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# GRI CONTENT INDEX



# 2017

We will continue to support  
the 10 principles of the  
UN Global Compact.

Emanuel Chirico  
Chairman and Chief Executive Officer  
PVH  
2018



DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
<b>ORGANIZATIONAL PROFILE</b>		
102-1	Name of the organization	PVH Corp. ("PVH")
102-2	Activities, brands, products, and services	We own the iconic <i>CALVIN KLEIN</i> , <i>TOMMY HILFINGER</i> , <i>Van Heusen</i> , <i>IZOD</i> , <i>ARROW</i> , <i>Speedo*</i> , <i>Warner's</i> , <i>Olga</i> and <i>Geoffrey Beene</i> brands, as well as the digital-centric <i>True &amp; Co.</i> intimates brand, and market a variety of goods under these and other nationally and internationally known owned and licensed brands. More information is available at: <a href="http://www.pvh.com/brands">www.pvh.com/brands</a> and at <a href="http://www.pvh.com/company">www.pvh.com/company</a> * The Speedo brand is licensed for North America and the Caribbean in perpetuity from Speedo International Limited.
102-3	Location of headquarters	200 Madison Avenue, New York, NY 10016
102-4	Location of operations	<a href="#">2017 Annual Report</a> pages 2,6
102-5	Ownership and legal form	PVH is a publicly traded company on the New York Stock Exchange.
102-6	Markets served	Form 10-K <a href="#">2017 Annual Report</a> pages 2,6
102-7	Scale of the organization	Form 10-K <a href="#">2017 Annual Report</a> pages 2,6
102-8	Information on employees and other workers	Female, Full time: 12,834 Female, Part time: 9,117 Female, Grand total: 21,951  Male, Full time: 6,516 Male, Part time: 4,304 Male, Grand total: 10,820  Gender undeclared, Full time: 3 Gender undeclared, Part time: 4 Gender undeclared, Grand total: 7  All, Full time: 19,353 All, Part time: 13,425 All, Grand total: 32,778  Note: As of December 31, 2017. This includes regular employees only (permanent contracts), retail and non retail. Data covers North America, Asia and Europe.
102-9	Supply chain	<a href="#">Global Supply Chain</a> <a href="#">Factory List disclosure</a>
102-10	Significant changes to the organization and its supply chain	No significant changes.
102-11	Precautionary Principle or approach	We consider 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 <a href="#">Chemical Management Commitment and Action Plan</a> .
102-12	External initiatives	<b>Our Approach</b> – UN Global Compact, CEO Water Mandate, Business for Social Responsibility (BSR), Women's Empowerment Principles, Sustainable Apparel Coalition (SAC), American Apparel & Footwear Association (AAFA) <b>Human Rights</b> – Fair Labor Association, Better Work, SAC, UN Guiding Principles on Human Rights, Responsible Labor Initiative, Social and Labor Convergence Project (SLCP) <b>Safe Workplaces</b> – Accord on Fire and Building Safety in Bangladesh ("The Accord"), Life and Building Safety (LaBS) <b>Inclusion &amp; Diversity</b> – Women's Empowerment Principles, NEST <b>Responsible Chemical Management</b> – Zero Discharge of Hazardous Chemicals (ZDHC) Programme, AFIRM Group, SAC, CEO Water Mandate <b>Water</b> – WWF International, ZDHC, UN Global Compact, CEO Water Mandate, SAC, Apparel Impact Institute <b>Packaging</b> – Sustainable Packaging Coalition, How2Recycle program <b>Materials</b> – SAC, Better Cotton Initiative, Textile Exchange, Business for Social Responsibility

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
102-13	Membership of associations	<p><b>PVH representatives</b></p> <ul style="list-style-type: none"> <li>– Marissa Pagnani McGowan, Group Vice President of Corporate Responsibility sits on the board of FLA and Steering Committee Member of Bangladesh Accord</li> <li>– Manny Chirico, CEO is on the Board of Dick’s Sporting Goods, Board of Trustees for Montefiore Medical Center, Board of Trustees for Save the Children</li> <li>– Melanie Steiner, Senior Vice President, Chief Risk Officer is on Advisory Board for Change Fashion Challenge at New York Academy of Sciences</li> </ul> <p><b>PVH</b></p> <ul style="list-style-type: none"> <li>– Sustainable Apparel Coalition: Steering Teams for Brand Module 3.0 and Facility Social Labor Module, part of other working groups and task teams, including transparency working group and European Policy working group</li> <li>– SLCP: Signatory member, part of working Adoption and Operations task team</li> <li>– Textile Exchange: Working groups for Responsible Down Standard, Responsible Wool Standard and Responsible Leather Stakeholder group</li> <li>– Apparel Impact Institute: Founding brand</li> <li>– BSR: Responsible Luxury Initiative (ReLI) working group</li> <li>– AFIRM: 4 working groups: Training, RSL, Compliance and we lead the packaging RSL working groups.</li> <li>– ZDHC: Wastewater, Audit protocol and MRSL working groups</li> <li>– AAFA: Environmental Committee</li> <li>– CEO Water Mandate: Apparel Industry working initiative</li> <li>– We have a special pilot with Better Work Academy, a collaboration between the ILO and the IFC</li> </ul>
<b>STRATEGY</b>		
102-14	Statement from senior decision-maker	See 2017 CR Report
102-15	Key impacts, risks, and opportunities	<p><a href="#">2017 Annual Report</a> pages 2–27</p> <p><a href="#">Our Approach</a></p> <p>CR Leadership Letter, see CR Leadership Letter in 2017 CR Report</p> <p><a href="#">Human Rights</a></p> <p><a href="#">Safe Workplaces</a></p> <p><a href="#">Responsible Chemical Management</a></p> <p><a href="#">Water</a></p> <p><a href="#">Sustainable Packaging</a></p> <p><a href="#">Sustainable Materials</a></p> <p><a href="#">Greenhouse Gases</a></p> <p><a href="#">Materiality and Stakeholder engagement</a></p>
<b>ETHICS AND INTEGRITY</b>		
102-16	Values, principles, standards, and norms of behavior	<a href="#">Our Values</a>
102-17	Mechanisms for advice and concerns about ethics	<p>Associates and workers can report any suspected policy violations, inappropriate behavior, and unethical practices via Tell PVH, our global reporting hotline.</p> <p>Since 2017, our global reporting hotline, Tell PVH, is open to all workers in our supply chain, in addition to PVH associates. It acts as a channel for PVH to capture and address concerns or complaints raised by the people who work for us directly and indirectly in our supply chain. Workers and associates, subject to certain legal limitations, can report any suspected policy violations, inappropriate behavior and unethical practices via the hotline. In the majority of cases, they can make reports anonymously, either online or by telephone, in one of 15 languages. We provide regular updates to the associate or worker concerned, who can also track the progress of the complaint online.</p> <p>When we receive 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. The CR team looks for trends or similarities to other findings in comparable factories, and incorporates such learnings in remediation activities.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
<b>GOVERNANCE</b>		
102-18	Governance structure	<a href="#">Governance</a> <a href="#">CR Governance</a>
<b>STAKEHOLDER ENGAGEMENT</b>		
102-40	List of stakeholder groups	Associates, investors, suppliers, workers in our supply chain, non-governmental organizations (“NGOs”), industry associations and multi-stakeholder initiatives, labor unions, governments, communities, wholesale accounts and consumers <a href="#">Our Approach</a>
102-41	Collective bargaining agreements	<a href="#">2017 Annual Report</a>
102-42	Identifying and selecting stakeholders	Materiality and Stakeholder Engagement, <a href="#">Our Approach</a>
102-43	Approach to stakeholder engagement	Materiality and Stakeholder Engagement, <a href="#">Our Approach</a>
102-44	Key topics and concerns raised	Materiality and Stakeholder Engagement, <a href="#">Our Approach</a>
<b>REPORTING PRACTICE</b>		
102-45	Entities included in the consolidated financial statements	Notes to consolidated financial statements <a href="#">2017 Annual Report</a>
102-46	Defining report content and topic Boundaries	Materiality and Stakeholder Engagement, <a href="#">Our Approach</a>
102-47	List of material topics	Materiality and Stakeholder Engagement, <a href="#">Our Approach</a>
102-48	Restatements of information	No restatements have been made.
102-49	Changes in reporting	There are no changes from the previous reporting years.
102-50	Reporting period	Calendar year 2017
102-51	Date of most recent report	2018
102-52	Reporting cycle	Annual
102-53	Contact point for questions regarding the report	cr@pvh.com
102-54	Claims of reporting in accordance with the GRI Standards	In accordance “Core”
102-55	GRI content index	<a href="#">PVH Responsibility</a>
102-56	External assurance	This report has not received external verification. We are continuing to build our internal processes to allow for consistent data collection and enhancement of internal verification.

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
<b>IDENTIFIED MATERIAL ASPECTS AND BOUNDARIES</b>		
<b>ECONOMIC PERFORMANCE</b>		
<b>103</b> <b>(parts 1, 2 and 3)</b>	Management Approach	<a href="#">2017 Annual Report</a> <a href="#">Our Communities commitment</a> demonstrates how we distribute value in society
<b>201-1</b>	Direct economic value generated and distributed	<a href="#">PVH Annual Report 2017</a> page 3 covers our economic performance
<b>201-2</b>	Financial implications and other risks and opportunities due to climate change	<a href="#">PVH Annual Report 2017</a> pages 24-27
<b>201-4</b>	Financial assistance received from government	No financial support was needed from the US Government in 2017
<b>ANTI-CORRUPTION</b>		
<b>103</b> <b>(parts 1, 2 and 3)</b>	Management Approach	We understand the importance of implementing strong policies and procedures around bribery and anticorruption. 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.
<b>205-1</b>	Operations assessed for risks related to corruption	We have identified our supply chain as the main risk area of our operations.
<b>205-2</b>	Communication and training about anti-corruption policies and procedures	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. For more information see our <a href="#">Code of Conduct</a>
<b>MATERIALS</b>		
<b>103</b> <b>(parts 1, 2 and 3)</b>	Management Approach Materials	Our sustainable materials strategy focuses on sourcing with more environmental and social considerations in respect of all materials, including natural, synthetic and animal-based. We are taking action in relation to each of these three categories based on volume, risks and new market opportunities and work with each business division to determine which initiatives make the most sense for its business priorities. We conducted a global materials mapping exercise to inform our sustainable materials strategy. Considering the volumes of various raw material types, as well as business risks and opportunities, we identified priority areas of focus within natural, synthetic and animal-based raw material categories. To implement this strategy, we are introducing new resources, tools and trainings to our raw materials and design teams to enable them to incorporate sustainability considerations into their daily activities. Sourcing cotton more sustainably for the environment and farming communities is a particular global focus for us. Cotton represents nearly 70% of our raw material use, so we have a great need and opportunity to invest in sourcing more sustainable cotton. We are taking a portfolio approach to sustainable cotton by procuring and supporting the market growth for a variety of more sustainable cotton sources. A core component of our global sustainable cotton program is sourcing Better Cotton, which is produced by farmers in a way that is measurably better for the environment and farming communities. In terms of synthetic fibers, several of our divisions are taking a lead on initiating the procurement of recycled or upcycled fibers with a view to scale these efforts, where appropriate. We are also continuously identifying opportunities for all our divisions to feature products made with recycled polyester, with the aim of eventually sourcing recycled polyester whenever possible. Responsible sourcing of animal-based materials has become an increasingly important issue to our company and stakeholders. Although these materials represent a very small portion of our global material footprint, we rolled out a global animal welfare policy in 2017. The policy addresses animal-based materials across seven categories, including wool, leather and down.

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301-1	Materials used by weight or volume	Omission Reason: Information Unavailable As our material footprint did not significantly change in 2017, we did not conduct an annual material footprint analysis and have been using 2016 data to identify our most important materials by volume. Moving forward, we will conduct a material footprint annually and will be able to provide information.
301-2	Recycled input materials used	Speedo products use scraps collected from the cutting room floor to integrate pre-consumer recycled content back into products. Since the program started in 2014, 2,500 kgs of scraps have been collected. We also use recycled content in hangtags. Select Calvin Klein, IZOD and Van Huesen hangtags use 100% recycled content. In 2017, a CALVIN KLEIN tote bag made of 70 percent recycled cotton was introduced in all retail outlet stores in North America.
<b>WATER</b>		
103 (parts 1, 2 and 3)	Management Approach	Water is used at every stage of our product lifecycles – from growing raw materials (such as cotton) to dyeing, tanning, printing and finishing garments, to the way consumers launder clothes. It is vital that we take steps to safeguard water resources in our sourcing countries, especially as the global population expands, increasing pressure on the world’s available fresh water supplies. Access to safe water is a human right, and water and sanitation are essential for communities to thrive. The United Nation’s SDG 6 sets a target for achieving safe, sustainably managed water for all by 2030. In support of this, we developed a global water strategy to safeguard and preserve water resources in the communities where we manufacture. We aim to ensure continuity and quality of water supply for community members and our business. We have used a number of different resources, insights and tools to develop a comprehensive global water strategy. The strategy is informed by our UN CEO Water Mandate commitment, a global water risk analysis conducted by WWF and insights into the lifecycle impacts of our products. Additionally, we have been leveraging the Zero Discharge of Hazardous Chemicals (“ZDHC”) Programme’s work, notably its new Manufacturing Restricted Substances List (“MRSL”) and Wastewater Guidelines. We have also taken steps to gain greater insight into our Level 1 and 2 suppliers’ water use, particularly through the SAC’s Higg Index Facilities Environmental Module (“FEM”). Our water strategy focuses on reducing water use in our own facilities, across our supply chain, at the product level (by introducing technologies such as waterless dyeing) and within our sourcing communities. It builds on our Tommy Hilfiger business’s water stewardship efforts and the steps we have already taken to our water impact, such as participating in multi-stakeholder and industry groups. We worked to expand our partnership with WWF. This multi-year arrangement that is applicable throughout all our businesses was formalized in 2018. The partnership aims to protect key water basins in some of our strategic sourcing destinations. PVH and WWF will identify water risks and engage in collective efforts to advance water conservation activities for local communities in other strategic sourcing locations across the globe.
303-1	Water withdrawal by source	a. All water from municipal water supplies/other water utilities in 2017: 183,392 cubic meters. b. Figure covers municipal water consumed by offices, retail facilities, showrooms, warehouses and distribution centers. Includes actual water consumption from 188 PVH facilities globally in US, China, Bangladesh, Brazil and Europe. Water consumption for remaining facilities estimated using average water use per Full Time Employee (FTE), by building type.
<b>EMISSIONS</b>		
103 (parts 1, 2 and 3)	Management Approach	Climate change is one of the greatest challenges facing us today. At PVH, we are committed to playing our part in reducing GHG emissions and combating climate change, in line with the United Nations Framework Convention on Climate Change Paris Agreement. We are taking steps to lower our GHG footprint by cutting energy consumption, increasing energy efficiency and using more renewable energy at our facilities and across our supply chain. Our commitment extends beyond measuring and reducing energy consumed in our own operations (Scope 1) and purchased electricity (Scope 2) emissions. We are also committed to measuring and reducing our indirect emissions (Scope 3), including emissions generated through third-party logistics and distribution of goods, business travel, and those arising through purchased goods and services, including impacts from our supply chain and procurement. We measure our GHG reduction progress against our global 2015 baseline, which reflects data provided by approximately 1,700 PVH facilities (including offices, stores and warehouses) in 43 countries. We also measure it against our global reduction target- to reduce emissions by 35% for our direct operations by 2030. We began to calculate our global Scope 3 footprint in 2017. Associates from our facilities around the world, including facility managers, office administrators, IT teams and travel coordinators, play a critical role in helping to monitor, report and analyze energy use. These associates also champion local GHG reduction efforts. Through our multi-year energy reduction strategy, we aim to generate both environmental and financial savings, focusing initially in North America and Europe, and prioritizing energy reduction and efficiency in our retail stores. Our GHG reduction initiatives center on reducing consumption (e.g., by controlling temperature and lighting at all our stores), improving energy efficiency (e.g., by switching to LED lighting and updating air conditioning), and sourcing more renewable energy. We also plan to implement a centralized energy management system, starting with North America Retail, to measure and manage our building energy use.

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
305-1	Direct (Scope 1) GHG emissions	<p>a. 32,690 metric tons of CO<sub>2</sub>e</p> <p>b. CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFC 134a, R-404A, R-410A, HCFC-22</p> <p>c. n/a</p> <p>d. 2015. 41,293 metric tons of CO<sub>2</sub>e. 2015 was the first year that we have conducted a global GHG footprint. Scope 1 emissions decreased between 2015 and 2017 due to:</p> <ul style="list-style-type: none"> <li>– decreased consumption of natural gas</li> <li>– increased primary data availability (improved tracking of natural gas for North America Retail and replaced some modelled figures)</li> </ul> <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, the PVH Neckwear Factory and retail facilities worldwide. It also covers PVH U.S. Fleet and leased vehicles in the U.S. and Europe.</p> <p>Scope 1 = 32,689 MT CO<sub>2</sub>e (Scope 1 and 2)</p> <p>Offices = 14,543 Retail= 102,474 Warehouses = 20,092 Vehicles = 3,373</p> <p>Offices include emissions from showrooms.</p> <p>Warehouses include emissions from distribution centers and includes fugitive emissions from vehicle refrigerants.</p>
305-2	Energy indirect (Scope 2) GHG emissions	Scope 2 – 107,792 MT CO <sub>2</sub> e
<b>EFFLUENTS AND WASTE</b>		
103 (parts 1, 2 and 3)	Management Approach	<p>Chemicals are used throughout the apparel manufacturing process. Managing these chemicals effectively and identifying safer substances is central to protecting human health and the environment.</p> <p>We are committed to using safer substances in materials used to manufacture our products and within the manufacturing processes themselves to protect the consumer, workers, sourcing communities, and the natural environment. This commitment will move us towards zero discharge of hazardous chemicals across our supply chain by 2020. We will start by focusing on zero discharge of 11 chemical classes that we, along with others in our industry, have prioritized. Our journey to manage chemicals responsibly is guided by our Chemical Commitment and Action Plan.</p> <p>We manage chemicals within our products through our Restricted Substance List (“RSL”), which sets concentration limits for substances found in our finished products. Our RSL covers the 11 priority chemical classes and serves to phase-out intentional use of these chemicals by our suppliers. We also aim to address chemicals in the manufacturing process by using ZDHC’s Manufacturing Restricted Substances List (MRSL) and Wastewater Guidelines.</p> <p>Adopting and rolling out the ZDHC MRSL and Wastewater Guidelines, will further ensure the elimination of unintentional traces of the 11 priority chemical classes in our supply chain. To monitor compliance with our chemical management program, we take a risk-based approach to auditing suppliers and testing products, focusing on the 11 priority chemical classes. We are increasingly requiring our suppliers at Level 2 of our supply chain (where the most significant chemical impacts occur) to raise their standards on chemical management. Through our roll-out of the Sustainable Apparel Coalition’s Higg Index FEM, we are expanding the scope of our environmental assessments to include these suppliers.</p>
306-2	Waste by type and disposal method	<p>a. 2017 Totals (all metric tons)</p> <p>Recovery/Reuse: 28 Recycling: 11,231 Incineration: 153 Composting: 20 Landfill: 994 E-Waste/Universal Waste: 13 Waste to Energy/Biogas: 44 Deep well injection: n/a On-site storage: n/a Other: n/a</p> <p>b. Information provided by the waste disposal contractor and organizational defaults of the waste disposal contractor. Data covers select facilities in the US, Hong Kong, and Europe.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
<b>SUPPLIER ENVIRONMENTAL ASSESSMENT</b>		
103 (parts 1, 2 and 3)	Management Approach Supplier Environmental Assessment	<p>We recognize the importance of the environmental impact of our suppliers.</p> <p>We include environmental criteria in full (“long form”) 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> <p>In 2017, PVH implemented the SAC’s Higg FEM across our supply chain. The Higg FEM is a standardized tool for measuring apparel suppliers’ environmental impacts and helping them drive improvements across seven impact areas. The tool enables us to manage the environmental impacts in our supply chain more effectively and improve the quality of our reporting. Already, we have rolled out the Higg FEM to 530 facilities in the PVH supply chain. Virtually all of these facilities have completed the data gathering process and over 50% had this data verified. In 2018, we anticipate that approximately 570 facilities in the PVH supply chain, including approximately 80 that involve wet processors (e.g., mills, laundries and dye-houses), will complete the Higg FEM along with our core CR assessment.</p>
308-1	New suppliers that were screened using environmental criteria	66% of new suppliers were screened using environmental criteria. This is based on the number of new suppliers who received long-form or ABVTX assessments.
<b>EMPLOYMENT</b>		
103 (parts 1, 2 and 3)	Management Approach	We are committed to providing our most important asset – our approximately 36,000 associates around the globe – with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work. We continuously strive to improve the benefits we offer. Some of the benefits we offer are listed below (401-2)
401-1	New employee hires and employee turnover	Total Turnover: 57% Voluntary: 51% Involuntary: 7%
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>We are committed to providing our most important asset – our approximately 36,000 associates around the globe – with a great place to work and the opportunities to develop personally and professionally. In addition, we offer competitive pay and benefits, tailoring our offerings to the countries and regions where we work.</p> <p>Specific benefits vary by associate grade, type of facility and region and may include:</p> <ul style="list-style-type: none"> <li>– PVH Wellness Program</li> <li>– Health, dental, and vision insurance</li> <li>– Life and Accidental Death &amp; Dismemberment insurance</li> <li>– Disability insurance</li> <li>– Retirement plan benefits</li> <li>– Domestic partner benefits</li> <li>– Employee Assistance Program “EAP”</li> <li>– Financial wellness/planning workshops</li> <li>– Flexible working arrangements</li> <li>– Paid time off</li> <li>– Parental leave benefits</li> <li>– Employee product discounts program.</li> <li>– Other benefits relevant and applicable to certain offices and geographies.</li> </ul>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>		
103 (parts 1, 2 and 3)	Management Approach	We work 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.



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403-1	Workers representation in formal joint management–worker health and safety committees	<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>
<b>TRAINING AND EDUCATION</b>		
103 (parts 1, 2 and 3)	Management Approach	<p>We continuously expand the development opportunities available to associates, taking an inclusive approach to learning, and offering our associates the opportunity to create tailored learning plans. We align our curriculum to our business strategy, in order to optimize the learning and development options available.</p> <p>We launched PVH University (“PVH U”), our corporate university, globally in 2016. PVH U helps associates around the globe build core competencies through engaging and impactful learning content. PVH U is organized into four Academies: Leadership, Inclusion and Diversity; Systems and Applications; and Professional Skills. PVH U offers more than 200 courses, adapted by region, as well as custom courses designed by our Talent Development Team. PVH U OnDemand, the portal for elearning content, offers more than 2,000 online courses and videos, which are available to all corporate associates globally in 13 languages.</p>
404-1	Average hours of training per year per employee	Approximately 3 hours of classroom training and 3 hours of online training per employee. We do not track this information by gender or employee category
404-3	Percentage of employees receiving regular performance and career development reviews	100% of employees have annual reviews, but due to start dates and other considerations, these may not all have fallen within the reporting period.
<b>DIVERSITY AND EQUAL OPPORTUNITY</b>		
103 (parts 1, 2 and 3)	Management Approach	<p>Our focus on Inclusion and Diversity (“I&amp;D”) is rooted in our Core Values: individuality, partnership, passion, integrity and accountability. These values embody who we are as a company, guide our decisions and inspire us. Our I&amp;D Councils support our drive to be the employer of choice in our industry by attracting and retaining talented individuals from a wide range of backgrounds and perspectives.</p> <p>We promote fair talent practices that are free from bias, help associates learn about the benefits of I&amp;D and develop diverse future leaders through our Business Resource Groups (“BRGs”). Led by our associates and open to all, these business-focused affinity groups offer associates an opportunity to network with each other, gain visibility and grow professionally. We launched the Women’s Leadership Council (“WLC”), our first BRG, in 2015. We currently have Women’s, African American, LGBTQ, and Working Parents BRG chapters. More broadly, we focus on equality and women’s advancement in the workplace through our commitment to the UN’s Women’s Empowerment Principles and our support for initiatives such as the United Nations’ HeForShe initiative and Human Rights Campaign.</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
405-1	Diversity of governance bodies and employees	<p>33% women on the <a href="#">Board</a></p> <p><b>Under 30</b>  Non-White  Female = 2,675 / 18.4%  Male = 1,984 / 13.7%</p> <p><b>Under 30</b>  White  Female = 1,588 / 10.9%  Male = 954 / 6.6%</p> <p><b>Under 30</b>  Total  Female = 4,263 / 29.4%  Male = 2,938 / 20.2%</p> <p><b>30 – 50</b>  Non-White  Female = 1,814 / 12.5%  Male = 824 / 5.7%</p> <p><b>30 – 50</b>  White  Female = 1,552 / 10.7%  Male = 727 / 5.0%</p> <p><b>30 – 50</b>  Total  Female = 3,366 / 23.2%  Male = 1,551 / 10.7%</p> <p><b>Over 50</b>  Non-White  Female = 691 / 4.8%  Male = 263 / 1.8%</p> <p><b>Over 50</b>  White  Female = 975 / 6.7%  Male = 476 / 3.3%</p> <p><b>Over 50</b>  Total  Female = 1,666 / 11.5%  Male = 739 / 5.1%</p> <p>Grand total: 14,523  Female: 9,295 / 64%  Male: 5,228 / 36%</p> <p>* US Employee population as of 12/31/17; Includes regular employees only  ** Includes retail and non-retail population</p>

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
<b>NON-DISCRIMINATION</b>		
103 (parts 1, 2 and 3)	Management Approach	Discrimination is prohibited by our <a href="#">Code of Conduct</a> and 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	Data omission: Due to a change in data systems, we are no longer able to track this information.
<b>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</b>		
103 (parts 1, 2 and 3)	Management Approach	We require our suppliers to support workers' rights to freedom of association ("FOA") through our <a href="#">Code of Conduct</a> . This is also an integral part of our Human Rights program. We also promote FOA through Corrective Action Plan ("CAP") remediation and training activities, or when challenges arise within worker-management relationships. 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.
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	The PVH CoC includes FOA/CBA and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.
<b>CHILD LABOR</b>		
103 (parts 1, 2 and 3)	Management Approach	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.
408-1	Operations and suppliers at significant risk for incidents of child labor	<a href="#">A Shared Commitment</a> The PVH CoC includes child labor restrictions and covers all suppliers. All suppliers undergo labor and human rights assessments against the CoC.
<b>FORCED OR COMPULSORY LABOR</b>		
103 (parts 1, 2 and 3)	Management Approach	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. In 2017 we updated our <a href="#">California Transparency in Supply Chain</a> and <a href="#">UK Modern Slavery Statement</a> to better address forced labor, and included a Modern Slavery Statement detailing our policies, monitoring programs and training efforts with regard to forced labor and modern slavery.
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	<a href="#">California Transparency in Supply Chain</a> and <a href="#">UK Modern Slavery Statement</a> The PVH <a href="#">Code of Conduct</a> includes forced or compulsory labor and covers all suppliers. All suppliers undergo labor and human rights assessments against the Code of Conduct.
<b>HUMAN RIGHTS ASSESSMENT</b>		
103 (parts 1, 2 and 3)	Management Approach	We are 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. We share practical strategies and deliver training to support our suppliers in developing systems to better manage human rights and environmental risks in their factories. With a focus on driving positive change in working conditions and employment practices, our training sessions cover topics including fire safety, human rights implementation, worker-management dialogue, chemical management, assessment practices and data management. In 2017 human rights and social assessments were expanded to key trim suppliers (Level 2 Suppliers).

DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
412-1	Operations that have been subject to human rights reviews or impact assessments	Total Number of factories assessed in FY2017: 1,749. This includes all suppliers with Direct sourcing relationships and licensees. This equates to 100% of factories that we source from. Total Number of Assessments Conducted in FY2017: 1,871 Higg Verifications: 299 Assessments by Type; Long Form: 1,185 Equivalencies: 128 Short-form/Self-Assessments: 259 Better Work: 144 ABVTEX: 74 Level 2: 81

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**LOCAL COMMUNITY**

103 (parts 1, 2 and 3)	Management Approach	At PVH, giving back is embedded in our culture, and we are committed to creating positive change in the communities where we work and live. Our mission is to support the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life. The PVH Foundation is a non-profit corporation that supports our global philanthropic campaigns and initiatives, as well as our contributions to disaster relief efforts.  Designed to align, strengthen and expand global strategic programming and philanthropic partnerships, The PVH Foundation team fosters a combined effort between our corporate and business team initiatives to achieve a greater impact worldwide.  PVH Cares serves as the global “call to action” for our approximately 36,000 associates to donate their time, talent and resources through volunteering in their local communities. We 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.  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. We often open our facilities to non-profit organizations in need of space, including Free Arts Day at our New York offices. 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.
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.

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**SUPPLIER SOCIAL ASSESSMENT**

103 (parts 1, 2 and 3)	Management Approach	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.  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.  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.  We maintain a Responsible Exit policy, based on Fair Labor Association (FLA) guidance. We confer with specific sourcing divisions to determine how particular suppliers might be incentivized to raise their performance.  In 2017, we expanded our assessment program to include trim facilities for the first time to help us gain a broader view of our suppliers’ practices. We worked cross-functionally to conduct a comprehensive mapping of our trim facilities, and plan to broaden this to include mills, laundries, and other wet processors in 2018. We have set up a process to ensure we have an accurate annual mapping that identifies the critical facilities in our supply chain to allow us to focus on driving responsible improvements over the long term.
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DISCLOSURE NUMBER	DISCLOSURE TITLE	PVH RESPONSE
414-1	New suppliers that were screened using social criteria	100% We have 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. Number of Initial Assessments in FY2017 – 304 for 16.2% of assessments
414-2	Negative social impacts in the supply chain and actions taken	<a href="#">Human rights</a>