FORWARD FASHION TARGETS

**ZERO**
Reduce negative impacts to zero

**ELIMINATE CARBON EMISSIONS**
Protect the global climate by reducing energy use and powering its business through renewable sources
KEY TARGET: PVH offices, warehouses and stores will be powered by 100% renewable electricity by 2030 and the company will drive a 30% reduction in its supply chain emissions by 2030

**END WASTE**
Divert the waste PVH sends to landfill
KEY TARGET: All PVH offices, distribution centers and stores will achieve zero waste and eliminate single-use plastics by 2030

**ELIMINATE HAZARDOUS CHEMICALS AND MICROFIBERS**
Eliminate water pollution from wet processors
KEY TARGET: Water leaving wet processors will have zero hazardous chemicals and be filtered for harmful microfibers by 2025

**INNOVATE FOR CIRCULARITY**
Foster and harness innovation to design and manufacture products that eliminate product waste
KEY TARGET: Three of the company’s most commonly purchased products will be completely circular including the full traceability of key raw materials by 2025

**100%**
Increase positive impacts to 100%

**SOURCE ETHICALLY**
Expand the application of PVH’s social and environmental standards to the manufacturing of all products and materials
KEY TARGET: 100% of PVH suppliers will meet or exceed all of its social and environmental standards by 2030

**AMPLIFY WORKER VOICES**
Improve working environments through worker engagement and representation
KEY TARGET: 100 percent of workers employed by key suppliers will have their voices heard through representative workplace committees by 2025

**PROMOTE SAFE WORKPLACES**
Ensure safe and healthy workplaces for all workers in the PVH supply chain
KEY TARGET: 100% of PVH suppliers will promote and maintain safe and healthy work environments by 2025

**ADVANCE LIVING WAGES**
Create conditions for national living wage agreements through industry-wide collective bargaining, linked to PVH purchasing practices
KEY TARGET: 100% of our key suppliers in two key production countries by 2025 and in four by 2030 will proactively support industry-wide collective bargaining to achieve living wages

**1M+**
Improve 1 million+ lives across our value chain

**EMPOWER WOMEN**
Remove barriers to advancement and create pathways to opportunity and choice for women in the PVH supply chain
KEY TARGET: Professional and life skills development programs and services will be made available to 500,000 women across the PVH supply chain by 2030

**FOSTER INCLUSION & DIVERSITY**
Create an inclusive environment where every individual is valued
KEY TARGET: Expand unconscious bias training to all 38,000+ PVH associates globally by 2023 and achieve gender parity in leadership positions by 2030

**DEVELOP TALENT**
Develop a talented and skilled workforce that embodies PVH’s values and an entrepreneurial spirit, while empowering associates to design their future
KEY TARGET: Expand professional skills development and digital literacy programs through PVH University to reach all 38,000+ PVH associates globally by 2023

**PROVIDE ACCESS TO WATER**
Ensure access to clean water for communities in PVH’s key basins through collaborative action
KEY TARGET: Establish five collective action projects in PVH’s most water-stressed sourcing communities by 2025

**EDUCATE THE FUTURE**
Support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life
KEY TARGET: Reach 135,000 individuals worldwide through early education and childcare services, teacher training, parenting resources and training, and youth employability training services by 2023

**RECRUIT ETHICALLY**
Partner with suppliers to ensure ethical recruitment practices for migrant workers
KEY TARGET: 100% of migrant workers at PVH’s Level 1 and key Level 2 suppliers will not pay recruitment fees by 2025

**REGENERATE MATERIALS**
Transition key product and packaging materials to sustainable alternatives, and support regenerative agriculture practices, while protecting animal welfare
KEY TARGET: Sustainably source 100% of PVH’s cotton and viscose by 2025, and 100% of polyester by 2030