



**CORPORATE RESPONSIBILITY REPORT**

2022

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# The Power of PVH

# About This Report

The PVH Corporate Responsibility (CR) Report provides information and performance data on operations from the PVH Corp.<sup>1</sup> 2022 fiscal year, January 31, 2022, to January 29, 2023, unless otherwise indicated.

In 2022, the environmental, social and governance (ESG) disclosure landscape evolved significantly in response both to growing stakeholder expectations and the realities of concurrent global challenges: the climate crisis, pandemic recovery and ongoing macroeconomic shifts. These challenges underscored the importance of transparent and comprehensive reporting, to which we are continually committed, and stressed the urgency of our climate action, human rights and inclusion and diversity (I&D) commitments.

In this report, we expand our disclosures in many areas—in most instances, this is a direct result of our stakeholder engagement efforts and in response to feedback from our non-governmental organization (NGO) partners, our supplier network and other key stakeholders internal and external to PVH. We have paid close attention to evolving reporting requirements and endeavored to ensure that our data and qualitative statements meet or exceed these requirements. While we have not obtained external assurance for this report, we finalized a long-term assurance roadmap in 2022 and will begin external assurance of key data sets in 2024.

The release of this report also marks four years since the 2019 launch of our *Forward Fashion* strategy. In the years since, PVH teams and partners have pursued the achievement of the *Forward Fashion* targets and the operationalization of this strategy with dedication. While we're proud of the progress we've made thus far, we acknowledge that greater effort lies ahead in order to deliver on our commitments and meet developing stakeholder expectations. Throughout 2022, we continued refining and executing on our plans to put our *Forward Fashion* commitments into action.

This report offers a summary of our progress toward each of our *Forward Fashion* commitments as well as comprehensive disclosures on our ESG performance.

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)

Key resources and public statements, as well as details surrounding governance and policies, can be found in the Governance section, [pages 70–77](#), and at [pvh.com/responsibility/resources](https://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).

<sup>1</sup> PVH Corp. is referred to as "PVH" throughout this report.

<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 on [page 94](#) for more information.



# About PVH

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

**27K**

associates globally *(as of publication)*

**40+**

countries in which we operate



# A Note From Our CEO



Our vision is to build *Calvin Klein* and *TOMMY HILFINGER* into the most desirable lifestyle brands in the world and make PVH one of the highest performing brand groups in our sector. Our PVH+ Plan guides us on this journey, and over the last year we have made significant progress due to our strong execution.

Underpinning everything we do, and how we do it, is our commitment to drive fashion forward for good. Our long-term, purpose-driven *Forward Fashion* corporate responsibility strategy plays an increasingly important role in our PVH+ Plan as governments regulate fashion's sustainability impacts, investors view human rights and climate change as material business risks and consumers favor brands with credible climate action.

We believe how we make products is as important as what we make. As we create desirability for our brands and products around the world, we are intentional about offering the best core essentials and hero products that never go out of style, so consumers can wear them for longer.

This means focusing on sustainability at each stage of the process: from design and fabrication to sourcing and manufacturing and scaling new operating models that are both demand-driven and circular. Doing so will help our ongoing efforts to minimize waste and reduce our environmental footprint.

Driving fashion forward for good is not just a business imperative but also what our consumers, our associates and all of our stakeholders expect from us. Our people power our growth and vision, and we empower them to deliver excellence and do the right thing for our consumers, our communities, the environment and each other.

We are proud of the progress we have achieved in 2022. We will continue to focus our efforts to accelerate climate action, advance human rights and champion inclusion and diversity, and work as one united team to turn our shared dream into reality.

**Stefan Larsson**  
Chief Executive Officer

# A Note From Our CSO



The world confronts the magnitude of climate change and risks to workers' rights in supply chains – we, as a global fashion company, have a responsibility.

We embrace our responsibility to reduce greenhouse gas emissions in line with the Paris Climate Accord goals, to respect human rights for workers across our supply chain, and to promote inclusion, equity and belonging as a value both for our associates and communities. In doing so, we aim to drive fashion forward for good.

To achieve this, we have evolved our *Forward Fashion* strategy to focus on three areas—accelerate climate action, advance human rights and champion inclusion and diversity. Each is underpinned by time-bound, measurable commitments intended to drive impact at scale.

## Accelerate Climate Action

We conducted our first-ever climate risk scenario analysis and enhanced our carbon accounting capabilities to better understand climate risks across our operations and more precisely measure emissions reductions.

We then partnered with our suppliers to set their own greenhouse gas emissions reduction targets and develop action plans to achieve those targets. To incentivize emissions reductions, we launched our first sustainable supply chain financing program, which provides suppliers with better financing rates based on their sustainability performance.

Finally, to catalyze industry efforts to decarbonize the fashion supply chain, The PVH Foundation announced our \$10 million<sup>3</sup> commitment to the Apparel Impact Institute's Fashion Climate Fund. With greater action, we can enable suppliers to transition to renewable electricity, improve energy efficiency, eliminate coal in manufacturing, and scale sustainable materials.

## Advance Human Rights

We consider our partnership with worker representative organizations and human rights experts to be critical in advancing human rights in the supply chain jointly.

As a founding member of the International Accord for Health and Safety in the Textile and Garment Industry and the Bangladesh Accord, we are proud to have signed the Pakistan Accord, which will extend legally binding agreements between fashion brands and global trade unions to improve workplace safety in the fashion industry. In Bangladesh, we launched a five-year, \$5 million partnership with the U.S. Agency for International Development to provide professional and life skills development programs to 100,000 women, complementing our work in Tunisia, Vietnam, India and Sri Lanka.

We identify human rights impacts and are committed to responsibly addressing them. In Haiti, we partnered with the Worker Rights Consortium and International Labour Organization to ensure, via payments totaling almost \$1 million, that workers were compensated for unpaid wages when the factory closed and the owner absconded. In India, we signed the legally binding Dindigul Agreement with Global Labor Justice and the Tamil Nadu Textile and Common Labour Union to address gender-based violence and harassment.

## Champion Inclusion and Diversity

Under the leadership of our Chief Diversity Officer, Lance LaVergne, we implemented nine of our inclusion and diversity commitments that will drive sustainable change for our associates, communities and consumers. For example, we piloted PVH's first ever global mentorship program with the initial cohort focused on women and associates from underrepresented groups. Furthermore, The PVH Foundation invested \$1.37 million as the first installment of the \$10 million commitment to create greater awareness of and access to opportunities in fashion for underrepresented groups. Organizations across Asia, Australia, Brazil, Europe, and North America received funding and PVH associates volunteered with these organizations to help further their missions.

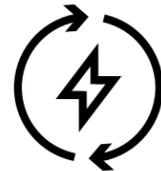
Ultimately, actions speak louder than words, so we remain committed to transparency and continue to enhance our capability to report increasingly more data on our impacts. While we're proud of the progress we've made in 2022, we recognize that we have much more work ahead to deliver against our *Forward Fashion* commitments.

**Rick Relinger**  
Chief Sustainability Officer

<sup>3</sup> All monetary figures throughout this report are in USD.

# 2022 Highlights

Ahead of pace for reaching our target of sourcing **100% renewable electricity in owned and operated facilities by 2030**



Signed the historic **Dindigul Agreement** to support the eradication of gender-, caste- and migration-based discrimination in a southern state of India



Launched our first **sustainable supply chain finance program** tied to supplier human rights and environmental performance



The PVH Foundation became a lead funder for **Apparel Impact Institute's Fashion Climate Fund** to support decarbonization in the fashion supply chain



# 2022 Honors

Recognized among **LinkedIn’s 2022 Top Companies in Retail** in the U.S.

Received **100%** on **Human Rights Campaign’s 2022 Corporate Equality Index** for LGBTQIA+ workplace equality for the sixth consecutive year

**Ranked #7** on *The Business of Fashion Sustainability Index*

**Ranked #5** on *Barron’s 100 Most Sustainable Companies list*

Announced as an **Industry Leader for Environmental Performance** by JUST Capital

*TOMMY HILFIGER* ranked in the **Top 5 in the Premium and Affordable Luxury Category** on Kearney’s Circular Fashion Index

**Ranked #23** in *Forbes* for the **World’s Top Female-Friendly Companies**

Awarded **Gold recognition** from Japan’s “Work with Pride” for the fourth consecutive year

Certified as a **“Great Place to Work” in the U.S.** for 2022 for the fourth consecutive year



# Forward Fashion Strategy

Our *Forward Fashion* strategy is our guiding principle in our journey to make progress against our environmental, social and inclusion and diversity targets.

To ensure our strategy is clear, we have evolved our framework to simplify our focus to three pillars:

- **Accelerate Climate Action** – Transition to net zero, evolving our operations to preserve resources and nature
- **Advance Human Rights** – Respect, promote and realize fundamental principles and rights for our supply chain
- **Champion Inclusion and Diversity** – Promote inclusion, equity, belonging and opportunity for the advancement of our associates and communities

Our *Forward Fashion* targets remain the same within this new framework, with the exception of our newly evolved Circularity target.

With this updated framework in place, we will continue to drive fashion forward for good and share our progress so far in the pages that follow.

## Drive Fashion Forward for Good



### Accelerate Climate Action

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



### Advance Human Rights

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



### Champion Inclusion and Diversity

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

# Forward Fashion Targets

## Accelerate Climate Action

### Eliminate greenhouse gas emissions<sup>4</sup>

Our offices, distribution centers and stores will be powered by 100% renewable electricity, and we will drive a 30% reduction in Scope 3 greenhouse gas emissions by 2030.

### Innovate for circularity

NEW: 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<sup>5</sup>

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

### 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 key wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.

### Source responsibly

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

### End waste

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

## Advance 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.

### Amplify worker voice

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

### 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.

### Recruit ethically

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

### Source ethically

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

<sup>4</sup> PVH is currently revising our existing SBTi-approved science-based targets to further align with the Net-Zero Standard. We updated our terminology to align with the GHG Protocol and industry best practices; we have replaced the term "carbon" with "greenhouse gases" and the term "supply chain emissions" with "Scope 3 greenhouse gas emissions" in our target and associated language.

<sup>5</sup> PVH has shifted from using the term "sustainable materials" to "environmentally preferred materials" as aligned with our strategy outlined on [page 35](#). Wool has also been added to reflect our [PVH Animal Welfare Policy](#).

# Forward Fashion Targets

## Champion Inclusion & Diversity

### Develop talent

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

### Foster inclusion and diversity

Deliver unconscious bias training to all PVH associates globally by 2022 and achieve gender parity in leadership positions at the SVP level and above by 2026.<sup>6</sup>

### Educate the future

Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023.



<sup>6</sup> The target date for the leadership portion of the target has been moved forward to 2026 to align with the additional I&D commitments; leadership refers to associates at Senior Vice President level and above.

## Additional Inclusion & Diversity Commitments

### Workplace

- 2026**
  1. Achieve gender parity globally in all leadership positions at the SVP level and above.
  2. Increase Black, Indigenous, People of Color (BIPOC) representation at the SVP level and above by 50% and double Black and Hispanic/Latinx representation at Director and VP levels in the U.S. from a 2021 baseline.
- 2022**
  3. Implement a diverse candidate slate requirement for all Director-level and above roles in the U.S., then expand globally where we can.
  4. Establish and implement formal mentoring programs, resources and tools globally for women, racially/ethnically diverse and other underrepresented groups.
  5. Deliver unconscious bias training globally to all PVH associates.
  6. Establish and implement an I&D leadership goal for annual performance review process for people managers globally.

### Marketplace

7. Establish quarterly global review of all company and brand marketing and advertising materials and experiences to ensure diverse representation.
8. Establish a formal corporate supplier diversity program in the U.S. and other applicable regions.

### 2026 Community

9. Invest \$10 million globally from 2022 to 2026 to amplify awareness and access to opportunities in the fashion industry.

# Forward Fashion: Progress to Date

## Accelerate Climate Action

### Eliminate greenhouse gas emissions



Power offices, distribution centers and stores with 100% renewable electricity by 2030.

### UPDATING BASELINE DATA

Achieved 47% reduction against 2017 baseline

Drive a 30% reduction in Scope 3 greenhouse gas emissions by 2030.

Baseline recalculation to be completed in 2023 to further align with GHG Protocol changes and increased data availability. Given the updates, year-over-year results are not directly comparable. PVH will publish revised science-based targets in 2024 to align with SBTi's Net Zero Standard.

### Innovate for circularity

**NEW:** 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



Cotton

Viscose



Wool

Polyester

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

### 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 key wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025.<sup>7</sup>

### Source responsibly



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

### End waste



All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics by 2030.<sup>8</sup>



<sup>7</sup> This progress figure is not available for microfibers and only pertains to hazardous chemicals.

<sup>8</sup> This progress figure does not include single-use plastics; 58% represents the percentage of waste diverted from landfill from our owned and operated activities.

# Forward Fashion: Progress to Date

## Advance 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.

### Amplify worker voice



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

### 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>9</sup>

### Recruit ethically



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

### Source ethically



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

## Champion Inclusion & Diversity

### Develop talent



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

### Foster inclusion and diversity



Deliver unconscious bias training to all PVH associates globally by 2022.



Achieve gender parity in leadership at SVP-level and above positions by 2026.

### Educate the future



Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023.

<sup>9</sup> The progress indicated here is in reference to Bangladesh only and is based upon PVH's remediation rate as a participant in the Readymade Garment Sustainability Council.

# Our Partners

PVH extends our sincerest gratitude to the partners that have helped shape, guide and execute our strategy. We share a common goal with our partners to relentlessly strive for a better tomorrow and to bring the fashion industry together to create a more sustainable and inclusive future for all.

## Climate Action

- Apparel and Footwear International RSL Management (AFIRM)
- Apparel Impact Institute (Aii)
- Canopy
- CDP
- Cradle to Cradle
- Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ)
- Ellen MacArthur Foundation
- Fashion for Good
- GIZ's Natural Resources Stewardship Programme
- Global Fashion Agenda
- RE100
- Science Based Targets Initiative (SBTi)
- Sustainable Apparel Coalition (SAC)
- Textile Exchange
- The Fashion Pact
- The Microfibre Consortium
- Water Resilience Coalition CEO Water Mandate
- We Are Still In: Climate Action Commitment
- World Wildlife Fund (WWF)

## Human Rights

- Action, Collaboration, Transformation (ACT)
- American Apparel and Footwear Association (AAFA)
- Better Buying
- Better Than Cash Alliance
- Gap Inc. Personal Advancement & Career Enhancement (P.A.C.E.) Program
- ILO Better Work
- IndustriALL Global Union
- The International Accord for Health and Safety in the Textile and Garment Industry
- International Labour Organization (ILO)
- Power of Nutrition
- Reimagining Industry to Support Equality (RISE)
- Resilience Fund for Women in Global Value Chains
- Responsible Labor Initiative (RLI)
- Sustainable Apparel Coalition (SAC)
- Social & Labor Convergence Program (SLCP)
- UN Generation Equality Forum
- UN Global Compact
- UNI Global Union
- U.S. Agency for International Development

## Community and Inclusion

- Americares
- Australian Business and Community Network
- Black in Fashion Council
- BlaQ Aboriginal Corporation
- Council of Fashion Designers of America
- Creatives Want Change
- Custom Collaborative
- Dress for Success
- Ecotece Institute
- Fashion Council Germany
- Fashion for All Foundation
- Fashion Institute of Technology Social Justice Center
- Fashion Minority Alliance
- Fashion and Race Database
- Graduate Fashion Foundation
- Harlem's Fashion Row
- House of Denim Foundation
- I Love First Peoples
- ILGA World
- KELY Support Group
- Misa Hylton Fashion Academy
- National Urban League
- New Circles
- PFLAG National
- Plan International
- Rainbow Railroad
- Safe Horizon
- Save the Children
- The Trevor Project
- Transgender Legal Defense & Education Fund
- Transgender Law Center
- Workplace Pride
- World of Art Brut Culture
- World Vision

# Our Global Brands



# Calvin Klein

Calvin Klein is one of the world’s leading global fashion brands, driven by our minimalist and sensual aesthetic. Our designs and marketing are connected by the intention and purpose of elevating everyday essentials to globally iconic status. Our products are underpinned by responsible design and high-quality construction for pieces that wear well and remain relevant season after season.

In 2022, we continued the important work of reducing our impact on the planet while improving the lives of our associates and communities globally. We remained steadfast in our commitment to our strategic sustainability and inclusion priorities. We focused on reducing single-use packaging waste and sourcing more environmentally preferred materials, as well as championing inclusivity by empowering associates with educational trainings and strengthening commitments to our NGO partners.



## Climate Action

- Increased the usage of environmentally preferred materials to comprise 32.6% of the brand's global materials footprint, up from 22% in 2020
- Increased the percentage of more sustainable mainline styles from 2% to 16% since 2021 for Calvin Klein global underwear and North America apparel
- Launched *Calvin Klein Jeans Reimagined Denim*, an upcycled limited-edition capsule collection available exclusively in Hong Kong; created in partnership with designer Kay Wong of Fashion Clinic Collective Hong Kong and produced locally, the collection reworked over 2,000 pairs of unworn jeans
- Developed and launched Earth Colors, earth-toned pigments partially derived from agricultural waste, as an alternative to traditional synthetic options
- Launched CK Everyone Eau de Parfum, a Cradle to Cradle Certified® Gold fragrance, certified by the independent Cradle to Cradle Products Innovation Institute
- Updated our North American retail shopping bags with recycled materials and piloted the transition to recyclable paper transit polybags for select women’s underwear in North America
- Trained 800 Calvin Klein associates and licensing partners on Calvin Klein’s sustainable product guidelines

## Inclusion & Diversity

- Calvin Klein's "Year of the Tiger" capsule collection captured the energetic spirit of the festive season through playful limited-edition tiger prints and badges across everyday essentials in celebration of the Lunar New Year
- Launched "This Is Love," a reimagined approach to our Pride collection alongside a campaign celebrating chosen families within the LGBTQIA+ community, including trailblazers, entertainers and advocates, as well as three members of The Trevor Project
- Partnered with PFLAG National to present Calvin Klein's gender inclusion trainings, approach and journey at the annual Out & Equal Workplace Summit — the largest LGBTQIA+ conference in the world
- Scaled PFLAG National gender inclusion trainings to associates enterprise-wide after a successful 2021 program launch
- Donated \$400,000 to support NGOs doing critical work for LGBTQIA+ communities around the world, including BlaQ Aboriginal Corporation, ILGA World, PFLAG National, The Trevor Project, and Transgender Law Center



# TOMMY HILFIGER

For more than 35 years, Tommy Hilfiger has been a pioneer of classic, cool American style — embracing innovation and leading with bold ideas that break convention, while remaining on the pulse of pop culture. Today, the fashion industry is experiencing a pivotal moment of change, and we believe in the importance of actively creating the future we want to see.

Creating fashion that "Wastes Nothing and Welcomes All" is part of our DNA and reflects on Tommy Hilfiger's decades-long track record and commitment to making fashion more sustainable and inclusive. We're exploring new, circular materials

and manufacturing methods like creating quality pieces from textile waste, while operating with sensitivity to planetary boundaries. We're working to make the fashion industry more accessible to underrepresented communities through programs and partnerships and creating inclusive products that work for every *TOMMY HILFIGER* fan.

Building upon the *Forward Fashion* strategy, Tommy Hilfiger has set ambitious targets designed to accelerate circularity and inclusivity across our products, operations and experiences by 2030.



## Climate Action

- Tommy Hilfiger continued to significantly increase the use of more sustainable materials across products produced globally, with over 77%<sup>10</sup> of materials sustainably sourced in 2022
- 78% of the electricity in *TOMMY HILFIGER* global retail stores was derived from the use and support of renewable energy sources
- We accelerated our commitment to circularity by seeding and scaling the use of recycled fiber in *TOMMY HILFIGER* and *TOMMY JEANS* collections, in partnership with Infinited Fiber Company and Renewcell
- Our first reworked collection, *Tommy Remixed*, went on sale in Europe, featuring unique, hand-crafted pieces made from pre-loved and damaged *TOMMY HILFIGER* and *TOMMY JEANS* items
- 78% of our denim pieces in Europe and North America were made with a minimum of 20% post-consumer recycled cotton
- 97% of cotton globally came from environmentally preferred sources, up from 67% in 2021
- Tommy Hilfiger Europe B.V. became the first fashion company of our size to become brand certified against six standards; brand certification offers one of the highest levels of on-product transparency in the industry

<sup>10</sup> This includes all Tommy Hilfiger products produced globally.

## Inclusion & Diversity

- Launched the fourth *TOMMY HILFIGER* Fashion Frontier Challenge—a global accelerator program supporting new ideas that is making the fashion landscape more inclusive
- Expanded the *TOMMY HILFIGER* Adaptive collection to five new markets, making dressing easier for adults and children living with disabilities through thoughtful design
- Continued to support the LGBTQIA+ community with long-time partner ILGA World through a fixed corporate donation and an in-store consumer donation campaign
- Launched “The Invisible Seam: Unsung Stories of Black Culture and Fashion” podcast series with The Fashion and Race Database
- Facilitated a clothing drive to support refugees and impoverished communities with Humanitarian Resources International Foundation, where associates spent over 300 hours packing donation supply boxes to support those affected by the war in Ukraine; this was Tommy Hilfiger's largest-ever clothing donation of adaptive clothing to Ukrainian refugees



# Connecting Consumers With Inclusion Initiatives

Calvin Klein and Tommy Hilfiger led several I&D initiatives throughout 2022.

## **TOMMY HILFIGER Fashion Frontier Challenge**

The fourth edition of the global *TOMMY HILFIGER* Fashion Frontier Challenge launched in early 2022, echoing Tommy Hilfiger's vision to "Waste Nothing and Welcome All." The competition amplifies and supports new voices in the world of social entrepreneurship who are driving scalable and disruptive innovations to create a more inclusive future of fashion.

## **Tommy Hilfiger "Flip It"**

Tommy Hilfiger "Flip It" campaign in China featured prosthetics fashion influencer Xiao Yang, connecting the brand to consumers living with disabilities.

## **Tommy Hilfiger "Play to Progress"**

The *TOMMY JEANS* Spring 2022 campaign focused on enhancing our connection with diverse cultures while exploring new ways to inspire positive change through experimentation and play. Creative talent Tems, imma and BikeLifeRex brought the "Play To Progress" mindset to life through music, internet and street culture.

## **Lunar New Year Collections**

Launched *Calvin Klein*, *TOMMY HILFIGER* and *TOMMY JEANS* Lunar New Year capsule collections, embracing the sense of hope and optimism from the holiday while channeling the fierce spirit of the tiger.

## **TOMMY HILFIGER New Legacy Challenge**

The *TOMMY HILFIGER* New Legacy Challenge was created in partnership with Harlem's Fashion Row to support emerging Black talent on a global scale. The challenge highlights the history and contributions of Black communities in fashion while elevating the voices of the next generation of Black designers. The winner received a grant for \$20,000 and the opportunity to co-design a capsule collection alongside the brand design team.

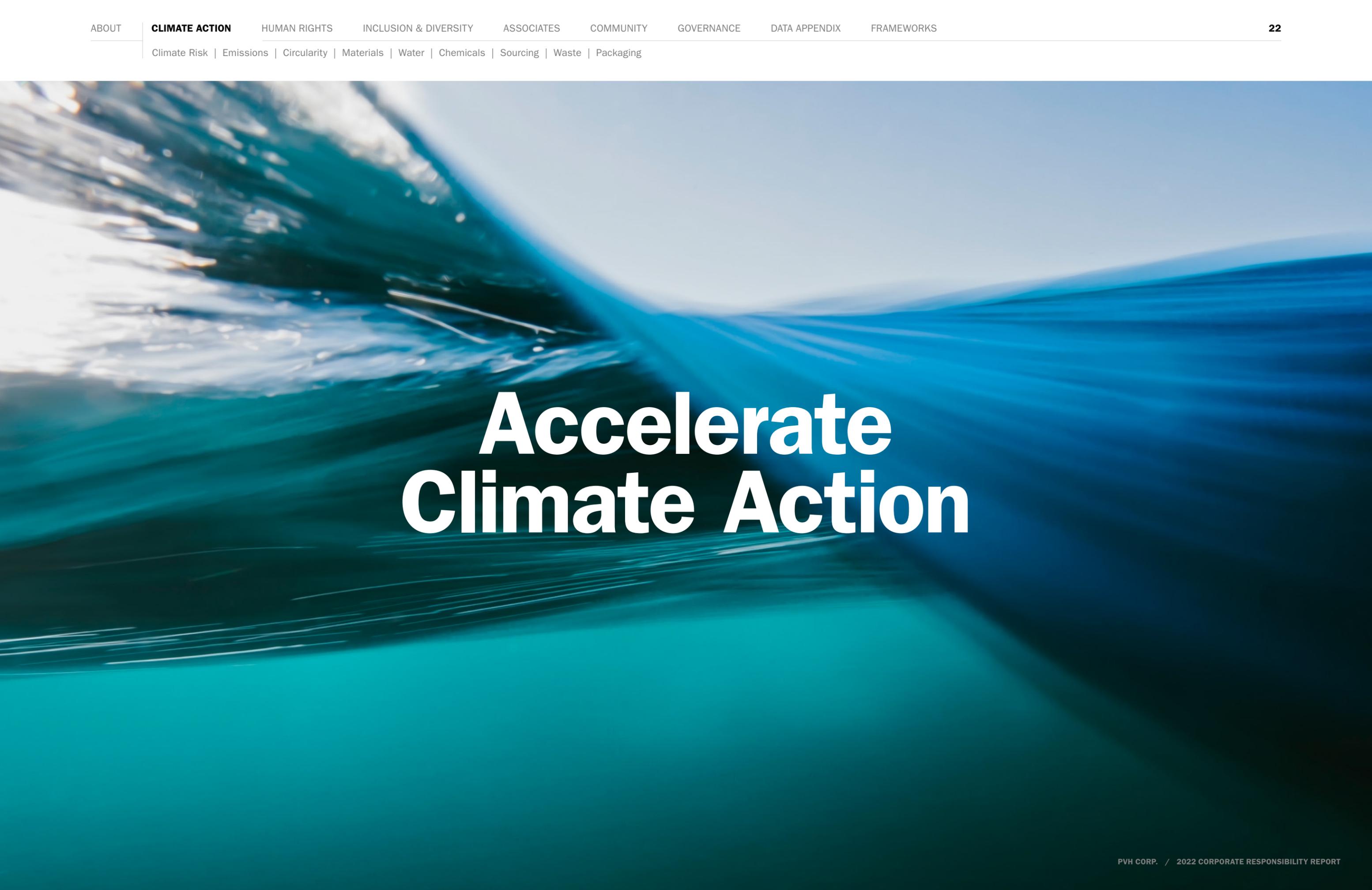
## **Calvin Klein "This is Love"**

Launched the *Calvin Klein* "This is Love" campaign and collection as a reimagined approach to Pride. The campaign celebrated chosen families within the LGBTQIA+ community; friends, partners, lovers, allies and more shared what family means to them.

## **TOMMY HILFIGER Adaptive Collection Expansion**

Expanded distribution of *TOMMY HILFIGER* Adaptive apparel in Japan through pop-up stores in Lazona Kawasaki and Gotemba. Additionally, Zalando, a leading European online platform for fashion and lifestyle, added the *TOMMY HILFIGER* Adaptive collection to its offering across Austria, Belgium, Denmark, France, Germany, Italy, Netherlands, Poland and Switzerland.





# Accelerate Climate Action

# Climate Risk

## Understanding Climate and Sustainability Risks

In the last two years, PVH has evaluated the ways in which climate change impacts our organization, now and in the future. We conducted two risk assessments that spanned the breadth of both owned operations and supply chain operations: a climate risk scenario analysis and a water risk assessment.

In 2022, we also conducted our annual Sustainable Business Risk Assessment, which included considerations on climate risk (see [page 74](#) for details).

Our risk assessment findings further catalyzed action across PVH's leadership, associates and suppliers as we aim to meet the changing needs of the world around us. While our *Forward Fashion* strategy puts forth targets to address many of these risks, along with our ongoing efforts in these areas, we aim to continually evolve and update our strategy to meet the changing needs of the world around us. We know that an agile corporate responsibility strategy and our strong network of partnerships and stakeholder relationships will be essential in the pivotal years approaching 2030.



## Climate Risk Scenario Analysis

To gain a deeper understanding of how climate change and climate-related risks will impact our business over time, PVH engaged with a global consulting leader to conduct an in-depth qualitative and quantitative climate risk scenario analysis in alignment with guidelines from the Task Force on Climate-related Financial Disclosures (TCFD). We investigated high- and low-carbon scenarios, informed by guidance<sup>11</sup> on physical and transition risks.

Our climate risk scenario analysis identified short-, medium- and long-term physical and transition risks and opportunities across our entire value chain in line with the two warming scenarios. In all time horizons, the extreme weather conditions caused by climate change will continue to pose a significant risk to our operations and our supply chain. Natural disasters could negatively impact operations of ours, of our partners and throughout our supply chain, resulting in store, office and warehouse closings, disruptions of supply and distribution routes, and shortages of raw materials.

In the short term (present–2030), environmental stressors associated with global warming, such as drought and extreme heat, could limit the availability of raw materials, with more severe impacts expected in areas that are more susceptible to the adverse effects of climate change.

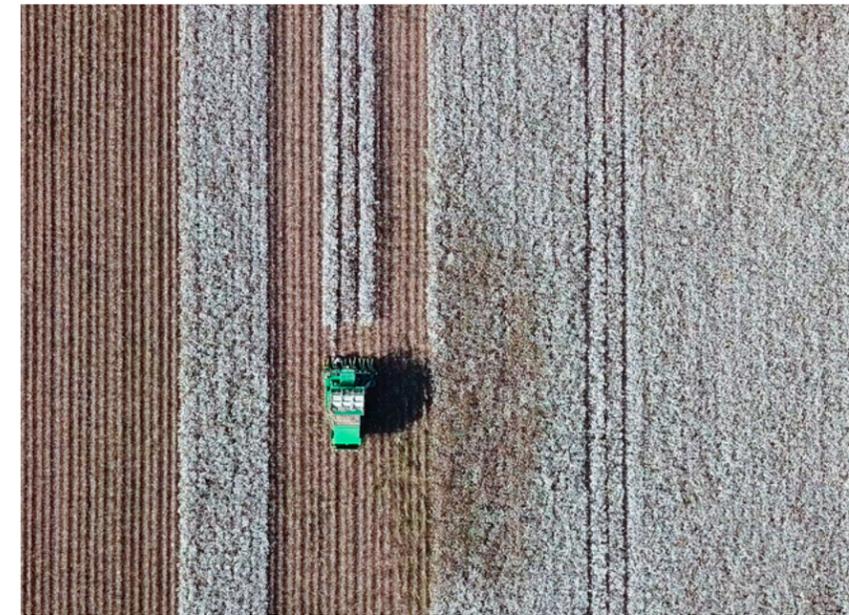
In the medium term (2030–2040), we anticipate that water-related risks, such as reduced water supply and increased costs, will pose another significant challenge to key production regions. More findings on this topic were revealed by our water risk assessment (see following page).

Extreme heat will continue to worsen in the medium and long terms; this is the most significant threat posed in our long-term (2040–2050) analysis, as its impact will hinder ecological processes that are essential to the growing of agricultural goods and could potentially effect a devastating toll both on the biodiversity of the world's species and on the lives of our associates, supply chain workers and consumers.

These risks are not unique to the apparel industry—climate change presents an immense challenge to all industries, societies and inhabitants of our invaluable planet. As we look to reach our climate action *Forward Fashion* targets, we are keenly aware of the gravity of these risk considerations and the impact they will have both on our ability to deliver on our targets and on our business priorities. The analyses we performed strengthened our awareness of climate risks, and moving forward, we will continue to factor them into our corporate strategy, including into the broader enterprise risk process and

the PVH+ Plan. We will also consider potential business opportunities identified as part of our assessment related to cotton production and transparent climate reporting.

For more information on our governance of climate risks, see [page 74](#). For further details on climate risks and opportunities identified by our Climate Risk Scenario Analysis, see the Frameworks section of this report, TCFD, [page 92](#).



## 1.5°C

Currently, the atmosphere has warmed by 1.1°C since the preindustrial era. It is on track to increase warming to 1.5°C by 2028 and to reach 2°C warming by 2034. To reach a 1.5°C warming limit, global greenhouse gas emissions “must peak before 2025 at the latest and decline 43% by 2030.”<sup>12</sup> In the last year, the Intergovernmental Panel on Climate Change released their latest and final report, stating that the “risks and projected adverse impacts and related losses and damages from climate change escalate with every increment of global warming” and warned of a high likelihood for “irreversible adverse consequences.”<sup>13</sup>

<sup>12</sup> Decline 43%. UNFCCC. “Process and Meetings: The Paris Agreement.”

<sup>13</sup> Intergovernmental Panel on Climate Change, IPCC. “Summary for Policymakers.”

<sup>11</sup> Intergovernmental Panel on Climate Change Shared Socioeconomic Pathways for physical risks and the International Energy Agency World Energy Outlook 2021 scenarios for transition risk.

## Water Risk Assessment

Building on our collective action work with World Wildlife Fund (WWF), we collaborated to conduct a water risk assessment of our supply chain, evaluating data from over 1,800 sites for potential physical and operational risks related to water – including water scarcity, flooding, water quality and ecosystem services risks, as well as regulatory risks to our business. This allowed us to see a fuller picture of where we are operating and our suppliers’ impact on global water challenges, informing our broader water strategy decisions.

In total, 1,871 sites were assessed in the water basins where our suppliers operate. We analyzed business dependencies and impacts on water by evaluating both basin and operational risks, including physical, regulatory and reputational risks. Basin risk refers to the nature and conditions of the basins in which the sites operate. Operational water risks are defined as how sites depend upon and potentially impact water.

Additionally, as part of the water risk assessment to evaluate operational water impacts, PVH surveyed our key wet processing facilities to better understand their water use. We received significant amounts of information, allowing us to better approach and influence supply chain water impacts.

Through the water risk assessment, we learned that the most significant water challenges in PVH's supply chain are water quality, water scarcity, flooding and freshwater

biodiversity; these areas represent our biggest opportunities to create impact. Our work with WWF found that of the assessed sites, seven, or 2%, are currently exposed to a very high overall level of basin risk, and around a quarter are currently exposed to a high overall level of basin risk.

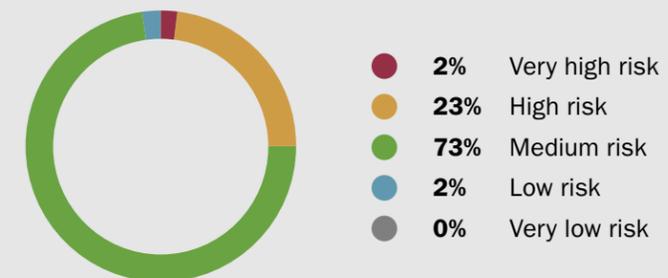
Notably, eight of the top ten priority sites are in India; all eight of the basins that these suppliers rely on are exposed to high or very high overall water risk. Seven of these eight are dependent on the Ganges River basin, a significant cultural symbol and practical lifeline that serves over 650 million people in India and faces significant challenges due to over-withdrawal, disruption from dams and other barriers, and pollution.<sup>14</sup>

The results of the water risk assessment confirmed the need for addressing water challenges through collective action, as well as continued engagement with our supply chain partners to manage risks and increase water efficiency practices. By working with our suppliers and water stewardship partners to address water issues, we can mitigate risk to both our local sourcing communities and business operations. We will continue to perform this exercise with WWF to manage water challenges within our supply chain. Through our partnership, we can continually assess how climate-related challenges and water risks could impact our business in the future.

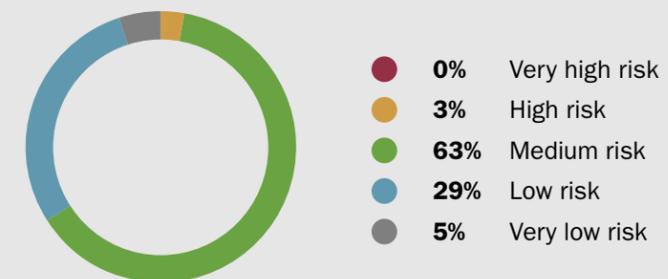
<sup>14</sup> World Wildlife Fund, WWF. “Where We Work: Ganges.”

**1,871** total supplier sites assessed

### Basin Risk, 1,871 sites assessed



### Operational Risk, 567 sites assessed



### Relevant Water Challenges

By analyzing the operational water risk assessment results of 567 facilities,<sup>15</sup> PVH found that water challenges were distributed across the sites as follows. These challenges represent areas in which we have the greatest opportunity to impact water resources and mitigate risk.

- **70%** of sites exposed to water scarcity
- **17%** of sites exposed to freshwater biodiversity loss
- **6%** of sites exposed to flooding
- **4%** of sites exposed to water quality issues

<sup>15</sup> Priority sites were identified based on factors such as their environmental impact (e.g. wet processors), their business relationship with PVH (e.g. Level 1 and 2 suppliers), and risk level of their associated basin.

## Addressing Climate and Sustainability Risks

Risk assessments play a critical role in a robust due diligence process. We use our assessment findings to identify environmental and human rights issues more precisely, to take decisive action on addressing these issues and to collaborate with NGOs, governments and business partners to address their underlying causes.

### In light of our assessment findings, we aim to:

- Develop supply chain water reduction targets and strategies to address water risks in key sourcing regions
- Refresh our science-based targets for emissions to reach net zero as defined by SBTi's Net-Zero Standard
- Collaborate with industry partners to align on biodiversity strategies
- Continue our investment and support of renewable energy sources
- Continue to expand programs that support supply chain workers and vulnerable communities
- Incorporate climate resilience and adaptation measures into our operations and those of our suppliers
- Strengthen our capabilities to better track and adapt to climate-related regulations
- Increase the depth of our data tracking and enhance the reliability of data from across our operations: invest in traceability, integrate supplier data into enterprise systems, and expand data auditing

We will also work to enhance organizational connectivity on risk and related climate data. Our cross-functional ESG working group will collaborate to facilitate better tracking, validating and reporting on climate metrics and impacts.

By further integrating environmental and social risk considerations into our decision-making processes, PVH will be able to make more informed decisions and execute effective risk management practices that align with our strategic objectives, across the PVH+ Plan and long-term sustainability goals.



## Biodiversity and Climate Action

PVH acknowledges the apparel industry's contribution to biodiversity loss and recognizes it as fundamentally linked to our climate action strategy. 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. Through 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.

# Greenhouse Gas Emissions



## UPDATING BASELINE DATA

Scope 3 greenhouse gas emissions  
 Achieved 47% reduction against 2017 baseline

Baseline recalculation to be completed in 2023 to further align with GHG Protocol changes and increased data availability. Given the updates, year-over-year results are not directly comparable. PVH will publish revised science-based targets in 2024 to align with SBTi's Net Zero Standard.

**TARGET:** Our offices, distribution centers and stores will be powered by 100% renewable electricity, and we will drive a 30% reduction in Scope 3 greenhouse gas emissions by 2030.

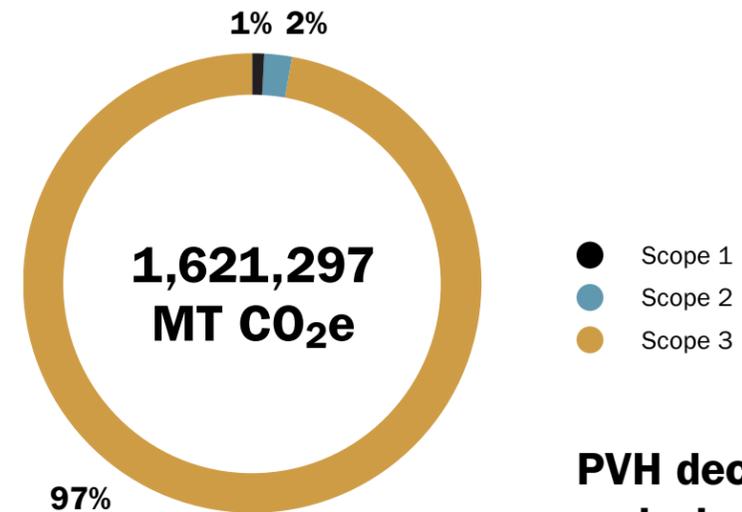
In 2019, we set greenhouse gas (GHG) reduction targets approved by the Science Based Targets initiative (SBTi) and have since taken action to reduce emissions across our value chain while accelerating our adoption of more sustainable energy sources. In 2023, we are revising our existing science-based targets to align with SBTi's Net-Zero Standard<sup>16</sup> and updating our baseline to reflect increased primary data availability and align with carbon accounting best practices.

PVH recognizes that partnership is also essential to influence the climate policies and reporting standards that will guide systemic change across the fashion industry and beyond.

### Notable Progress

- Implemented energy efficiency initiatives and sourced renewable energy to achieve a 69% reduction of Scope 1 and 2 emissions from our 2017 baseline
- Derived 60% of the power used for our owned and operated facilities from the use and support of renewable energy sources
- Decreased Scope 3 emissions by engaging in reduction measures such as increased adoption of environmentally preferred materials, improved logistics operational efficiency and capacity building with suppliers
- Evolved our carbon accounting methodology in adherence with industry best practices and continued to improve our data quality to yield a more accurate estimation of our Scope 3 emissions data

## Scope 1, 2 & 3 Emissions, 2022



**PVH decreased Scope 1&2 emissions by 69% from our 2017 baseline.**

### Tackling Emissions in the Apparel Supply Chain

The PVH Foundation joined Apparel Impact Institute's Fashion Climate Fund as a lead funder with a \$10 million contribution over eight years. This contribution will support supply chain improvements, including transitioning to renewable electricity, improving energy efficiency, eliminating coal in manufacturing, scaling sustainable materials and practices, and accelerating next-generation materials. Collaboration is a critical pathway for the apparel industry to address its responsibility for climate change impacts; support of the Fashion Climate Fund ensures that climate action solutions will be funded and advanced across apparel supply chains.

<sup>16</sup> Science Based Targets initiative, SBTi. "Net-Zero."

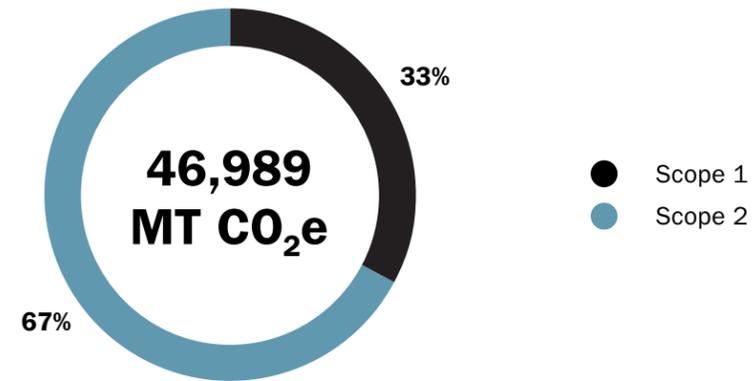
### Scope 1 & 2 Emissions

(Direct and indirect emissions from our own operations)

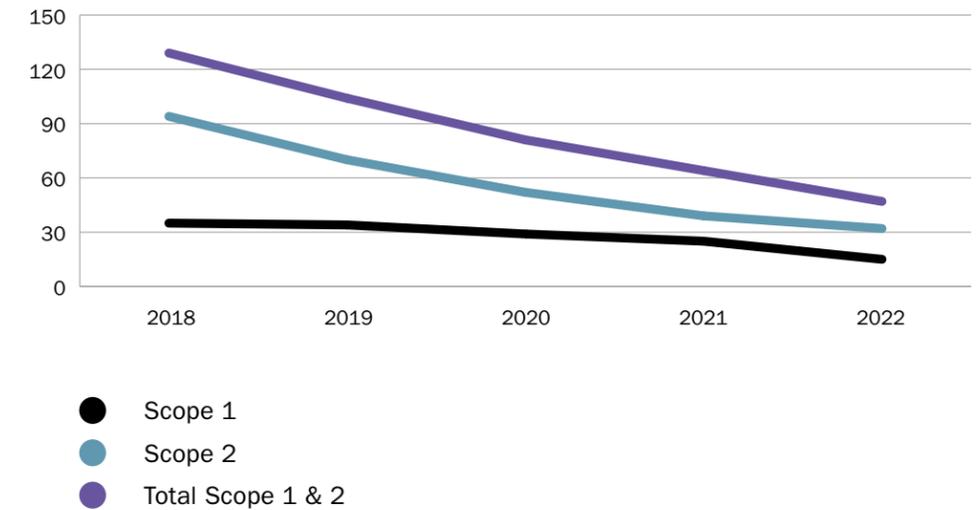
#### Notable Progress

- Reduced Scope 1 and 2 emissions by 26% from 2021, representing an overall 69% decline from our 2017 baseline
- Installed updated heating, ventilation and air conditioning systems, which reduced refrigerant leakage and heating usage, leading to a decrease in Scope 1 emissions
- Reduced overall global electricity consumption (Scope 2) for the fifth consecutive year due to energy efficiency measures and global adoption of energy-saving measures in facilities

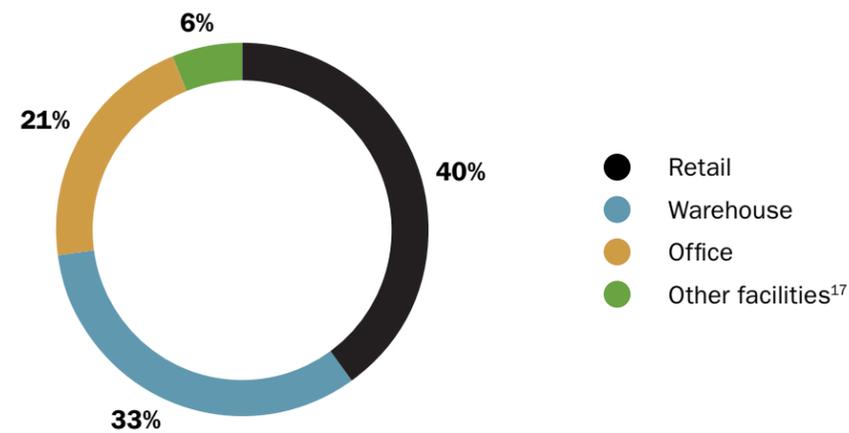
### Scope 1 & 2 Emissions, 2022



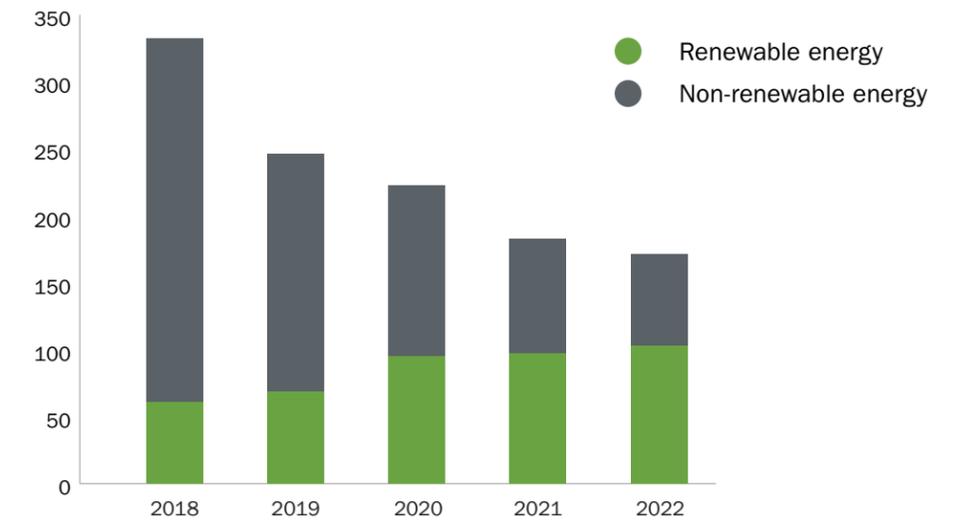
### Scope 1 & 2 Emissions, 2018–2022 (MT CO<sub>2</sub>e)



### Scope 1 & 2 Emissions by Facility Type, 2022



### Energy Use by Type, 2018–2022 (kWh)



<sup>17</sup> Other facilities include: vehicles, showrooms and mixed-use facilities.

## Renewable Energy

To achieve our goal of sourcing 100% renewable energy to power our own operations, PVH is pursuing a combination of on-site renewable energy generation, virtual power purchase agreements, and the purchase of Green-e and other certified energy credits.

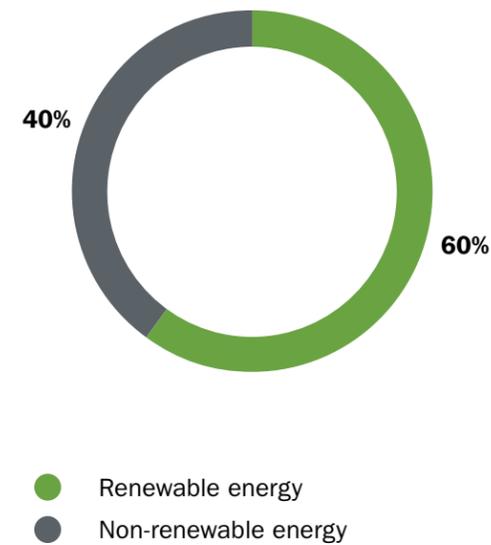
In 2022, 60% of the energy used in our own operations was derived from renewable sources. PVH has solar panels on our distribution center in Venlo, Netherlands, and our offices in Bridgewater, New Jersey, which generate electricity to power our facilities. Our stores in Canada are predominantly powered by hydro-energy sources.

We are continuing to explore Virtual Power Purchase Agreements (VPPA) in North America and Europe. These projects are intended to increase the amount of renewable electricity added to the grid and secure higher volumes of increase the amount of renewable electricity added to the grid and help secure higher volumes of renewable electricity for PVH over a longer period of time.

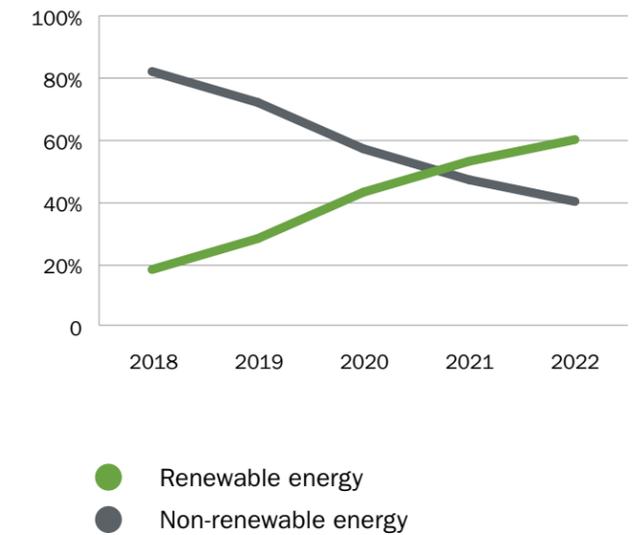
### Notable Progress

- Increased our renewable energy sourcing to 60% through the purchase of certified renewable energy credits and on-site solar adoption in our North American and European facilities
- Established a joint action with the Fashion Pact and 11 other fashion brands to pursue a Collective VPPA, aimed at expanding renewable energy use in Europe by investing in new clean energy infrastructure

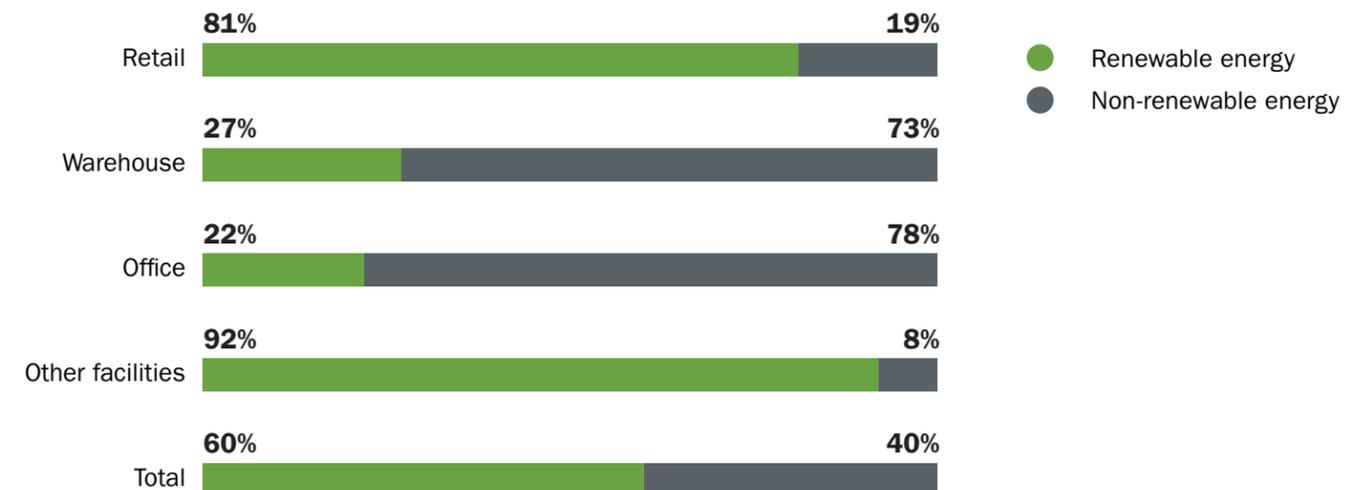
## Energy Use by Type, 2022



## Energy Use by Type, 2018–2022



## Energy Use in Facilities, 2022<sup>17</sup>



## Scope 3 Emissions

(All other indirect emissions from upstream and downstream activities)

Our Scope 3 emissions continue to account for the majority of our total emissions, representing 97% of our GHG footprint for 2022. PVH is driving reductions of our indirect Scope 3 emissions through strategies including the continued adoption of raw materials with lower environmental impact, the prioritization of lower emissions shipping, and by working closely with our supply chain partners to enable emissions reductions through energy efficiency measures and adoption of renewable energy sources.

### Notable Progress

- Announced the first sustainable supply chain finance program in the industry, that rewards high-performing suppliers with better financing rates based on their sustainability performance
- Required all suppliers to calculate their GHG emissions footprint, set a GHG reduction target, and define an action plan for improvement. These foundational elements will enable meaningful engagement with supply chain partners on their emissions reductions and allow us to better track progress toward Scope 3 emissions reductions across our supply chain

- Reduced emissions from upstream and downstream transportation and distribution by implementing improved demand planning and more streamlined logistics operations
- The PVH Foundation joined Apparel Impact Institute's Fashion Climate Fund to invest in work that will enable supply chain decarbonization, including transitioning to renewable electricity, improving energy efficiency, eliminating coal in manufacturing, scaling use of environmentally preferred and next-generation materials
- PVH Europe contracted a low-carbon ocean shipping solution to replace conventional fossil fuels with the use of second-generation biofuels, resulting in the prevention of 9,902 tons of GHG emissions

## Launch of PVH's First Sustainable Supply Chain Finance Program Tied to Both Environmental and Social Factors

PVH partnered 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, including a healthy and safe working environment, compensation and benefits, and ethical employment issues. The program demonstrates PVH's long-standing commitment to drive sustainable business by continuously improving and protecting the environment and human rights across our global supply chain.

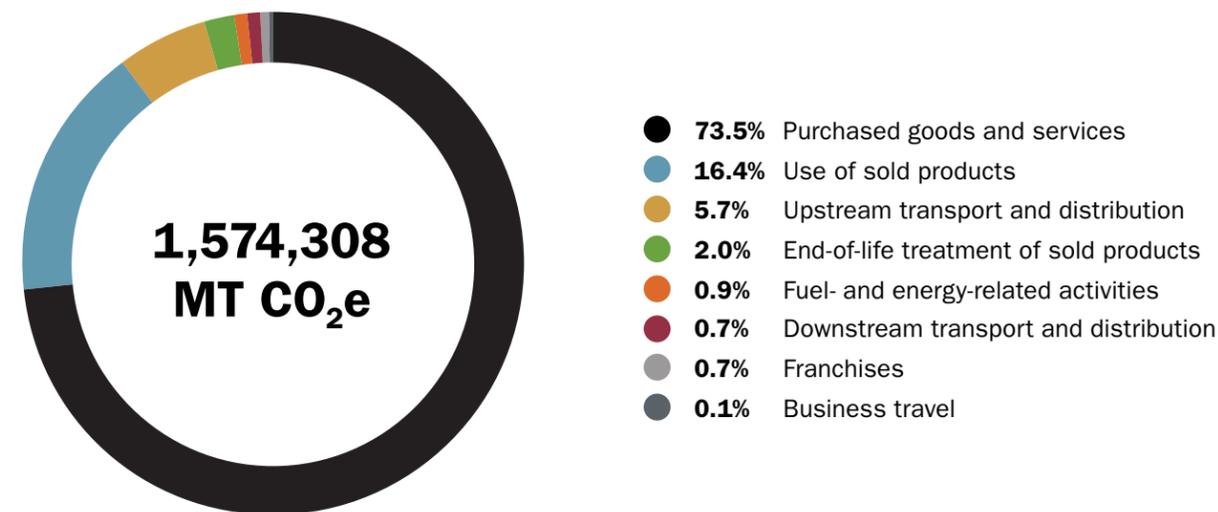
Suppliers' progress will be measured against PVH CR Supply Chain Guidelines and performance assessment standards will be measured using industry-aligned tools. These include the Social & Labor Convergence Program, which measures a facility's performance against human rights and labor standards, and the Sustainable Apparel Coalition's Higg Facility Environmental Module, which assesses environmental standards. The banks will act as key financing partners in providing capital based on these trusted standards and building on the banks' established expertise in sustainable supply chain finance programs that drive progress.



PVH is also continuously working to enhance the accuracy of our GHG footprint through data collection improvements and greater alignment with carbon accounting best practices. In 2022, we updated our calculation methodologies for several Scope 3 categories, achieving more specificity around the proportion of emissions attributable to PVH based on production volumes at our finished goods suppliers and across our global transportation routes. We also updated our raw materials emissions factors. These methodology changes yielded a more accurate Scope 3 emissions calculation and contributed to a decrease in reported Scope 3 emissions from prior years.

We will apply these carbon accounting improvements to our baseline data as we revise our existing science-based targets to align with SBTi's Net-Zero Standard and continue implementing GHG emissions reductions initiatives.

### Scope 3 Emissions Breakdown, 2022



### GHG Emissions, 2017–2022 (MT CO<sub>2</sub>e)

	2017	2018	2019	2020	2021	2022
<b>Scope 1</b>	32,689	35,039	33,776	29,091	25,132	15,363
<b>Scope 2</b>	119,758	93,836	70,369	51,797	38,721	31,626
<b>Scope 3<sup>18</sup></b>	N/A	2,961,960	2,713,907	2,600,737	2,140,944	1,574,308

<sup>18</sup> 2017–2021 Scope 3 emissions reflect previously reported figures based on historical data availability and calculation methods. As noted, we will update our baseline data in 2023 as we revise our science-based targets to align with SBTi's Net-Zero Standard.



# Circularity

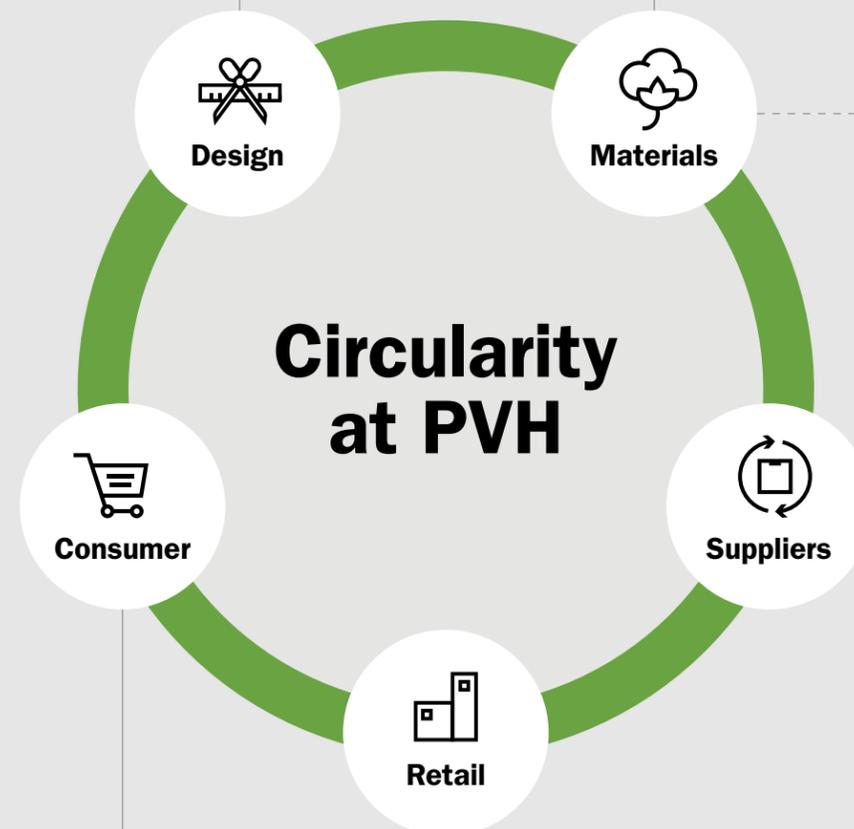
**TARGET:** All PVH products will contribute to the circular economy throughout the product lifecycle (design, use and end of life) by 2030.

We strive to embed circular principles within our business and drive system-level change. From design to end of life, our goal is to eliminate waste and pollution, circulate products and materials, and regenerate nature.

Informed by our learnings and the Ellen MacArthur Foundation’s vision of a circular economy<sup>19</sup> for fashion, we have evolved our circularity strategy to focus on a more holistic transition to a circular system. Innovation is essential for systems-level change, and we will continue investing in innovations aligned with our key priority areas that will accelerate PVH’s circular growth.

## Circular Design

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



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 35](#).

## Textile Waste Reduction

Textile waste will be reduced and diverted across strategic suppliers.

## 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.

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

<sup>19</sup> PVH is a Network Partner of the Ellen MacArthur Foundation. The Foundation and its fashion industry partners work to drive momentum toward the [vision of a circular economy for fashion](#).

## Circular Design

Design lays the foundation for more circular fashion. PVH is working to ensure our designers, product development teams and merchandisers are equipped to design and bring to market more durable products that can be reused for as long as possible.

### Notable Progress

#### Designers

- Organized training programs for over 800 associates to design and develop products with more environmentally preferred materials and packaging
- Piloted and launched the PVH Circular Design Framework for Tommy Hilfiger teams in Europe; the framework considers resource conservation, material efficiency, durability and end of life during product design

#### Products

- Produced over 43,000 *TOMMY HILFIGER* pieces in line with the Ellen MacArthur Foundation's [Jeans Redesign Guidelines](#)
- Invested in bio-based technologies such as alternative fibers and materials to reduce reliance on cotton, virgin fossil-fuel based fibers, materials and dyes
- *TOMMY JEANS* continued its hemp denim program, which can offer a more sustainable alternative to conventional cotton by eliminating the use of chemicals and improving soil health
- Educated associates on new recycling processes that transform textile waste into new garments, in a session hosted by Infinited Fiber Company and Fashion for Good

## 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, our production waste can be converted into feedstock for circular, recycled materials.

### Notable Progress

- Partnered with Fashion for Good on Sorting for Circularity Projects in India and Europe to test the feasibility of waste mapping and optimize the development of supporting tools; findings from this research will enable sorters to take action through the support of a digital platform that matches their textile waste to recyclers
- Validated and seeded textile recycling technologies by recovering fiber, yarn or fabric and reprocessing the material into recycled yarn to be used in our supply chains
  - Adopted Infinited Fiber Company's innovative technology to turn cellulose-rich materials into unique, circular fibers and launched our first commercial T-shirts using this innovative fiber on *tommy.com* in Europe
  - Partnered with Renewcell to integrate textile-to-textile recycling technology into PVH supply chains and launched our first commercial products using this technology within *TOMMY JEANS* and *TOMMY HILFIGER* collections



## Circular Business Models

Circular business models help extend the life of our products and decrease our overall impact on the environment. Through resale, rental, repair, rework and eventual recycling, our pieces can retain their value and stay out of landfills for longer.

### Notable Progress

#### Takeback/Resale

- Continued take-back programs in our owned and operated stores in the Netherlands that support clothing longevity and slow down the consumption of new materials; collected garments that were not eligible for resale or rework in Europe were put into textile-to-textile recycling or down-cycling channels
- Launched a take-back program at all TOMMY HILFIGER stores in Hong Kong for down-cycling in partnership with a local circular fashion NGO, Redress

#### Rental

- Partnered with the European fashion rental platforms Rotaro and MyWardrobeHQ to pilot opportunities for UK consumers to rent TOMMY HILFIGER womenswear, footwear and accessories

#### Rework

- Tommy Hilfiger Japan partnered with local vintage designers, Konatsu Yamamoto and Takayuki Katsuki, to offer a reworked capsule collection sold in the flagship Omotesando store
- Working with designer Kay Wong from Fashion Clinic, launched *Calvin Klein Jeans Reimagined Denim*, an upcycled limited-edition capsule collection available exclusively in Hong Kong
- Launched TOMMY Remixed, an upcycled collection made from used and damaged pieces ineligible for resale. Each piece was one-of-a-kind and handcrafted by local production ateliers in the Netherlands. The collection was sold in six TOMMY HILFIGER stores across four European countries and through About You, a European wholesale partner
- Held our annual associate upcycling challenge for associates to style the TOMMY HILFIGER Cape shirt, designed and produced from our 2021 Challenge

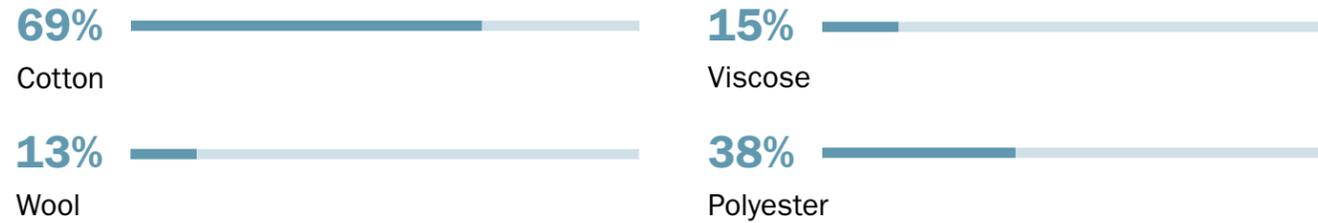
## Partnering With thredUP for Resale Program

On our path toward a circular economy, we launched a resale program for U.S. consumers to shop pre-owned products directly from our website and resell gently worn items of any brand for TOMMY HILFIGER shopping credit. The program is powered by thredUP's Resale-as-a-Service® (RaaS®), which enables the world's leading fashion brands and retailers to deliver customizable, scalable resale experiences to their consumers.

This partnership supports our vision to be a fully circular brand by 2030 by keeping products in use for longer, lessening our footprint and closing the loop without compromising the environment—or style. Joining forces with thredUP offers new insights and builds on previous initiatives to explore different circular business models and find a pathway to scale.



# Environmentally Preferred Materials



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

When designing our products, we prioritize the use of environmentally preferred materials, which have a lower environmental impact than conventional materials. Cotton accounts for the majority of materials used in our products, with 69% being environmentally preferred cotton.

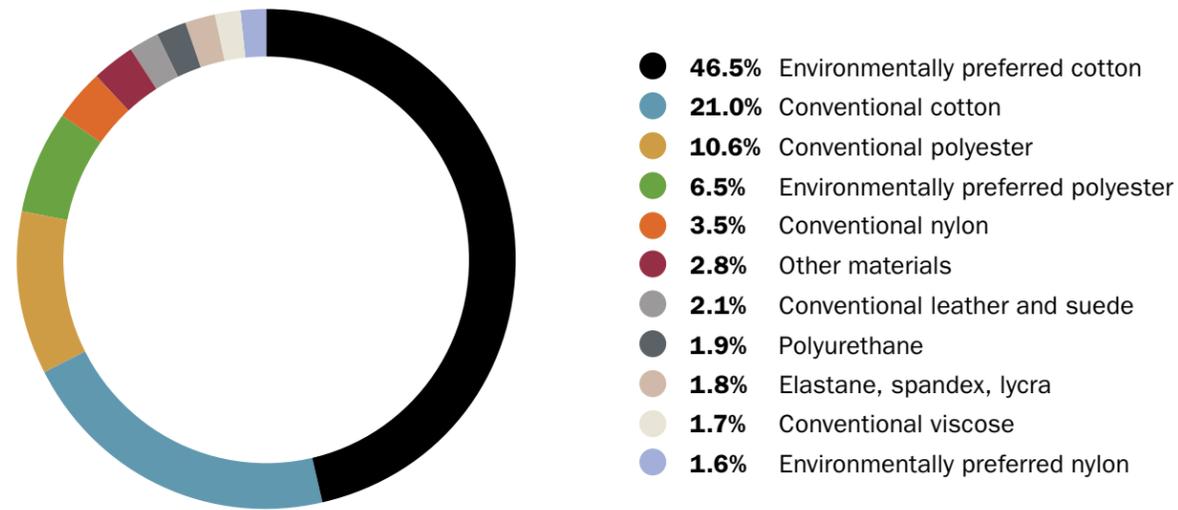
PVH uses [Textile Exchange’s Preferred Fiber and Materials Matrix methodology](#), the [Sustainable Apparel Coalition’s Material Sustainability Index](#) data, and Fashion for Good’s technical insight and third-party verified data to inform how we categorize materials and fibers into a global framework for preferred material sourcing. This framework provides our product development teams with actionable information to drive increased adoption of materials with lower environmental impact and drive progress toward our *Forward Fashion* materials goal.

## Notable Progress

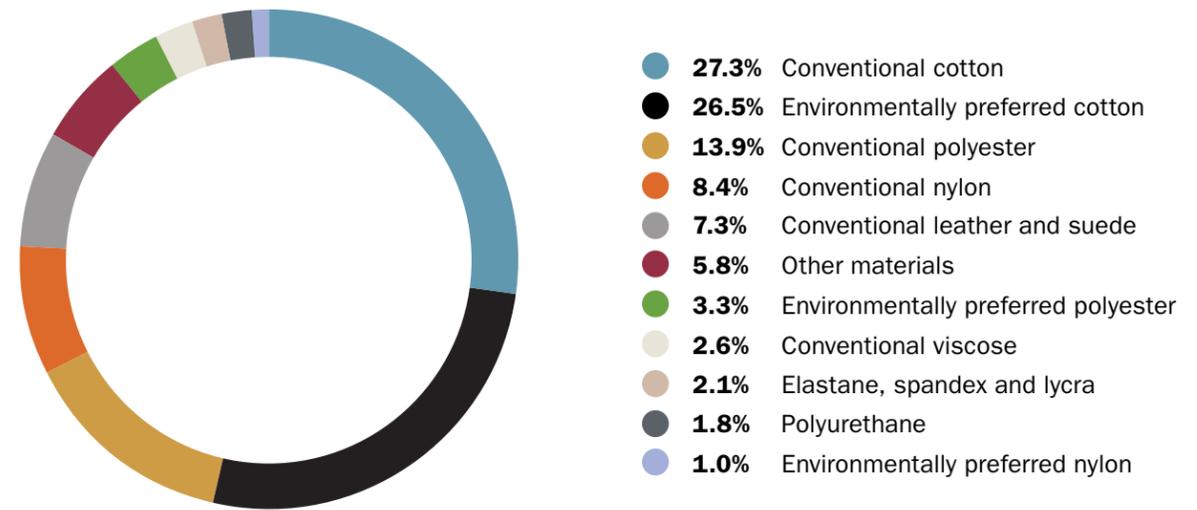
- 56% of total materials sourced from environmentally preferred materials in 2022, up from 44% in 2021
- Improved systems and technical capabilities to track and report sustainable materials consumption and sustainable product development across our supply chain and operations
- Updated PVH internal Global Sustainable Product Guidelines to include additional guidance on how environmentally preferred materials are classified, with new specific guidance on innovative and bio-based materials



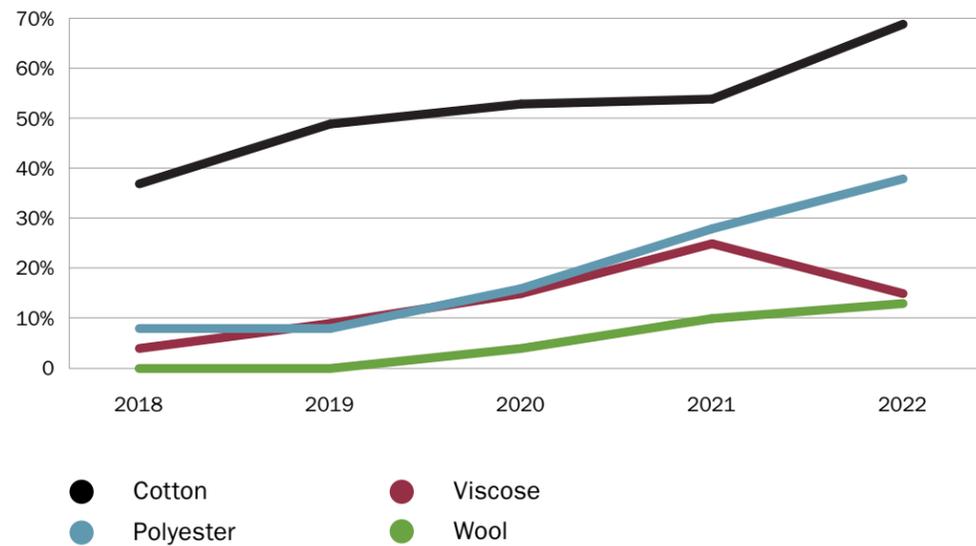
### Materials Use, 2022<sup>20</sup>



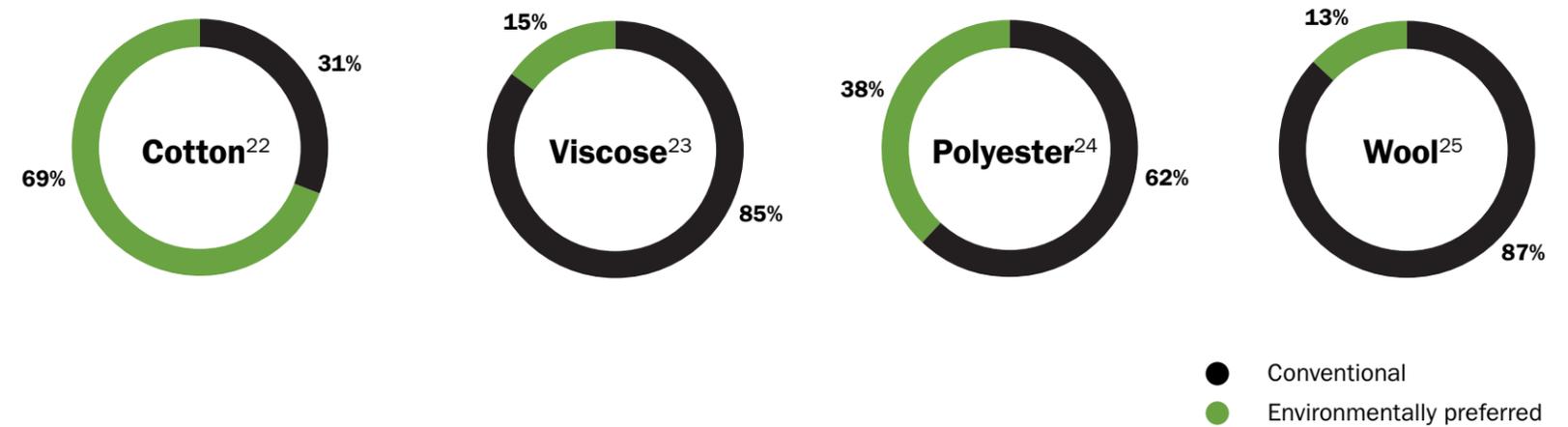
### Greenhouse Gas Emissions of Raw Materials, 2022<sup>21</sup>



### Environmentally Preferred Materials Use, 2018–2022



### Materials Use, 2022



<sup>20</sup> Other materials includes: Environmentally preferred viscose, wool, down, acrylic, organic linen, PVC, thermoplastics and other materials with nominal usage representing less than 1% of materials footprint.

<sup>21</sup> GHG emissions of raw materials are reported for 2022, based on the prior year's material consumption.

<sup>22</sup> Cotton: Environmentally preferred cotton includes the following third-party certified cotton types: Better Cotton, organic cotton, recycled cotton, regenerative cotton and transitional organic cotton.

<sup>23</sup> Viscose: Environmentally preferred viscose includes: cupro, lenzing tencel lyocell, lenzing tencel modal, lenzing refibra and other environmentally preferred cellulosic. Conventional viscose includes: acetate, conventional rayon and viscose, and lyocell (unbranded).

<sup>24</sup> Polyester: Environmentally preferred polyester includes: recycled polyester and other environmentally preferred polyester.

<sup>25</sup> Wool: Environmentally preferred wool includes: recycled cashmere, recycled wool, RWS wool, organic wool and other sustainable wool.

## Raw Material Pilots and Innovations

We strive to invest in innovative raw material production processes and technologies to make our products more sustainable. These new technologies need to be supported in their early stages to develop and reach market scalability.

PVH has taken an active role in piloting the use of REEL Cotton. REEL cotton is produced by independent farmers trained in practices that seek to improve soil health, biodiversity and water management. Tommy Hilfiger North America, Calvin Klein North America and PVH Asia Pacific piloted the use of REEL cotton in multiple different styles.

## Bio-Based Technologies Pilots

We invested in bio-based technologies, including alternative fibers and materials to reduce reliance on cotton, virgin fossil-fuel based fibers, materials and dyes.

### Bio-Based Alternative Leather and PU

We explored other bio-based material pilots with innovative organizations:

- Biophilica: transforms garden, park waste and agricultural lignocellulose into Treekind®, a leather alternative that is 100% bio-based, supporting the transition to more sustainable manufacturing and consumption
- Ecovative: utilizes mycelium, the root structure of mushrooms, to grow a leather-like material. The mycelium fibers create a matrix similar to the collagen structures of skin and eliminate the hard processes associated with animal hides
- Phool: creates microbial fermentation-based material fed with waste flowers—Fleather, coming from Indian temples and farm stubble. The result is a 100% bio-based material that can be used as an alternative solution to leather- or petroleum-based materials

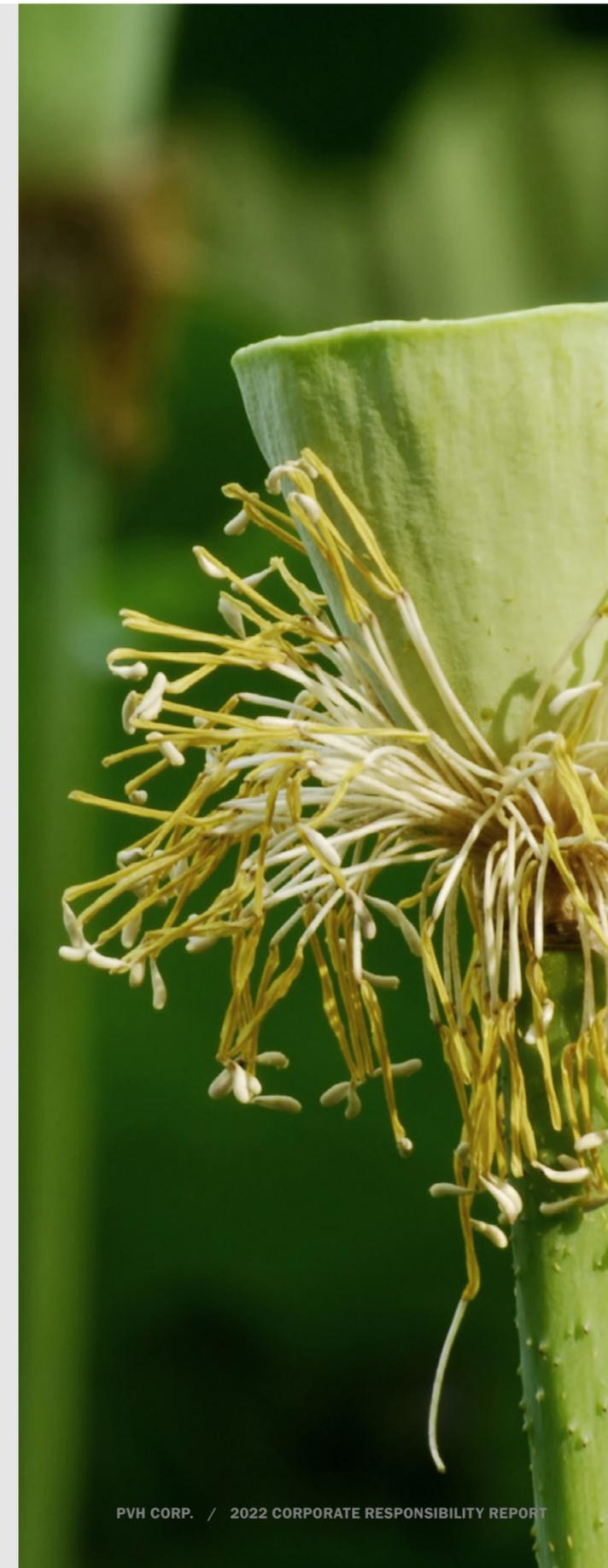
### Bio-Based Alternative Fiber

Launched the Agricultural Residues Textile project, where we tested environmentally preferred fibers made from agricultural residues like banana stems, pineapple leaves, orange peels, corn husks, fish scales and lotus stems:

- Spinnova: achieving cotton or wool-like fiber via micro-fibrillation, a mechanical process with no harmful chemicals
- Agraloop: refining agricultural crop residues (leftovers) into textile-grade fiber called Agraloop™ BioFibre™ through a scaled supply chain infrastructure and supporting the developments and partners globally
- Alttag by AltMat™: upcycling agriculture residue of food, medicinal and industrial crops into a natural cellulose fiber through a patented technology. The company has engaged with farmers worldwide and expanded from lab to pilot to industrial scale bio-refinery producing fibers at scale. Through its value chain it can deliver high-quality yarns and fabrics of different kinds

### Renewable Carbon Textiles Project

In partnership with Fashion for Good, the aim of the project was to test the technical feasibility of PHA polymers as an alternative to conventional polyester. PHA is a promising biosynthetic alternative to fossil-based fibers with the potential to reduce carbon emissions in the fashion supply chain.



## Partnerships To Accelerate Usage of Recycled Fiber

We launched our first products with circular fashion technology groups Infinited Fiber Company and Renewcell, using their regenerated fiber made from textile waste. These partnerships accelerated our commitment to circularity and elevated the sustainability of products offered in Europe under PVH's iconic *Calvin Klein* and *TOMMY HILFIGER* brands.

Infinited Fiber Company uses breakthrough textile waste regeneration technology to create their novel textile fiber Infinna™. The first *TOMMY HILFIGER* T-shirts made with Infinna™ were released in Europe in summer 2022, with further expansion planned to new product categories and to *Calvin Klein* products for future seasons. Additional information about the materials used and on-product labeling can be found on [tommy.com](https://www.tommy.com).

Renewcell has developed a new material called CIRCULOSE® that is created through a technology that transforms pre- and post-consumer textile waste into a new pulp used in Manmade Cellulosic Fibers.

In 2022, we launched two *TOMMY JEANS* collections using CIRCULOSE® in T-shirts and sweatshirts.

## Animal-Derived Fibers

Our approach in 2022 continued with the usage of animal-derived fibers that meet our Animal Welfare Policy. This includes our commitment to using 100% responsible wool by 2025 by sourcing Responsible Wool Standard certified wool or recycled wool.

We continue to hold the following positions:

- Down and feathers – not from live-plucked or force-fed sources, 100% certified by the Textile Exchange's Responsible Down Standard as of 2020
- Exotic skins – banned
- Fur, angora and mohair – banned



# Water

100%

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

Water is a shared resource, and our goal is to preserve and restore local water resources in the regions where we operate. The effects of the climate crisis are only adding to the severity of water challenges globally, especially in the supply chain communities where we operate. Water scarcity is a risk present not only in the lives of supply chain workers—it also poses a risk to our business operations in many of our major production countries.

We have met our *Forward Fashion* water action target three years ahead of schedule, but our work doesn't stop there. In 2022, we conducted a water risk assessment with WWF, that identified supply chain risks including water scarcity, biodiversity and water quality, and of increased flooding. The findings from this assessment, along with peer benchmarking and stakeholder collaboration, will help inform the evolution of our water program and targets. Results of our risk assessment affirmed our regional focus for collective action and can be found on [page 74](#).

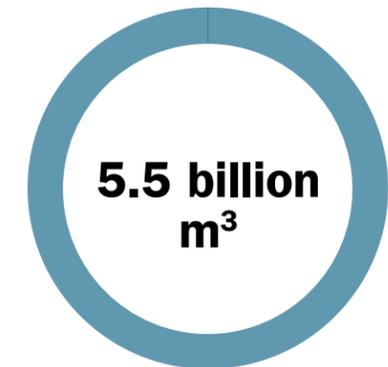
In addition to our water risk assessment, PVH conducted our annual water footprint baseline and in 2022, we updated our water footprint methodology to be more in line with industry standards. Our calculation method now more accurately represents water usage per factory based on each factory's percentage of production that is attributable to PVH.

This methodology update further provides an estimation for water consumption beyond Level 1 factories. Thus, we are now able to report on the water discharge and consumption of both the full lifecycle of our raw materials and the manufacture of our on-product packaging, which resulted in reporting an increased water consumption that more fully represents usage across PVH's value chain. We found that raw materials accounted for the majority of PVH's water usage, with cotton representing 97% of our raw materials-based water consumption. These findings validate our continued focus on the scale and adoption of environmentally preferred cotton.

Our water strategy is focused on finding innovative technologies that require less water usage in the production phase, such as waterless dyeing, using less water-intensive materials in our garments and using more recycled water to avoid water pollution in our water supply.

We continue to partner with WWF and Deutsche Gesellschaft für Internationale Zusammenarbeit to find ways to become better water stewards in and around the communities that we source from.

## Supply Chain Water Use, 2022



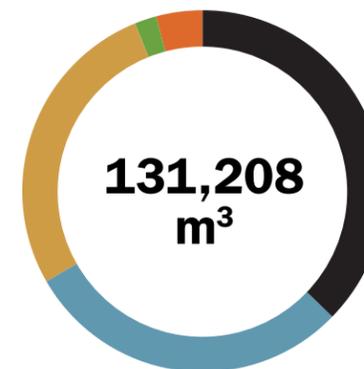
- 99.9% Level 1
- 0.1% Level 2 and beyond

**PVH's supply chain accounts for nearly 100% of our water footprint.**

**62%**

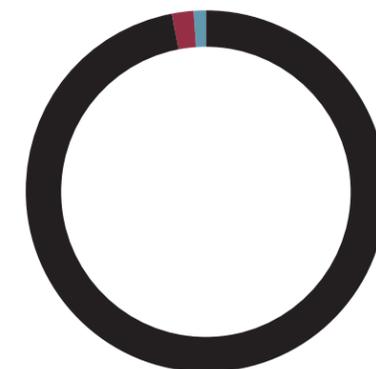
of our suppliers have a water reduction target in place.

## Water Use in Owned & Operated Facilities, 2022



- 37% Warehouse / Distribution center
- 29% Office
- 27% Retail
- 2% Showroom
- 5% Mixed-use

## Water Use by Material Type, 2022



- 97% Cotton
- 2% Other materials<sup>26</sup>
- 1% Polyester

<sup>26</sup> "Other materials" includes environmentally preferred viscose, wool, down, acrylic, organic linen, PVH, thermoplastics and other materials with nominal usage representing less than 1% of our materials footprint.

## PVH's Water Collective Action Programs to Date

Our global collective action partnerships made significant progress in 2022. PVH will continue to evolve our water stewardship partnerships to ensure that water challenges are addressed and ultimately resolved.

### India

Since 2018, together with WWF, our collective action efforts have focused on improving the health of the Noyyal Bhavani river basin, as well as supplier performance improvement and local stakeholder engagement. Water recycling pilots and zero liquid discharge improvements have been implemented for suppliers in the region. In 2022, 13 sites in the region took part in assessments to establish water and energy performance baselines at their facilities. Our partners at WWF continue to scale wetland conservation efforts and river health assessments.

### Vietnam

Partnering with WWF, our collective action efforts in the Mekong Delta are focused on scaling supplier water efficiency engagement. Through these efforts in 2022, the basin team continued to engage sites in capacity-building seminars and trainings on water and energy efficiency, wastewater reduction and cleaner production techniques through Higg FEM and Zero Discharge of Hazardous Chemicals (ZDHC) programming. Nineteen factories took part in the trainings and made investments to improve water and energy efficiency. The accumulated annual impacts led to savings of two million cubic meters of water and 133 million megajoules of energy.

### Turkey

The WWF program in Turkey's Büyük Menderes basin focuses on water and land conservation and supports scaling sustainable agriculture practices. In 2022, these efforts included engaging experts to analyze the basin and identify issues to improve wetland water quality and quantity. The basin team developed guidelines on water and soil management in cotton production and continued implementation of a regenerative agriculture pilot in the region. Additionally, the basin team released a toolkit that shared 120 cleaner production interventions and prepared a report for bankable water solutions for the textile sector in Turkey, describing 20 economically viable options.

### Ethiopia

Since its inception, the Protecting Lake Hawassa collective action program has focused on ensuring access to clean water for the local communities as well as scaling conservation efforts. These conservation efforts, including afforestation, soil erosion control and rehabilitation of a constructed wetland to treat stormwater before getting to the lake, have helped to ensure the health of this sourcing community and high-value ecosystems where we operate. In 2022, the Protecting Lake Hawassa program rehabilitated 150 hectares of degraded land through soil and water control efforts and over 376 hectares of land were reforested.



# Hazardous Chemicals and Microfibers

80%

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

The production of textiles heavily relies on water resources in our supply chain communities around the world. We aim to act as stewards of this shared resource both through water action projects and through compliance with the strictest water safety standards.

We work closely with key wet processor suppliers to ensure the elimination of hazardous chemicals and microfibers from water leaving our processing facilities. To achieve this, we partner closely with multi-stakeholder initiatives to find and scale solutions to further advance the industry around chemical and wastewater management.

Our approach to eliminating hazardous chemicals begins with using safer materials and processes from the start. To achieve this, we work closely with our suppliers to ensure they comply with industry-aligned water and chemical management standards. We drove significant progress toward our target by integrating ZDHC water standards into our compliance processes, thus directly integrating supplier performance on chemical compliance into their score for our Responsible Sourcing *Forward Fashion* target (see following page for more information).

We require our suppliers to maintain responsible chemical management systems at each stage of production:

- Adherence to the ZDHC Manufacturing Restricted Substances List (MRSL) at the input level to ensure safer chemicals are used at the offset
- 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 RSL Management and ZDHC Wastewater Guidelines

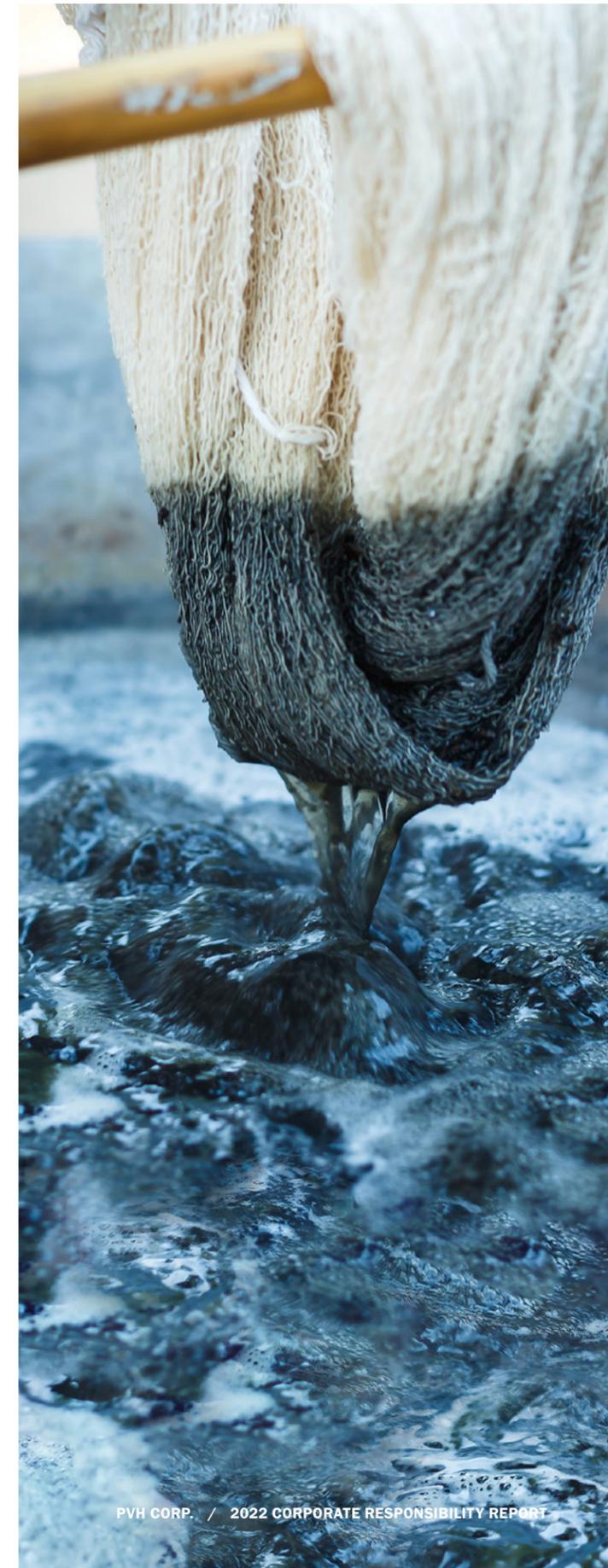
PVH is also working to ensure that PFAS,<sup>27</sup> or forever chemicals, are phased out of production processes by 2024. The scope of our chemical phase-out policies can be found in our [Restricted Substance List \(RSL\)](#).

## Notable Progress

Performance toward our supplier chemical management expectations is measured and verified through the Sustainable Apparel Coalition's Higg FEM. In 2022:

- 71% of suppliers were MRSL compliant
- 50% of suppliers met Level 1 expectations in the chemicals module of Higg FEM

To reduce the impact of microfibers in textile production, we became a signatory of The Microfibre Consortium. Through this partnership, we will work to find scalable microfiber mitigation opportunities by testing our products, promoting the advancement of manufacturing solutions and contributing to industry data.



<sup>27</sup> Per- and polyfluoroalkyl substances (PFAS), also known as "forever chemicals," are long-lasting chemicals that break down slowly and can cause adverse health effects.

# Environmentally Responsible Sourcing

90% 

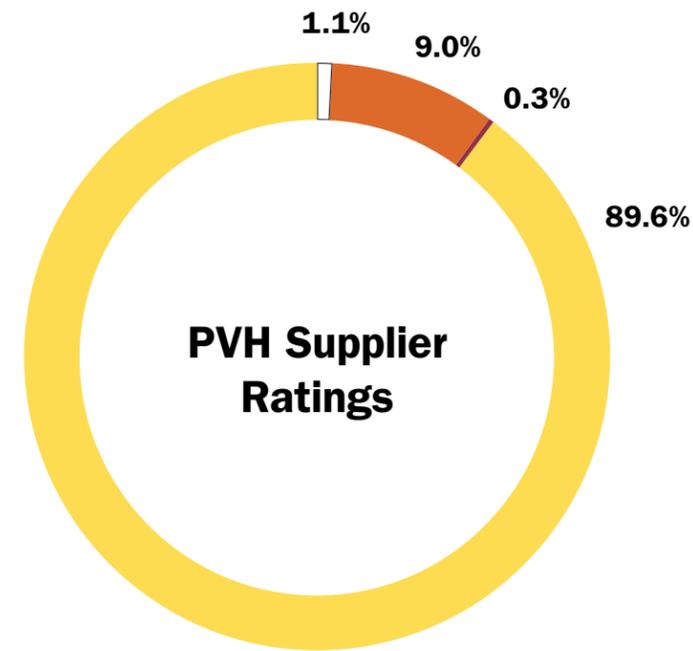
**TARGET:** 100% of suppliers will meet or exceed our environmental standards by 2030.

We provide our global suppliers with the Sustainable Apparel Coalition’s Higg FEM to evaluate their environmental footprint, helping us identify key areas for improvement and efficiencies at the manufacturing level.

In 2022, PVH achieved a key foundational step by integrating suppliers’ Higg FEM performance into the factory authorization process and our CR assessment program.

This foundational step allows us to drive progress and remediate environmental non-compliances within our supply chain using the power of aligned industry tools and standards.

In 2023, we will continue to drive convergence around shared definitions and measurement of compliance and foundational expectations. We’ll also focus on capability building by convening partners such as the SAC and the Apparel Impact Institute.



**89.6% of eligible suppliers met or exceeded our minimum environmental standards.**

- **0%** **Green** – The supplier exceeds or meets international standards, applicable local laws and regulations and PVH Code of Conduct standards.
- **89.6%** **Yellow** – The supplier meets PVH Code of Conduct standards.
- **9%** **Orange** – The supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships.
- **0.3%** **Red** – The facility is not authorized for production; the facility has committed a zero-tolerance infraction and has not responded to warnings and/or demonstrated a lack of commitment and transparency.
- **1.1%** **White** – The facility is not authorized for production; the facility did not pass initial assessment to meet minimum threshold for becoming an authorized PVH supplier.

# Waste

58%

**TARGET:** All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics by 2030.

As a global apparel company that manufactures, distributes and sells physical products, we are conscious that conventional industry operations generate waste—ranging from textile waste from manufacturing processes to polybags and hangtags that are discarded after consumers purchase new garments.

We have started to change that. In our direct operations, we have a target of achieving zero waste and eliminating single-use plastics by 2030. It is essential to take a data-driven approach to identify waste composition and volumes across our operations and set pathways to reduce, manage, and, ultimately, eliminate waste.

In 2022, we began to shift paper products in our North American offices and stores to compostable options. We also conducted an operational waste audit in Europe and found that our largest source of waste was at our distribution centers. 95.1% of this was paper waste, 100% of which was recycled. 1.5% was plastic waste, 50.4% of which was recycled. In our European offices and stores, 94% and 97% of paper waste was recycled, respectively. In 2023, we plan to conduct an updated

global audit of our owned and operated waste data. These combined insights will continue to inform our waste reduction and recycling strategies, bringing us closer to achieving our *Forward Fashion* goal.

Through our renewed Circularity target, we're also committed to reducing and diverting textile waste from strategic suppliers by 2030.



# Packaging

PVH’s focus is on minimizing our environmental footprint by adopting sustainable packaging across our business operations.

PVH is committed to evaluating our packaging holistically, focusing on a strategy that increases recyclability and usage of recycled content. In 2022, PVH continued to define and clarify our global packaging strategy and commitments, informed by enterprise data collection and pilot projects and supported by improvements to our packaging data quality and systems. In 2023, we will consolidate our learnings and begin to scale up efforts from our packaging pilots into integrated business practices.

PVH partners with Canopy, and through our participation in their Pack4Good initiative, we’ve been working toward eliminating any paper-based packaging sourced from ancient and endangered forests.

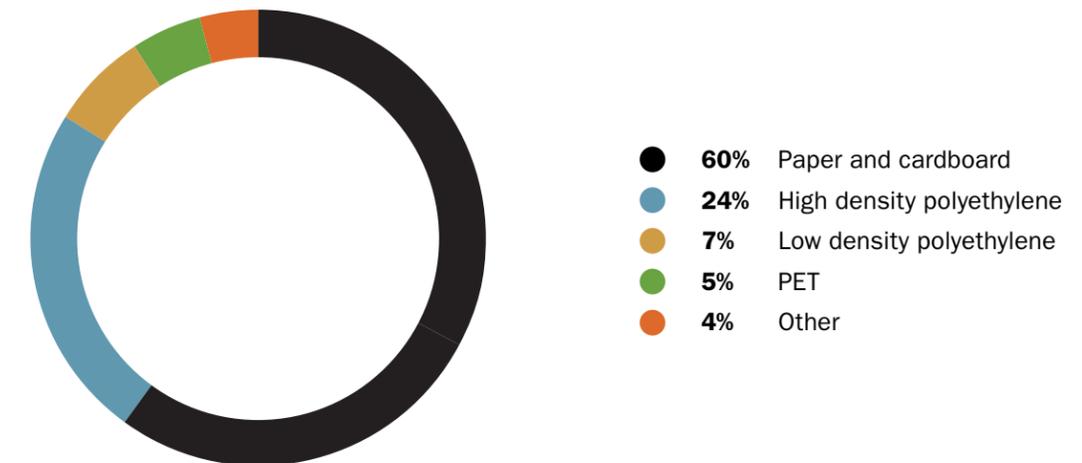
**We are committed to sourcing paper that meets the following criteria:**

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

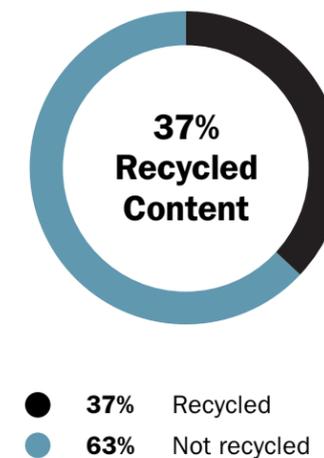
Tommy Hilfiger achieved this commitment by successfully incorporating 58% recycled content (by weight) across its entire packaging portfolio and by ensuring that the remaining virgin paper-based content was sourced through FSC-certified forests and was at low risk of originating from ancient or endangered forests. Calvin Klein is continuing to make progress on this commitment.

Moving forward, PVH will continue to partner with Canopy to continuously innovate and to test and scale these next-generation fiber solutions.

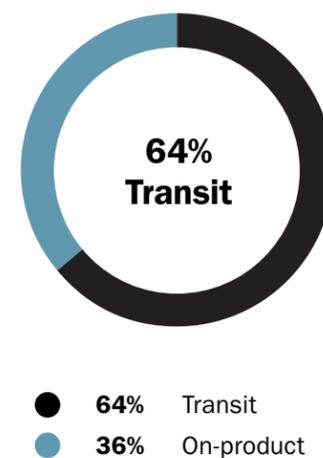
## Packaging Materials by Weight



## Packaging Recycled Content, 2022



## Packaging Types, 2022



**Notable Progress**

- Increased recycled content for on-product packaging to 53% from 30% in 2021
- Decreased consumption of plastic content for on-product packaging by 49% from 2021
- Achieved a “Leading” status designation from Australian Packaging Covenant Organisation, indicating we've made significant progress toward meeting Australia’s 2025 National Packaging & Waste Targets
- With the intent of eliminating single-use plastic packaging, Calvin Klein piloted the transition from polymer-based polybags to recyclable paper transit bags for select women's underwear in North America; following a successful pilot, the initiative will be scaled to other divisions and regions
- In North America, Calvin Klein included communication of post-use recyclability as part of a 2021 transition to fully recyclable and compostable shopping bags

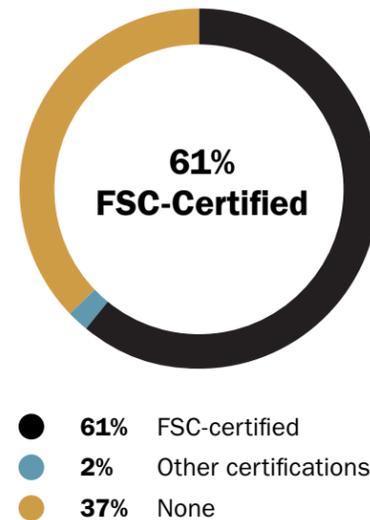
**82%**

of our on-product packaging is paper or paper-based.

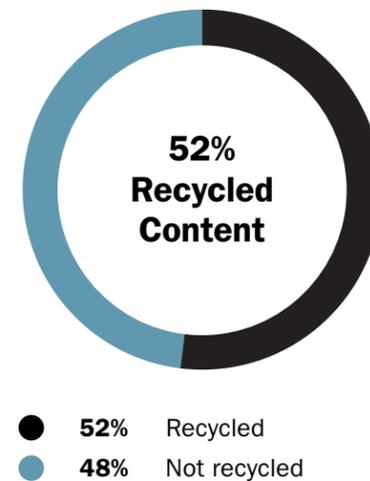
**17%**

is plastic packaging, for which we have set goals to reduce our plastic footprint.

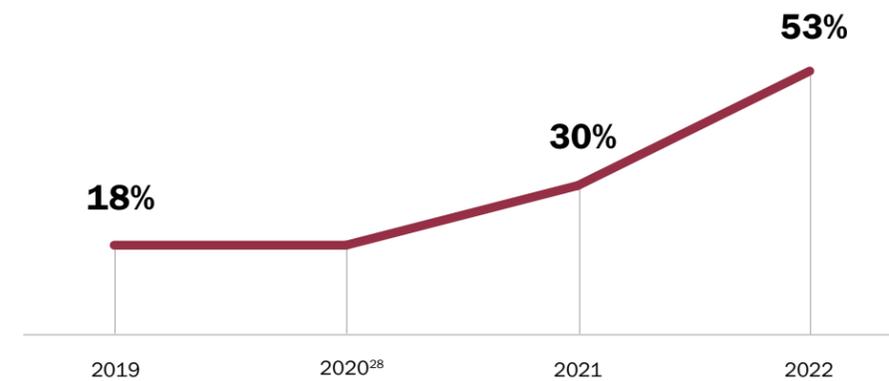
**Paper-Based Packaging Certifications, 2022**



**Paper-Based Packaging Recycled Content, 2022**



**On-Product Packaging Recycled Content, 2019–2022**



**Packaging Pilots**

**100% Post-Consumer Recycled Content Polybags**

In North America, Tommy Hilfiger launched a pilot to trial 100% post-consumer recycled polybags. The intent was to determine the packaging for durability, functionality and seamless integration at distribution centers. The team will continue testing and learning before phasing out conventional virgin polybags to replace them with 100% post-consumer recycled polybags.

**100% FSC-Certified Shipping Bags**

In Germany, we piloted a replacement for cardboard boxes for ship-from-store orders. Instead, we used 100% FSC-certified wood fiber paper-like shipping bags, a sustainable and high-quality alternative that is durable enough to withstand a return. Based on an initial rollout of 15,000 bags, results indicated potential to scale to more markets.

<sup>28</sup> PVH did not collect packaging data in 2020.



# Advance Human Rights

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# Women's Empowerment

6%

**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 comprise two-thirds of our supply chain workforce, and we aim to support them by providing professional and life skills development programs and services.

Since 2018, PVH has provided women's empowerment programs that have collectively reached over 27,000 women across the supply chain. In addition to the continued rollout of our women's empowerment programs in supply chain facilities, we have expanded our programs into the communities where our suppliers operate.

In 2022, PVH continued to scale worker trainings through the expansion of the Gap Inc. Personal Advancement & Career Enhancement (P.A.C.E.) Program. The P.A.C.E. Program is an evidence-based comprehensive learning program for female garment workers that offers courses in professional and life skills, such as communication and problem-solving, as well as hygiene, health and legal and financial literacy. In 2022, we launched P.A.C.E. for the first time in Egypt, Tunisia and Vietnam and continued to expand within existing countries including Ethiopia, Kenya, Sri Lanka, India and Bangladesh.

2022 also saw the launch of a five-year, \$5 million partnership between The PVH Foundation and USAID in Bangladesh called Project THRIVE. This partnership enabled us to reach 1,903 women for training on career and life skills. The goal is to reach over 100,000 women with professional and life skills trainings and services such as referrals to gender-based violence service providers.

## Dindigul Agreement

ILO Convention 190, adopted in June 2021, recognizes the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. PVH, in recognizing ILO Core Conventions and International Labor Standards, also believes that the mere recognition of a right is insufficient to ensure it is properly respected. Rather, all relevant actors must take the necessary steps to give effect to these rights and, in the context of global supply chains, empower those rights holders who are most vulnerable.

To this end, in 2022, we signed the Dindigul Agreement—a historic joint commitment between apparel brands, worker representative organizations and suppliers—to eliminate gender-based violence and harassment at supplier Eastman Dindigul in the southern state of Tamil Nadu in India.

The agreement requires that signatories work together in the supply chain to eradicate discrimination based on gender, caste or migration status. It also included the provision of an innovative program to offer regular training for all workers, supervisors and managers; a peer education program; and stationing of facility floor monitors to detect and report gender-based violence and harassment.

## Women's Empowerment Programs, Partnerships and Support

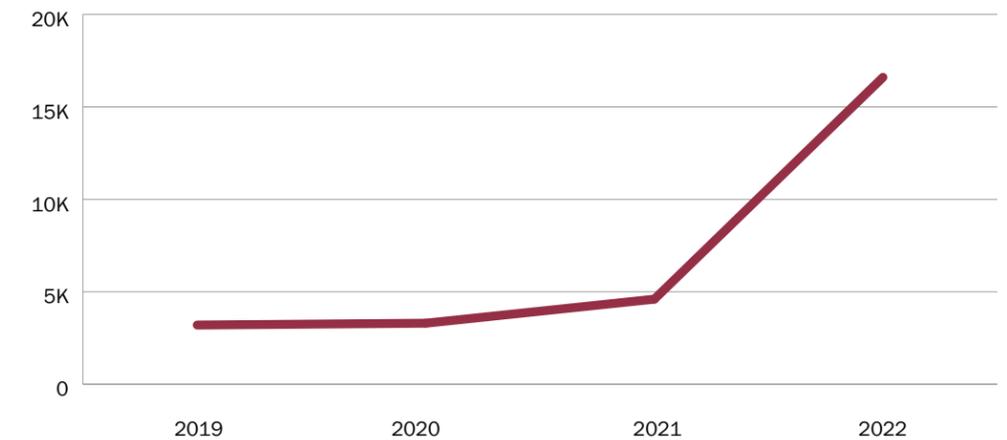
In 2022, we began the implementation of a maternal healthcare and nutrition program in Bangladesh as part of our partnership with the Power of Nutrition and UNICEF. The PVH Foundation provided \$250,000 in funding to the partnership to tackle maternal and child malnutrition in the apparel industry in Bangladesh as part of a broader \$15 million, four-year program.

### Notable Progress

- Reached 16,668 women through our women's empowerment programs, bringing the total women reached since the inception of programming to 27,916
- Enrolled over 11,000 women in our factory programs at 50 factories and enrolled over 5,000 women in our community programs in 24 communities
- Expanded the P.A.C.E. Program to reach participants at 48 factories in eight countries (Bangladesh, Sri Lanka, India, Ethiopia, Kenya, Egypt, Vietnam and Tunisia)
- Expanded the Resilience Fund for Women in Global Value Chains to Vietnam and Cambodia

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 The PVH Foundation, Gap Foundation, H&M Foundation, The VF Foundation, Ralph Lauren Corporate Foundation, Lululemon, Avery Dennison and Amazon. In 2022, the Fund expanded its geographic scope from Bangladesh and India to also include Vietnam and Cambodia. To date, the Fund has awarded \$2.6 million to support locally driven solutions to the systemic problems that make women more vulnerable to crises like the COVID-19 pandemic. PVH leaders also serve on the Fund's advisory board.

## Women Reached Through PVH Programming, 2019–2022



**“Before the training, I had problems with effective communication. I was not comfortable with supporting my colleagues or accepting additional assignments from my supervisor. However, after taking P.A.C.E. training, I have changed completely. All my supervisors told me so — the change is noticeable, even to me.”**

**Dibora Amare**  
P.A.C.E. Program graduate, Ethiopia

# Worker Voice

**48%**

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

Effective communication is key to identifying and resolving issues within a workplace. Appropriate and continuous resources and training should be given to supply chain workers to enable them to communicate their perspectives and needs successfully.

To ensure that worker voices are heard, where factories do not have collective bargaining agreements in place, we have established representative worker-management committees via our Workplace Cooperation Program (WCP) in partnership with the International Labour Organization's (ILO) Better Work Program. A worker-management committee is composed of 50% workers and 50% management who are trained and entrusted to discuss and resolve matters of mutual interest as close as possible to the factory floor.

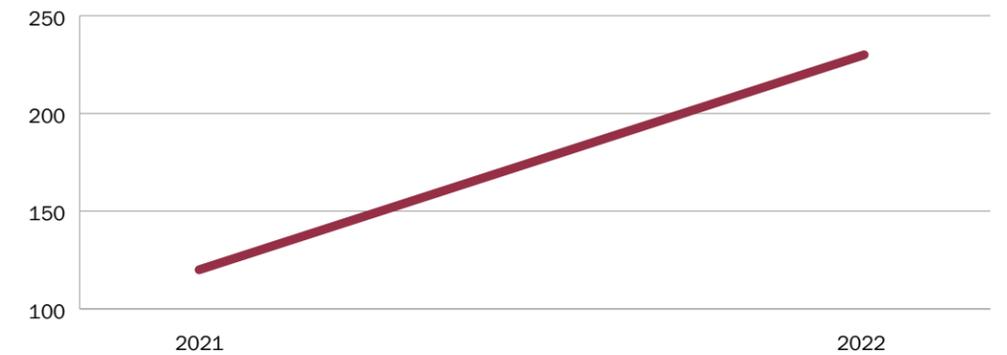
Through the WCP, we organize regular trainings across our supplier network, providing them with the advisory and training services required to establish workplace committees, which can drive social dialogue, joint problem-solving and mutual understanding on issues that affect workers, including health and safety, working conditions and equality. This provides a strong foundation to enable workers to identify and raise any issues, thus improving working relationships and communication.

Over the next few years, we aim to efficiently scale this program by using a train-the-trainer model, enabling our strategic vendors to operationalize facility-level trainings across their factory bases.

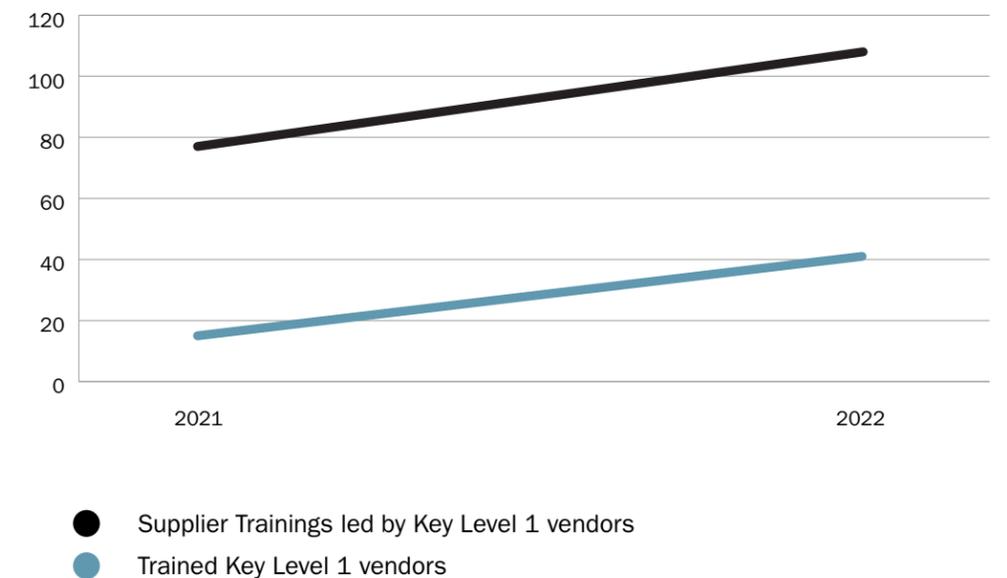
### Notable Progress

- Trained 41 key Level 1 suppliers, who then led 108 trainings across their factory bases
- Enrolled 213 facilities in the WCP and Better Work's Advisory Services
- 116 Level 1 suppliers met our Worker Voice target
- 141 suppliers had collective bargaining agreements in place and 290 suppliers had unions

## Suppliers Enrolled in Programming, 2021–2022



## Key Level 1 Supplier Trainings, 2021–2022



# Safe Workplaces

**94%** 

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

The ILO Constitution sets forth the principle that workers must be protected from sickness, disease and injury arising from their employment, and the ILO has adopted over 40 standards that specifically address occupational safety and health. PVH recognizes the role that we must play to ensure that these rights are respected throughout our supply chain and, over the past decade, we have led efforts to develop a culture of health and safety among our suppliers and in the apparel industry more broadly.

As a founding member of the Accord on Fire and Building Safety in Bangladesh, PVH was instrumental in catalyzing industry shifts following the Rana Plaza disaster in April 2013. Founded in May 2013, the Bangladesh Accord was the first legally binding safety agreement between workers, global unions and apparel companies that required brand owners and retailers to:

- Open their supplier factories to fully independent inspections by qualified experts and engineers
- Allow the results of these inspections to be reported publicly, in a searchable database
- Help pay for essential safety renovations

- Stop doing business with any factory that failed to make needed safety repairs

In 2021, the scope of the Accord was 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 to countries beyond Bangladesh.

Through the International Accord, we collaborate with multiple stakeholders to identify and address fire, electrical, structural and occupational safety risks. We work closely with suppliers to identify the foundational causes behind any safety issues and partner with them to develop lasting solutions.

### Notable Progress

- Signed the Pakistan Accord to expand the International Accord's health and safety standards to our suppliers in Pakistan
- Achieved a 94% remediation rate<sup>29</sup> in Bangladesh on initial issues identified per Accord mandates
- 92% of in-scope factories in Bangladesh completed health and safety training sessions under the International Accord's protocol

## Expanding the International Accord to Pakistan

In 2022, we negotiated and signed The Pakistan Accord on Health and Safety in the Textile and Garment Industry, ensuring that suppliers in Pakistan will adhere to the standards set forth by the International Accord. The Pakistan Accord is a legally binding agreement between apparel companies, UNI Global Union and IndustriALL Global Union, the representative body for workers in the global garment supply chain. Effective 2023, the Pakistan Accord extends for an initial term of three years.

This will enhance workplace safety for garment workers in Pakistan, one of our sourcing countries. In our focus to drive fashion forward for good, the signing of the Pakistan Accord reflects our ongoing commitment to human rights across our supply chain.

**“By signing the Pakistan Accord, PVH has extended its continued commitment to safer conditions in the textile and garment industry. PVH, as a member of the Accord Steering Committee, has been a key partner in the implementation of the Accord over the last decade. We look forward to continuing our long-standing collaboration with PVH in creating safe and healthy working conditions and driving sustainable change in the textile and garment industry.”**

**Joris Oldenzien**

Executive Director, International Accord on Health and Safety in the Textile and Garment Industry

<sup>29</sup> The progress indicated here is in reference to Bangladesh only and is based upon suppliers' issue remediation rate as a participant in the Readymade Garment Sustainability Council, in which we have 84 total in-scope factories.

# Living Wages

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 is committed to supporting the provision of living wages to supply chain workers via national collective bargaining agreements between suppliers and trade unions.

Our partnership with IndustriALL Global Union and adherence to the ACT Global Purchasing Practices Commitments<sup>30</sup> ensures that workers' voices are being represented and that we and other apparel companies are taking action to advance living wages in apparel supply chains.

ACT is a groundbreaking agreement between IndustriALL 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 improve freedom of association in its supply chains as a necessary enabler to achieve nationally negotiated living wages.

IndustriALL's global union affiliates represent over 50 million workers in 140 countries in the mining, energy and manufacturing sectors. As a member of ACT, we are committed to ensuring that our purchasing practices and overall business operations support long-term partnerships with suppliers and enable good working conditions and the improvement of wages in the supply chain.

Within PVH, we work cross-functionally to understand current business practices that directly and indirectly impact the lives of supply workers (e.g., cost negotiations, order placement, forecasting and capacity planning). This cross-functional collaboration allows us to increase awareness of how our purchasing practices affect wages and continue identifying areas for improvement regarding responsible business practices.

The uncertainties of the macro environment, coupled with complex regional political environments, have thus far prevented us in reaching the first milestone of finalizing an agreement in our key production countries. We remain committed to achieving our *Forward Fashion* target by the stated dates of 2025 and 2030.

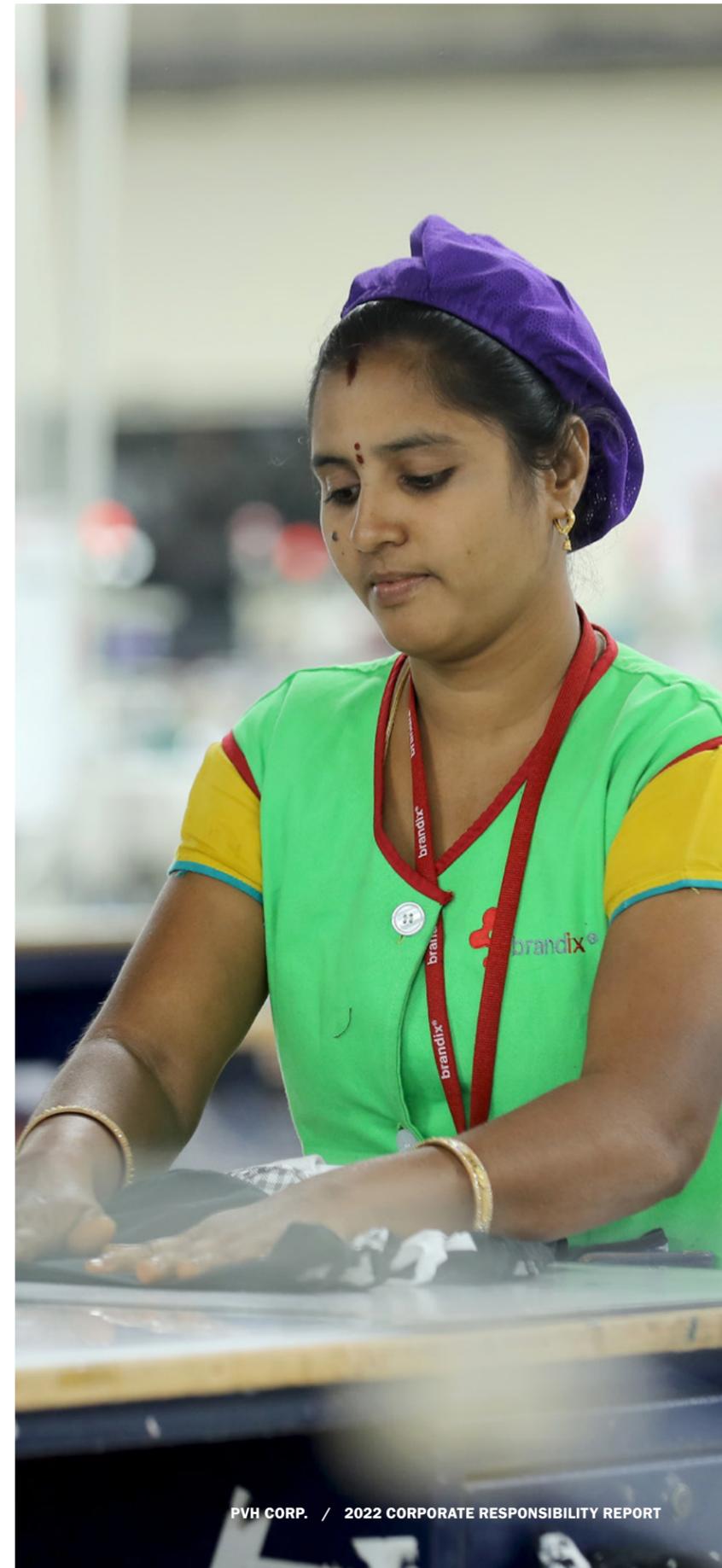
We include wage compliance as part of our factory authorization program whereby we assess our suppliers using the Social & Labor Convergence Program (SLCP) Converged Assessment Framework that includes indicators regarding wage compliance. Our suppliers must pay their workers minimum wage or the appropriate prevailing wage, whichever is higher, and must comply with all legal requirements on wages. They must

also provide any benefits required by law or contract if the compensation paid does not meet the workers' basic needs and provide discretionary income; in such cases, suppliers must take appropriate actions to progressively realize an adequate level of compensation.

In 2022, we were unable to obtain granular wage data from our suppliers due to assessment data limitations. We are committed to transparency and are testing new data collection approaches with the aim to report wage data in 2023.

## Notable Progress

- PVH hosted two workshops around Sustainable Business Practices to connect functions across PVH and strategize improvements in purchasing practices; in 2023, we will expand these trainings through e-learning modules on our educational platform, PVH University



<sup>30</sup> See ACT's Global Purchasing Practices Commitments [here](#).

# Ethical Recruitment

**99%**

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

The rise of globalization and changing macro environments have led to greater migration flows across countries, resulting in an increase in migrant labor in global supply chains across many industries. The effects of climate change will only accelerate that. This has created a phenomenon whereby supplier facilities rely on the services of labor brokers to secure workers from another country or region and then, in turn, those labor brokers demand fees from job-seeking individuals, which leads to debt bondage—an indicator of forced labor.

PVH partners with our suppliers to prevent the practice of soliciting recruitment fees and ensure that migrant workers are recruited ethically. We abide by the Employer Pays Principle and believe that no worker should have to pay for a job. We have put practices and protocols in place for high-risk countries in partnership with the Responsible Labor Initiative and an external auditor partner to monitor and facilitate data collection, analysis and case tracking. To receive production authorization from PVH, suppliers in countries at high risk of migrant labor are required to complete virtual trainings and to undergo migrant labor assessments on ethical recruitment.

PVH has determined that recruitment fees are a critical non-compliance issue; suppliers are required to remediate and reimburse payment immediately. If suppliers could not provide evidence of remediation within a timeframe, the violation or repeated offense would lead to a downgrade or termination of business relationships, respectively. To further ensure this practice is eradicated at the systemic level, we will continue to invest in regular supplier trainings to effectively identify and remediate recruitment fee issues and enact management systems to prevent unfair treatment of migrant workers.

### Notable Progress

- There was no evidence of payment of recruitment fees by migrant workers at 99% of our suppliers
- Required the reimbursement of \$94,734 of recruitment fees to 526 workers, an average of \$180 per worker; we found evidence of 14 non-compliance cases in 2022, up from four cases in 2021

### Remediation Success Story

In 2022, PVH learned that a licensee supplier operating in Japan had recruited 19 migrant workers from China and Vietnam, each of whom had paid over \$2,500 to be hired.

Once PVH was alerted of the situation, we worked with the licensee to enforce our policy of not soliciting recruitment fees and required the licensee to reimburse affected workers immediately. The licensee reimbursed the workers a cumulative amount of \$52,236 for fees paid. Furthermore, the licensee acknowledged its obligation to strictly abide by the recruitment fee policy for future hires.



# Supplier Assessments

PVH assesses suppliers as part of our CR assessment program, through which our CR team and third-party auditors conduct both social and environmental assessments.

We conduct these assessments prior to establishing business relationships with suppliers and continue to assess them throughout the entirety of our working relationship. For social assessments, PVH uses the SLCP self-assessment and verification tool. SLCP is an industry-wide data collection tool for social audits. In 2022, we consolidated environmental assessments into the factory authorization process and the CR assessment program. We conduct environmental assessments using Higg FEM data.

PVH assigns color ratings to suppliers to summarize their performance, one rating each for social and environmental performance, respectively; we use the lower of the two ratings to determine impacts on the business relationship. PVH immediately suspends operations with existing suppliers or does not authorize production at prospective suppliers who receive a red or white color rating. Those who receive an orange rating (indicating the finding of critical issues) must create and execute remediation plans. 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 are meeting our environmental and social standards.

For 2022 supplier ratings, see Environmentally Responsible Sourcing, [page 42](#), and Socially Ethical Sourcing, [page 55](#).

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 voices and safe workplaces *Forward Fashion* targets.

## PVH Supply Chain Level Definitions

<b>Level 1</b> Product Assembly & Finishing	Assembly and manufacturing of final products
<b>Level 2</b> Raw Material Suppliers	Production and finishing of materials (e.g., fabric, trims) that go directly into finished products
<b>Level 3</b> Input Processing Units	Processing of raw materials into yarn or other intermediate products
<b>Level 4</b> Commodity Sources	Cultivation and extraction of raw materials from the earth, plants or animals

## PVH Supplier Assessments at a Glance, 2022

**1,915**

active PVH suppliers

**47%**

are in East and Southeast Asia

**21%**

are in the Americas

**17%**

are in South Asia

**15%**

are in Europe, Middle East or Africa

**100%**

of suppliers were subject to social assessments

**81%**

of Level 1 suppliers and 94% of key Level 2 suppliers were assessed

(19% of Level 1 suppliers were subject to less frequent assessments due to high historical performance)

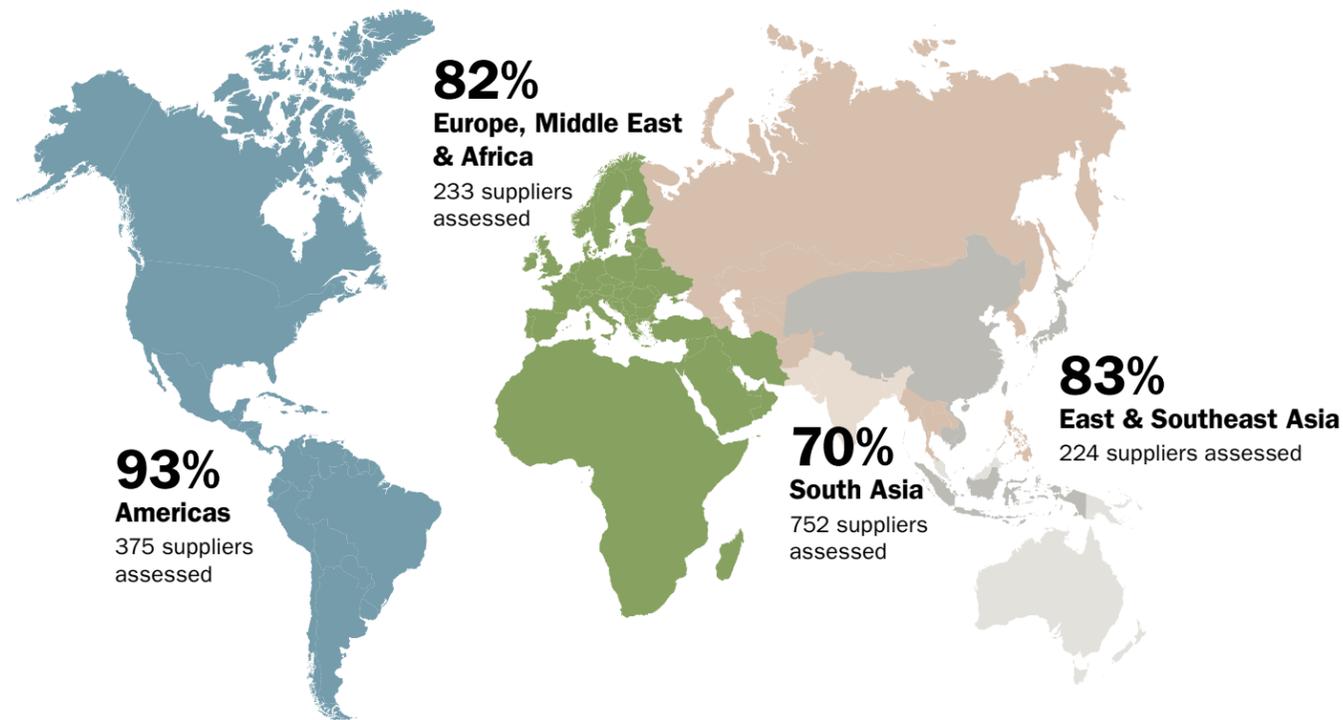
**100%**

of new suppliers (227 suppliers) were assessed

**35%**

of suppliers were subject to environmental assessments (applicable to key Level 1 suppliers only)

## Supplier Social Assessment Rates by Region



## Factory Worker Repayment in Haiti

As human rights and ethical behavior in the global apparel industry are core to our values, PVH is committed to ensuring fair treatment of factory workers.

When a factory in Port-au-Prince, Haiti, used by our licensee, Centric, closed suddenly without making required payments to workers, PVH, in partnership with Centric, contributed almost \$1 million to 1,100 garment workers to compensate them for their financial losses. PVH agreed to pay the sum to cover unpaid wages for time worked, paid directly into the individual government pension accounts of affected workers, notwithstanding that our licensee represented about 1% of the factory's production output.

Direct payments to workers were administered by the Haiti Employers' Association, in partnership with the International Labour Organization's Better Work Haiti Office, the Worker Rights Consortium and local trade unions to ensure the disbursement of funds, with particular regard for worker safety. PVH believed it was the right thing to do to support the affected workers, especially given the current context in Haiti.

**“After the closure of the factory in Haiti, I thought I would lose everything. The unions helped us to organize and it was good news when PVH agreed to pay the legal benefits that were owed to us by the factory. I used the money to pay off my debts and to create my own business.”**

**Former factory worker**

# Socially Ethical Sourcing

**94%** 

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

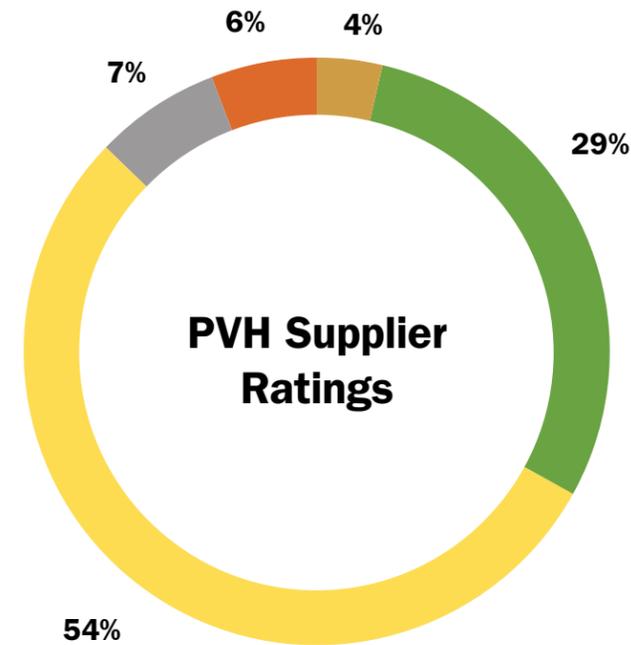
We use the SLCP Converged Assessment Framework to capture data from our global supply chain and create efficiencies. This helps brands reduce audit fatigue throughout the data collection process and allows suppliers to reallocate resources from audit preparation to issues improvement.

In 2022, PVH adopted SLCP for all eligible<sup>31</sup> suppliers, laying key groundwork for a more transparent and sustainable solution. This has been a driving force to reduce audit fatigue and promote brand owners collaboration while creating positive impacts in the industry.

We also aligned our social labor standards with the ILO's International Labour Standards and National Labor Law and hold our suppliers accountable to these two global standards. This eliminates confusion and helps suppliers focus and simplify the actions needed to be more sustainable.

## Notable Progress

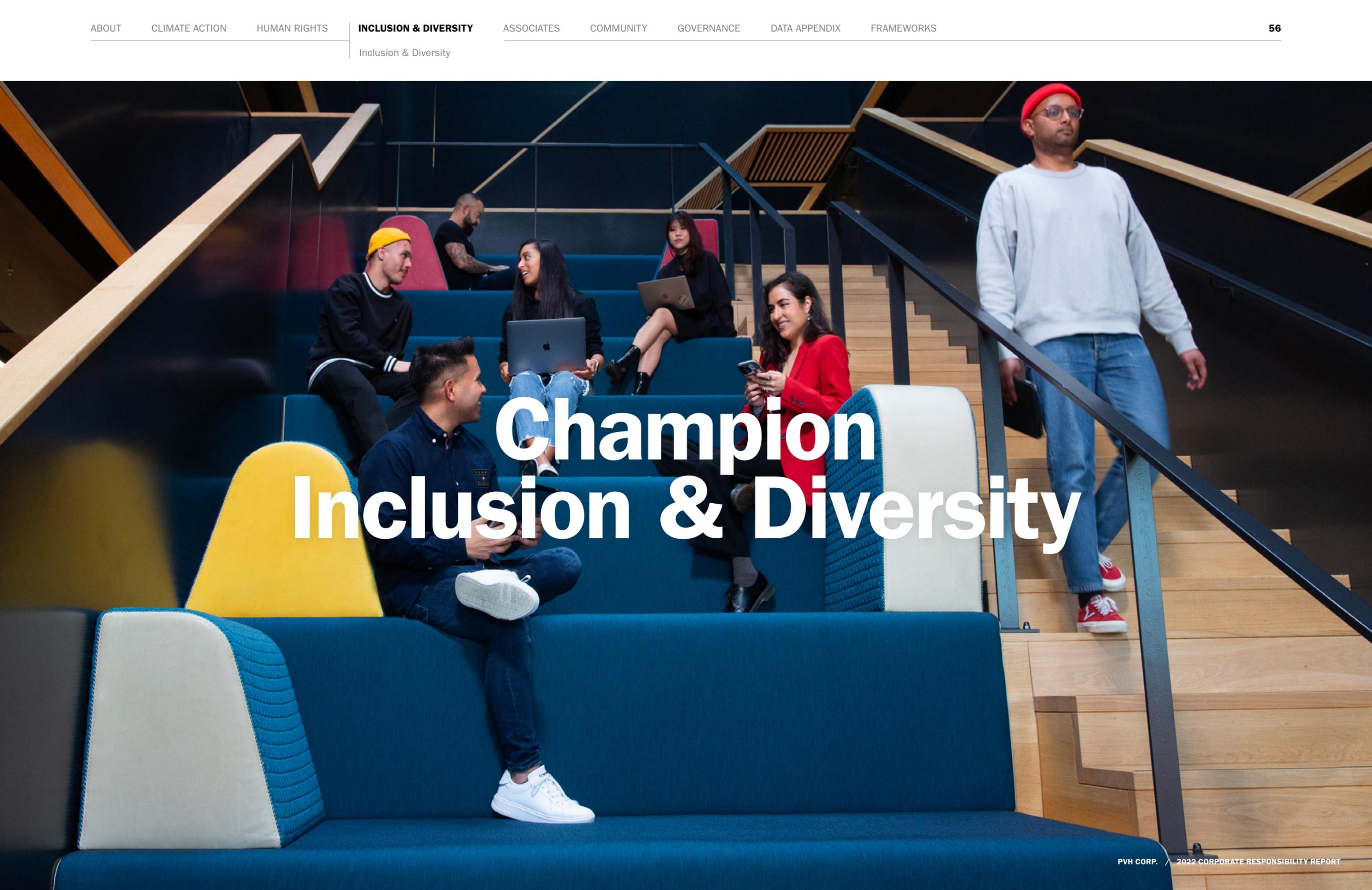
- 53% of our suppliers were eligible<sup>31</sup> for SLCP in 2022; 91% of applicable suppliers adopted SLCP, which represents nearly half of our entire supplier base
- 83% of suppliers were assessed through the PVH CR assessment program, resulting in 1,685 assessments conducted, with 89% of these conducted by a third-party auditor



**94% of eligible suppliers met or exceeded our social standards threshold.**

- 4% Gold** — The supplier is an industry leader with a formal CR program and systems in place to self-manage environmental and social performance.
- 28% Green** — The supplier exceeds or meets international standards, applicable local laws and regulations and PVH Code of Conduct standards.
- 54% Yellow** — The supplier meets PVH Code of Conduct standards.
- 7% Gray** — The supplier falls under the de minimis or other exemptions category and is authorized for production.
- 6% Orange** — The supplier has critical issues. While these suppliers are authorized for production, PVH exercises vigilance and actively intervenes to remediate issues and continue business relationships.
- 0% Red** — The facility is not authorized for production; the facility has committed a zero-tolerance infraction and has not responded to warnings and/or demonstrated a lack of commitment and transparency.
- 0% White** — The facility is not authorized for production; the facility did not pass initial assessment to meet minimum threshold for becoming an authorized PVH supplier.

<sup>31</sup> SLCP is applicable to all suppliers aside from those participating in an accepted industry program such as Better Work or exceptional cases.



# Champion Inclusion & Diversity

# Inclusion & Diversity

Inclusion and Diversity continues to define who we are as a company and how we operate as a business, and we are committed to creating a more inclusive, diverse and equitable industry for all. Specifically, within our I&D framework of Workplace, Marketplace and Community, we identified nine global commitments to deliver the greatest impact for our associates, our consumers and our communities.

Our goal is for PVH associates to reflect the diversity of the consumers we serve and the communities where we live and work, creating opportunities for women and underrepresented populations including BIPOC, LGBTQIA+ and individuals with diverse abilities.

Representation matters, and who we hire, promote and retain are the three principal drivers. We are committed to achieving gender parity globally in all leadership positions at the SVP level and above and to increasing BIPOC representation across different levels in the U.S. To ensure that we are considering the best and most talented people available when hiring new associates at PVH, we now aim to have 50% of all candidates interviewed at the Director level and above represent at least one dimension of diversity, such as gender, BIPOC, LGBTQIA+ and diverse abilities.

Retaining and developing our talent is another key component of advancing diverse representation at PVH, and active mentorship positively affects retention and development. Underrepresented groups have not always had the same access to effective mentorship, so this past year we established and deployed a formal global mentoring

program focused initially on women and underrepresented associate populations in their respective regions. In 2023, the program will be renamed MentorMatch and will be open globally to all office associates.

A work environment that is welcoming and inclusive also has a significant impact on retention, and everyone at PVH—associates, managers and leaders—plays a role in creating an inclusive work environment where our colleagues feel a strong sense of belonging. Unconscious bias training teaches us greater self-awareness to address and manage hidden biases and reduce negative effects on workplace decisions and diversity and inclusion efforts, so we have made this training available to all PVH associates across the globe.

It is the people managers, in particular, who significantly influence the associates' experience at PVH, so all people managers are required to have a specific I&D objective as part of their annual performance review process. This measure aims to hold our leaders accountable for actively driving our stated I&D commitments to fairness, equity and inclusion.

In the marketplace, it is important that our stores, showrooms and online venues deliver exceptional experiences that resonate with the unique needs and perspectives of our diverse consumers. To support our brand teams in making sure these elements reflect the wide range of consumer diversity, we established the PVH I&D Brand Advisory Board, a cross-brand and business review board that serves as a forum to provide advice to the brand teams and share best practices and learnings for our consumer-facing product, marketing, experiences and other touchpoints..

PVH has made great strides in advancing human rights across the apparel supply chain, and we are extending this work to address issues of equity and inclusion within the indirect procurement of goods and services. Starting in the U.S., we now have a formal supplier diversity program to track, monitor and expand our engagement and spend with a focus on minority/BIPOC- and women-owned businesses.

In order to truly have a more diverse and inclusive fashion industry, members of underserved and underrepresented communities must have greater awareness of, and access to, opportunities in the industry. To support this effort, PVH is investing a total of \$10 million over four years to support organizations, programs and initiatives that engage those communities and create greater pathways to opportunities in the fashion industry.

We made progress in 2022 on these commitments, recognizing that there is still much work to do, and we remain focused on continuing this work in 2023.

## Workplace

### In Progress

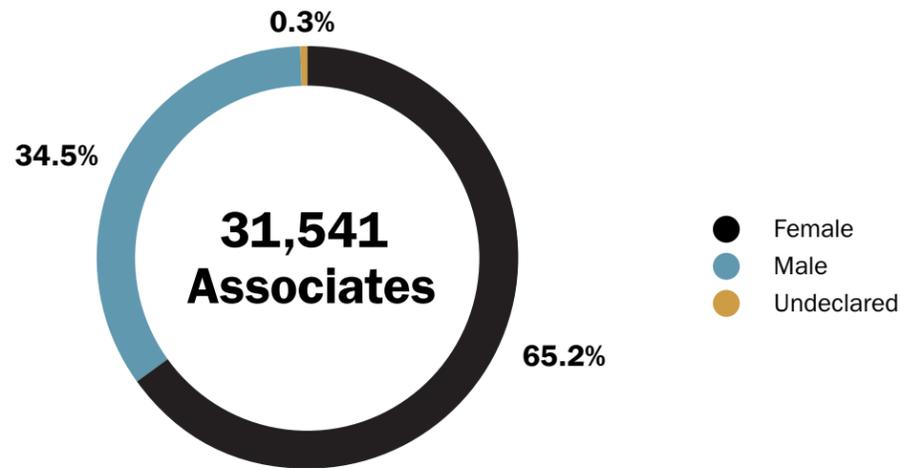
**78%**

**Commitment #1:** Achieve gender parity globally in all leadership positions at the SVP level and above by 2026.

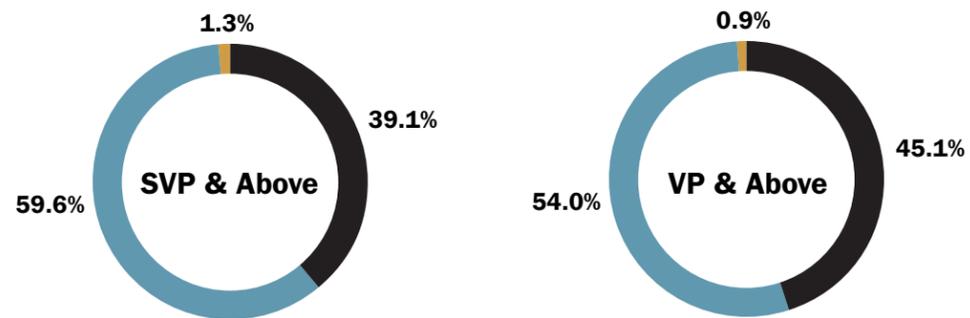
Representation does not move in a linear fashion, and we will always see ebbs and flows based on a series of factors. The ultimate goal is to achieve a positive trajectory over time.

- After seeing gains in the beginning of the year with female representation at the SVP+ level reaching 44%, we ended the year slightly below our 2021 baseline, at 39.1% female representation; we will continue our work to achieve gender parity at our most senior levels by 2026
- With female Director representation at 57% and VP representation just under 50%, we have been focusing our attention on developing our internal talent pipeline
- Our Empowering Women BRG has four chapters globally and focuses on creating an environment of empowerment, equality and advancement within the workplace
- Our Women’s Leadership Advancement Program in Asia-Pacific focuses on skill-building, personal empowerment and targeted strategies to enhance leadership effectiveness in the workplace, including strategies to unlock barriers, overcome adversity and advance in the workplace

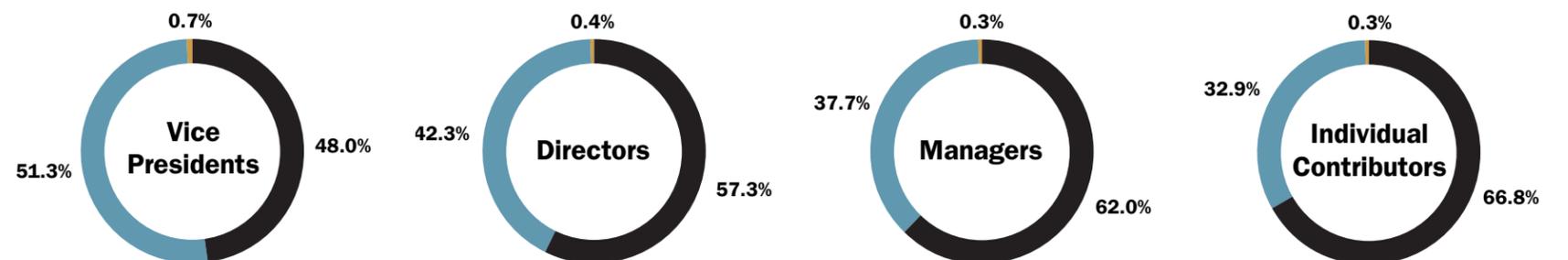
## Global Gender Breakdown<sup>32</sup>



## Leadership Breakdown



## Breakdown by Level



<sup>32</sup> All workforce data represents a point in time: January 29, 2023, the last day of PVH’s fiscal year. While 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, PVH recognizes and supports all gender identities. Global workforce gender data excludes associates based in Spain and Portugal due to limitations in our enterprise data system.

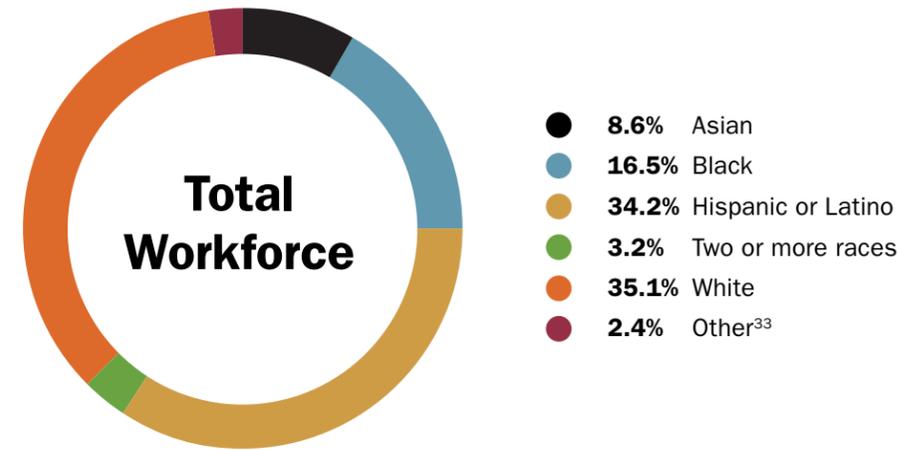
**Workplace**

**In Progress**

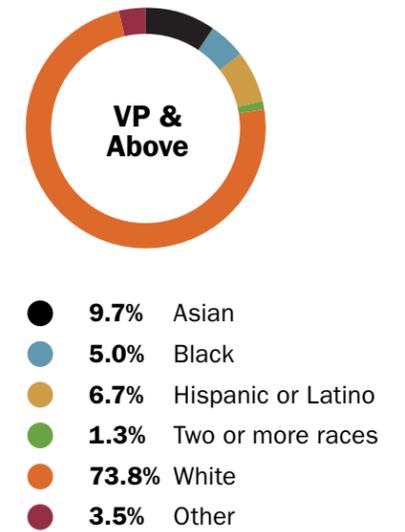
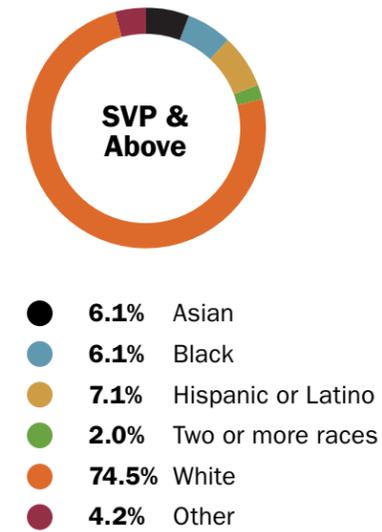
**Commitment #2:** Increase BIPOC representation at the SVP level and above by 50% and double Black and Hispanic/Latino representation at Director and VP levels in the U.S. from a 2021 baseline by 2026.

- In 2022, we saw a 1.8% increase in BIPOC representation at the SVP+ level and a 2.1% increase in Black and Hispanic VP associates from 2021

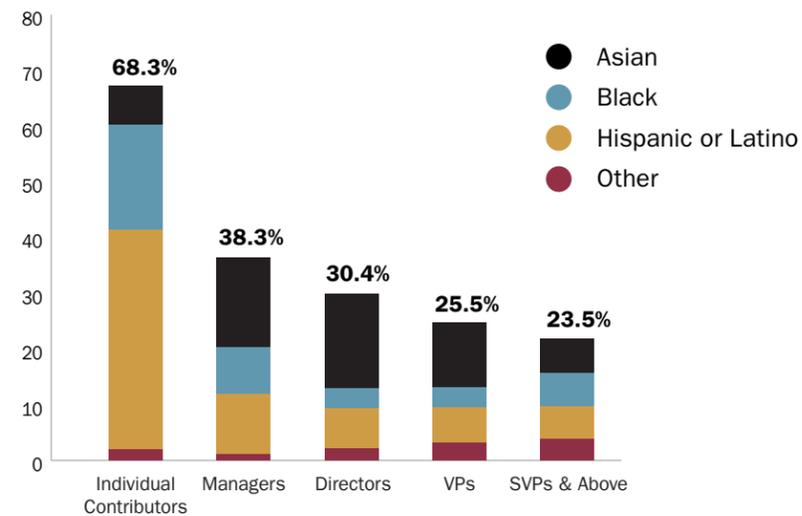
**U.S. Workforce Race & Ethnicity Breakdown**



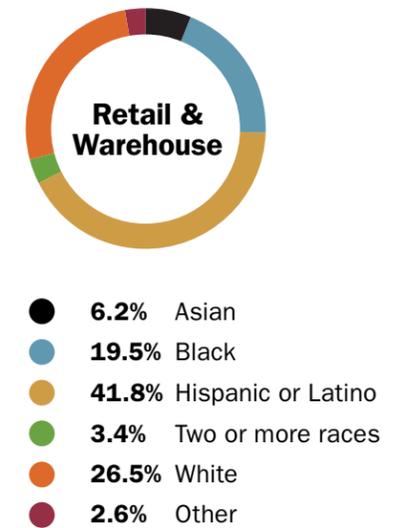
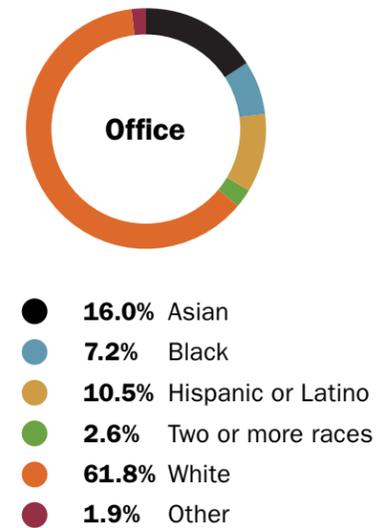
**Leadership Breakdown**



**Representation of BIPOC by Level**



**Worksite Breakdown**



<sup>33</sup> Other includes: Native Hawaiian or Pacific Islander, Indigenous or Native American and Unspecified.

## Workplace

### Achieved

#### Commitment #3

Implement a Diverse Candidate Slate requirement for all Director-level and above roles in the U.S., then expand globally where we can.

- Launched in February 2022, the Diverse Candidate Slate requirement applies to U.S.-based Director-level and above roles and aims to have at least 50% of candidates interviewed represent one or more dimensions of diversity with an initial focus on gender, race/ethnicity, veteran status and people with disabilities
- Through both passive and direct sourcing efforts, 88% of interview slates met this criteria

#### Commitment #4

Establish and implement formal mentoring programs, resources and tools globally with an initial focus on women, racially/ethnically diverse associates and other underrepresented groups.

- Piloted PVH’s first-ever global mentorship program in July 2022
- 494 associates signed up, resulting in 204 total mentor-mentee pairings across 24 countries
- Participants engaged in over 300 hours of total mentoring
- The pilot program received a nearly 90% satisfaction rate from surveyed mentors and mentees
- As a result, we plan to launch a formal mentorship program to all PVH office associates globally to continue to offer critical mentorship opportunities for diverse and underrepresented groups

#### Commitment #6

Establish and implement an I&D leadership goal for annual performance review process for people managers globally.

- As part of our 2022 Performance & Development process, all people managers were required to include an I&D leadership goal consisting of at least two specific actions to support I&D
- Recommended actions include:
  - Cultivate relationships with underrepresented groups, which may lead to a new hire from that group
  - Mentor an associate from an underrepresented group
  - Make I&D a standing agenda item for your team meetings
  - Volunteer with an organization committed to advancing an underrepresented community

### In Progress



**Commitment #5:** Deliver unconscious bias training globally to all PVH associates.

- Continued a global rollout of unconscious bias training; the training was globally available to 100% of associates, and 82% of associates completed it
- In 2023, we’ll integrate the training into onboarding processes for all new associates

**Marketplace**

**Achieved**

**Commitment #7**

Establish quarterly global review of all company and brand marketing and advertising materials and experiences to ensure diverse representation.

- The I&D Brand Advisory Board was officially launched in August 2022 and held the first advisory session with the brand teams in November 2022

**Commitment #8**

Establish a formal corporate supplier diversity program in the U.S. and other applicable regions.

- Developed and launched a supplier diversity program in the U.S., managed across four central pillars: Benchmarking, Advocacy, Technology and Communications
- Established partnerships with organizations such as Women’s Business Enterprise National Council, WEConnect and National Minority Supplier Development Council to engage and support diverse suppliers
- Worked with Aboriginal and Torres Strait Islander indigenous businesses through our partnership with Supply Nation, Australia’s leader in supplier diversity

**Community**

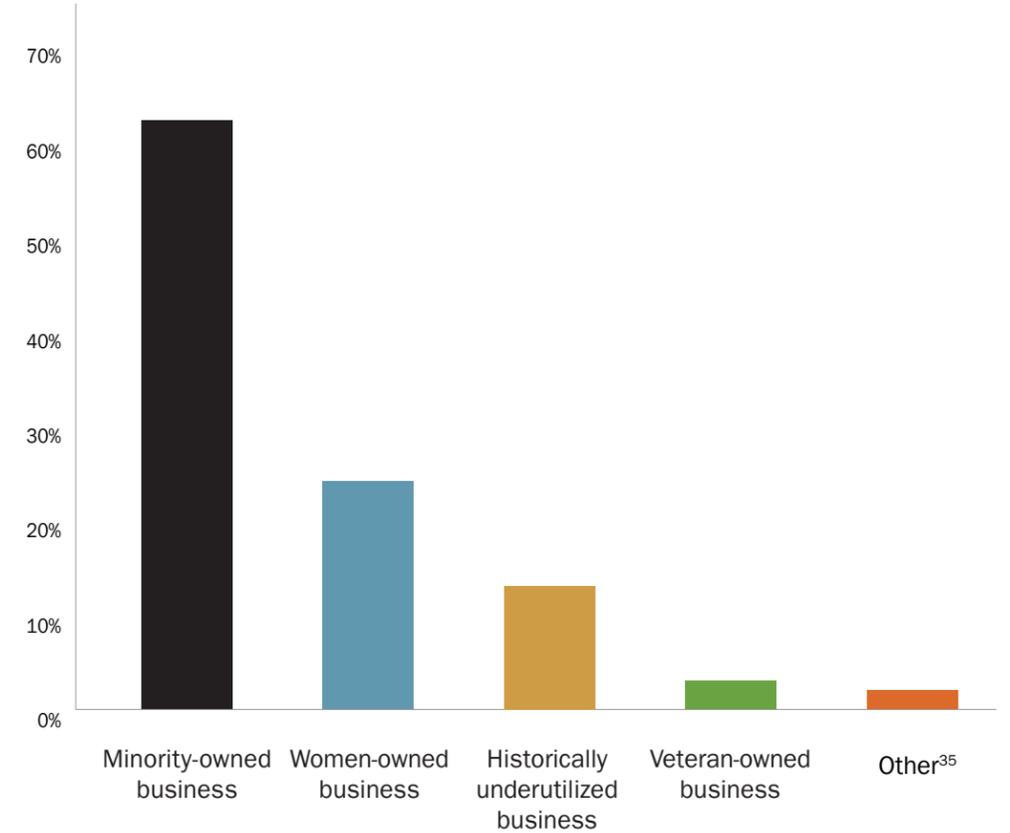
**In Progress**

**Commitment #9**

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

- The PVH Foundation invested \$1.37 million with 14 organizations as the first installment of the \$10 million commitment to create access to opportunities in fashion for underrepresented groups; this included organizations across Europe, Asia, Australia, North America and Brazil. PVH associates volunteered with these organizations to help further their missions

**U.S. Procurement Spend With Diverse Suppliers<sup>34</sup>**



<sup>34</sup> Some organizations hold more than one designation and may be accounted for in multiple categories.

<sup>35</sup> Other includes: Service-Disabled Veteran-Owned Business Enterprise; Lesbian, Gay, Bisexual, Transgender Business Enterprise; Certified Aboriginal Business; Disadvantaged Business Enterprise.

# Our Associates



# Our Associates

Our people power our growth, and we empower our people to deliver excellence and to do the right thing for each other, our communities and the environment. Our values-driven and inclusive culture is part of what makes PVH a great place to work, and we strive to continuously improve the experience of our associates through diverse recruitment, development programs, and equitable policies and initiatives.

In 2022, PVH launched the Leadership Behaviors—actions that help unlock the full potential of our people, shape our culture and deliver business performance and growth. This framework provides guidance on what leadership looks like at PVH globally and brings to life our belief that every associate can lead themselves, lead together and lead the way to drive our business forward. The Leadership Behaviors complement our Values, which are the foundation for who we are as an organization.

Throughout the year, we offered live workshops and digital courses to support associates in understanding, learning and applying the Leadership Behaviors. We also provided tools to support associates in individual development planning.

We believe in transparent communication. Town Halls, Ask Me Anything sessions and quarterly earnings Q&As with leadership helped to keep associates abreast of timely and relevant information. At PVH we are committed to listening and learning together. This was key as we navigated macro challenges to the business and local challenges as we returned to the office. Listening to our associates through focus groups, listening tours and engagement surveys provided insights and helped us stay agile.

## Our Values

Individuality  
Partnership  
Passion  
Integrity  
Accountability



- |                    |                       |                           |
|--------------------|-----------------------|---------------------------|
| ■ Stay curious     | ■ Inspire trust       | ■ Connect to consumers    |
| ■ Act with purpose | ■ Cultivate belonging | ■ Think big               |
| ■ Be courageous    | ■ Collaborate to win  | ■ Make informed decisions |
| ■ Take ownership   | ■ Learn together      | ■ Adapt fast              |

# Talent Development

97%

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

PVH provides tools and resources to help associates build skills and—ultimately—careers. This includes internal mobility across our brands, regions and functions; upskilling through PVH University (PVH U), leadership programs and formal mentorship. Our PVH U platform supports a culture of continuous learning, and places emphasis on developing a growth mindset to drive our business forward.

Our global PVH U platform provides associates with access to classroom, virtual and digital learning opportunities to support the development and expansion of their professional and leadership skills. Offerings range from the PVH Leadership Behaviors to presentation skills and data analytics. Currently we have 39,007 lessons and 32,536 digital courses supplied by vendors, such as LinkedIn and Coursera. We continue to add new content regularly in alignment with our PVH+ Plan and strategic priorities.

Digital badging continues to expand at PVH as associates show their passion for learning by earning badges in a variety of topics, such as I&D Champion, Fearless Feedback and Rise with Leadership Behaviors, which was introduced in 2022. Associates can share their badges on LinkedIn and other social

networking sites to celebrate their skills. To date, over 10,000 badges have been issued to our associates.

In 2022, we reimagined PVH U's leadership programs to further equip people managers with the skills to build a culture of inclusion, operate with agility, inspire and grow teams and lead change. The updated leadership programs support learning from anywhere and incorporate self-paced, time-bound and social engagement elements. This work will continue in 2023 with some enhancements.

## Mentorship

As part of our I&D commitment #4, PVH's first-ever global mentorship program was piloted in 2022, with nearly 500 associates participating from across 24 countries. In 2023, the program will open its virtual doors to the second cohort of mentors and mentees under the new name of MentorMatch, an inclusive approach that democratizes access to mentorship. It allows for up to 4,000 associates to participate around the world and includes the ability to connect with other Business Resource Group (BRG) members if desired.

## Performance and Development

PVH's approach to performance and development is designed to motivate our associates to be their best, develop and leverage their strengths and support a coaching and feedback culture that helps us deliver beyond expectations.

In 2022, PVH launched a requirement for all people managers to create an I&D leadership goal consisting of at least two specific actions to support I&D. This will help build a culture of inclusion and equity and foster a greater feeling of belonging.

## Supporting Continuing Education

PVH supports associates who want to pursue degree and certification programs. Tuition reimbursement is offered to associates in the U.S. and training reimbursement is available to associates in Asia-Pacific for professional development, including for degree programs or certifications. PVH also sponsors a scholarship program for associates' children in both regions.

**“Being part of the mentorship pilot program has afforded me the opportunity to brainstorm and collaborate on ideas with experienced leaders in the same field. Discussing challenges and hearing objective thoughts has helped me formulate a more well-rounded approach for my team and assignments.”**

**Hugues Jacques-Louis**

Market Manager, Tommy Hilfiger

# The PVH Workplace

We are committed to creating a more inclusive, diverse and equitable workplace for all, where our people feel safe and respected. As one global team, we identify the areas of greatest impact and take meaningful action to drive sustainable change.

## Inclusive Workplace

Cultivate Belonging is one of our Leadership Behaviors and connects to our I&D Strategy. We know that we are stronger together and that our uniqueness fuels our collective power. Every associate plays a role in creating an inclusive and safe culture for all to flourish, where every individual is valued and every voice is heard.

We made strides in 2022 toward our global I&D Commitments through investing in diverse talent, creating new associate programs and continuing our representation work. More detail is available in the Inclusion & Diversity section of this report, on [page 57](#).

In 2022, PVH launched our first-ever I&D Global Associate Survey, a voluntary survey created to better understand the unique characteristics and traits of our global workforce. The insights gained help to expand and extend the reach of our I&D efforts.

## Business Resource Groups

Associate-led BRGs are a global driving force within PVH that help to create an inclusive culture, foster strong associate engagement and contribute to the overall success of the business.

In 2022, we were proud to announce the expansion of our BRGs to include all office and retail associates in the U.S. By year end, PVH supported 18 chapters of 10 BRGs, distributed across North America, Europe, Asia-Pacific and Australia. BRGs continued to be an important resource for the business and our associates by providing critical support, hosting enriching and educational experiences and creating space for inclusion in our workplace and communities.



## Flexible Workplace

For two years during the pandemic, we saw the benefits of remote work and developed new ways of working based on trust and flexibility. As the number of COVID-19 cases continued to drop country by country, we adopted a hybrid work policy and welcomed associates back into our offices, keeping our associates' health and safety a top priority and in line with all protocols.

Our return to the office in 2022 reminded us of the value of being together in the office to collaborate while maintaining flexibility. The goal was to create the best working environment for our office-based associates that not only helps us build connections and strengthens our culture, but also drives our work forward.

Global offices introduced a variety of transportation-focused benefits to support associates in returning to the office, including:

- In the U.S. we relaunched the PVH commuter benefit allowing eligible U.S.-based associates to reduce their monthly commuting expenses for work-related transit, vanpooling and parking expenses by paying for these expenses with pre-tax dollars. Additionally, PVH offered a subsidy on annual Citibike® membership fees for full-time benefits-eligible associates who work or live in New York City and surrounding areas
- We introduced an e-bike service at our Amsterdam campus, in addition to the train subscription package available to those who commute via public transit
- We also launched a bike lease program and added electric car charging stations to the parking facility for associates working in our Düsseldorf office

## Health and Wellness

### Reproductive Health Services

PVH is committed to providing our associates and their families with benefits that meet their diverse and evolving needs. In the U.S. we expanded access to reproductive health and family planning services and related support programs. This included reimbursement of qualified travel and expenses related to fertility treatment, gender affirmation and abortion, as well as expanded bereavement leave in connection with a miscarriage and pregnancy-related loss.

### Wellness

We recognize how important it is for our associates to take care of themselves, and we provide benefits, programs and services so they can take the time to focus on their physical, mental and financial health and their families and loved ones.

PVH continues to offer Headspace®—which was introduced in 2020—to global associates, employee assistance programs and health benefits. In 2022 global PVH offices closed in recognition of World Mental Health Day. Across all regions PVH continued the practice of meeting-free Friday afternoons as associates transitioned to hybrid work.

Our Sick Day policy was updated to a more flexible Wellness Day policy in the U.S. These paid days off allow associates to disconnect and focus on themselves, whether it be on their physical or mental health. In Europe, our Culture of Care initiative encompassed benefits and programs—including a gym in our Amsterdam office, Mindful Mondays and virtual coaching engagements—to bring holistic wellness opportunities to associates. In Asia Pacific, MyFit2.0 introduced a number of wellness-focused practices, including hybrid work across all markets, a wellness allowance and meeting-free Friday afternoons.



# Community

# Giving & Philanthropy

The PVH Foundation leads our global philanthropic efforts focused on advancing opportunity, belonging and renewal, particularly among groups that have been historically underrepresented or underserved. We believe in the power of opportunity and provide building blocks for these communities that will help pave the way for economic independence.

Giving back is embedded in our culture, and we know that we are strongest when we all come together. PVH Cares is how we extend our philanthropic commitment to reflect the passions and priorities of the PVH workforce — organizing our associates around the world to dedicate their time, talent and resources in the communities where we work and live. In 2022, PVH associates provided more than 3,800 hours of volunteer service in communities around the world.

PVH associates have the flexibility to contribute to and lend their professional expertise to causes that are meaningful to them. In North America, we 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. PVH also offers an Associate Relief Fund, a charitable program funded by our associates and PVH. It provides cash grants to eligible colleagues in need due to natural disasters and personal hardship.

The PVH Foundation launched its community grant program in North America in 2022, which provides grant funding to local organizations with which PVH associates volunteer.



## 100%

### Educate the future

Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023.

PVH has continued to surpass our 2023 education target of reaching 135,000 individuals worldwide through youth education and childcare services, teacher trainings, parenting resources and training, and youth employability training services. Through our partnership with Save the Children, we reached an additional 67,000 individuals in 2022 alone.

**Giving & Philanthropy**

**Notable Progress**

- Joined Apparel Impact Institute’s Fashion Climate Fund<sup>36</sup> as a lead funder with a commitment to contribute \$10 million over eight years; see [page 27](#)
- Continued our partnership with The Resilience Fund for Women in Global Value Chains, a first-of-its-kind pooled funding initiative for companies, corporate foundations and private foundations to invest in the long-term health, well-being and economic resilience of women who form the backbone of global supply chains. In 2022, the Fund expanded its geographic scope from Bangladesh and India to also include Vietnam and Cambodia. Read more about the Fund on [page 48](#)
- Provided grant funding to the Red Cross and double-matched associate donations for relief efforts in Ukraine. Tommy Hilfiger also provided more than \$2 million in product donations for the region

2022 Giving (USD)	
Foundation Cash Grants	\$6,718,827
Corporate Giving	\$725,203
In-kind Donations	\$10,028,139
Corporate Match and Incentives	\$503,308
Associate Fundraisers	\$10,427
Store Collections	\$320,909
<b>Total Cash Grants (Foundation + Corporate Giving)</b>	<b>\$7,444,030</b>
<b>Total Giving</b>	<b>\$17,975,476</b>

<sup>36</sup> Learn more about the Fashion Climate Fund [here](#).

In 2022, The PVH Foundation awarded \$1.37 million to 14 organizations as part of our commitment to increase access to opportunities in the fashion industry for individuals from underserved and underrepresented communities. This funding supported activities that included:

- Student networking sessions in collaboration with the Australian Business and Community Network
- Distribution of an educational coloring book to 80 schools in the United Kingdom with the Graduate Fashion Foundation
- A fashion and sustainability training program for over 50 young adults with the Ecotece Institute
- A mentorship program with the KELY Support Group for students to work with fashion industry leaders

PVH worked with Custom Collaborative, a nonprofit that trains, mentors and advocates for, and with, no/low-income and immigrant women to build the skills necessary to achieve economic success in the sustainable fashion industry; in 2022, Custom Collaborative participants were given an in-depth tour of Tommy Hilfiger offices to learn more about careers in fashion.





# Governance

# Governance

PVH has been committed to conducting all business in keeping with the highest moral, ethical and legal standards since our founding in 1881. In service to this commitment, we have continuously challenged ourselves to evolve our corporate governance policies and practices to reflect best practices regarding our Board composition, Board governance, stockholder interests and stakeholder engagement.

Our ongoing Board refreshment program has resulted in the addition of four new independent directors since 2020, with three of these representing at least one element of diversity (female, non-binary, LGBTQIA+, BIPOC or member of an ethnic minority), and no director having served more than nine years as of the date of our 2023 Annual Meeting proxy statement. This builds on a history of nearly continuous female representation on the Board since the 1970s, and on the inclusion of at least one ethnically and racially diverse director in most years since 1993.

Our Board is elected annually and consists of nine 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 a strong partner in PVH’s commitment to good governance, including by aligning themselves and our executives with stockholder interests. Principally through the Board’s Compensation Committee, the Board oversees an executive compensation program that emphasizes pay for performance. The Board has also established robust stock ownership guidelines for themselves, our executive officers and other members of our executive leadership team. These guidelines also prohibit hedging and pledging of our common stock by these individuals. Additionally, we have a clawback policy that allows PVH to recoup compensation from executive officers as a result of financial restatements or breaches of material company policies.

To ensure the broader organization is aware of our ethical and legal standards, all PVH associates, as well as PVH Board members, are required to complete PVH Complies, a compliance training program which consists of both mandatory and popular optional virtual courses on key topics including our Code of

Business Conduct and Ethics, anti-bribery and anti-corruption policies and legislation, insider trading, conflicts of interest, I&D, cybersecurity, data privacy and workplace conduct and security. Trainings typically are available in local languages to maximize effectiveness. In addition, we conduct in-person trainings for regional business and operational teams to highlight specific compliance issues and needs.

We regularly engage with stockholders and other stakeholders on matters covering a range of ESG issues. We make available to these groups upon their request members of senior management, as well as members of the Board. Extensive governance and policy disclosures can also be found in our 2023 Annual Meeting of Stockholders Proxy Statement.



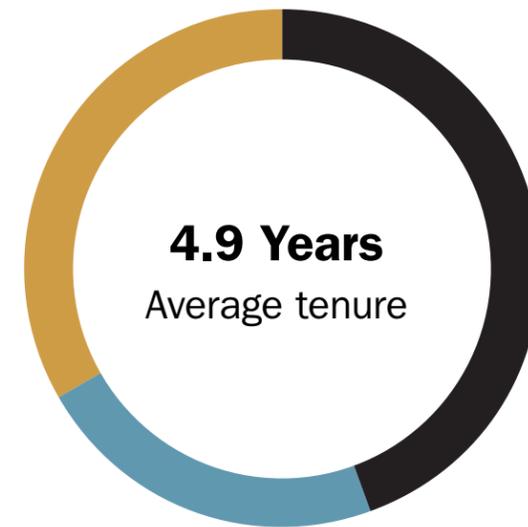
# Board of Directors

In 2022, we continued our pursuit of excellence in governance matters through the execution of the Board of Directors refreshment program.

## Notable Progress

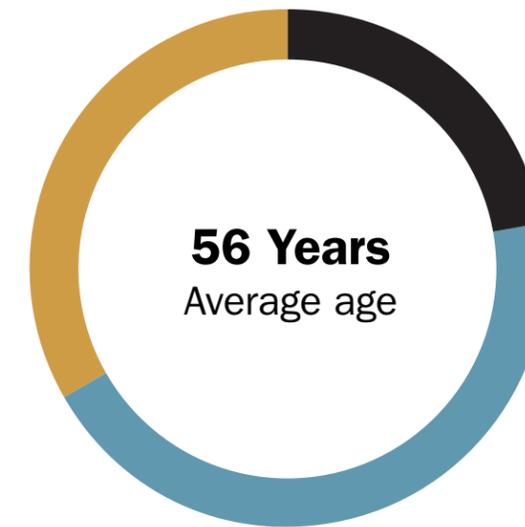
- Appointed a new independent, non-executive Chair
- Added two new directors; coupled with the retirement of two long-time directors, this lowered the average tenure of our independent director nominees from 8.1 years at the time our 2022 proxy statement was filed to 4.9 years when our 2023 Proxy Statement was filed
- Increased Board diversity, with female representation among the director nominees increasing to 44% in 2022, up from 36% in 2021, and BIPOC representation among the director nominees increasing to 22%, up from 9% in 2021
- Expanded disclosure<sup>37</sup> on directors' skills and experience to disclose information on directors' experience in, among other things, climate, human capital management and I&D, adding to existing disclosures around our directors' cyber and governance experience (see page 23 of the Proxy Statement for our 2023 Annual Meeting of Stockholders)

### Independent Director Tenure



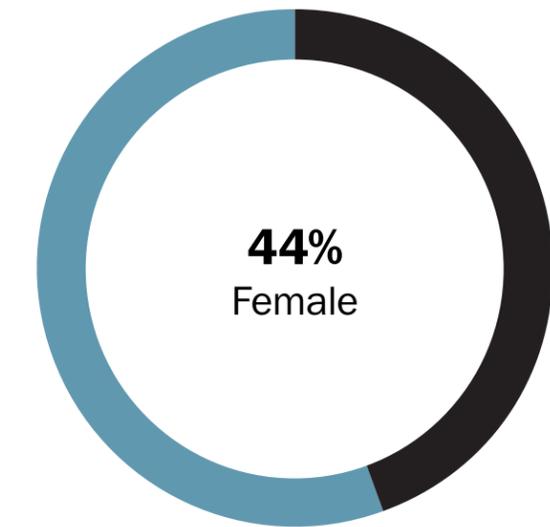
- **4 Directors** 0–3 years
- **2 Directors** 4–6 years
- **3 Directors** 7+ years

### Independent Director Age Distribution



- **2 Directors** 40–49 years
- **4 Directors** 50–59 years
- **3 Directors** 60+ years

### Independent Director Gender Distribution



- **4 Directors** Female
- **5 Directors** Male

## Read more

- [2023 Annual Meeting of Stockholders Proxy Statement](#)
- [2023 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](#)

<sup>37</sup> Figures above are as of June 22, 2023, the date of the publication of the Proxy Statement for our 2023 Annual Meeting of Stockholders.

# Stakeholder Engagement

For PVH to drive fashion forward for good, we must understand what matters most to both our internal and external stakeholders.

Engaging stakeholders is critical for formulating our CR and broader business strategies and helps us understand where we can make the biggest change and have lasting impact. We engage with stakeholders in a variety of ways: through relationships that we've built with NGO partners over the years, through associate surveys and forums, through supply chain assessments and feedback mechanisms, and in conversations with investors, as well as through various other formal and informal means.

In 2022, we conducted a materiality assessment to help us continue to identify, manage and report on the issues that impact our business and are of importance to our stakeholders. The assessment process engaged stakeholders across our company and beyond to help us understand which material topics are top of mind for the

near and long terms. This collaborative process identified 23 topics, principally relating to environmental, social and governance matters, that were designated as being most material to PVH. This list serves as one of the key inputs in the continuous evolution of our CR strategy and governance efforts. We report on related progress as and to the extent appropriate based, in part, on their materiality to us and to our stakeholders.

In 2024, we aim to conduct an evolved assessment that will examine topics through the lens of double materiality, with the intent to better link material topics with both financial and real-world physical impacts.

## Materiality Assessment



# Risk Oversight

## Climate Risk

PVH has an enterprise risk management (ERM) process that extends to the annual identification and assessment of climate-related risks. We use 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. For example, the ERM process incorporates supply chain risks from potential climate-related natural disasters, such as floods and droughts, and the projected impacts of resulting volatile commodity costs.

Climate risks and other sustainability-related risks assessed to have high material and substantive financial impacts are reviewed in meetings of the Board’s Audit & Risk Management and Corporate Responsibility Committees and PVH’s annual strategy and budget meetings. The Board monitors the implementation of any key strategy shifts intended to mitigate sustainability-related risks. These risks are disclosed in our Annual Report and Form 10-K, inclusive of reports from Board-appointed independent auditors, and explored more fully in this report.

PVH’s enterprise-level climate risks are managed cross-functionally with oversight from PVH management and the Board. Sustainability teams convene key business partners, including Raw Materials, Sourcing, Supply, Design, Retail, Global Affairs, Legal, Risk and Compliance teams, to monitor and reduce risk from climate-related issues and activities. Building upon the annual ERM process, PVH’s sustainability teams conduct risk assessments that yield more detailed analysis on specific climate-related topics. In 2022, our teams conducted our second annual Sustainable Business Risk Assessment, a water risk assessment with WWF, and our first in-depth climate risk scenario analysis aligned with the Task Force on Climate-related Financial Disclosures framework. More on the latter two risk assessments can be found on [pages 24](#) and [25](#), respectively.



### Read more

- [Animal Welfare Policy](#)
- [Environmental Policy](#)
- [Forest Protection Policy](#)
- [PFAS Policy](#)
- [Restricted Substance List](#)
- [Statement on Angora](#)

## Sustainable Business Risk Assessment

In 2022, we conducted our annual Sustainable Business Risk Assessment in alignment with Organization for Economic Co-operation and Development guidelines<sup>38</sup> and utilizing both proprietary and public domain data. This assessment focused on a holistic view of what it means to be a sustainable business and consolidated both social and environmental

data to determine salient issues, known risks and suspected risks to our business and our environmental, social and governance efforts.

All risks identified for the supply chain pertain to Level 1 and Level 2 only, unless otherwise noted.

### Top 10 Known Risks

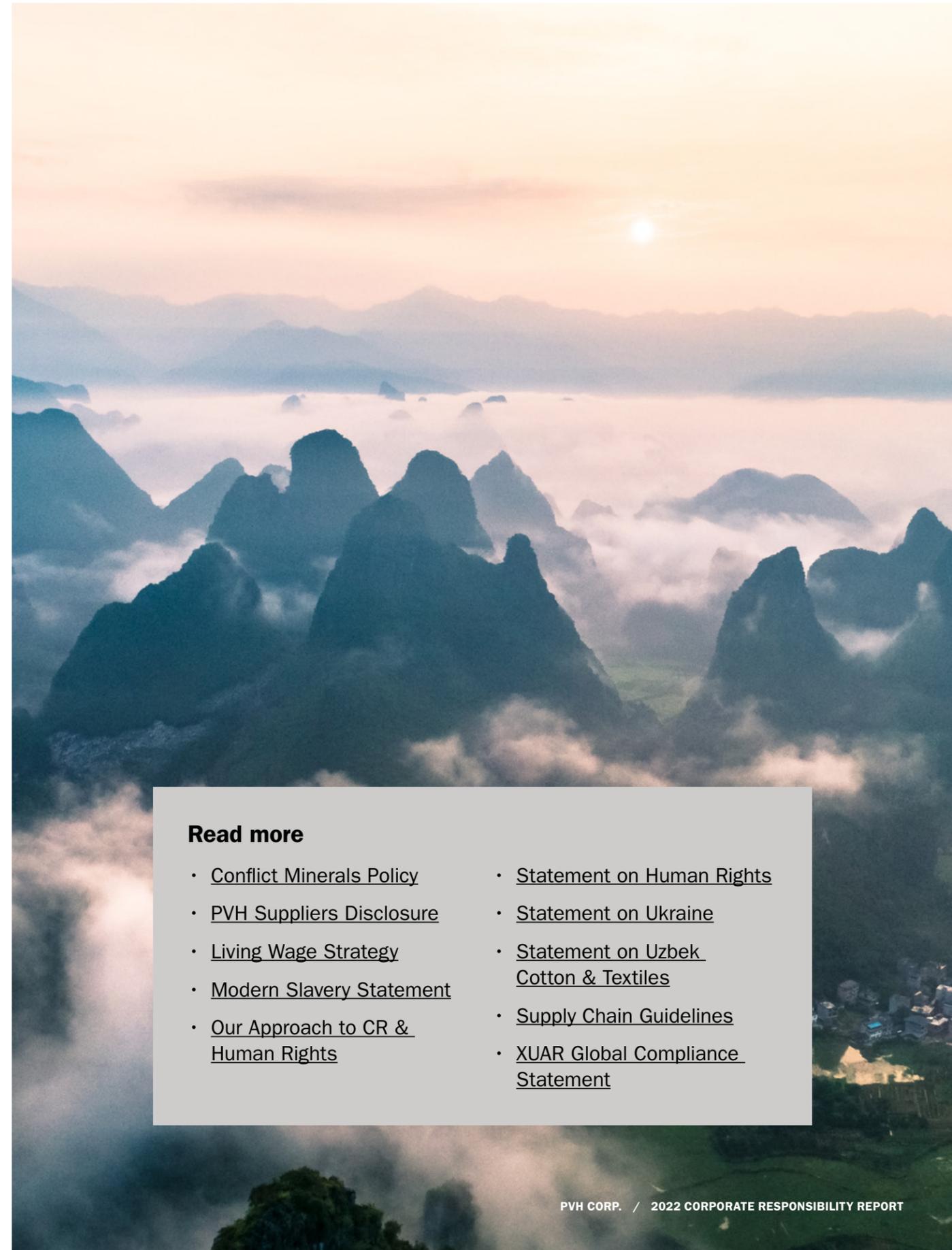
1. Inadequate wages and severance in the supply chain
2. Freedom of association and collective bargaining in the supply chain
3. GHG emissions from the supply chain
4. Gender-based violence and harassment in the supply chain
5. Excessive water use and wastewater pollution in the supply chain
6. GHG emissions from product transportation
7. Excessive working hours in the supply chain
8. GHG emissions from consumer product use and end of use
9. GHG emissions from warehouses
10. GHG emissions from stores

### Top 5 Suspected Risks<sup>39</sup>

1. Environmental issues (GHG emissions, deforestation) in the supply chain beyond Level 2
2. Human rights issues (forced labor, gender-based violence and harassment) in the supply chain beyond Level 2
3. Perception of freedom of association and collective bargaining in offices and stores
4. Biodiversity threats in the supply chain (all levels)
5. Limitations on privacy rights in the supply chain

<sup>38</sup> Guidelines for Multinational Enterprises, Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector.

<sup>39</sup> Suspected risks were determined through the usage of public domain data and analysis of our supply chain locations.



#### Read more

- [Conflict Minerals Policy](#)
- [PVH Suppliers Disclosure](#)
- [Living Wage Strategy](#)
- [Modern Slavery Statement](#)
- [Our Approach to CR & Human Rights](#)
- [Statement on Human Rights](#)
- [Statement on Ukraine](#)
- [Statement on Uzbek Cotton & Textiles](#)
- [Supply Chain Guidelines](#)
- [XUAR Global Compliance Statement](#)

## Management of Grievances

PVH ensures that a formal mechanism exists for workers in the supply chain to report a grievance to an impartial entity. 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 (which currently only covers Bangladesh and is now launching in Pakistan) grievance mechanism
- Better Work's grievance mechanism, in applicable countries
- Tell PVH is our primary mechanism

Tell PVH is our hotline and website for reporting inappropriate conduct and other workplace concerns. While we encourage associates, including workers in the supply chain, to contact their immediate supervisor, Human Resources or Legal to resolve or report concerns, the Tell PVH hotline and website are additional resources for associates to report legitimate concerns confidentially and/or anonymously (where permitted by local laws).



## Supply Chain Standards

- Core Conventions of the International Labour Organization
- UN Guiding Principles on Human Rights and UN Universal Declaration of Human Rights
- UN Women's Empowerment Principles
- UN Foundation's Private Sector Action for Women's Health & Empowerment
- The International Accord for Health and Safety in the Textile and Garment Industry
- ACT Global Purchasing Practices Commitments
- Responsible Labor Initiative
- AAFA Commitment on Responsible Recruitment
- Apparel and Footwear International Restricted Substances List

## Read more

- [Our Approach to CR & Human Rights](#)
- [PVH CR Supply Chain Guidelines](#)
- [PVH Suppliers Disclosure](#)
- [Statement on Human Rights](#)
- [Living Wage Strategy](#)
- [PVH Modern Slavery Statement](#)
- [Statement on Uzbek Cotton & Textiles](#)
- [XUAR Global Compliance Statement](#)
- [Conflict Minerals Policy](#)
- [Statement on Ukraine](#)
- [Higg Brand & Retailer Module scores](#)

## Cybersecurity Approach

PVH’s stakeholders identified cybersecurity as a material priority in our latest Materiality Assessment. We are working to continually improve our cybersecurity approach and have taken measures to ensure that our organization, employees and consumers are adequately protected from potential cybersecurity threats.

In 2022, our global cybersecurity teams continued to carry out a multiyear roadmap to mature and improve our cybersecurity program, utilizing the National Institute of Standards and Technology (NIST) Cybersecurity Framework to guide our efforts. In alignment with NIST, which follows ISO 27001 standards, PVH teams worked to enhance our capabilities to identify vulnerabilities, strengthen protection measures, improve threat detection and bolster response and recovery mechanisms. PVH conducted daily scans of the technical environment for vulnerabilities and assessed third-party partners as part of our regular operational risk management activities. To strengthen protection measures, our security awareness program provided all associates globally with an understanding of cybersecurity issues through regular trainings and phishing simulations.

PVH did not experience any material data breaches, information security breaches or cybersecurity incidents in 2022 and did not pay any related fines or fees. Should such an incident occur, we are prepared to respond through our Security Operations Center and its crisis and incident management processes.

PVH’s cybersecurity program and approach are audited annually by an external vendor to test controls, find vulnerabilities, measure our maturity and identify further improvements. Our approach is governed by the Audit Committee of the Board of Directors, who meet quarterly to review progress and efforts. One of our Independent directors possesses expert-level knowledge of cybersecurity issues, which strengthens our governance mechanism and further shapes our overall program.

## Data Privacy

Our privacy principles are about more than complying with the law; we want to do the right thing for our associates and our consumers and safeguard their personal data as a priority. In order to gain and keep their trust, we commit to operate our business based on transparency, accountability and security. As the world grows more digital, we want to ensure that our consumer experience is consistent around the world and carefully consider which personal data we collect and with whom we share it.

We operate a global privacy program, ensuring we use a consistent approach to handling personal data wherever possible. This is embodied in our global policies, procedures and internal guidelines that our associates are trained on annually. We take a regional approach where necessary, with local counsel in each region, along with designated Data Protection Champions embedded throughout the business.

We implement technical and organizational measures to secure the personal information we process. These measures are aimed at ensuring the ongoing integrity and confidentiality of personal information.

### Read more

- [Privacy Policy](#)
- [Privacy Policy for B2B](#)



# Data Appendix

# Data Appendix

## Emissions Data

Greenhouse Gas Emissions, 2017–2022 (MT CO <sub>2</sub> e) <sup>40</sup>						
	2017	2018	2019	2020	2021	2022
Scope 1 emissions	32,689	35,039	33,776	29,091	25,132	15,363
Scope 2 emissions	119,758	93,839	70,369	51,797	38,721	31,626
<b>Total Scope 1 &amp; 2 emissions</b>	<b>152,448</b>	<b>128,878</b>	<b>104,146</b>	<b>80,888</b>	<b>63,852</b>	<b>46,989</b>
Scope 3 emissions	2,961,961	2,713,907	2,713,908	2,600,737	2,140,944	1,574,308
<b>Total greenhouse gas emissions</b>	<b>3,114,409</b>	<b>3,090,839</b>	<b>2,818,054</b>	<b>2,681,625</b>	<b>2,204,796</b>	<b>1,621,297</b>

Scope 1 & 2 Emissions by Region, 2022		
	MT CO <sub>2</sub> e	% of Total
Asia-Pacific	23,266	50%
Americas	17,818	38%
Europe	5,821	12%
Africa	84	0.2%

Scope 1 & 2 Emissions by Category, 2017–2022 (MT CO <sub>2</sub> e)						
	2017	2018	2019	2020	2021	2022
<b>Scope 1</b>						
Stationary Combustion	28,564	31,390	29,840	25,172	20,995	11,575
Mobile Combustion	3,362	2,812	3,068	3,068	3,002	2,746
Refrigerants	764	838	868	851	1,134	1,041
<b>Scope 2</b>						
Purchased Electricity (location-based)	107,792	108,483	94,536	88,213	67,871	67,758
Purchased Electricity (market-based)	119,758	93,839	70,369	51,797	38,721	31,626
<b>Total Scope 1 &amp; 2 emissions (location-based)</b>	<b>140,482</b>	<b>143,522</b>	<b>128,312</b>	<b>117,305</b>	<b>93,002</b>	<b>83,121</b>
<b>Total Scope 1 &amp; 2 emissions (market-based)</b>	<b>152,448</b>	<b>128,878</b>	<b>104,146</b>	<b>80,888</b>	<b>63,852</b>	<b>46,989</b>

<sup>40</sup> In 2022, we updated our calculation methodologies for several Scope 3 categories to achieve greater specificity about PVH-related emissions associated with production at finished goods suppliers and across global transportation routes and updated our raw materials emissions factors. These changes contributed to a reported decrease in our Scope 3 emissions. 2017-2021 GHG emissions were calculated using a retired methodology.

## Emissions Data (cont.)

Scope 3 Emissions by Category, 2018–2022 (MT CO <sub>2</sub> e)					
	2018	2019	2020	2021	2022
Purchased goods and services	1,741,980	1,477,630	1,326,467	1,580,636	1,156,986
Use of sold products	557,562	596,298	596,298	347,353	258,736
Upstream transportation and distribution	194,714	183,063	207,663	64,831	89,607
End of life treatment of sold products	74,967	69,718	73,738	53,556	30,922
Downstream transportation	139,497	145,551	159,898	51,653	10,669
Franchises	195,001	186,329	186,329	24,755	11,666
Fuel- and energy-related activities	24,534	20,318	16,761	13,580	14,506
Business travel	33,706	35,001	33,585	4,583	1,216
<b>Total Scope 3 emissions</b>	<b>2,961,961</b>	<b>2,713,908</b>	<b>2,600,737</b>	<b>2,140,946</b>	<b>1,574,308</b>

Scope 3 Emissions by Category, 2018–2022 (% breakdown)					
	2018	2019	2020	2021	2022
Purchased goods and services	58.8%	54.4%	51.0%	73.8%	73.5%
Use of sold products	18.8%	22.0%	22.9%	16.2%	16.4%
Upstream transportation and distribution	6.6%	6.7%	8.0%	3.0%	5.7%
End of life treatment of sold products	2.5%	2.6%	2.8%	2.5%	2.0%
Downstream transportation	4.7%	5.4%	6.1%	2.4%	0.7%
Franchises	6.6%	6.9%	7.2%	1.2%	0.7%
Fuel- and energy-related activities	0.8%	0.7%	0.6%	0.6%	0.9%
Business travel	1.1%	1.3%	1.3%	0.2%	0.1%

Greenhouse Gas Emissions of Raw Materials, 2022		
	MT CO <sub>2</sub> e	% of Total
Conventional cotton	254,085	27%
Environmentally preferred cotton	246,935	26%
Conventional polyester	129,863	14%
Other materials	79,390	8%
Conventional nylon	78,090	8%
Conventional leather and suede	67,725	7%
Environmentally preferred polyester	30,474	3%
Conventional viscose	24,515	3%
Elastane, spandex and lycra	20,012	2%
Polyurethane	17,179	2%
Environmentally preferred nylon	9,188	1%
<b>Total emissions</b>	<b>957,456</b>	<b>100%</b>

## Owned & Operated Energy Data

Energy Use Mix, 2018–2022					
	2018	2019	2020	2021	2022
Renewable energy	18%	28%	43%	53%	60%
Non-renewable energy	82%	72%	57%	47%	40%

Renewable Energy Use by Region, 2018–2022 (kWh)					
	2018	2019	2020	2021	2022
Europe	7,304,489	20,448,792	47,053,746	48,465,695	45,690,460
North America	53,431,000	48,387,000	48,400,000	48,400,000	57,000,000
<b>Total renewable energy use</b>	<b>60,735,489</b>	<b>68,835,792</b>	<b>95,453,746</b>	<b>96,865,695</b>	<b>102,690,460</b>

Renewable Energy Use by Facility Type, 2022 (kWh)			
	2020	2021	2022
Retail	76,893,639	71,488,681	83,899,498
Warehouse	8,864,867	12,102,774	10,305,869
Office	9,695,241	13,274,239	5,953,695
Other facilities <sup>41</sup>	0	0	2,531,398
<b>Total</b>	<b>95,453,747</b>	<b>96,865,694</b>	<b>102,690,460</b>

Energy Use in Facilities, 2022 (kWh)					
	Renewable		Non-renewable		Total
Retail	83,899,498	81%	19,860,131	19%	103,759,629
Warehouse	10,305,869	27%	27,235,344	73%	37,541,213
Office	5,953,695	22%	21,004,480	78%	26,958,175
Other facilities <sup>41</sup>	2,531,398	92%	228,115	8%	2,759,513
<b>Total</b>	<b>102,690,460</b>	<b>60%</b>	<b>68,328,070</b>	<b>40%</b>	<b>171,018,530</b>

<sup>41</sup> Other facilities include vehicles, showrooms, and mixed-use facilities.

## Materials Data

Materials Use, 2022		
	MT	% of Total
Environmentally preferred cotton	62,697	46.5%
Conventional cotton	28,358	21.0%
Conventional polyester	14,268	10.6%
Environmentally preferred polyester	8,813	6.5%
Conventional nylon	4,682	3.5%
Other materials <sup>42</sup>	3,566	2.6%
Conventional leather and suede	2,836	2.1%
Polyurethane	2,589	1.9%
Elastane, spandex, lycra	2,473	1.8%
Conventional viscose	2,334	1.7%
Environmentally preferred nylon	2,162	1.6%
<b>Total</b>	<b>134,778</b>	<b>100%</b>

Environmentally Preferred Materials Use, 2018–2022 (MT)					
	2018	2019	2020	2021	2022
Cotton	40,878	53,805	45,430	50,545	62,697
Polyester	2,266	2,083	2,929	5,716	8,813
Viscose	103	274	333	764	428
Wool	1	0	30	64	92

Environmentally Preferred Materials Use, 2018–2022 (% usage within each material type)					
	2018	2019	2020	2021	2022
Cotton	37%	49%	53%	54%	69%
Polyester	8%	8%	16%	28%	38%
Viscose	4%	9%	16%	25%	15%
Wool	0%	0%	4%	10%	13%

42 Other materials includes environmentally preferred viscose, wool, down, acrylic, organic linen, PVC, thermoplastics, and other materials with nominal usage representing less than 1% of materials footprint.

## Water Data

Supply Chain Water Use, 2022 (m <sup>3</sup> )			
	2018	2020	2022
Level 1	37,417,250	19,630,509	5,837,362
Level 2 and beyond	133,874,602	139,908,835	5,536,819,576
<b>Total</b>	<b>171,291,852</b>	<b>159,539,344</b>	<b>5,542,656,938<sup>43</sup></b>

Water Use in Owned & Operated Facilities, 2022 (m <sup>3</sup> )		
	2022	% of Total
Warehouse and storage	48,780	37%
Office	38,041	29%
Retail	35,307	27%
Showroom	3,209	2%
Mixed-use	5,871	4%
<b>Total</b>	<b>131,208</b>	<b>100%</b>

Water Use by Material Type, 2022		
	m <sup>3</sup>	% of Total
Cotton	5,365,135,622	97.0%
Polyester	43,522,448	0.8%
Nylon	12,522,765	0.2%
Wool	3,586,493	0.1%
Cellulosics	17,778,165	0.3%
Other materials	91,039,133	1.6%
<b>Total</b>	<b>5,533,584,627</b>	<b>100%</b>

Water Consumption by Region and Brand, 2022 (m <sup>3</sup> )				
Region	Calvin Klein	Tommy Hilfiger	Heritage	Total
Americas	11,385	51,904	155	63,445
Europe	75,185	804,192	0	879,378
Asia Pacific	2,498,092	1,311,191	272,320	4,081,602
Africa	393,597	320,669	98,672	812,938
<b>Total</b>	<b>2,978,259</b>	<b>2,487,956</b>	<b>371,147</b>	<b>5,837,363</b>

<sup>43</sup> In 2022, we updated our calculation methodologies for supply chain water consumption to more accurately indicate the portion of suppliers' consumption that is attributable to PVH production and to account for production in the supply chain beyond Level 2; this resulted in a sizable increase in "Level 2 and beyond" estimates.

## Packaging Data

On-Product Packaging Weight, 2019–2022 (MT)			
	2019	2021	2022
Paper	9,964	7,218	9,270
Plastic	2,167	3,948	1,921
Other	147	56	97
<b>Total</b>	<b>12,278</b>	<b>11,222</b>	<b>11,288</b>

All Packaging Materials by Weight, 2022		
	MT	% of Total
Paper	10,372.6	33%
Cardboard	8,447.2	27%
High Density Polyethylene	7,582.7	24%
Low Density Polyethylene	2,217.7	7%
PET	1,447.3	5%
Other <sup>44</sup>	1,274.5	4%
<b>Total</b>	<b>31,342</b>	<b>100%</b>

44 Other includes: cotton, metal and other plastic packaging with nominal usage representing less than 2% of packaging footprint.

## Human Rights & Suppliers Data

PVH Supplier Numbers, 2022 <sup>45</sup>		
	Key suppliers	Total suppliers
Level 1	242	1,647
Level 2	268	1,749
<b>Total</b>	<b>510</b>	<b>3,396</b>

Women Reached Through PVH Women's Empowerment Programming, 2019–2022				
	2019	2020	2021	2022
Women reached in FY	3,261	3,319	4,668	16,668
<b>Total reached all time</b>	<b>3,261</b>	<b>6,580</b>	<b>11,248</b>	<b>27,916</b>

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

Workplace Cooperation Trainings at Level 1 Vendors and Suppliers, 2021–2022		
	2021	2022
Trained Key Level 1 vendors	15	41
Trainings led by Level 1 vendors	77	108

PVH Suppliers' Social Scorecard Ratings, 2022		
	# of Suppliers	% of Total
Gold	73	3.8%
Green	562	29.3%
Yellow	1,039	54.1%
Gray	131	6.8%
Orange	110	5.7%
Red	0	0.0%
White	5	0.3%
Suppliers that met or exceeded PVH Code of Conduct standards (Gold, Green, Yellow, Gray ratings)	1,805	94.0%
Suppliers that did not meet minimum PVH Code of Conduct standards (Orange, Red, White ratings)	115	6.0%

PVH Suppliers' Environmental Scorecard Ratings, 2022		
	# of Suppliers	% of Total
Green	0	0.0%
Yellow	585	89.6%
Orange	59	9.0%
Red	2	0.3%
White	7	1.1%
Suppliers that met or exceeded PVH Code of Conduct standards (Green, Yellow ratings)	585	89.6%
Suppliers that did not meet minimum PVH Code of Conduct standards (Orange, Red, White ratings)	68	10.4%

<sup>45</sup> For more information, including the names and addresses of our suppliers, see [PVH Suppliers Disclosure](#).

## Workforce Data, Global

Associates by Employment Type and Region, 2022					
	Full-time	Part-time	Permanent	Temporary	Total associates
Africa	26	0	25	1	<b>26</b>
Asia-Pacific	4,836	1,685	6,284	237	<b>6,521</b>
Canada	487	1,781	2,106	162	<b>2,268</b>
Europe	7,419	4,084	10,383	1,120	<b>11,503</b>
Latin America	499	3	496	6	<b>502</b>
United States	5,102	5,619	9,760	961	<b>10,721</b>
<b>Total associates</b>	<b>18,369</b>	<b>13,172</b>	<b>29,054</b>	<b>2,487</b>	<b>31,541</b>

Associates by generation <sup>46</sup>		
	Associates	% of Total
Born 1928–1945 (Silent Generation)	10	<0.1%
Born 1946–1964 (Baby Boomers)	1,369	4.3%
Born 1965–1980 (Gen X)	5,809	18.4%
Born 1981–1996 (Gen Y & Millennials)	13,054	41.4%
Born 1997 or later (Gen Z)	11,291	35.8%
Undeclared generation	8	<0.1%
<b>Total</b>	<b>31,541</b>	

Global Gender Breakdown				
By Level				
	Female	Male	Undeclared	Total
Senior Vice President & Above	63	96	2	161
Vice President	147	157	2	306
Director	572	422	4	998
Manager	2,790	1,672	15	4,477
Individual Contributor	16,243	8,004	72	24,319
Temp	752	574	9	1,308

By Work Site				
	Female	Male	Undeclared	Total
Office	5,815	3,373	60	9,248
Retail & Warehouse	14,753	7,524	44	22,321

By Employment Type				
	Female	Male	Undeclared	Total
Full-time	11,811	6,490	68	18,369
Part-time	8,739	4,397	36	13,172
Permanent	18,997	9,998	59	29,054
Temporary	1,553	889	45	2,487

<sup>46</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.

## Workforce Data, U.S.

U.S. Workforce Race/Ethnicity Breakdown							
By Level							
	Asian	Black	Hispanic or Latino	Two or more races	White	Other <sup>47</sup>	Total
SVP & Above	6	6	7	2	73	4	98
% of Level	6.1%	6.1%	7.1%	2.0%	74.5%	4.2%	
Vice President	23	9	13	2	147	6	200
% of Level	11.5%	4.5%	6.5%	1.0%	73.5%	3.0%	
Director	75	18	32	11	298	10	444
% of Level	16.9%	4.1%	7.2%	2.5%	67.1%	2.3%	
Manager	214	113	168	39	785	16	1,335
% of Level	16.0%	8.5%	12.6%	2.9%	58.8%	1.2%	
Individual Contributor	536	1,458	3,056	249	2,185	202	7,686
% of Level	7.0%	19.0%	39.8%	3.2%	28.4%	2.6%	
Temporary	64	165	389	37	280	23	958
% of Level	6.7%	17.2%	40.6%	3.9%	29.2%	2.4%	
By Work Site							
	Asian	Black	Hispanic or Latino	Two or more races	Other <sup>47</sup>	White	
Office	16.0%	7.2%	10.5%	2.6%	1.9%	61.8%	
Retail & Warehouse	6.2%	19.5%	41.8%	3.4%	2.6%	26.5%	

U.S. Workforce Breakdown by Race/Ethnicity and Gender					
Asian	# of Workers	% of Total U.S. Workforce	Two or More Races	# of Workers	% of Total U.S. Workforce
Men	358	3.3%	Men	136	1.3%
Women	557	5.2%	Women	203	1.9%
Undeclared gender	3	0.0%	Undeclared gender	1	0.0%
<b>Asian workforce</b>	<b>918</b>	<b>8.6%</b>	<b>Two or more races workforce</b>	<b>340</b>	<b>3.2%</b>
Black		White			
Men	708	6.6%	Men	1,352	12.6%
Women	1,051	9.8%	Women	2,402	22.4%
Undeclared gender	10	0.1%	Undeclared gender	14	0.1%
<b>Black workforce</b>	<b>1,769</b>	<b>16.5%</b>	<b>White workforce</b>	<b>3,768</b>	<b>35.1%</b>
Hispanic or Latino		Other <sup>47</sup>			
Men	1,331	12.4%	Men	110	1.0%
Women	2,324	21.7%	Women	144	1.3%
Undeclared gender	10	0.1%	Undeclared gender	7	0.1%
<b>Hispanic or Latino workforce</b>	<b>3,665</b>	<b>34.2%</b>	<b>Other workforce</b>	<b>261</b>	<b>2.4%</b>
<b>Total U.S. Workforce</b>	<b>10,721</b>				

<sup>47</sup> Other includes: Native Hawaiian or Pacific Islander, Indigenous or Native American, and Unspecified.

# U.S. Equal Employment Opportunity Data – 2021 EEO-1 Consolidated Report

## Employment Data

Job Categories	Hispanic or Latino		Not-Hispanic or Latino											Overall Totals	
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or more races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native		Two or more races
Executive/SR officials & MGRS	0	0	7	0	0	0	0	0	3	0	0	0	0	0	10
First/Mid officials & MGRS	213	416	548	104	4	123	2	25	1,041	155	3	172	3	52	2905
Professionals	27	63	144	17	0	58	0	5	303	48	1	95	0	10	771
Technicians	0	0	3	0	0	1	0	0	0	0	0	0	0	0	4
Sales workers	690	1,259	348	242	9	109	10	38	710	406	12	187	10	70	4100
Administrative support	26	44	51	18	2	9	0	3	240	55	0	25	2	11	486
Craft workers	0	3	1	1	0	2	0	0	0	1	0	0	0	0	8
Operatives	28	19	185	119	0	0	2	3	87	98	0	0	0	1	542
Laborers & helpers	53	168	86	82	3	13	1	5	123	180	2	28	1	4	749
Service workers	1	6	3	3	0	0	0	0	0	0	0	0	0	0	13
<b>Total</b>	<b>1,038</b>	<b>2,022</b>	<b>1,376</b>	<b>586</b>	<b>18</b>	<b>315</b>	<b>15</b>	<b>79</b>	<b>2,507</b>	<b>943</b>	<b>18</b>	<b>507</b>	<b>16</b>	<b>148</b>	<b>9,588</b>
<b>Previous report total</b>	<b>1,315</b>	<b>2,686</b>	<b>1,724</b>	<b>726</b>	<b>23</b>	<b>384</b>	<b>31</b>	<b>121</b>	<b>3,507</b>	<b>1137</b>	<b>42</b>	<b>670</b>	<b>29</b>	<b>233</b>	<b>12,628</b>



# Frameworks

# Sustainability Accounting Standards Board Index

Topic	Metric	Response/Reference
<b>Management of Chemicals in Products</b>	Discussion of processes to maintain compliance with restricted substances regulations	PVH 2022 CR Report > Accelerate Climate Action > Hazardous Chemicals and Microfibers, <a href="#">page 41</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</a> , "Responsible Chemical Management," pages 105–110
<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. <a href="#">PVH Restricted Substance List</a>
	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) 98% (2) 99% PVH 2022 CR Report > Accelerate Climate Action > Environmentally Responsible Sourcing, <a href="#">page 42</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) 81% (2) 94% (3) 89%
	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits	PVH 2022 CR Report > Advance Human Rights > Socially Ethical Sourcing, <a href="#">page 55</a>
	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain	PVH 2022 CR Report > Governance > Risk Oversight, Sustainable Business Risk Assessment, <a href="#">page 75</a> <a href="#">PVH CR Supply Chain Guidelines</a> , pages 55–112 <a href="#">PVH Approach to CR and Human Rights</a> , pages 2–3 <a href="#">PVH Modern Slavery Statement</a>

Topic	Metric	Response/Reference
<b>Raw Materials Sourcing</b>	(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, down 2) PVH 2022 CR Report > Accelerate Climate Action > Climate Risk, <a href="#">pages 23–26</a> ; Environmentally Preferred Materials, <a href="#">pages 35–38</a> ; Environmentally Responsible Sourcing, <a href="#">page 42</a> 3) PVH 2022 CR Report > Accelerate Climate Action > Climate Risk, <a href="#">pages 23–26</a> PVH 2022 CR Report > Governance > Climate Risk, <a href="#">page 74</a> PVH 2022 CR Report > Frameworks > TCFD, <a href="#">pages 92–93</a> 4) PVH 2022 CR Report > Accelerate Climate Action > Climate Risk, <a href="#">pages 23–26</a>
	(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) PVH 2022 CR Report > Data Appendix, <a href="#">pages 82</a> 2) 100% of our environmentally preferred materials are certified by FSC or PEFC (Program for the Endorsement of Forest Certification)
<b>Activity Metric</b>	Number of (1) Tier 1 suppliers and (2) suppliers beyond Tier 1	(1) 1,647 (2) 268

# Task Force on Climate-related Financial Disclosures Index

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 (see [pages 24](#) and [93](#)). 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

Climate Risk Type	Risk	Description	Mitigation Measures
<b>Short-Term (Present–2030) Risks</b>			
Acute Physical Risk	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.) due to climate change 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 to actively mitigate global temperature increases.</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>
Acute Physical Risk	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 to actively mitigate global temperature increases.</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>			
Transitional Risk	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>			
Transitional Opportunity	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

PVH has reported in accordance with the Global Reporting Initiative Standards for the period of January 31, 2022 through January 29, 2023.

Disclosure Number and Title		2022 Response
<b>GRI 2: General Disclosures (2021)</b>		
<b>The organization and its reporting</b>		
2-1	Organizational details	<a href="#">PVH 2023 Form 10-K</a> , page 1 Headquarters location: New York, NY
2-2	Entities included in the organization's sustainability reporting	<a href="#">PVH 2023 Form 10-K</a> , Exhibit 21, page 340
2-3	Reporting period, frequency and contact point	Reporting period: Fiscal year beginning January 31, 2022 and ending January 29, 2023. If any data points are reported as other than fiscal year, this is noted. Reporting frequency: Annual Contact point: cr@pvh.com
2-4	Restatements of information	No restatements have been made.
2-5	External assurance	We have not obtained external assurance for this report.
<b>Activities and workers</b>		
2-6	Activities, value chain and other business relationships	<a href="#">PVH 2023 Form 10-K</a> , pages 1–14 <a href="#">PVH 2022 CR Report &gt; Advance Human Rights</a> , pages 46–55
2-7	Employees	<a href="#">PVH 2023 Form 10-K</a> , page 13 <a href="#">PVH 2022 CR Report &gt; Our Associates</a> , page 62–66
2-8	Workers who are not employees	<a href="#">PVH 2023 Form 10-K</a> , page 13 Approximately 12,000 associates were employed on a part-time basis.
<b>Governance</b>		
2-9	Governance structure and composition	<a href="#">PVH 2022 CR Report &gt; Governance &gt; Board of Directors</a> , page 72
2-10	Nomination and selection of the highest governance body	<a href="#">PVH 2023 Proxy Statement</a> > "Director Election," pages 6, 12; "Board Diversity Matrix," page 24; "Committees," pages 27–28

Disclosure Number and Title		2022 Response
2-11	Chair of the highest governance body	<p>PVH 2022 CR Report &gt; Governance &gt; Board of Directors, <a href="#">page 72</a></p> <p><a href="#">PVH 2023 Proxy Statement</a> &gt; "Corporate Governance," page 9, "Risk Oversight," page 20, "Values, Governance, Human Capital Resources and Corporate Responsibility," page 31–32</p>
2-12	Role of the highest governance body in overseeing the management of impacts	<p>PVH 2022 CR Report &gt; Governance &gt; Board of Directors, <a href="#">page 72</a></p> <p><a href="#">PVH 2023 Proxy Statement</a> &gt; "Executive Compensation Highlights," "Governance Highlights" pages 9–10, "Directors Not Standing for Re-Election" page 18, "Corporate Governance," page 19, "Risk Oversight," page 20, "Values, Governance, Human Capital Resources and Corporate Responsibility," page 31</p>
2-13	Delegation of responsibility for managing impacts	<p>PVH 2022 CR Report &gt; Governance &gt; Board of Directors, <a href="#">page 72</a></p> <p><a href="#">PVH 2023 Proxy Statement</a> &gt; "Values, Governance, Human Capital Resources and Corporate Responsibility," pages 31–32</p>
2-14	Role of the highest governance body in sustainability reporting	<p><a href="#">PVH Corporate Responsibility Committee of the Board of Directors Charter</a></p> <p><a href="#">PVH Corporate Responsibility Governance &amp; Stakeholder Engagement</a>, page 1</p>
2-15	Conflicts of interest	<p><a href="#">PVH 2023 Proxy Statement</a> &gt; "Transactions with Related Persons," page 30</p> <p><a href="#">PVH Audit &amp; Risk Management Committee of the Board of Directors Charter</a> &gt; "Functions," and "Other"</p> <p><a href="#">PVH Code of Business Conduct &amp; Ethics</a></p>
2-16	Communication of critical concerns	<p>"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.</p>
2-17	Collective knowledge of the highest governance body	<p><a href="#">PVH 2023 Proxy Statement</a> "Ongoing Director Education," page 25</p>
2-18	Evaluation of the performance of the highest governance body	<p><a href="#">PVH 2023 Proxy Statement</a>, "Board, Committee, and Director Evaluations," page 21</p>
2-19	Remuneration policies	<p><a href="#">PVH 2023 Proxy Statement</a> &gt; "Board of Directors," pages 34–36, "Executives," pages 37–86</p> <p><a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a></p> <p><a href="#">Compensation Committee of the Board of Directors Charter</a></p>
2-20	Process to determine remuneration	<p><a href="#">PVH 2023 Proxy Statement</a>, pages 39–86</p> <p><a href="#">PVH Nominating, Governance &amp; Management Development Committee of the Board of Directors Charter</a></p> <p><a href="#">Compensation Committee of the Board of Directors Charter</a></p>
2-21	Annual total compensation ratio	<p><a href="#">PVH 2023 Proxy Statement</a>, page 82</p>

Disclosure Number and Title		2022 Response
<b>Strategy, policies and practices</b>		
2-22	Statement on sustainable development strategy	<p>PVH 2022 CR Report &gt; About &gt; A Note from Our CSO, <a href="#">page 7</a>; <i>Forward Fashion Targets</i>, <a href="#">pages 11–12</a></p> <p>PVH 2022 CR Report &gt; Accelerate Climate Action, <a href="#">pages 22–45</a></p> <p>PVH 2022 CR Report &gt; Advance Human Rights, <a href="#">pages 46–55</a></p> <p>PVH 2022 CR Report &gt; Governance &gt; Stakeholder Engagement, <a href="#">page 73</a>; Risk Oversight, <a href="#">page 74</a></p>
2-23	Policy commitments	PVH 2022 CR Report > Governance, <a href="#">pages 70–77</a>
2-24	Embedding policy commitments	
2-25	Processes to remediate negative impacts	<p>PVH 2022 CR Report &gt; Accelerate Climate Action, <a href="#">pages 22–45</a></p> <p>PVH 2022 CR Report &gt; Advance Human Rights, <a href="#">pages 46–55</a>;</p> <p>PVH 2022 CR Report &gt; Frameworks &gt; United Nations Guiding Principles, <a href="#">pages 109–110</a></p>
2-26	Mechanisms for seeking advice and raising concerns	<p>PVH 2022 CR Report &gt; Human Rights in the Supply Chain, <a href="#">pages 53–54</a></p> <p><a href="#">Corporate Responsibility Governance &amp; Stakeholder Engagement</a></p> <p><a href="#">Code of Business Conduct &amp; Ethics</a></p>
2-27	Compliance with laws and regulations	<a href="#">PVH 2023 Proxy Statement</a> > "Values, Governance, Human Capital Resources and Corporate Responsibility," pages 31–33

Disclosure Number and Title	2022 Response
2-28 Membership associations	<p>PVH representation:</p> <ul style="list-style-type: none"> <li>• The Fashion Pact: PVH CSO sits on the Steering Committee</li> <li>• International Accord for Health and Safety in the Textile and Garment Industry: PVH CR SVP sits on the Steering Committee</li> <li>• ILO Better Work: PVH CSO sits on the Advisory Committee for Better Work representing North American brands, founding brand of Better Work Academy</li> <li>• Responsible Labor Initiative: PVH CR Senior Director is on the Steering Committee</li> <li>• AAFA: Environmental and Social Responsibility Committee</li> <li>• ACT: Working groups focused on Purchasing Practices Communications, and Accountability &amp; Transparency</li> <li>• AFIRM: Four committees: Training, RSL, Public Policy, and Compliance</li> <li>• Apparel Impact Institute: Founding brand</li> <li>• Better Buying</li> <li>• Better Than Cash Alliance</li> <li>• Canopy</li> <li>• CDP</li> <li>• CEO Water Mandate: Apparel Industry working initiative</li> <li>• Cradle to Cradle</li> <li>• Ellen MacArthur Foundation</li> <li>• Empower@Work</li> <li>• Fashion for Good</li> <li>• GIZ's International Water Stewardship Programme</li> <li>• IndustriALL</li> <li>• Industry Summit</li> <li>• Microfibre Consortium</li> <li>• OECD Organisation for Economic Co-operation and Development</li> <li>• P.A.C.E. Program</li> <li>• RE100</li> <li>• Resilience Fund for Women in Global Value Chains</li> <li>• Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Advisory Council, part of other working groups and task teams, including transparency working group and European Policy working group</li> <li>• SBTi</li> <li>• SLCP: Signatory member, Technical Advisory Committee, and other working groups</li> <li>• Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group</li> <li>• USAID</li> <li>• We are Still In: Climate Action Commitment</li> <li>• WWF</li> <li>• UNGC Target Gender Equality Initiative: patron members</li> <li>• UN Generation Equality Forum: Action Coalition memberships: 1) Economic Justice and Rights, 2) Bodily Autonomy and Sexual and Reproductive Health and Rights, and 3) Gender-Based Violence</li> </ul>
<b>Stakeholder engagement</b>	
2-29 Approach to stakeholder engagement	<p><a href="#">PVH Corporate Responsibility Governance &amp; Stakeholder Engagement</a>  <a href="#">PVH 2023 Proxy Statement</a> &gt; "Values, Governance, Human Capital Resources and Corporate Responsibility," pages 31–33</p>
2-30 Collective bargaining agreements	<p><a href="#">PVH 2023 Form 10-K</a>, page 13</p>

Disclosure Number and Title		2022 Response
<b>GRI 3: Material Topics 2021</b>		
3-1 – 3-3	Material topics	PVH 2022 CR Report > Governance > Stakeholder Engagement, <a href="#">page 73</a>
<b>GRI 200: Economic</b>		
<b>GRI 201: Economic Performance</b>		
3-3	Management of material topics	<a href="#">PVH 2023 Proxy Statement</a> > “Values, Governance, Human Capital Resources and Corporate Responsibility,” pages 31-33 PVH 2022 CR Report > Governance > Climate Risk, <a href="#">page 74</a>
201-1	Direct economic value generated and distributed	<a href="#">PVH 2023 Proxy Statement</a> , pages 33, F-2, F-4, F-5, and F-31
201-2	Financial implications and other risks and opportunities due to climate change	<a href="#">PVH 2023 Form 10-K</a> > "Risk Factors" pages 16–29 PVH 2022 CR Report > Governance > Climate Risk, <a href="#">page 74</a>
201-3	Defined benefit plan obligations and other retirement plans	<a href="#">PVH 2023 Form 10-K</a> > "Retirement and Benefit Plans," pages F-40–F-45
201-4	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 January 29, 2023 was immaterial.
<b>GRI 205: Anti-corruption</b>		
3-3	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.
205-1	Operations assessed for risks related to corruption	All of our Board members and associates in our corporate offices and stores in every region in which we operate are required to complete an annual training (PVH Complies). The virtual training covers anti-corruption and anti-bribery policies in detail. Store associates are required to read and sign our anti-corruption policy. Additionally, we send communications to all corporate associates about our anti-corruption policies annually, as well as a communication regarding International Anti-Corruption Day.
205-2	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.  For more information see our <a href="#">Code of Business Conduct and Ethics</a> .
205-3	Confirmed incidents of corruption and actions taken	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.

Disclosure Number and Title		2022 Response
<b>GRI 300: Environmental</b>		
<b>GRI 301: Materials</b>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Environmentally Preferred Materials > Circularity, <a href="#">pages 32–34</a>
301-1	Materials used by weight or volume	PVH 2022 CR Report > Data Appendix > Materials Data, <a href="#">page 82</a>
301-2	Recycled input materials used	PVH 2022 CR Report > Accelerate Climate Action > Environmentally Preferred Materials, <a href="#">pages 35-38</a> ; Data Appendix > Materials Data, <a href="#">page 82</a>
301-3	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>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Greenhouse Gas Emissions, <a href="#">pages 27–31</a> <a href="#">PVH Environment Policy</a> <a href="#">2023 CDP Climate Change</a>
302-1	Energy consumption within the organization	<a href="#">2023 CDP Climate Change</a> > C8
302-2	Energy consumption outside of the organization	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
302-3	Energy intensity	0.0027 metric tons of CO <sub>2</sub> per square foot of PVH-leased/owned space 1.53 metric tons of CO <sub>2</sub> per full-time associate 0.000005 metric tons of CO <sub>2</sub> per USD of revenue
302-4	Reduction of energy consumption	<a href="#">2023 CDP Climate Change</a> > C8
302-5	Reductions in energy requirements of products and services	<a href="#">2023 CDP Climate Change</a> > C4.5

Disclosure Number and Title		2022 Response
<b>GRI 303: Water and Effluents</b>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Hazardous Chemicals & Microfibers <a href="#">page 41</a> ; Water, <a href="#">pages 39–40</a> <a href="#">PVH Restricted Substance List</a> <a href="#">2023 CDP Water Security</a>
303-1	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. PVH concluded a water risk assessment in 2022 to determine water risk throughout our global supply chain. Results of this assessment help to inform future water strategies. <a href="#">PVH CR Supply Chain Guidelines</a> , pages 102–110
303-2	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 2022 CR Report > Accelerate Climate Action > Hazardous Chemicals and Microfibers, <a href="#">page 41</a> <a href="#">PVH CR Supply Chain Guidelines</a> , pages 102–110
303-3 – 303-5	Water metrics	PVH 2022 CR Report > Accelerate Climate Action > Water, <a href="#">pages 39–40</a> ; Data Appendix > Water Data, <a href="#">page 83</a> PVH does not collect data on water withdrawal and discharge.
<b>GRI 304: Biodiversity</b>		
3-3	Management of material topics	PVH acknowledges the apparel industry’s contribution to biodiversity loss and recognizes it as fundamentally linked to our climate action strategy. 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.
304-1 – 304-4	Biodiversity metrics	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>GRI 305: Emissions</b>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Greenhouse Gas Emissions, <a href="#">pages 27–31</a> <a href="#">PVH Environment Policy</a> <a href="#">2023 CDP Climate Change</a>
305-1	Direct (Scope 1) GHG emissions	
305-2	Energy indirect (Scope 2) GHG emissions	PVH 2022 CR Report > Accelerate Climate Action > Greenhouse Gas Emissions, <a href="#">pages 27–31</a> <a href="#">2023 CDP Climate Change</a> > C6.5
305-3	Other indirect (Scope 3) GHG emissions	
305-4	GHG emissions intensity	<a href="#">2023 CDP Climate Change</a> > C6.10

Disclosure Number and Title		2022 Response
305-5	Reduction of GHG emissions	a. 16,863 metric tons of CO <sub>2</sub> e reduced (Scope 1 & Scope 2) 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. 2017 Baseline year, as defined in our current Science-Based Target. d. Scopes 1, 2 and 3 e. <a href="#">2023 CDP Climate Change &gt; C6.5</a>
305-6 – 305-7	Emissions of ODS, NOX, SOX, and other significant air emissions	Omission reason: this information is not material to PVH.
<b>GRI 306: Waste</b>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Circularity, <a href="#">pages 32–34</a> ; Waste, <a href="#">page 43</a> ; Packaging, <a href="#">pages 44–45</a>
306-1 – 306-5	Waste metrics	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>GRI 308: Supplier Environmental Assessment</b>		
3-3	Management of material topics	PVH 2022 CR Report > Accelerate Climate Action > Environmentally Responsible Sourcing, <a href="#">page 42</a>
308-1 – 308-2	New suppliers that were screened using environmental criteria Negative environmental impacts in the supply chain and actions taken	<a href="#">PVH Environment Policy</a> <a href="#">PVH CR Supply Chain Guidelines</a>
<b>GRI 400: Social</b>		
<b>GRI 401: Employment</b>		
3-3	Management of material topics	PVH 2022 CR Report > Our Associates, <a href="#">page 63</a>
401-1	New employee hires and employee turnover	New hires: 20,898 Turnover: 6,529
401-2	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		2022 Response
<b>Parental leave</b>		
401-3	Number of female employees that were entitled to parental leave	6,681
	Number of male employees that were entitled to parental leave	3,995
	Number of undeclared gender employees that were entitled to parental leave	45
	Number of employees that were entitled to parental leave	10,721
	Number of female employees that took parental leave	81
	Number of male employees that took parental leave	30
	Number employees that took parental leave	111
	Number of female employees that returned to work after parental leave ended	47
	Number of male employees that returned to work after parental leave ended	25
	Number employees that returned to work after parental leave ended	72
	Return to work rate for female employees that took parental leave	58.0%
	Return to work rate for male employees that took parental leave	83.3%
	Average return to work rate across all employees	64.9%
<b>GRI 403: Occupational Health &amp; Safety</b>		
3-3	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. 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.
403-1	Occupational health and safety management system	In the supply chain, our <i>Forward Fashion</i> target focused on safe workplaces aims to ensure that 100% of our suppliers will promote and maintain safe and healthy work environments by 2023. PVH 2022 CR Report > Advance Human Rights > Safe Workplaces, <a href="#">page 50</a>
403-2	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.
403-3	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		2022 Response
403-4	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.
403-5	Worker training on occupational health and safety	
403-6	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.
403-7	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.
403-8	Workers covered by an occupational health and safety management system	
403-9	Work-related injuries	OH&S claims reported: 0 Total fatalities: 0 Total lost days due to sickness or injury: 2,714
403-10	Work-related ill health	Total cases of recordable work-related ill health: 161* Record/report only claims: 218 Indemnity claims: 68 Repetitive motion claims: 1  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.
<b>GRI 404: Training and Education</b>		
3-3	Management of material topics	PVH 2022 CR Report > Our Associates > Talent Development, <a href="#">page 64</a>
404-1	Average hours of training per year per employee	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
404-2	Programs for upgrading employee skills and transition assistance programs	PVH U offers development programs in leadership, functional, business and systems training. The offerings are a combination of instructor-led and asynchronous virtual programs. To deliver PVH U, we partner with external content providers such as LinkedIn Learning, Open Sesame, eCornell, Franklin Covey, Josh Bersin and Coursera to provide a comprehensive suite of online courses. PVH partners with Lee Hecht Harrison to provide career transition services for associates globally, which includes access to career coaches, online job portals, skills assessments and skill-building workshops, resume development and personal branding and marketing.
404-3	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		2022 Response
<b>GRI 405: Diversity and Equal Opportunity</b>		
3-3	Management of material topics	PVH 2022 CR Report > Champion Inclusion & Diversity, <a href="#">pages 56–61</a>
405-1	Diversity of governance bodies and employees	PVH 2022 CR Report > Champion Inclusion & Diversity, <a href="#">pages 56–61</a> PVH 2022 CR Report > Governance > Board of Directors, <a href="#">page 72</a> PVH 2022 CR Report > Data Appendix > Workforce Data, <a href="#">pages 86–87</a> <a href="#">PVH 2023 Proxy Statement</a> > "Diversity," page 24
405-2	Ratio of basic salary and remuneration of women to men	PVH recently completed a global assessment and analysis of remuneration by gender and will disclose our findings, as well as actions taken to address pay gaps, in the next CR Report. See our <a href="#">UK Gender Pay Gap</a> report for information about remuneration specific to the UK.
<b>GRI 406: Non-discrimination</b>		
3-3	Management of material topics	PVH has a formalized process for reviewing associates' pay, enabled by our global HR systems, data and analytics and our governance model. We closely monitor compensation actions, including our annual merit review, to ensure alignment with our equitable pay philosophy. In addition to unconscious bias training, we offer comprehensive compensation modules through PVH U to ensure our managers are equipped to make fair and equitable compensation decisions. Discrimination is prohibited by our Code of Conduct, and its prevention is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.
406-1	Incidents of discrimination and corrective actions taken	Omission reason: Confidentiality constraints.
<b>GRI 407: Freedom of Association and Collective Bargaining</b>		
3-3	Management of material topics	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. 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.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	<a href="#">A Shared Commitment</a> , 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.
<b>GRI 408: Child Labor</b>		
3-3	Management of material topics	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.
408-1	Operations and suppliers at significant risk for incidents of child labor	The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.

Disclosure Number and Title		2022 Response
<b>GRI 409: Forced or Compulsory Labor</b>		
3-3	Management of material topics	<a href="#">PVH CR Supply Chain Guidelines</a>
409-1	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>By working with a third-party partner, we developed a list of high-risk jurisdictions for migrant labor issues leveraging public domain indexes and PVH supply chain data. We have identified 12 high-risk jurisdictions for migrant labor issues for PVH: Thailand, Taiwan, Mauritius, Bahrain, Japan, Malaysia, Italy, South Korea, Egypt, Jordan, Vietnam and Cambodia.</p> <p>In 2020, PVH launched Recruit Ethically training for our suppliers in 12 high-risk jurisdictions. 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 2022 CR Report &gt; Advance Human Rights &gt; Ethical Recruitment, <a href="#">page 52</a></p>
<b>GRI 410: Security Practices</b>		
3-3	Management of material topics	<a href="#">PVH CR Supply Chain Guidelines</a> , pages 4, 50, 52, 54, and 130
410-1	Security personnel trained in human rights policies or procedures	Omission reason: Information unavailable. PVH does not collect data of sufficient quality to enable reporting.
<b>GRI 413: Local Communities</b>		
3-3	Management of material topics	PVH 2022 CR Report > Community, <a href="#">pages 67–69</a>
413-1	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.
413-2	Operations with significant actual and potential negative impacts on local communities	While we know that our operations may have potentially negative impacts, The PVH Foundation is committed to making a positive impact in the communities where we live and work.
<b>GRI 414: Supplier Social Assessment</b>		
3-3	Management of material topics	PVH 2022 CR Report > Advance Human Rights > Socially Ethical Sourcing, <a href="#">page 55</a>
414-1	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.
414-2	Negative social impacts in the supply chain and actions taken	PVH 2022 CR Report > Advance Human Rights > Socially Ethical Sourcing, <a href="#">page 55</a>

Disclosure Number and Title		2022 Response
<b>GRI 415: Public Policy</b>		
3-3	Management of material topics	<a href="#">PVH 2023 Proxy Statement</a> > "Political & Lobbying Activities," page 33
415-1	Political contributions	Omission reason: PVH does not disclose this information.
<b>GRI 417: Marketing &amp; Labeling</b>		
3-3	Management of material topics	PVH labels its products with legally required information about material composition.
417-1	Requirements for product and service information and labeling	
417-2	Incidents of non-compliance concerning product and service information and labeling	Omission reason: PVH does not disclose this information.
417-3	Incidents of non-compliance concerning marketing communications	
<b>GRI 418: Customer Privacy</b>		
3-3	Management of material topics	PVH 2022 CR Report > Governance, <a href="#">page 77</a>
418-1	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 Index

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.

<p><b>1. Support and respect protection of internationally proclaimed human rights</b></p>	<p><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></p>
<p><b>2. Make sure business is not complicit in human rights abuses</b></p>	<p><a href="#">PVH Conflict Minerals Policy</a>  <a href="#">PVH 2022 CR Report &gt; Advance Human Rights, page 46</a>  <a href="#">PVH 2022 CR Report &gt; Governance &gt; Stakeholder Engagement, page 73</a></p>
<p><b>3. Uphold freedom of association and the effective recognition of the right to collective bargaining</b></p>	<p><a href="#">PVH Living Wage Strategy</a>  <a href="#">PVH 2023 Form 10-K</a>  <a href="#">PVH 2022 CR Report &gt; Advance Human Rights &gt; Worker Voices, page 49</a>;  <a href="#">Living Wages, page 51</a></p>
<p><b>4. Support elimination of all forms of forced and compulsory labor</b></p>	<p><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></p>
<p><b>5. Support effective abolition of child labor</b></p>	<p><a href="#">PVH CR Governance and Stakeholder Engagement</a>  <a href="#">PVH 2022 CR Report &gt; Advance Human Rights &gt; Ethical Recruitment, page 52</a>;  <a href="#">Socially Ethical Sourcing, page 55</a></p>

<p><b>6. Eliminate discrimination in employment and occupation</b></p>	<p><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 (co-authored with CFDA)</a></p>
<p><b>7. Support a precautionary approach to environmental challenge</b></p>	<p><a href="#">A Shared Commitment</a>  <a href="#">PVH Environment Policy</a>  <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>  <a href="#">PVH 2022 CR Report &gt; Accelerate Climate Action, page 22</a></p>
<p><b>8. Undertake initiatives to promote greater environmental responsibility</b></p>	<p><a href="#">A Shared Commitment</a>  <a href="#">PVH Environment Policy</a>  <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>  <a href="#">PVH 2022 CR Report &gt; Accelerate Climate Action, page 22</a></p>
<p><b>9. Encourage the development and diffusion of environmentally friendly technologies</b></p>	<p><a href="#">A Shared Commitment</a>  <a href="#">PVH Environment Policy</a>  <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>  <a href="#">PVH 2022 CR Report &gt; Accelerate Climate Action, page 22</a></p>
<p><b>10. Work against all forms of corruption, including extortion and bribery</b></p>	<p><a href="#">PVH Code of Business Conduct and Ethics</a>, <a href="#">Anti-Bribery statement</a>  <a href="#">PVH CR Supply Chain Guidelines, page 36</a>  <a href="#">PVH 2022 CR Report &gt; Governance, page 70</a></p>

# United Nations Guiding Principles Index

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		
<b>Defining the Focus of Reporting</b>		
B1	Statement of salient issues: State the salient human rights issues associated with the company’s activities and business relationships during the reporting period.	2021 Sustainable Business Risk Assessment (SBRA) Salient Issues: <ul style="list-style-type: none"> <li>• Human Rights: Wages &amp; Severance, Freedom of Association &amp; Collective Bargaining, Gender-Based Violence &amp; Harassment, Working Hours, Forced Labor</li> <li>• PVH 2022 CR Report &gt; Governance &gt; Risk Oversight, <a href="#">page 75</a></li> </ul>
B2	Determination of salient issues: Describe how the salient human rights issues were determined, including any input from stakeholders.	
B3	Choice of focal geographies: If reporting on the salient human rights issues focuses on particular geographies, explain how that choice was made.	Geographic risk analysis was conducted as part of the SBRA process by primarily leveraging the country risk data provided by a third party and supplementing with country information from other corporate responsibility (CR) data sources. High-risk jurisdictions are identified for each salient issue. Additionally, PVH Corp. prohibits or restricts business activities in jurisdictions that pose legal, compliance, human rights or other risks to our company or undermine our commitment to CR.
B4	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.	Any adverse impacts that fall outside of the salient issues and are brought to PVH’s attention are handled through a thorough 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.
<b>Management of Salient Human Rights Issues - Specific Policies</b>		
C1	Does the company have any specific policies that address its salient human rights issues and, if so, what are they?	Specific policies on addressing salient human rights issues are as listed below: <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>

**UN Guiding Principles**

C2	How does the company identify which stakeholders to engage with in relation to each salient issue, and when and how to do so?	<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 <i>Forward Fashion</i> 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>
C3	How does the company identify any changes in the nature of each salient human rights issue over time?	<p>PVH's SBRA process is conducted on an annual basis or when major business decisions or changes are anticipated.</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>
C4	How does the company integrate its findings about each salient human rights issue into its decision-making processes and actions?	<p>The SBRA report and the list of salient issues are reviewed by subject matter experts in charge of various CR programs and are leveraged to improve programming and strategic planning. In addition, we plan to integrate the findings of SBRA into the annual outcome-setting process for PVH CR, as well as in regular strategic meetings.</p>
C5	How does the company know if its efforts to address each salient human rights issue are effective in practice?	<p>PVH 2022 CR Report &gt; Advance Human Rights &gt; Supplier Assessments, <a href="#">pages 53–54</a></p>
C6	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>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 Index

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 2022 CR Report:
	Living Wages in the Supply Chain	1.3	<a href="#">Living Wages</a>
	Health and Safety	3.9	<a href="#">Environmentally Responsible Sourcing</a> <a href="#">Hazardous Chemicals and Microfibers</a> <a href="#">Safe Workplaces</a>
	Talent Management	4.3 4.4	<a href="#">Women's Empowerment</a> <a href="#">Talent Development</a>
	Inclusion & Diversity Human Rights in the Supply Chain Living Wages in the Supply Chain	5.1 5.5 5.B	<a href="#">Women's Empowerment</a> <a href="#">Inclusion &amp; Diversity</a>
	Water Chemicals Management	6.3 6.4 6.5	<a href="#">Hazardous Chemicals and Microfibers</a> <a href="#">Water Action</a>
	Energy & Emissions Management	7.2 7.3	<a href="#">Greenhouse Gas Emissions</a>
	Talent Management Inclusion & Diversity Responsible Sourcing	8.2 8.5	<a href="#">Advance Human Rights</a> <a href="#">Talent Development</a> <a href="#">Inclusion &amp; Diversity</a>
	Inclusion & Diversity Living Wages in the Supply Chain Human Rights in the Supply Chain Traceability Responsible Sourcing	10.2 10.4	<a href="#">Women's Empowerment</a> <a href="#">Inclusion &amp; Diversity</a>

Goal	PVH Material Topic	Most Relevant Targets	Examples of Impact See PVH 2022 CR Report:
	Circularity Traceability Sustainable Materials Chemicals Management Waste Management Responsible Sourcing	12.2 12.4 12.5	<a href="#">Environmentally Preferred Materials</a> <a href="#">Waste</a> <a href="#">Circularity</a> <a href="#">Environmentally Responsible Sourcing</a> <a href="#">Hazardous Chemicals and Microfibers</a>
	Climate Change Resilience Energy and Emissions Management	13.2	<a href="#">Greenhouse Gas Emissions</a> <a href="#">Task Force on Climate-related Financial Disclosures Index</a>
	Circularity Biodiversity Responsible Sourcing	15.1 15.5	<a href="#">Environmentally Preferred Materials</a> <a href="#">Circularity</a> <a href="#">Environmentally Responsible Sourcing</a>
	Business Ethics and Integrity Human Rights in the Supply Chain Traceability	16.5 16.6	<a href="#">Ethical Recruitment</a> <a href="#">Living Wages</a> <a href="#">Socially Ethical Sourcing</a>
	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	<a href="#">Our Partners</a> and throughout report



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