

GRI CONTENT INDEX



2015

GRI G4 CONTENT INDEX IN ACCORDANCE CORE GENERAL STANDARD DISCLOSURES

DISCLOSURE	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
STRATEGY AND ANALYSIS					
G4-1	Provide a statement from the most senior decision-maker of the organization (such as CEO, chair, or equivalent senior position) about the relevance of sustainability to the organization and the organization's strategy for addressing sustainability.	CEO Statement	2		No
G4-2	Provide a description of key impacts, risks, and opportunities	CRO Statement Our CR Strategy Moving the Needle in Ethiopia Materiality and Stakeholder Engagement Going Beyond Compliance Managing Chemicals Responsibly	3, 6, 8, 11, 16, 34		No
ORGANIZATIONAL PROFILE					
G4-3	Report the name of the organization.	PVH Corp. ("PVH")			No
G4-4	Report the primary brands, products, and services.	Calvin Klein, Tommy Hilfiger, Van Heusen, IZOD, ARROW, Speedo, Olga and Warner's, as well as numerous licensed brands. More information is available at: www.pvh.com/brands			No
G4-5	Report the location of the organization's headquarters.	200 Madison Avenue, New York, NY 10016			No
G4-6	Report the number of countries where the organization operates, and names of countries where either the organization has significant operations or that are specifically relevant to the sustainability topics covered in the report.	Pages 10, 19 and 25 in the 2015 Annual Report and Part 1 pages 1, 8 and 11 from the Form 10-K https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx http://www.pvh.com/company/global-growth			No
G4-7	Report the nature of ownership and legal form.	PVH is a publicly traded company on the New York Stock Exchange.			No
G4-8	Report the markets served (including geographic breakdown, sectors served, and types of customers and beneficiaries).	http://www.pvh.com/company/global-growth ; Form 10-K https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx			No

DISCLOSURE	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE															
G4-9	Report the scale of the organization, including: <ul style="list-style-type: none"> • Total number of employees; • Total number of operations; • Net sales (for private sector organizations) or net revenues (for public sector organizations); • Total capitalization broken down in terms of debt and equity (for private sector organizations); • Quantity of products or services provided 	Pages 15 in the AR and 30, 32, 34, 40, 62, 64 from the Form 10-K https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx			No															
G4-10	Breakdown of employee type.	<table border="1"> <thead> <tr> <th>Employment Type</th> <th>Gender</th> <th>Count/Gender</th> </tr> </thead> <tbody> <tr> <td>Full time</td> <td>F</td> <td>5,313</td> </tr> <tr> <td>Full time</td> <td>M</td> <td>2,972</td> </tr> <tr> <td>Part time</td> <td>F</td> <td>6,863</td> </tr> <tr> <td>Part time</td> <td>M</td> <td>4,656</td> </tr> </tbody> </table>	Employment Type	Gender	Count/Gender	Full time	F	5,313	Full time	M	2,972	Part time	F	6,863	Part time	M	4,656		Please note that the employee data provided is for the U.S. workforce, excluding retail and temporary associates. Similar data is currently not available for non-U.S. associate populations, in part due to regulatory restrictions. In 2016, we plan to roll out a new global human resources and payroll software solution in order to gain deeper insight into operations, costs and talent. This system will promote global consistency and allow us to better analyze the effectiveness of our programs and support our associates in line with our business strategy.	No
Employment Type	Gender	Count/Gender																		
Full time	F	5,313																		
Full time	M	2,972																		
Part time	F	6,863																		
Part time	M	4,656																		
G4-11	Report the percentage of total employees covered by collective bargaining agreements.	Form 10-K, page 15 https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx			No															
G4-12	Describe the organization's supply chain.	Moving the Needle in Ethiopia Materiality and Stakeholder Engagement Going Beyond Compliance Partnering for Progress	8, 11, 16, 20		No															
G4-13	Report any significant changes during the reporting period regarding the organization's size, structure, ownership, or its supply chain.	No significant changes.			No															
G4-14	Report whether and how the precautionary approach or principle is addressed by the organization.	PVH considers the precautionary principle as a key component of the organization's management of risks related to people, environment, and communities. Notably, the precautionary principle was an important guiding principle in the development of PVH's Chemical Management Commitment and Action Plan. (http://pvh.com/~media/PVH/Files/corporate-responsibility/corporate_responsibility_RSL.ahsx)			No															

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G4-15	List externally developed economic, environmental and social charters, principles, or other initiatives to which the organization subscribes or which it endorses.	About This Report (GRI) Moving the Needle in Ethiopia Materiality and Stakeholder Engagement 2015 CR Highlights Partnering for Progress	1, 8, 11, 13, 20		No
G4-16	List memberships of associations (such as industry associations) and national or international advocacy organizations.	Partnering for Progress (FLA/Better Work/Nest) Fire and Building Safety (Accord/FLA) Managing Chemicals Responsibly (ZDHC/AFIRM) Safeguarding and Preserving Water (WWF/SAC/ZDHC) Sustainable Materials (SAC/BCI)	20, 22, 34, 35, 36		No
IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES					
G4-17	List all entities included in the organization's consolidated financial statements or equivalent documents.	Pages 1-2, Part 1 from the Form 10-K and page F-7 from the Notes to Consolidated Financial Statements https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx			No
G4-18	Explain the process for defining the report content and the Aspect Boundaries.	Materiality and Stakeholder Engagement	11		No
G4-19	List all the material Aspects identified in the process for defining report content.	Materiality and Stakeholder Engagement	11		No
G4-20	For each material Aspect, report the Aspect Boundary within the organization. Report whether the Aspect is material within the organization.	Materiality and Stakeholder Engagement	11		No
G4-21	For each material Aspect, report the Aspect Boundary outside the organization.	Materiality and Stakeholder Engagement	11		No
G4-22	Report the effect of any restatements of information provided in previous reports, and the reasons for such restatements.	No restatements have been made.			No
G4-23	Report significant changes from previous reporting periods in the Scope and Aspect Boundaries.	There are no changes from the previous reporting years.			No
STAKEHOLDER ENGAGEMENT					
G4-24	Provide a list of stakeholder groups engaged by the organization.	Materiality and Stakeholder Engagement	10		No
G4-25	Report the basis for identification and selection of stakeholders with whom to engage.	Materiality and Stakeholder Engagement	10		No
G4-26	Report the organization's approach to stakeholder engagement.	Materiality and Stakeholder Engagement	10		No
G4-27	Report key topics and concerns that have been raised through stakeholder engagement, and how the organization has responded to those key topics and concerns.	Materiality and Stakeholder Engagement	11		No

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REPORT PROFILE					
G4-28	Reporting period for information provided.	About This Report	1		No
G4-29	Date of most recent previous report.	2015			No
G4-30	Reporting cycle	About This Report	1		No
G4-31	Provide the contact point for questions regarding the report or its contents.	About This Report	1		No
G4-32	Report the 'in accordance' option the organization has chosen.	About This Report	1		No
G4-33	Report the organization's policy and current practice with regard to seeking external assurance for the report.	This report has not received external verification. We are currently building our internal processes to allow for consistent data collection and enhancement of internal verification.			No
GOVERNANCE					
G4-34	Report the governance structure of the organization, including committees of the highest governance body.	CR Governance http://pvh.com/investor-relations/governance	12		No
ETHICS AND INTEGRITY					
G4-56	Describe the organization's values, principles, standards and norms of behavior such as codes of conduct and codes of ethics.	http://www.pvh.com/company/our-values http://www.pvh.com/investor-relations/governance/code-of-conduct			No

GRI G4 CONTENT INDEX IN ACCORDANCE CORE SPECIFIC STANDARD DISCLOSURES

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
CATEGORY: ECONOMIC							
Economic Performance	<p>Economic value includes our local economic impacts. Supporting the communities where we work and live has always been a top priority for PVH and is part of our culture. In particular, we endeavor to impact positively the lives of women and children. We do this through initiatives both at the corporate level and within our divisions. In 2015, we contributed nearly \$554.8 million in cash and in-kind contributions to charitable causes. Our Global Community Relations team, established in 2014, guides these efforts. It oversees the PVH Foundation, our charitable giving arm, and PVH Cares, the platform through which we bring volunteering efforts to life. To maximize our impact, we partner with non-profits and encourage our business teams to collaborate in support of our global campaigns. We also give associates the flexibility to contribute to local causes they care about.</p> <p>In 2015, we expanded our community outreach efforts and engaged with business teams around the world to share our global approach and drive consistency. As a result, our divisions are increasingly partnering for greater impact. While we strongly believe in supporting communities philanthropically, it is our practice not to contribute to political candidates, parties and causes.</p>	G4-EC1	<p>Economic Value</p> <p>a. Direct economic value generated and distributed (EVG&D) on an accruals basis, including the basic components for the organization's global operations, as listed below. If data is presented on a cash basis, report the justification for this decision and report the basic components as listed below:</p> <ul style="list-style-type: none"> • Direct economic value generated: <ul style="list-style-type: none"> – Revenues • Economic value distributed: <ul style="list-style-type: none"> – Operating costs – Employee wages and benefits – Payments to providers of capital – Payments to government (by country) – Community investments – Economic value retained (calculated as 'Direct economic value generated' less 'Economic value distributed') <p>b. To better assess local economic impacts, report EVG&D separately at country, regional, or market levels, where significant. Report the criteria used for defining significance.</p>	<p>Taking Our Community Efforts Global Page 1 in the 2015 Annual Report, page 32 from the Form 10-K and F-4 and F-5 (Consolidated Balance Sheets)</p> <p>https://www.pvh.com/~media/PVH/Files/2015_pvh_annual_report.ashx</p>	40		No

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CATEGORY: ENVIRONMENTAL							
Materials	We aim to source raw materials and produce goods in ways that minimize social and environmental impacts along our supply chain. In 2015, we took important steps to better understand the impact of the materials in our products. We partnered with our sourcing divisions to conduct a global mapping of all the materials used in our products, including the volumes we use. We are also exploring the environmental impacts of one of our major products – a Van Heusen dress shirts – from start to finish by conducting a lifecycle assessment. These exercises provide a critical foundation for our global sustainable materials strategy, which is currently in development.	G4-EN2	Recycled input materials Percentage of recycled input materials used to manufacture the organization's primary products and services.	PVH uses 70% recycled paperstock in select Speedo hangtags and 100% recycled paperstock in select IZOD & Van Huesen hangtags.		At this time, PVH is working to collect and report data on the percentage of recycled input materials used to manufacture our primary products. We are conducting a global mapping that will further our understanding of all materials used in our products (including volume) going forward.	No
Water	Water use and management presents one of the biggest risks to global development, according to the World Economic Forum. PVH is developing a global water strategy informed by an in-depth water risk analysis in our operations and supply chain, as well as the findings of a PVH dress shirt life-cycle analysis and our engagement with suppliers, academic experts, non-profit partners and multi-stakeholder initiatives like the SAC and ZDHC Foundation. We are also learning from the environmental progress of our Tommy Hilfiger business, which has led progress in this area. We will increasingly focus on improving transparency on water issues in our supply chain, including via a level 2 supplier mapping exercise.	G4-EN8	Water withdrawals by source a. Total volume of water withdrawn from the following sources: <ul style="list-style-type: none"> • Surface water, including water from wetlands, rivers, lakes, and oceans • Ground water • Rainwater collected directly and stored by the organization • Waste water from another organization • Municipal water supplies or other water utilities b. Report standards, methodologies, and assumptions used.	Safeguarding and Preserving Water a. All water from municipal water supplies/other water utilities in 2015: 343,683 cubic liters. b. Figure covers municipal water consumed by offices, retail facilities, showrooms, warehouses and distribution centers. Actual consumption data collected for 18 PVH facilities in China, Brazil, US, India and the Netherlands. Water data estimated for the remainder of facilities using average PVH consumption factors per full time employee and the U.S. Green Building Councils water tool assumptions.	35		No

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Emissions	<p>We are committed to playing our part in the global fight against climate change and we are taking steps to manage resources responsibly in the face of increasing resource scarcity. In particular, we aim to reduce our carbon footprint by cutting energy consumption and increasing energy efficiency – both within our business and across our value chain. In 2015, we collaborated across our organization to calculate our first global greenhouse gas footprint for all PVH facilities. A dedicated team supported facilities managers worldwide in measuring and reporting energy use. Together, they gathered data from 43 countries and nearly 1,700 facilities, including offices, stores, showrooms, warehouses and distribution centers.</p> <p>Overall, PVH's Scope 1 and Scope 2 emissions totaled nearly 135,000 MT CO₂e. We discovered that 69% of our emissions are derived from purchased electricity (Scope 2), with 28% produced by our consumption of energy (primarily natural gas) and refrigerants (Scope 1). Our retail facilities, which account for the largest part of our global facilities portfolio, generate our greatest energy impact. In the coming year, we will develop a targeted energy reduction strategy in partnership with associates and business partners around the world. We have taken preliminary steps by forming a network of facilities managers to promote energy reduction, share best practices and incentivize innovative ideas and progress.</p>	G4-EN15	<p>GHG emissions (scope 1)</p> <p>a. Gross direct (Scope 1) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Gases included in the calculation (whether CO₂, CH₄, N₂O, HFCs, PFCs, SF₆, NF₃, or all).</p> <p>c. Biogenic CO₂ emissions in metric tons of CO₂ equivalent separately from the gross direct (Scope 1) GHG emissions.</p> <p>d. Chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>e. Standards, methodologies, and assumptions used.</p> <p>f. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source.</p> <p>g. Chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>Managing Our Natural Resources</p> <p>a. 41,293 metric tons of CO₂e</p> <p>b. CO₂, CH₄, N₂O, HFC 134a, R-404A, R-410A, HCFC-22</p> <p>c. n/a</p> <p>d. 2015. This is the first year that PVH has conducted a global GHG footprint</p> <p>e. WRI's Corporate GHG Accounting Protocol</p> <p>f. IPCC 5th Assessment Report (AR5), 100-year GWP (AR5)</p> <p>g. Operational control</p> <p>Data covers refrigerants, fuel and natural gas consumed by offices, showrooms, warehouses, distribution centers and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe.</p>	33		No

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Emissions (continued)	<p>Certain office locations also promote eco-friendly transportation options, such as the PVH Mexico office, which offers subsidized public bike-share memberships. Additionally, our 200 Madison headquarters is certified LEED for Existing Buildings. In the coming years, we will also prepare to calculate our Scope 3 emissions and continue to build momentum on measuring, managing and reporting our global footprint. For PVH owned and directly operated facilities assessed for this report, we currently report greenhouse gas emissions using a CO₂ equivalent (CO₂e) that includes carbon dioxide and methane emissions.</p> <p>None of the facilities assessed for this report have on-site power generation that would result in NO_x, SO_x, or NMVOC emissions, as of publication date. We do not manufacture, process, or otherwise use materials/chemicals at the level that requires reporting of TRI emissions, as of publication date.</p>	G4-EN16	<p>GHG emissions (scope 2)</p> <p>a. Gross energy indirect (Scope 2) GHG emissions in metric tons of CO₂ equivalent, independent of any GHG trades, such as purchases, sales, or transfers of offsets or allowances.</p> <p>b. Gases included in the calculation, if available.</p> <p>c. Chosen base year, the rationale for choosing the base year, emissions in the base year, and the context for any significant changes in emissions that triggered recalculations of base year emissions.</p> <p>d. Standards, methodologies, and assumptions used.</p> <p>e. Source of the emission factors used and the global warming potential (GWP) rates used or a reference to the GWP source, if available.</p> <p>f. Chosen consolidation approach for emissions (equity share, financial control, operational control).</p>	<p>Managing Our Natural Resources</p> <p>a. 93,166 metric tons of CO₂e</p> <p>b. CO₂, CH₄, N₂O</p> <p>c. 2015. This is the first year that PVH has conducted a global GHG footprint</p> <p>d. WRI's Corporate GHG Accounting Protocol</p> <p>e. IPCC 5th Assessment Report (AR5), 100-year GWP (AR5)</p> <p>f. Operational control.</p> <p>Data covers electricity consumed in offices, showrooms, warehouses, distribution centers and retail facilities worldwide.</p>	33		No

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Effluents & Waste	<p>PVH seeks to manage chemicals responsibly and we have committed to zero discharge of hazardous chemicals from our supply chain by 2020. Looking ahead, we are working toward expanding our understanding of chemicals risks among our level 2* supplier base. This exercise will also inform the development of our global sustainable materials strategy and the build-out of our broader environmental program. We plan to train 100% of our level 1 suppliers by the end of 2016, and continue to engage with ZDHC and AFIRM to make sure that our program is aligned with industry efforts. Additionally, we are committed to working with our owned and operated facilities on natural resource and waste management, in order to reduce our environmental footprint. We implement business, production, packaging and consumer product recycling where possible, and we recently launched textile recycling initiatives in our Tommy Hilfiger and Calvin Klein North American offices.</p> <p><i>*Raw material suppliers and wet processing units, including fabric mills (weavers/knitters), dye houses, printers, laundry/wash/finishing units, trim suppliers, embroidery units, converters/agents, molders and tanneries.</i></p>	G4-EN23	<p>Waste by type and disposal method</p> <p>a. Total weight of hazardous and nonhazardous waste, by the following disposal methods:</p> <ul style="list-style-type: none"> • Reuse • Recycling • Composting • Recovery, including energy recovery • Incineration (mass burn) • Deep well injection • Landfill • On-site storage • Other (to be specified by the organization) <p>b. How the waste disposal method has been determined:</p> <ul style="list-style-type: none"> • Disposed of directly by the organization or otherwise directly confirmed • Information provided by the waste disposal contractor • Organizational defaults of the waste disposal contractor 	<p>Managing Our Natural Resources</p> <p>a. Total weight of waste by disposal method Reuse: 7 metric tons Recycling: 10,855 metric tons Composting: 17 metric tons Recovery: 37 metric tons Incineration: 104 metric tons Deep well injection: n/a Landfill: 1,206 metric tons On-site storage: n/a E-waste: 13.83 metric tons</p> <p>b. Information provided by the waste disposal contractor and organizational defaults of the waste disposal contractor. Data covers select offices and warehouses in the U.S., Netherlands, and Hong Kong.</p>	32		No
Supplier Environmental Assessment	<p>PVH recognizes the importance of the environmental impact of our suppliers. We include environmental criteria in full supplier assessments (this applies to approximately two thirds of new suppliers). The assessments are implemented and managed by assessors, regional leads, report QA and brand liaisons, and overseen by the CR leadership, through regular updates and escalations when necessary. We evaluate assessments at the regional level, with controls at the brand liaison and report QA levels. The CR leadership is responsible for oversight.</p>	G4-EN32	<p>New suppliers screened using environmental criteria</p> <p>Percentage of new suppliers that were screened using environmental criteria.</p>	<p>Approximately 67%*</p> <p>*This number reflects analysis of long-form assessments and is an approximation, calculated using a download from our data management system using certain assumptions. The system does not currently allow for a 100% accurate download of this data.</p>			No

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CATEGORY: SOCIAL							
SUB-CATEGORY: LABOR PRACTICES & DECENT WORK							
Employment	<p>We know that the success of our organization is directly related to our hardworking and dedicated associates, who contribute their time and talents to help us exceed customer expectations and grow our business. That is why we are committed to developing our 30,000 associates personally and professionally. We pride ourselves on being a great company to work for, including by providing competitive and comprehensive pay and benefits. We strive to offer a range of benefits to associates globally, as well as more localized offerings. These include: vision insurance, employee assistance programs, flexible spending accounts, childcare and elder care support, adoption assistance, maternity and paternity leave, education benefits for employees and their families, relocation assistance, flex time programs, telecommute programs, work/life support programs, wellness/fitness programs, on-site fitness and recreation facilities, stock options, stock purchase plans, employee bonus programs and profit sharing, bereavement leave, group legal plan, auto/home insurance discount programs, college savings programs, college coach programs, adoption reimbursement programs and other benefits relevant and applicable to certain offices and geographies.</p> <p>Associate engagement is vital to our ongoing success. In 2015, we continued to address areas for improvement from our 2014 PVH Listens associate survey, particularly on the themes of learning and development, teamwork and recognition. We worked with all of our divisions to create departmental action plans to improve on lower-rated areas, as well as action committees to push forward projects.</p>	G4-LA2	<p>Benefits provided to full-time employees</p> <p>a. Benefits which are standard for full-time employees of the organization but are not provided to temporary or part-time employees, by significant locations of operation. These include, as a minimum:</p> <ul style="list-style-type: none"> • Life insurance • Health care • Disability and invalidity coverage • Parental leave • Retirement provision • Stock ownership • Others <p>b. Definition used for 'significant locations of operation'.</p>	PVH: A Great Place to Work	24		No

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Occupational Health & Safety	PVH works to provide our associates with safe working environments, as well as initiatives and benefits that promote health and wellbeing and foster a positive work-life balance. In our warehouses and distribution centers, our management approach involves providing site and division safety leadership, ensuring facility and division compliance with corporate safety standards, implementing safety directives, continuously improving safety performance and ensuring safety policies and procedures are aligned with governmental regulations. To measure effectiveness, we perform safety audits and inspect facilities, machinery and safety equipment to identify and correct potential hazards, and to ensure safety regulation compliance. We also conduct ergonomic evaluations of job functions and provide recommendations on methods and techniques. We investigate industrial accidents, near-miss incidents and occupational injuries to determine causes, install preventive measures and manage return-to-work activities. We set internal targets and objectives in relation to the above management approach. We also provide for the safety of associates through a business continuity program, which involves associate preparedness, local site preparations, crisis management and business recovery.	G4-LA5	<p>Workforce represented in health and safety committees</p> <p>a. Level at which each formal joint management-worker health and safety committee typically operates within the organization.</p> <p>b. Percentage of the total workforce represented in formal joint management-worker health and safety committees.</p>	<p>a. Our warehouses and distribution centers have Safety Committees. Facilities with multiple shifts have committee meetings on each shift and meet at least once per quarter.</p> <p>b. Safety Committees are made up of representatives from multiple departments. They represent all associates in their respective area(s), inclusive of the entire workforce (100%).</p>			No

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Training and Education	<p>We are committed to developing our associates. They are the lifeblood of our company and the key to our future success. We help our associates build long-term, successful careers and advance their skill sets with many learning and development opportunities. For example, we offer tailored, individual learning plans, diverse training programs, practical learning opportunities and annual performance reviews. These efforts are supported by the PVH Global Talent Council, a group of leaders from across the company who champion initiatives and make sure talent planning aligns with our business strategy.</p> <p>We regularly analyze learning needs to ensure that our development options support business strategy and our associates. In the most recent PVH Listens survey, associates indicated that they would like to see a wider variety of learning and development opportunities. In support of this, we rolled out PVH University globally in early 2016 to more than 9,000 corporate associates.</p>	G4-LA11	<p>Employees receiving performance and career development reviews</p> <p>Percentage of total employees by gender and by employee category who received a regular performance and career development review during the reporting period.</p>	100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period.			

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Diversity	<p>We value an inclusive workplace that drives growth, success, performance and creativity. It is important that we remain committed to strengthening our culture as we grow, and creating an inclusive environment where every individual is valued.</p> <p>As part of this effort, we are building on our Core Values to bring an added focus on inclusion and diversity, which will allow us to maintain our vibrant culture by embracing and supporting unique backgrounds and perspectives. To support this, we have launched an Inclusion and Diversity Council, initially in the U.S., focused on positioning PVH as a world-class global corporation that attracts and grows diverse talent. Our current focus areas for inclusion and diversity are talent practices, education and awareness and Business Resource Groups. In the coming year, we will take further steps to integrate inclusive practices across the business, support the development of additional Business Resource Groups and measure our inclusion and diversity performance through the roll-out of a new global human resources and payroll solution. We plan to provide training for all associate levels and launch an inclusion and diversity “champions” program in the U.S. to further incentivize learning on this subject.</p>	G4-LA12	<p>Composition of governance bodies and employees</p> <p>a. Percentage of individuals within the organization’s governance bodies in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30–50 years old, over 50 years old • Minority groups • Other indicators of diversity, where relevant <p>b. Percentage of employees per employee category in each of the following diversity categories:</p> <ul style="list-style-type: none"> • Gender • Age group: under 30 years old, 30–50 years old, over 50 years old • Minority groups • Other indicators of diversity, where relevant 	<p>Inclusion and Diveristy</p> <p>Diversity – gender/age (% of total employees)</p> <p>Male <30 white – 8.6% Male <30 minority – 17.2% Male 30-50 white – 4.2% Male 30-50 minority – 4.4% Male >50 white – 2.6% Male >50 minority – 1.4% Female <30 white – 13.2% Female <30 minority – 21% Female 30-50 white – 8.7% Female 30-50 minority – 9.5% Female >50 white – 5.5% Female >50 minority – 3.7%</p> <p>Diversity – employee category/ gender (% of total employees)</p> <p>Director level Male white – 0.63% Male minority – 0.15% Female white – 1% Female minority – 0.35%</p> <p>Manager level Male white – 1.4% Male minority – 0.7% Female white – 3.07% Female minority – 1.4%</p> <p>Individual contributor Male white – 13% Male minority – 22% Female white – 22.5% Female minority – 32%</p> <p>VP+ Male white – 0.7% Male minority – 0.1% Female white – 0.9% Female minority – 0.1%</p>	26		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Supplier Assessment for Labor Practices	As labor issues in our industry become more complex, we are taking a proactive approach to protecting the rights, dignity and livelihoods of the nearly one million workers in our supply chain. We screen all suppliers in line with labor and human rights criteria before they can begin working with us. If a potential new supplier is given a 'red' rating, we require them to complete a set of corrective actions before we will consider working with them. Our supplier assessments are implemented and managed by assessors, regional leads, report quality assurance ("QA") and brand liaisons, and overseen by our CR leadership, through regular updates and escalations (where necessary). We evaluate supplier assessments at the regional level, with controls at the brand liaison and report QA levels. Our CR leadership is responsible for oversight. New suppliers go through assessments that include the same indicators as existing suppliers, based on the PVH Code of Conduct. New suppliers are all prioritized similarly with no supplier joining the PVH supply chain without an appropriate CR review and authorization. The engagement meeting, which takes place prior to the assessment, along with the initial assessment are intended to prevent factories with potential negative impacts from entering the supply chain. The engagement meeting and corrective action plan ("CAP") development process work both to mitigate and remediate issues at the factory level. Rating recommendations and CAPs inform purchasing practices and potential training options. PVH maintains a Responsible Exit policy, based on FLA guidance. Specific sourcing divisions would need to be interviewed to discuss what incentives a supplier may receive. CR allows for less frequent assessments for stronger performing suppliers, based on labor and human rights criteria.	G4-LA14	New suppliers that were screened using labor practices criteria Percentage of new suppliers that were screened using labor practices criteria.	Going Beyond Compliance 100%* <i>*According to our onboarding policy, no supplier would have been onboarded without being screened using labor/human rights criteria.</i>	17		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
CATEGORY: SOCIAL							
SUB-CATEGORY: HUMAN RIGHTS							
Human Rights Investments	PVH is working toward moving beyond compliance, and in doing so, training and capacity building are integral components. PVH CR maintains formal internal training and capacity building functions, with targets and plans presented to the CR Committee of the Board.	G4-HR2	<p>Employee training on human rights</p> <p>a. Total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p> <p>b. Percentage of employees in the reporting period trained in human rights policies or procedures concerning aspects of human rights that are relevant to operations.</p>	<p>Going Beyond Compliance</p> <p>a. 49,577 person-hours (total number of hours in the reporting period devoted to training on human rights policies or procedures concerning aspects of human rights that are relevant to operations). PVH also provided training to between 5,576 and 5,930 suppliers and external assessors in this reporting period.</p>	16	<p>b. In 2015, PVH trained between 1,226 and 1,594 employees. At this time, we are unable to give this figure as an accurate percentage of employees, as our data collection methods recorded individual training participants in a way that caused potential duplication amongst sessions. We aim to separate these data collection streams in future reporting periods.</p>	No
Non-discrimination	Discrimination is prohibited by our Code of Conduct, and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.	G4-HR3	<p>Incidents of discrimination</p> <p>a. Total number of incidents of discrimination during the reporting period.</p> <p>b. Status of the incidents and the actions taken with reference to the following:</p> <ul style="list-style-type: none"> • Incident reviewed by the organization • Remediation plans being implemented • Remediation plans have been implemented and results reviewed through routine internal management review processes • Incident no longer subject to action 	<p>a. Number of incidents*: 120</p> <p>b. Status of incidents*</p> <p>Issue Reviewed: 120 Plans Implemented: 32 Results Reviewed: 65 Action Complete: 84</p> <p><i>*This data reflects PVH assessments of non-discrimination in the supply chain. These findings indicate documented occasions of a worker encountering discrimination, and incidents in which a supplier lacks appropriate non-discrimination policies and procedures.</i></p>			

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Freedom of Association	<p>We require our suppliers to support workers' rights to freedom of association ("FOA") through our Code of Conduct. This is also an integral part of our Human Rights program.</p> <p>We also promote FOA through Corrective Action Plan ("CAP") remediation and training activities, or when challenges arise within worker-management relationships.</p> <p>Our suppliers' ability to respect FOA is also measured via our assessment tool and included in every assessment. When challenges arise between workers and managers, the issue is escalated to our CR leadership. Subsequent interventions may involve collaborating with third parties and partners in civil society.</p>	G4-HR4	<p>Significant risk of freedom of association in operations and suppliers</p> <p>a. Operations and suppliers in which employee rights to exercise freedom of association or collective bargaining may be violated or at significant risk either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Measures taken by the organization in the reporting period intended to support rights to exercise freedom of association and collective bargaining.</p>	<p>http://www.pvh.com/investor-relations/governance/code-of-conduct</p> <p>The PVH CoC includes FOA/CBA and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>			No
Child Labor	<p>Preventing child labor is a requirement of our Code of Conduct and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment.</p>	G4-HR5	<p>Significant risk of child labor in operations and suppliers</p> <p>a. Operations and suppliers considered to have significant risk for incidents of:</p> <ul style="list-style-type: none"> • Child labor • Young workers exposed to hazardous work <p>b. Operations and suppliers considered to have significant risk for incidents of child labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>c. Measures taken by the organization in the reporting period intended to contribute to the effective abolition of child labor.</p>	<p>http://www.pvhcsr.com/policies-resources/Article/shared-commitment</p> <p>The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Forced or Compulsory Labor	Forced or compulsory labor is prohibited by our Code of Conduct and is an integral part of our Human Rights program. It is measured via our assessment tool and included in every assessment. We have published a California Transparency in Supply Chains Act disclosure on our website, which is being updated to include considerations from the UK Modern Slavery Act.	G4-HR6	<p>Significant risk of forced or compulsory labor in operations and suppliers</p> <p>a. Operations and suppliers considered to have significant risk for incidents of forced or compulsory labor either in terms of:</p> <ul style="list-style-type: none"> • Type of operation (such as manufacturing plant) and supplier • Countries or geographical areas with operations and suppliers considered at risk <p>b. Measures taken by the organization in the reporting period intended to contribute to the elimination of all forms of forced or compulsory labor.</p>	<p>http://www.pvhcsr.com/policies-resources/Article/shared-commitment and</p> <p>http://www.pvh.com/ca-transparency-disclosure</p> <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>			
Human Rights Assessments	Human rights assessments allow us to evaluate suppliers against the PVH Code of Conduct. In this way, we can begin the conversation about how PVH will partner with the supplier to address key human rights issues in their factories. All suppliers receive some form of CR review. In 2015, we conducted a review of our long-form assessment tool and in 2016, we conducted a review of our short-form assessment tool. We are now making enhancements based on these reviews.	G4-HR9	<p>Operations that have been subject to human rights assessments</p> <p>Total number and percentage of operations that have been subject to human rights reviews or human rights impact assessments, by country.</p>	Since we are implementing a new data management system, we can only provide the total number of suppliers at the close of the fiscal year, and the total number of assessments during the fiscal year. However, some suppliers underwent more than one assessment, and some higher-performing suppliers may not have undergone an assessment during the reported fiscal year. Time between assessment is dictated by color rating and related CR standard operating procedure. All new suppliers have undergone an assessment.			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Supplier Human Rights Assessments	<p>Human rights assessments are part of our supplier on-boarding policy. We do not begin working with a supplier unless they have been assessed in line with labor/human rights criteria. If a potential new supplier is given a 'red' rating, we require them to complete a set of corrective actions before we will consider working with them.</p> <p>Our supplier assessments are implemented and managed by assessors, regional leads, report quality assurance ("QA") and brand liaisons, and overseen by our CR leadership, through regular updates and escalations (where necessary). We evaluate supplier assessments at the regional level, with controls at the brand liaison and report QA levels. Our CR leadership is responsible for oversight.</p> <p>Following initial assessments, we re-assess suppliers based on previous ratings, participation in continuous improvement programs, and production volume. Supplier ratings inform purchasing decisions and training initiatives.</p> <p>PVH maintains a Responsible Exit policy, based on Fair Labor Association (FLA) guidance. We confer with specific sourcing divisions to determine what how particular suppliers might be incentivized to raise their performance.</p>	G4-HR10	New suppliers screened for human rights Percentage of new suppliers that were screened using human rights criteria.	<p>100%</p> <p>PVH has an onboarding policy covering this topic. We do not begin working with any supplier without first screening them in line with labor/human rights criteria.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Human Rights Grievance Mechanisms	<p>We have direct channels in place to allow workers to express concerns, in the event that factory-level grievance procedures prove insufficient. It is our preference that factories process grievances in an effective, efficient manner. However, if workers have grievances which they are not comfortable expressing in their workplace, they are encouraged to contact PVH directly. Workers can contact PVH by calling or emailing assessors who have provided business cards or emailing or calling corporate or regional offices.</p> <p>When PVH receives a worker grievance, either from the worker directly or via a union or NGO, CR associates document the issue and escalate it immediately to our CR leadership via a weekly reporting and escalation process that is documented through a standard operating procedure, from factory notification through executive review. The corporate and regional CR teams coordinate to address the issue by engaging the worker, factory managers, the relevant PVH sourcing team, and potentially third parties. The CR team verifies the validity of the claim, arranges appropriate investigations and works with relevant parties to address any gaps. All parties are kept informed of developments.</p> <p>The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities. We are looking to make further progress on this in 2016.</p>	G4-HR12	<p>Grievances about human rights impacts</p> <p>a. Total number of grievances about human rights impacts filed through formal grievance mechanisms during the reporting period.</p> <p>b. Of the identified grievances, report how many were:</p> <ul style="list-style-type: none"> • Addressed during the reporting period • Resolved during the reporting period <p>c. Total number of grievances about human rights impacts filed prior to the reporting period that were resolved during the reporting period.</p>	<p>a. Total number of grievances: 15.</p> <p>b. All 15 grievances have been addressed. 13 have been resolved.</p> <p>c. Eight grievances filed in the 2014 reporting period were resolved in the 2015 reporting period.</p>			No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
CATEGORY: SOCIAL							
SUB-CATEGORY: SOCIETY							
Local Communities	<p>Supporting the communities where we work and live has always been a top priority for PVH and is part of our culture. In particular, we endeavor to impact positively the lives of women and children. We do this through initiatives both at the corporate level and within our divisions. Our Global Community Relations team guides these efforts. It oversees The PVH Foundation, our charitable giving arm, and PVH Cares. To maximize our impact, we partner with non-profits and encourage our business teams to collaborate in support of our global campaigns. We also give associates the flexibility to contribute to and lend their professional expertise to local causes they care about, and we offer 48 hours of paid volunteer time to associates in the U.S.</p> <p>We offer a matching gift program in our U.S. offices and in the future, we plan to match every dollar and extend this program into other geographies. Our approach to philanthropy includes providing public relations support, like Calvin Klein's "Keep Generosity Present" holiday campaign for Save the Children. It also involves providing technical assistance and loaned talent for non-profit organizations. We often open our facilities to non-profit organizations in need of space, including the Midland School at our Bridgewater office and Free Arts Day at our New York offices.</p> <p>We are also piloting a number of social impact programs to enhance workers' quality of life. We will expand and integrate successful programs in the coming years.</p>	G4-SO1	<p>Local community engagement, impact assessments and development programs</p> <p>Percentage of operations with implemented local community engagement, impact assessments, and development programs, including the use of:</p> <ul style="list-style-type: none"> • Social impact assessments, including gender impact assessments, based on participatory processes • Environmental impact assessments and ongoing monitoring • Public disclosure of results of environmental and social impact assessments • Local community development programs based on local communities' needs • Stakeholder engagement plans based on stakeholder mapping • Broad-based local community consultation committees and processes that include vulnerable groups • Works councils, occupational health and safety committees and other employee representation bodies to deal with impacts • Formal local community grievance processes 	<p>Taking Our Community Efforts Global</p> <p>Engaging With Local Communities</p> <p>Supporting Our Sourcing Communities</p> <p>Local community engagement activities exist in all major office locations. We do not report on the percentage of our operations implementing community engagement activities, but rather a selection of the projects that take place throughout the year.</p>	40, 42, 44		No

ASPECT	DMA	INDICATOR	DEFINITION	URL/DIRECT ANSWER	PDF PAGE NUMBER	OMISSION	EXTERNAL ASSURANCE
Anti-corruption	PVH understands the importance of implementing strong policies and procedures around bribery and anti-corruption. We have systems in place to train associates on ways to identify and report potential cases of bribery and/or corruption. Legal and Compliance personnel also conduct on-going 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 language. To measure effectiveness, internal and external auditors conduct periodic reviews of our anti-corruption program at the global, regional, country and business unit levels. Our policy development and distribution, training and assessments are reported to our key stakeholders. We engage senior management, Legal, Audit, HR, Corporate Responsibility and key business leaders in every geography in which we do business to assist with the dissemination and socialization of our program, policies and procedures.	G4-SO4	<p>Communications and training on anti-corruption</p> <p>a. Total number and percentage of governance body members that the organization's anti-corruption policies and procedures have been communicated to, broken down by region.</p> <p>b. Total number and percentage of employees that the organization's anti-corruption policies and procedures have been communicated to, broken down by employee category and region.</p> <p>c. Total number and percentage of business partners that the organization's anti-corruption policies and procedures have been communicated to, broken down by type of business partner and region.</p> <p>d. Total number and percentage of governance body members that have received training on anti-corruption, broken down by region.</p> <p>e. Total number and percentage of employees that have received training on anti-corruption, broken down by employee category and region.</p>	<p>100% – We require that all PVH associates, as well as PVH Board members, participate in PVH Complies, our compliance training program consisting of online courses on key topics including our Code of Business Conduct and Ethics, anti-bribery and anti-corruption policies and legislation, insider trading and conflicts of interest. Our CoC includes anti-corruption language – http://www.pvh.com/investor-relations/governance/code-of-conduct.</p> <p>In 2015, our Board undertook a mandatory course “Managing and Resolving Conflicts of Interest Involving Gifts and Gratuities in Business” and all Board members completed the course. Four Board members also completed the optional Anti-bribery course.</p>			No