

# PVH UK GENDER PAY GAP REPORT 2017



CALVIN KLEIN

TOMMY HILFINGER

HERITAGE BRANDS

# INTRODUCTION

PVH takes its responsibility to provide all associates with a respectful and safe work environment very seriously. It is critical to this mission for us to invest in and support our associates in reaching their full potential through providing an inclusive environment where every individual is valued.

This year, for the first time, large employers in the UK are required to disclose certain gender pay information. The UK gender pay gap reporting regulations are an important initiative to ensure that companies reward and treat their associates equally – key practices that we at PVH are committed to.

Our results cover Calvin Klein Stores UK Limited (“Calvin Klein”) and Hilfiger Stores Limited (“Tommy Hilfiger”), our two legal entities that meet the criteria of having 250 or more employees.

Our Calvin Klein business has a mean gender pay gap of -4.8% and a median gender pay gap of -2.0%, while our Tommy Hilfiger business has a mean gender pay gap of -1.0% and, on a median basis, both males and females are paid at an equal rate. This means that in our Calvin Klein business, women were paid, on average, 4.8% more than men (women were paid 2.0% more on a median basis),

while women were paid, on average, 1.0% more than men in our Tommy Hilfiger business (on a median basis, both males and females are paid at an equal rate).

While our pay figures for Calvin Klein and Tommy Hilfiger in the UK narrowly favour females, it is the case that the entities employ more women than men in the UK, with a larger proportion of women in higher paying roles. We are confident that our pay practices are fair and based on merit and performance. Additionally, our median pay gaps are particularly favourable as compared to the UK median pay gap of 18.4%<sup>1</sup> and the Retail sector pay gap of 9.3%<sup>1</sup>.

We are proud of the diversity across our businesses and invite you to read through for further details about our results, as well as information on our Core Values and ongoing inclusion and diversity activities.

## ABOUT PVH

With a history going back over 135 years, PVH has excelled at growing brands and businesses with rich American heritages, becoming one of the largest apparel companies in the world. We have over 36,000 associates operating in over 40 countries and nearly \$9 billion in 2017 revenues. We own the iconic **CALVIN KLEIN**, **TOMMY HILFIGER**, **Van Heusen**, **IZOD**, **ARROW**, **Speedo\***, **Warner's** and **Olga** brands, as well as the digital-centric **True&Co.** intimates brand, and market a variety of goods under these and other nationally and internationally known owned and licensed brands. As an industry leader, we recognize the great responsibility and opportunity to make positive impacts throughout our value chain by empowering the people with whom we work, preserving the environment and supporting our communities.

<sup>1</sup><https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/industry2digitsicashetable4>

\*The *Speedo* brand is licensed for North America and the Caribbean in perpetuity from Speedo International Limited.

# THE PVH FAMILY: FOSTERING A GREAT PLACE TO WORK

At PVH, our people exemplify our corporate Core Values — individuality, partnership, passion, integrity and accountability — and, by creating a workplace that values our associates and acknowledges that our people are our greatest asset, we believe we are developing a strong foundation for continued success.

PVH and our portfolio of brands are committed to creating an inclusive environment where every individual is valued. We cultivate the growth of our business and our associates through a passion for success, innovation, professional development and sustainability. We are dedicated to one another, our consumers and to the communities and environments in which we live and work because together we can achieve the extraordinary.

Inclusion and diversity is deeply rooted in our business and guides us in our every day. Our ongoing investments in talent management, including efforts to recruit, retain and develop our associates, continue to distinguish us in our approach to creating a great place to work and an environment where associates can design their future. We continue to invest in the overall associate experience and focus on fostering new mindsets to shape an inclusive and diverse workplace.

Learn More <https://www.pvh.com/responsibility/our-commitments/Inclusion-and-Diversity>



# OUR GENDER PAY GAP

The **gender pay gap** measures the difference between men and women's earnings, regardless of the work they do. This includes base pay, allowances and any other bonus and incentive pay paid in April 2017. A positive number indicates that pay is higher for men as a group, while a negative number indicates that pay is higher for women as a group.

## UNDERSTANDING THE CALCULATIONS

### Mean:

The mean is calculated by adding up the total pay of employees and dividing by the number of employees in the list. The calculation is completed separately for men and women and the totals are compared.

### Median:

The median is the number which is in the middle of a ranking of pay from lowest to highest, and gives us the best view of 'typical' pay.

# OUR GENDER BONUS GAP

PVH

The **gender bonus gap** is the difference in all incentive pay received by men and women in the 12 months up to April 5, 2017. This includes all bonuses, long-term incentives and sales commission payments. A positive number indicates that bonus is higher for men as a group, while a negative number indicates that bonus is higher for women as a group.

## DECLARATION

We confirm the gender pay gap calculations for Calvin Klein Stores UK Limited and Hilfiger Stores Limited are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.



David Pyne  
Managing Director of PVH UK Limited

# CALVIN KLEIN

## OUR GENDER PAY GAP

-4.8%

MEAN

-2.0%

MEDIAN

## OUR GENDER BONUS GAP

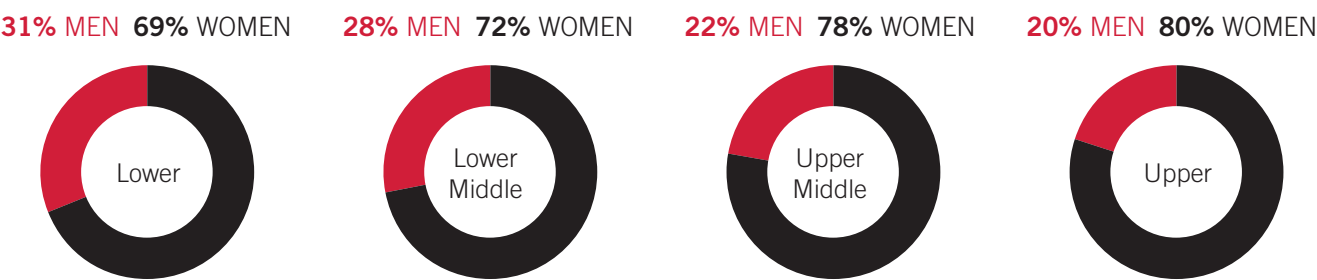
-5.4%

MEAN

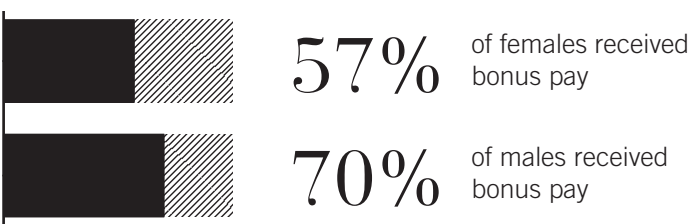
6.3%

MEDIAN

## PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE



## PROPORTION OF UK EMPLOYEES RECEIVING BONUS PAY





# TOMMY HILFGER

## OUR GENDER PAY GAP

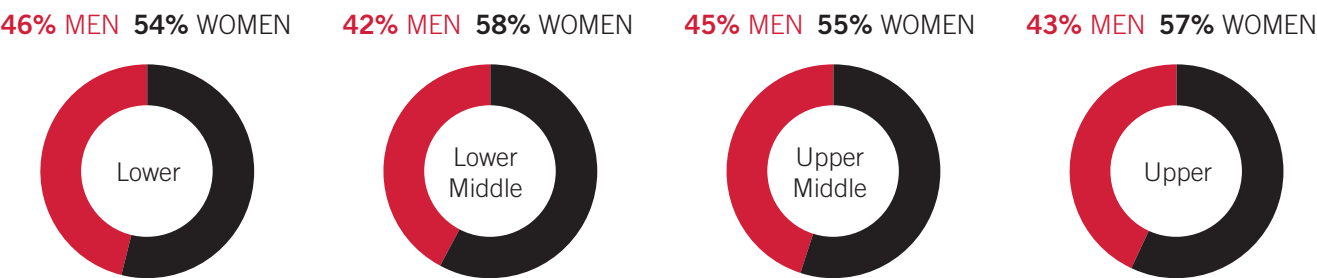
-1.0%

MEAN

0.0%

MEDIAN

## PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE



## OUR GENDER BONUS GAP

-1.9%

MEAN

-12.1%

MEDIAN

## PROPORTION OF UK EMPLOYEES RECEIVING BONUS PAY

