321	48	102	2	0	14	786
Technicians	0	0	3	0	1	0	0	0	0	0	0	0	0	0	4
Sales Workers	725	1,275	334	267	106	9	10	57	558	436	164	13	19	72	4,075
Administrative Support Workers	21	31	46	19	10	1	0	2	208	55	26	0	1	13	433
Craft workers	0	2	1	1	2	0	0	0	1	2	0	0	0	0	9
Operatives	24	22	149	102	0	0	2	5	75	81	0	0	0	1	461
Laborers & Helpers	64	167	75	73	9	1	1	7	103	144	28	1	2	3	678
Service Workers	1	7	1	6	0	0	0	0	0	0	0	0	0	0	15
<b>Current 2022 Reporting Year Total</b>	<b>1,085</b>	<b>1,995</b>	<b>1,262</b>	<b>595</b>	<b>299</b>	<b>16</b>	<b>14</b>	<b>112</b>	<b>2,282</b>	<b>931</b>	<b>478</b>	<b>22</b>	<b>29</b>	<b>164</b>	<b>9,264</b>

# Frameworks

PVH remains dedicated to comprehensive reporting across applicable frameworks. As market dynamics and stakeholder expectations and requirements evolve, we are committed to continually assessing and adapting to changing industry metrics and methodologies and refining our reporting standards to ensure our disclosures meet the standards of transparency and accountability.

Frameworks	Description
<b><u>Sustainability Accounting Standards Board Index (SASB)</u></b>	PVH has reported in accordance with SASB’s latest Apparel, Accessories and Footwear sector standards for the period of January 30, 2023 through February 4, 2024.
<b><u>Task Force on Climate-related Financial Disclosures Index (TCFD)</u></b>	Our alignment with industry frameworks and recommendations is key to addressing the evolving global impacts of climate change on our business and on communities around the world. In line with the recommendations made by the Task Force on Climate-related Financial Disclosures, we publicly disclose our standardized environmental data through our response to CDP’s questionnaires (Climate Change and Water). The index maps TCFD prompts to our 2023 CDP Climate Change questionnaire submission, and our climate risk scenario analysis was completed in 2023 in line with TCFD recommendations.
<b><u>Global Reporting Initiative Index (GRI)</u></b>	PVH has reported in accordance with the Global Reporting Initiative Standards for the period of January 30, 2023 through February 4, 2024.
<b><u>United Nations Global Compact Principles (UNGCP)</u></b>	The Ten Principles of the United Nations Global Compact are derived from the Universal Declaration of Human Rights, the ILO’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development, and the United Nations Convention against Corruption. By incorporating the Ten Principles into our strategies, policies, and procedures, we aim to uphold our responsibilities to people and the planet.
<b><u>United Nations Guiding Principles (UNGP)</u></b>	PVH’s approach to human rights is based on the UN Guiding Principles on Business and Human Rights. We recognize the responsibility our organization has to respect these Guiding Principles and have outlined the ways in which our work directly maps to them in order to prevent, address and mitigate human rights abuses within our business operations and across our industry.
<b><u>United Nations Sustainable Development Goals (UN SDGs)</u></b>	<i>Forward Fashion</i> is strategically aligned with the United Nations Sustainable Development Goals to ensure we are supporting efforts to scale global solutions and helping us all to move toward a cleaner, more just and healthy future. We consider the SDGs critical markers in defining our ambitions and targets.

# Sustainability Accounting Standards Board Index (SASB)

PVH remains dedicated to comprehensive reporting across applicable frameworks. As market dynamics, stakeholder expectations, and requirements evolve, we are committed to continually assessing and adapting to changing industry metrics and methodologies and refining our reporting standards to ensure our disclosures meet the standards of transparency and accountability.

Topic	Metric	Response/ Reference
<b>Management of Chemicals in Products</b>	Discussion of processes to maintain compliance with restricted substances regulations.	<a href="#">PVH 2023 CR Report &gt; Climate &gt; Chemicals, page 22</a> <a href="#">PVH Restricted Substance List</a>
	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	<a href="#">PVH Supply Chain Guidelines, "Responsible Chemical Management," pages 105-112</a>
<b>Environmental Impacts in the Supply Chain</b>	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreement.	The PVH CR Supply Chain Guidelines require that the quantity and quality of all wastewater comply with relevant permits. 100% of suppliers are asked to maintain valid wastewater permits to ensure compliance with all applicable laws and regulations. We require compliance with the ZDHC wastewater guidelines, which is the prevailing industry standard.
	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.	(1) 100% (2) 100% <a href="#">PVH 2023 CR Report &gt; Human Rights &gt; Supplier Assessment and Sourcing, pages 33-34</a>
<b>Labor Conditions in the Supply Chain</b>	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor.	(1) 94% (2) 98% (3) 98%
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.	<a href="#">PVH 2023 CR Report &gt; Human Rights &gt; Supplier Assessment and Sourcing, page 31-32</a>
<b>Raw Materials Sourcing</b>	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management, page 43</a> <a href="#">PVH CR Supply Chain Guidelines, pages 63-87</a> <a href="#">PVH Approach to CR and Human Rights, pages 2-3</a> <a href="#">PVH Modern Slavery Statement</a>
	(1) List of priority raw materials; for each priority raw material: (2) environmental and/or social factor(s) most likely to threaten sourcing, (3) discussion on business risks and/or opportunities associated with environmental and/or social factors, and (4) management strategy for addressing business risks and opportunities.	1) Cotton, wool, viscose, polyester 2) <a href="#">PVH 2023 CR Report &gt; Climate &gt; pages 10-22</a> ; <a href="#">Human rights, pages 23-32</a> 3) <a href="#">PVH 2023 CR Report &gt; Climate &gt; pages 10-22</a> ; <a href="#">PVH 2023 Frameworks &gt; TCFD</a> 4) <a href="#">PVH 2023 Frameworks &gt; TCFD</a>
<b>Activity Metric</b>	(1) Amount of priority raw materials purchased, by material, and (2) amount of each priority raw material that is certified to a third-party environmental and/or social standard, by standard.	1) <a href="#">PVH 2023 CR Report &gt; Data Appendix, pages 45-53</a> 2) 100% of our environmentally preferred materials are certified - FSC, PEFC (Program for the Endorsement of Forest Certification).
	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1.	(1) 1,574 (2) 1,701

# Task Force on Climate-related Financial Disclosures Index (TCFD)

Our alignment with industry frameworks and recommendations is key to addressing the evolving global impacts of climate change on our business and on communities around the world. In line with the recommendations made by the Task Force on Climate-related Financial Disclosures, we publicly disclose our standardized environmental data through our response to CDP's questionnaires ([Climate Change](#) and [Water Security](#)).

In 2022, we completed a climate risk scenario analysis in line with TCFD recommendations. The index below maps TCFD prompts to our [2023 CDP](#) Climate Change questionnaire submission.

TCFD Disclosure	CDP 2023 Climate Change
<b>Governance</b>	
a) Describe the board's oversight of climate-related risks and opportunities.	C1.1b
b) Describe management's role in assessing and managing climate-related risks and opportunities.	C1.2, C1.2a
<b>Strategy</b>	
a) Describe the climate-related risks and opportunities the organization has identified over the short-, medium-, and long-term.	C2.1a, C2.3, C2.3a, C2.4, C2.4a
b) Describe the impact of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning.	C2.3a, C2.4a, C3.1, C3.2a, C3.2b, C3.3, C3.4
c) Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2°C or lower scenario.	C3.2, C3.2a, C3.2b
<b>Risk Management</b>	
a) Describe the organization's processes for identifying and assessing climate-related risks.	C2.1, C2.2, C2.2a, C2.1a, C2.3, C2.3a
b) Describe the organization's processes for managing climate-related risks.	C2.1, C2.2, C2.3a C2.1a
c) Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	C2.1, C2.2
<b>Metrics and Targets</b>	
a) Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process.	C4.2, C4.2a, C4.2b, C9.1
b) Disclose Scope 1, Scope 2 and, if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks.	C6.1, C6.3, C6.5, C6.5a
c) Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	C4.1, C4.1a, C4.1b, C4.2, C4.2a, C4.2b



## Climate Risk Scenario Analysis: Identified Risks and Opportunities

Climate Risk Type	Risk	Description	Mitigation Measures
<b>Short-Term (Present–2030) Risks</b>			
<b>Acute Physical Risk</b>	Extreme weather impacts (e.g., wind, wildfires, severe storms, and flooding) on retail stores, offices and warehouses	<p>Increased frequency and severity of extreme weather events (e.g. severe storms, flooding, wildfires, etc.) pose a risk to PVH's owned and operated facilities. Potential impacts include facility damages, increased expenditures from repair costs, technology infrastructure disruption, increased insurance deductibles, consumer shopping disruption, inventory loss, regional blackouts, and compromised employee health and wellbeing.</p> <p>We estimate a potential cost of USD \$37-\$39 million to the business due to such events.</p>	<p>Continue driving progress toward our science-based GHG emissions reduction targets.</p> <p>Train associates and implement key resources to prepare retail stores for extreme weather events, while ensuring our business is resilient during store closures.</p> <p>Grow online shopping offerings and boost e-commerce sales to mitigate the impact of store closures.</p> <p>Maintain strong governance around corporate responsibility strategy and climate action work, as insurers will use these as proxy measures to assess stability and set insurance rates.</p>
<b>Acute Physical Risk</b>	Extreme weather impacts on key distribution ports, logistics and distribution networks	<p>Extreme weather impacts on ports, logistics or distribution networks can disrupt PVH's business operations, delay product shipments, and increase expenditures related to shipment costs.</p> <p>Analysis of both high- and low-carbon scenarios revealed that 100% of our sampled sites are exposed to at least one acute weather peril from 2020–2050, with extreme wind and severe storms expected to impact 80% of sites. By 2030, unmitigated financial risk due to increased shipping costs and delays could cost the business up to USD \$24 million.</p>	<p>Continue driving progress toward our science-based GHG emissions reduction targets.</p> <p>Partner with peer companies and broader stakeholders to manage risks related to the impacts of climate change.</p>
<b>Medium-Term (2030–2040) Risks</b>			
<b>Transitional Risk</b>	Increased costs from carbon taxes on GHG emissions	<p>New and evolving climate-related legislation and disclosure requirements, coupled with new and rising carbon taxes, could increase both PVH's direct costs and suppliers' operational costs.</p> <p>PVH can estimate financial impact by mapping our business operations to countries that have implemented, or are scheduled to implement, carbon pricing initiatives.</p>	<p>Continue driving progress toward our science-based GHG emissions reduction targets to reduce our vulnerability to carbon pricing initiatives.</p> <p>Implement continued data improvements and carbon accounting best practices to more precisely measure progress.</p> <p>Collaborate with suppliers and industry stakeholders to drive emissions reductions across our supplier base.</p>
	Opportunity	Description	Realization Measures
<b>Opportunities (2030–2040)</b>			
<b>Transitional Opportunity</b>	Additional long-term contracts and Virtual Power Purchase Agreement (VPPA) to secure stable renewable energy sourcing	<p>Renewable energy sourcing presents a significant and strategic opportunity for PVH in direct operations as we continue to drive towards our sustainability commitments, reduce emissions and adopt renewable technology. Increased sourcing of renewable energy can reduce direct costs linked to energy procurement and diminish exposure to variation in energy costs.</p>	<p>Continued progress against our <i>Forward Fashion</i> target to reach 100% renewable electricity in owned and operated facilities by 2030.</p> <p>Pursue rapid renewables procurement and reduce our exposure to electricity price fluctuations.</p> <p>Continue expansion of long term contracts, VPPAs and on-site renewables to unlock long-term financial benefits.</p>

# Global Reporting Initiative Index (GRI)

PVH has reported in accordance with the Global Reporting Initiative Standards for the period of January 30, 2023 through February 4, 2024.

Disclosure Number and Title		2023 Response
<b>The organization and its reporting</b>		
<b>2-1</b>	Organizational details	<a href="#">PVH 2024 Form 10-K</a> , page 1 Headquarters location: New York, NY
<b>2-2</b>	Entities included in the organization’s sustainability reporting	<a href="#">PVH 2024 Form 10-K</a> , Exhibit 21, page 156.
<b>2-3</b>	Reporting period, frequency and contact point	Reporting period: Fiscal year beginning January 30, 2023 and ended on February 4, 2024. If any data points are reported as other than fiscal year, this is noted. Reporting frequency: Annual Contact point: cr@pvh.com
<b>2-4</b>	No restatements have been made	No restatements have been made.
<b>2-5</b>	External assurance	We have not obtained external assurance for this report.
<b>Activities and workers</b>		
<b>2-6</b>	Activities, value chain and other business relationships	<a href="#">PVH 2023 Form 10-K</a> , pages 1-13 <a href="#">PVH 2023 CR Report &gt; Human Rights</a> , pages 23-32
<b>2-7</b>	Employees	<a href="#">PVH 2024 Form 10-K</a> , page 12 <a href="#">PVH 2023 CR Report &gt; Inclusion and Diversity</a> , pages 33-39
<b>2-8</b>	Workers who are not employees	<a href="#">PVH 2024 Form 10-K</a> , page 12 Approximately 12,827 associates were employed on a part-time basis.

Disclosure Number and Title		2023 Response
<b>Governance</b>		
<b>2-9</b>	Governance structure and composition	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Board of Directors</a> , page 43 <a href="#">PVH 2024 Proxy Statement &gt; “Director Election,”</a> pages 6, 12; “Board Diversity Matrix,” page 25-26; “Committees,” pages 29-30
<b>2-10</b>	Nomination and selection of the highest governance body	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Board of Directors</a> , page 43 <a href="#">PVH 2024 Proxy Statement &gt; “Corporate Governance,”</a> page 18, “Risk Oversight,” page 19, “Values, Governance, Human Capital Resources and Corporate Responsibility,” page 33
<b>2-11</b>	Chair of the highest governance body	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Board of Directors</a> , page 43 <a href="#">PVH 2024 Proxy Statement &gt; “Executive Compensation Highlights,”</a> page 41, “Governance Highlights” page 18, “Director Election” Page 6 and 12, “Corporate Governance,” page 18, “Risk Oversight,” page 19, “Values, Governance, Human Capital Resources and Corporate Responsibility,” page 33
<b>2-12</b>	Role of the highest governance body in overseeing the management of impacts	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Board of Directors</a> , page 43 <a href="#">PVH 2024 Proxy Statement &gt; “Values, Governance, Human Capital Resources and Corporate Responsibility,”</a> pages 33
<b>2-13</b>	Delegation of responsibility for managing impacts	<a href="#">PVH 2023 CR Report &gt; Governance &gt; Board of Directors</a> , page 43 <a href="#">PVH 2024 Proxy Statement &gt; “Values, Governance, Human Capital Resources and Corporate Responsibility,”</a> pages 33
<b>2-14</b>	Role of the highest governance body in sustainability reporting	<a href="#">PVH Corporate Responsibility Committee of the Board of Directors Charter</a> <a href="#">PVH Corporate Responsibility Governance &amp; Stakeholder Engagement</a> , page 1
<b>2-15</b>	Conflicts of interest	<a href="#">PVH 2024 Proxy Statement &gt; “Transactions with Related Persons,”</a> page 32 <a href="#">PVH Audit &amp; Risk Management Committee of the Board of Directors Charter &gt; “Functions,”</a> and “Other” <a href="#">PVH Code of Business Conduct &amp; Ethics</a>

## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>2-16</b> Communication of critical concerns	“Critical concerns” are reported to the board by Legal, Compliance, Corporate Responsibility, Information Security, and other teams during regular meetings or more often as necessary. We do not track the total number of “critical concerns” communicated during reporting periods.
<b>2-17</b> Collective knowledge of the highest governance body	<a href="#">PVH 2024 Proxy Statement</a> “Ongoing Director Education,” page 28
<b>2-18</b> Evaluation of the performance of the highest governance body	<a href="#">PVH 2024 Proxy Statement</a> , “Board, Committee, and Director Evaluations,” page 22
<b>2-19</b> Remuneration policies	<a href="#">PVH 2024 Proxy Statement</a> , “Director Compensation” pages 36-38, “Executives” pages 39-87 <a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a> <a href="#">Compensation Committee of the Board of Directors Charter</a>
<b>2-20</b> Process to determine remuneration	<a href="#">PVH 2024 Proxy Statement</a> , pages 36-38 <a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a> <a href="#">Compensation Committee of the Board of Directors Charter</a>
<b>2-21</b> Annual total compensation ratio	<a href="#">PVH 2024 Proxy Statement</a> , page 84
<b>Strategy, policies and practices</b>	
<b>2-22</b> Statement on sustainable development strategy	<a href="#">PVH 2023 CR Report &gt; About &gt; Executive Letters</a> , pages 4-5; <i>Forward Fashion</i> , page 7 <a href="#">PVH 2023 CR Report &gt; Climate</a> , pages 10-22 <a href="#">PVH 2023 CR Report &gt; Human Rights</a> , pages 23-32 <a href="#">PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management</a> , page 43

Disclosure Number and Title	2023 Response
<b>2-23</b> Policy commitments	<a href="#">PVH 2023 CR Report &gt; Governance</a> , page 43
<b>2-24</b> Embedding policy commitments	
<b>2-25</b> Processes to remediate negative impacts	<a href="#">PVH 2023 CR Report &gt; Climate</a> pages 10-22; <a href="#">Human Rights</a> pages 23-32 <a href="#">PVH 2023 Frameworks &gt; United Nations Guiding Principles</a>
<b>2-26</b> Mechanisms for seeking advice and raising concerns	<a href="#">PVH 2023 CR Report &gt; Human Rights&gt; Supplier Assessments and Sourcing</a> pages 31-32 <a href="#">Corporate Responsibility Governance &amp; Stakeholder Engagement Code of Business Conduct &amp; Ethics</a>
<b>2-27</b> Compliance with laws and regulations	<a href="#">PVH 2024 Proxy Statement</a> > “Values, Governance, Human Capital Resources and Corporate Responsibility,” pages 33
<b>2-28</b> Membership associations	<a href="#">PVH 2023 CR Report &gt; Our Partners</a> page 44

## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>Strategy</b>	
<b>2-29</b> Approach to stakeholder engagement	PVH Corporate Responsibility Governance & Stakeholder Engagement PVH 2024 Proxy Statement > “Values, Governance, Human Capital Resources and Corporate Responsibility,” pages 33
<b>2-30</b> Collective bargaining agreements	PVH 2024 Form 10-K, page 12
<b>GRI 3: Material Topics 2023</b>	
<b>3-1-3-3</b> Material topics	PVH 2023 CR Report > Governance > Stakeholder Engagement and Risk Management, page 43
<b>GRI 200: Economic</b>	
<b>GRI 201: Economic Performance</b>	
<b>3-3</b> Management of material topics	PVH 2024 Proxy Statement > “Values, Governance, Human Capital Resources and Corporate Responsibility,” page 33 PVH 2023 CR Report > Governance, page 43
<b>201-1</b> Direct economic value generated and distributed	PVH 2024 Proxy Statement, page 35, PVH 2024 Form 10-K F-2, F-4, F-5, and F-31
<b>201-2</b> Financial implications and other risks and opportunities due to climate change	PVH 2024 Form 10-K > “Risk Factors” pages 15-26 PVH 2023 CR Report > Governance, page 43
<b>201-3</b> Defined benefit plan obligations and other retirement plans	PVH 2024 Form 10-K > “Retirement and Benefit Plans,” pages F34-F39
<b>201-4</b> Financial assistance received from government	The amount of government assistance recorded in the Company’s consolidated financial statements as of and for the year ended February 4, 2024 was immaterial.

Disclosure Number and Title	2023 Response
<b>GRI 205: Anti-corruption</b>	
<b>3-3</b> Management of material topics	We understand the importance of implementing strong policies and procedures around bribery and anti-corruption, and as such 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 geographical area in which we do business to assist with the dissemination and socialization of our program, policies and procedures.
<b>205-1</b> Operations assessed for risks related to corruption	Using a risk-based approach, we conduct anti-corruption audits annually at select higher-risk locations, particularly in Asia and South America, working with our internal audit team and an outside audit firm.
<b>205-2</b> Communication and training about anti-corruption policies and procedures	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.  In addition, all PVH associates are required to complete an annual acknowledgement, stating that they have received and reviewed the PVH anti-bribery policy and agree to follow it during their PVH employment. In addition, certain associates in higher-risk regions and functions are required to participate in in-person training annually on anti-bribery and other related policies (e.g., gifts & entertainment, conflicts of interest).  For more information see our <a href="#">Code of Business Conduct and Ethics</a> .
<b>205-3</b> Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>GRI 300: Environmental</b>	
<b>GRI 301: Materials</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Climate > Materials, pages 17-18; Packaging & Waste, pages 19-20
<b>301-1</b> Materials used by weight or volume	PVH 2023 CR Report > Data Appendix > Materials Data, page 48
<b>301-2</b> Recycled input materials used	PVH 2023 CR Report > Climate > Materials, pages 17-18; Packaging & Waste, pages 19-20
<b>301-3</b> Reclaimed products and their packaging materials	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>GRI 302: Energy</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Climate > Emissions, pages 11-14 <a href="#">PVH Environment Policy 2023 CDP</a>
<b>302-1</b> Energy consumption within the organization	PVH 2023 CR Report > Climate > Emissions, pages 11-14 PVH 2023 CR Report > Data Appendix > Emissions; Electricity, pages 46-47
<b>302-2</b> Energy consumption outside of the organization	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>302-3</b> Energy intensity	0.005344056 Total electricity consumption (per kWh) per USD of revenue
<b>302-4</b> Reduction of energy consumption	PVH 2023 CR Report > Climate > Emissions, pages 11-14 PVH 2023 CR Report > Data Appendix > Emissions; Electricity, pages 46-47 PVH 2023 Frameworks > TCFD
<b>302-5</b> Reductions in energy requirements of products and services	PVH 2023 CR Report > Climate > Emissions, pages 11-14 PVH 2023 CR Report > Data Appendix > Emissions; Electricity, pages 46-47 PVH 2023 Frameworks > TCFD

Disclosure Number and Title	2023 Response
<b>GRI 303: Water and Effluents</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Climate > Chemicals, page 22; Water, page 21 <a href="#">PVH Restricted Substance List</a>
<b>303-1</b> Interactions with water as a shared resource	PVH has developed comprehensive guidelines for our supply chain partners. The guidance includes expectations for proper management of water and wastewater. Suppliers are expected to provide verified Higg FEM assessments and to evaluate water-related impacts and treatment of wastewater. <a href="#">PVH CR Supply Chain Guidelines</a> , pages 98-105
<b>303-2</b> Management of water discharge-related impacts	PVH has developed comprehensive guidelines for our supply chain partners. Guidance includes expectations for proper management of water and wastewater. Suppliers are expected to provide verified Higg FEM assessments, evaluating water-related impacts and treatment of wastewater. Wet processors are required to adhere to the Zero Discharge of Hazardous Chemicals (ZDHC) Wastewater Guidelines. PVH 2023 CR Report > Climate > Chemicals, page 22 <a href="#">PVH CR Supply Chain Guidelines</a> , pages 98-105
<b>303-3</b> Water metrics	PVH 2023 CR Report > Climate > Water, page 21
<b>303-4</b> Water metrics	Data Appendix > Water Data, page 48
<b>303-5</b> Water metrics	PVH does not collect data on water withdrawal and discharge.

## Global Reporting Initiative Index

Disclosure Number and Title		2023 Response
<b>GRI 304: Biodiversity</b>		
<b>3-3</b>	Management of material topics	PVH acknowledges the apparel industry’s contribution to biodiversity loss. We are committed to setting Science-Based Targets for Nature aligned with the AR <sup>3</sup> T Framework and are in the process of conducting a value chain assessment. By identifying our most significant impacts and dependencies on nature across our key geographies, we will have the data to better establish measurable targets to mitigate our environmental impact.
<b>304-1</b>	Biodiversity Metrics	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>304-2</b>		
<b>304-3</b>		
<b>304-4</b>		
<b>GRI 305: Emissions</b>		
<b>3-3</b>	Management of material topics	PVH 2023 CR Report > Climate > Emissions, pages 11-14 <a href="#">PVH Environment Policy</a>
<b>305-1</b>	Direct (Scope 1) GHG emissions	
<b>305-2</b>	Energy indirect (Scope 2) GHG emissions	PVH 2023 CR Report > Climate > Emissions, pages 11-14 PVH 2023 CR Report > Data Appendix > Emissions, page 46
<b>305-3</b>	Other indirect (Scope 3) GHG emissions	
<b>305-4</b>	GHG emissions intensity	GHG Emissions (MT CO <sub>2</sub> e) per full-time associate: 1.18 GHG Emissions (MT CO <sub>2</sub> e) per revenue (billion USD): 0.0039 GHG Emissions (MT CO <sub>2</sub> e) per sq ft. of PVH facilities: 0.0022

Disclosure Number and Title		2023 Response
<b>305-5</b>	Reduction of GHG emissions	a. 10,629 (Scope 1 & Scope 2 market-based) and 50, 171 (Scope 3) metric tons of CO <sub>2</sub> e reduced from 2021 base year b. Scope 1: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O, HFC 134a, R-404A, R-410A, HCFC-22, Scope 2: CO <sub>2</sub> , CH <sub>4</sub> , N <sub>2</sub> O c. FY2021, we recalculated our FY2021 base year in order to align with the latest SBTi guidance for our net zero target submission. FY 2021 was chosen for our base year because it is representative of our business and was the most recent footprint available for our submission to SBTi d. Scope 1, 2, and 3 emissions e. GHG Protocol Corporate Accounting and Reporting Standard (WBCSD & WRI, 2004), GHG Protocol Scope 2 Guidance (WBCSD & WRI, 2015) and GHG Protocol Scope 3 Guidance (WBCSD & WRI, 2011)
<b>305-6</b>	Emissions of ODS, NOX, SOX, and other significant air emissions	Omission reason: this information is not material to PVH.
<b>305-7</b>		
<b>GRI 306: Waste</b>		
<b>3-3</b>	Management of material topics	PVH 2023 CR Report > Climate > Circularity, pages 15-16; Materials, pages 17-18; Packaging & Waste, pages 19-20
<b>306-1</b>	Waste metrics	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>306-2</b>		
<b>306-3</b>		
<b>306-4</b>		
<b>306-5</b>		

## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>GRI 308: Supplier Environmental Assessment</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Human Rights > Supplier Assessments and Sourcing, pages 31-32 <a href="#">PVH Environment Policy</a> <a href="#">PVH CR Supply Chain Guidelines</a>
<b>308-1</b> New suppliers that were screened using environmental criteria	PVH 2023 CR Report > Climate > Chemicals, page 22; Human Rights > Supplier Assessments and Sourcing, pages 31-32 <a href="#">PVH Environment Policy</a>
<b>308-2</b> Negative environmental impacts in the supply chain and actions taken	<a href="#">PVH CR Supply Chain Guidelines</a>
<b>GRI 400: Social</b>	
<b>GRI 401: Employment</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Inclusion & Diversity > Workplace, page 34
<b>401-1</b> New employee hires and employee turnover	New hires: 16,153 Turnover: 13,227
<b>401-2</b> Benefits provided to full-time employees that are not provided to temporary or part-time employees	Associates working 30+ hours per week are eligible for life insurance, healthcare, disability insurance, accidental death and dismemberment insurance, dental coverage, well-being programs, and more. Part-time associates working 500+ hours per year are eligible for the retirement program.

Disclosure Number and Title	2023 Response
<b>401-3</b>	<p><b>Parental leave (U.S. Workforce Only):</b></p> <p>Number of female employees that were entitled to parental leave: 5,399</p> <p>Number of male employees that were entitled to parental leave: 3,104</p> <p>Number of undeclared gender employees that were entitled to parental leave: 39</p> <p>Number of employees that were entitled to parental leave: 8,542</p> <p>Number of female employees that took parental leave: 79</p> <p>Number of male employees that took parental leave: 26</p> <p>Number employees that took parental leave: 106</p> <p>Number of female employees that returned to work after parental leave ended: 52</p> <p>Number of male employees that returned to work after parental leave ended: 16</p> <p>Number employees that returned to work after parental leave ended: 68</p> <p>Of those who returned, number females that are still in their jobs 12 months later: 57</p> <p>Of those who returned, number males that are still in their jobs 12 months later: 22</p> <p>Of those who returned, total number that are still in their jobs 12 months later: 79</p> <p>Return to work rate for female employees that took parental leave: 66%</p> <p>Return to work rate for male employees that took parental leave: 62%</p> <p>Average return to work rate across all employees: 64%</p>

## Global Reporting Initiative Index

Disclosure Number and Title		2023 Response
<b>GRI 403: Occupational Health &amp; Safety</b>		
<b>3-3</b>	Management of material topics	We work to provide our associates with safe working environments, as well as initiatives and benefits that promote health and well-being 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. Retail store operations regularly walk the stores for risk identification and potential hazards. 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.
<b>403-1</b>	Occupational health and safety management system	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.  In the supply chain, our Forward Fashion target focused on safe workplaces aims to ensure that 100% of our suppliers will promote and maintain safe and healthy work environments by 2025.  PVH 2023 CR Report > Human Rights > Safe Workplaces, page 28
<b>403-2</b>	Hazard identification, risk assessment, and incident investigation	Hazards and potential risks are identified and reported to safety committees and the Risk Management team for resolution. Guidance is then provided to address the specific situation as well as additional evaluation of wider-ranging exposure in other areas. Trend analysis is completed on losses to identify trending and emerging risks.
<b>403-3</b>	Occupational health services	In the US, OSHA logs are posted in compliance with national OSHA regulation. Additional information is available upon request in accordance with safety protocols.

Disclosure Number and Title		2023 Response
<b>403-4</b>	Worker participation, consultation, and communication on occupational health and safety	Our warehouses and distribution centers have Safety Committees composed of representatives from multiple departments. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter. They represent all associates in their respective areas, inclusive of the entire workforce, and ensure that workers are properly trained in health and safety procedures.
<b>403-5</b>	Worker training on occupational health and safety	
<b>403-6</b>	Promotion of worker health	PVH facilitates access to non-occupational medical and healthcare services in a number of ways, including direct communication; access to a portal, Health Advocate benefit services; benefit fairs and more. Voluntary health promotions services and programs are offered through our well-being program, “You Matter”, with incentives for healthy behaviors, care management programs, “Virgin Pulse” well-being portal and more.
<b>403-7</b>	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	All PVH associates and third-party vendors are required to follow PVH safety guidelines while at any PVH location.
<b>403-8</b>	Workers covered by an occupational health and safety management system	
<b>403-9</b>	Work-related injuries	OH&S claims reported: 1 Total fatalities: 0 Total lost days due to sickness or injury: 2430
<b>403-10</b>	Work-related ill health	Total cases of recordable work-related ill health: 131* Record/report only claims: 288 Indemnity claims: 68 Repetitive motion claims: 0 This data applies only to our U.S. Workforce.  *A distinction is not made in the recording of work-related injury vs. work-related illness.



## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>GRI 404: Training and Education</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Human Rights, pages 23-32; Inclusion & Diversity, pages 33-39
<b>404-1</b> Average hours of training per year per employee	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>404-2</b> Programs for upgrading employee skills and transition assistance programs	PVH offers development programs in leadership, functional, business and systems training. The offerings consist of a combination of facilitator-led and asynchronous learning. PVH partners with external content providers such as LinkedIn Learning and Big Think+ to provide a comprehensive suite of online learning that is accessible to all associates. In 2023, PVH launched Manager Studio, the digital destination for people managers and aspiring leaders. This launch has established and deployed a formal global mentoring program to democratize mentorship to all associates. This inclusive approach accelerates personal and professional development through networking and exposure to new ways of thinking. PVH also partners with external vendors to offer career transition services for associates globally, including access to career coaches, online job portals, skills assessments and skill-building workshops, resume development, and personal branding and marketing should the need arise.
<b>404-3</b> Percentage of employees receiving regular performance and career development reviews	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

Disclosure Number and Title	2023 Response
<b>GRI 405: Diversity and Equal Opportunity</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Inclusion & Diversity, pages 33-39
<b>405-1</b> Diversity of governance bodies and employees	PVH 2023 CR Report > Inclusion & Diversity, pages 33-39 PVH 2023 CR Report > Governance > Board of Directors, page 43 PVH 2023 CR Report > Data Appendix > Workforce Data, pages 51-53 <a href="#">PVH 2024 Proxy Statement</a> > “Diversity,” page 26
<b>405-2</b> Ratio of basic salary and remuneration of women to men	We regularly review our compensation practices and make all legally required gender pay gap disclosures in accordance with law. These disclosures, when required, are available on PVH.com
<b>GRI 406: Non-discrimination</b>	
<b>3-3</b> Management of material topics	The Company is firmly committed to ensuring that all officers, directors and associates are treated with dignity and respect in an environment free of harassment and discriminatory treatment. All associates must ensure that they understand their obligations under the Company’s Global Anti-Harassment Policy, which strictly prohibits harassment—including sexual harassment—and discrimination. All corporate associates are required complete an annual online training course, PVH Complies, which includes a module on the PVH Global Anti-harassment policy. All corporate, store, distribution center and warehouse employees are also required to review and acknowledge annually that they will comply with the PVH Global Anti-Harassment policy.
<b>406-1</b> Incidents of discrimination and corrective actions taken	Omission reason: Confidentiality constraints.

## Global Reporting Initiative Index

Disclosure Number and Title		2023 Response
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
<b>3-3</b>	Management of material topics	<p>In the supply chain, we require our suppliers to support workers' rights to freedom of association (FOA) through our Code of Conduct Compliance is measured via specific indicators in our assessment tool and verified via our Human Rights program. Any deliberate attempt to prohibit workers from exercising their rights to freedom of association or collective bargaining is given zero tolerance, with potential to result in suspension of the business relationship.</p> <p>We also promote FOA through Corrective Action Plan remediation and training activities, or when challenges arise within worker-management relationships. 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.</p>
<b>407-1</b>	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<p><u>A Shared Commitment</u>, PVH's Code of Conduct (CoC), includes FOA/collective bargaining agreements and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>
<b>GRI 408: Child Labor</b>		
<b>3-3</b>	Management of material topics	<p>Preventing child labor is a requirement of our CoC, and is an integral part of our Human Rights program. Child labor information is collected via our assessment tool and included in every assessment. Note: This data does not include Better Work, ABVTEX facilities or 'Gray' suppliers, meaning those suppliers that are authorized for production that fall under a de minimis or other exemption category, and may undergo a self assessment, short-form assessment or rating equivalency.</p>
<b>408-1</b>	Operations and suppliers at significant risk for incidents of child labor	<p>The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>

Disclosure Number and Title		2023 Response
<b>GRI 409: Forced or Compulsory Labor</b>		
<b>3-3</b>	Management of material topics	<p><a href="#">PVH CR Supply Chain Guidelines</a></p>
<b>409-1</b>	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<p>The PVH CoC includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p> <p>As part of our due diligence and in partnership with the Responsible Labor Initiative and an external auditing partner, we have put protocols in place to monitor and facilitate data collection and analysis, as well as track recruitment fee cases to ensure appropriate action is taken. In 2020, PVH launched Recruit Ethically training for select suppliers. The training sessions focus on the key elements of PVH's Migrant Worker Policy, including our "no fees" requirement, and the development of management systems, labor agent due diligence and fee remediation. Additionally, attendees were provided with information on best practices for addressing COVID-19 impacts on migrant workers.</p> <p>Refer to <a href="#">PVH Modern Slavery Statement</a> for more details regarding PVH's approach on evaluating, monitoring and addressing forced labor risks in our operations and supply chain.</p> <p>For more details, see PVH 2023 CR Report &gt; Human Rights &gt; Ethical Recruitment, page 30</p>
<b>GRI 410: Security Practices</b>		
<b>3-3</b>	Management of material topics	<p><a href="#">PVH Supply Chain Guidelines</a></p>
<b>410-1</b>	Security personnel trained in human rights policies or procedures	<p>Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.</p>

## Global Reporting Initiative Index

Disclosure Number and Title	2023 Response
<b>GRI 413: Local Communities</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Inclusion & Diversity > Community, page 39
<b>413-1</b> Operations with local community engagement, impact assessments, and development programs	Local community engagement activities exist in all major office locations. We do not report on the percentage of our operations implementing community engagement activities, but rather a selection of the projects that take place throughout the year.
<b>413-2</b> 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.
<b>GRI 414: Supplier Social Assessment</b>	
<b>3-3</b> Management of material topics	PVH 2023 CR Report > Human Rights > Supplier Assessment and Sourcing, pages 31-32
<b>414-1</b> New suppliers that were screened using social criteria	PVH conducts pre-sourcing assessments at all Level 1 and key Level 2 factories before they are allowed to produce product for PVH. We also conduct regular audits once production begins, work closely with factories to remediate any identified deficiencies and, when necessary, terminate supplier factories that fail to comply with our policies, procedures or guidelines. We do not conduct onboarding assessments for Level 2 suppliers, but we do track their performance through annual assessments.
<b>414-2</b> Negative social impacts in the supply chain and actions taken	PVH 2023 CR Report > Human Rights > Supplier Assessment and Sourcing, pages 31-32

Disclosure Number and Title	2023 Response
<b>GRI 415: Public Policy</b>	
<b>3-3</b> Management of material topics	<a href="#">PVH 2024 Proxy Statement</a> > “Political & Lobbying Activities,” page 35
<b>415-1</b> Political contributions	Omission reason: PVH does not disclose this information.
<b>GRI 417: Marketing &amp; Labeling</b>	
<b>3-3</b> Management of material topics	PVH labels its products with legally required information about material composition.
<b>417-1</b> Requirements for product and service information and labeling	
<b>417-2</b> Incidents of non-compliance concerning product and service information and labeling	Omission reason: PVH does not disclose this information.
<b>417-3</b> Incidents of non-compliance concerning marketing communications	
<b>GRI 418: Customer Privacy</b>	
<b>3-3</b>	PVH 2023 CR Report > Governance, page 43
<b>418-1</b> Substantiated complaints concerning breaches of customer privacy and losses of customer data	Omission reason: PVH does not disclose this information.

# United Nations Global Compact Principles (UNGCP)

The Ten Principles of the United Nations Global Compact are derived from the Universal Declaration of Human Rights, the ILO’s Declaration on Fundamental Principles and Rights at Work, the Rio Declaration on Environment and Development and the United Nations Convention against Corruption. By incorporating the Ten Principles into our strategies, policies and procedures, we aim to uphold our responsibilities to people and the planet.

UNGC Principle	2023 Disclosure
<b>1. Support and respect protection of internationally proclaimed human rights</b>	<a href="#">A Shared Commitment</a> <a href="#">PVH Statement of Corporate Responsibility</a> <a href="#">Our Approach to CR and Human Rights</a> <a href="#">PVH CR Supply Chain Guidelines</a> <a href="#">PVH Conflict Minerals Policy</a>
<b>2. Make sure business is not complicit in human rights abuses</b>	PVH 2023 CR Report > Human Rights, pages 23-32 PVH 2023 CR Report > Governance > Stakeholder Engagement and Risk Management, page 43
<b>3. Uphold freedom of association and the effective recognition of the right to collective bargaining</b>	<a href="#">PVH Living Wage Strategy</a> <a href="#">PVH 2024 Annual Report on 10-K</a> PVH 2023 CR Report > Human Rights > Worker Voice, page 27; <a href="#">Living Wages</a> , page 29
<b>4. Support elimination of all forms of forced and compulsory labor</b>	<a href="#">PVH Modern Slavery Statement</a> <a href="#">A Shared Commitment</a> <a href="#">PVH Statement of Corporate Responsibility</a> <a href="#">Our Approach to CR and Human Rights</a> <a href="#">PVH CR Supply Chain Guidelines</a>
<b>5. Support effective abolition of child labor</b>	<a href="#">PVH CR Governance and Stakeholder Engagement</a> PVH 2023 CR Report > Human Rights > Ethical Recruitment page 30; Supplier Assessment and Sourcing, pages 31-32

UNGC Principle	2023 Disclosure
<b>6. Eliminate discrimination in employment and occupation</b>	<a href="#">PVH Code of Business Conduct and Ethics</a> <a href="#">A Shared Commitment</a> <a href="#">PVH Statement of Corporate Responsibility</a> <a href="#">PVH Inclusion &amp; Diversity Commitments</a> <a href="#">State of Diversity, Equity &amp; Inclusion in Fashion</a> (co-authored with CFDA)
<b>7. Support a precautionary approach to environmental challenges</b>	<a href="#">A Shared Commitment</a> <a href="#">PVH Environmental Policy</a>
<b>8. Undertake initiatives to promote greater environmental responsibility</b>	<a href="#">PVH Forest Protection Policy</a> <a href="#">PVH Animal Welfare Policy</a> <a href="#">PVH Restricted Substance List</a> <a href="#">PVH PFAS Policy</a>
<b>9. Encourage the development and diffusion of environmentally friendly technologies</b>	PVH 2023 CR Report > Climate, pages 10-22
<b>10. Work against all forms of corruption, including extortion and bribery</b>	<a href="#">PVH Code of Business Conduct and Ethics</a> , <a href="#">Anti-Bribery Statement</a> <a href="#">PVH CR Supply Chain Guidelines</a> PVH 2023 CR Report > Governance, page 43

# United Nations Guiding Principles (UNGPs)

PVH’s approach to human rights is based on the UN Guiding Principles on Business and Human Rights. We recognize the responsibility our organization has to respect these Guiding Principles and have outlined the ways in which our work directly maps to them in order to prevent, address and mitigate human rights abuses within our business operations and across our industry.

UN Guiding Principles	
Defining the focus of reporting	
<b>B1</b>	<p>Statement of salient issues: State the salient human rights issues associated with the company’s activities and business relationships during the reporting period.</p> <p>PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management, page 43</p>
<b>B2</b>	<p>Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.</p>
<b>B3</b>	<p>Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.</p> <p>PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management page 43</p>
<b>B4</b>	<p>Additional severe impacts: Identify any severe impacts on human rights that occurred or were still being addressed during the reporting period, but which fall outside of the salient human rights issues, and explain how they have been addressed.</p> <p>Any adverse impacts that fall outside of the salient issues and are brought to PVH’s attention are handled through an issues management process. This includes a team dedicated to addressing and resolving environmental and human rights issues that are raised via various avenues, including issues raised by workers, labor unions, non-governmental organizations (NGOs), media, investors, suppliers, etc. All inquiries are followed up on by the dedicated team until closure.</p>

UN Guiding Principles	
Management of Salient Human Rights Issues - Specific Policies	
<b>C1</b>	<p>Does the company have any specific policies that address its salient human rights issues and, if so, what are they?</p> <p>Specific policies on addressing salient human rights issues are as listed below:</p> <ul style="list-style-type: none"> <li>• <a href="#">PVH CR Supply Chain Guidelines</a></li> <li>• <a href="#">PVH Our Approach to CR and Human Rights</a></li> <li>• <a href="#">PVH CR Governance and Stakeholder Engagement</a></li> <li>• <a href="#">PVH A Shared Commitment</a></li> </ul>
<b>C2</b>	<p>How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?</p> <p>We are committed to engaging with relevant and affected stakeholders and their legitimate representatives on an ongoing basis. We actively worked with our stakeholders in the development and design of our Forward Fashion strategy, and continue to do so as we further develop, monitor and amend our approach to human rights and develop our CR program. We proactively solicit representatives from our business partners, multi-stakeholder associations, NGOs, intergovernmental organizations, worker representatives, governments and our peers for input, counsel and ongoing partnerships. We always communicate openly and seek out their interests, concerns and suggestions. We appreciate that our continuous engagement helps us gain valuable insights that enable the strengthening and evolution of our program for greater impact, and are always looking for new and better ways to engage to ensure that we leverage their diverse perspectives and expertise.</p> <p><a href="#">CR Governance and Stakeholder Engagement</a>  <a href="#">Living Wage Strategy</a>  <a href="#">PVH Modern Slavery Statement</a>  <a href="#">Materiality Assessment</a></p>

## United Nations Guiding Principles

UN Guiding Principles	
Management of Salient Human Rights Issues - Specific Policies	
<b>C3</b>	<p>How does the company identify any changes in the nature of each salient human rights issue over time?</p> <p>PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management, page 43</p> <p>In addition, PVH conducts presourcing assessments at all Level 1 factories before they are allowed to produce any products for us. We also conduct presourcing assessments at certain key Level 2 factories. In addition, we conduct regular audits at all Level 1 and key Level 2 factories once production begins, work closely with factories to remediate any identified deficiencies and, when necessary, terminate supplier factories that fail to comply with our policies, procedures or guidelines. Audits are conducted by reputable third-party auditors, typically every 12 to 24 months. Several factors, including the results of the previous audit, dictate audit frequency.</p>
<b>C4</b>	<p>How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?</p> <p>PVH 2023 CR Report &gt; Governance &gt; Stakeholder Engagement and Risk Management, page 43</p>
<b>C5</b>	<p>How does the company know if its efforts to address each salient human rights issue are effective in practice?</p> <p>PVH 2023 CR Report &gt; Human Rights &gt; Supplier Assessment and Sourcing, pages 31-32</p>

UN Guiding Principles	
Management of Salient Human Rights Issues - Specific Policies	
<b>C6</b>	<p>How does the company enable effective remedy if people are harmed by its actions or decisions in relation to a salient human rights issue?</p> <p>When an adverse impact is brought to PVH's attention, it is handled through our thorough issues-management process, with a team dedicated to addressing and resolving environmental and human rights issues that are raised via various channels. These include issues raised by workers, labor unions, NGOs, media, investors, suppliers, etc. All inquiries are followed up on by the dedicated team until reaching closure.</p> <p>In addition, PVH's CR Assessment program encourages our business partners to assume greater responsibility for their labor practices and general compliance around employment and worker issues by providing the opportunity for suppliers to remediate most identified issues. We believe that remediation best serves the interests of workers by enabling the supplier to develop safe, compliant and respectful workplaces. We engage factory managers in an open discussion on the findings, exploring root causes and supporting them in developing corrective action plans. In addition, we meet with our suppliers between audits to review their progress in implementing remediation activities and to provide further guidance. Continuous engagement with suppliers on their progress in addressing human rights risks helps us ensure the effectiveness of our program.</p>

# United Nations Sustainable Development Goals (UN SDGs)

Forward Fashion is strategically aligned with the United Nations Sustainable Development Goals to ensure we are supporting efforts to scale global solutions and helping us all to move toward a cleaner, more just and healthy future. We consider the SDGs critical markers in defining our ambitions and targets.

Goal	PVH Material Topic	Most Relevant Targets	Examples of Impact See PVH 2023 CR Report:	Goal	PVH Material Topic	Most Relevant Targets	Examples of Impact See PVH 2023 CR Report:
	Living Wages in the Supply Chain	1.3	Living Wages		Circularity Traceability Sustainable Materials Chemicals Management Waste Management Responsible Sourcing	12.2 12.4 12.5	Climate Human Rights
	Health and Safety	3.9	Chemicals Worker Voice Safe Workplaces Responsible Sourcing		Climate Change Resilience Energy and Emissions Management	13.2	Emissions PVH 2023 Frameworks > TCFD Financial Disclosures
	Talent Management	4.3 4.4	Inclusion & Diversity		Circularity Biodiversity Responsible Sourcing	15.1 15.5	Climate Human Rights
	Inclusion & Diversity Human Rights in the Supply Chain Living Wages in the Supply Chain	5.1 5.5 5.B	Inclusion & Diversity		Business Ethics and Integrity Human Rights in the Supply Chain Traceability	16.5 16.6	Human Rights
	Water Chemicals Management	6.3 6.4 6.5	Water Chemicals		Advocacy Community Investment Inclusion & Diversity Circularity Chemicals Management Sustainable Materials Responsible Sourcing Human Rights in the Supply Chain Living Wages in the Supply Chain Traceability Water Biodiversity	17.5 17.8 17.B 17.G 17.H 17.I	Our Partners and throughout report
	Energy & Emissions Management	7.2 7.3	Emissions				
	Talent Management Inclusion & Diversity Responsible Sourcing	8.2 8.5	Human Rights Inclusion & Diversity				
	Inclusion & Diversity Living Wages in the Supply Chain Human Rights in the Supply Chain Traceability Responsible Sourcing	10.2 10.4	Human Rights Inclusion & Diversity				