

PVH Corp. Statement on COVID-19 Supply Chain Impact

We are deeply concerned about the impact of this unprecedented situation on workers across the apparel supply chain, their families and their communities.

A crisis of this magnitude requires a collaborative industry response. PVH is working closely with industry partners, governments, worker and employer representatives to find solutions for workers' immediate needs, and to contribute to long term plans that can strengthen social protections in key garment exporting countries.

As such, PVH and its affiliated brands fully endorse the views, priorities and actions outlined in COVID-19: Action in the Global Garment Industry published by The International Labour Organization (ILO), together with The International Organisation of Employers (IOE), the International Trade Union Confederation (ITUC) and IndustriALL Global Union. Together, we hope to mobilize emergency relief funds to support basic income levels for workers, and to coordinate financing for suppliers to continue activity when circumstances allow in relevant manufacturing countries in the near-term. In the longer-term, we are committed to the work of establishing a more just and resilient garment industry that is better equipped to mitigate the impact of COVID-19 and other future crises by building out social security safety net systems in the eight identified priority countries.

We are in close communication with our direct suppliers about the serious challenges they are facing, and to find and implement solutions for those affected. PVH is paying its suppliers for all finished goods and goods in production, on payment terms agreed with suppliers. Using PVH's post-shipment financing program with our banking partners and the IFC, suppliers have the ability to ship goods and access funds to pay their workers ahead of receiving our payment.

Workers' health and safety remains a priority for PVH. We have issued Guidelines for a Healthy Work Environment and Addressing the COVID-19 Crisis - based on WHO and other international guidelines - to our supply chain business partners, provided specific COVID-19 supplier training addressing health and safety considerations, and a key part of our ongoing factory assessment process, which all suppliers must undergo, is focused on health and safety matters. Additionally, we routinely engage with our suppliers to provide support and advice in response to the implications of the pandemic. Through our established issues-management process, we have a team in place dedicated to monitoring, addressing and resolving any reported issues – including receipt of wages, benefits and legally mandated severance payments by workers, factory closures, and reported impacts on vulnerable work populations as a result of COVID-19.

The PVH Foundation is providing funding to a number of organizations including PVH's long-term partner Better Work, a collaboration between the **International Labour Organization (ILO)** and **International Finance Corporation**, to support activities benefitting suppliers and workers through the COVID-19 crisis, and the **COVID-19 Solidarity Response Fund created by the UN Foundation and Swiss Philanthropy Foundation**, benefitting the World Health Organization and other partners. The PVH Foundation will continue to make additional contributions to organizations that are addressing the needs of apparel supply chain workers, and to local partners and community foundations addressing the needs of communities experiencing some of the biggest impacts.

PVH's latest business update relating to the COVID-19 outbreak, as well as details about the company's pledge of over \$2M toward relief efforts, can be found on [PVH.com/News](https://www.pvh.com/News).