

Our ASSOCIATES

OUR COMMITMENT: ATTRACT AND RETAIN
WORLD-CLASS TALENT BY MAKING PVH
A GREAT PLACE TO WORK

PVH recognizes that our more than 36,000 associates around the world are our greatest asset. As a result, we strive to create opportunities for our associates to extend and further develop their skills, thereby empowering our associates to reach their full potential.

At PVH, we are committed to developing our associates. We pride ourselves on our high retention rate and the long tenures of our corporate associates. We strive to help them build long-term, successful careers within PVH. To help our associates advance their skills, we provide many learning and development opportunities, including through PVH U. With a mantra of: "Engage your mind, Grow your talent, Design your future," PVH U was created to ensure that PVH associates reach their full potential.

BEST IN CLASS BENEFITS

PVH continues to develop and expand associate benefits that align with diverse workplace cultures around the world, tailoring our programs and communications to different segments of the workforce, including generational and lifestyle.

In 2017, we expanded our Parental Leave Policy in the U.S. to cover all additions of children to a family, including fostering children, as well as the non-birth parent, or secondary caregiver.

In addition, we introduced a flexible work policy and launched a Retireewise Financial Wellness Benefit in the U.S., as well as made enhancements to our 401(k) plan to provide for a more diversified portfolio of options aligned to a specific retirement date.



"As a foster parent, our Paid Parental Leave program provides time to bond with and care for children placed in our care. Aden was 14 months when he came to us in May 2017. Our leave program and the support of my manager provided comfort and peace of mind enabling us to give him the attention he deserved. He's still with us and is now walking, learning to talk and doing all of the things a healthy 2-year-old should be doing."
– Mark Couch, VP HR Warehouse & Distribution

In 2017, we celebrated the 10th anniversary of our very popular health and wellness program in North America, PVH HealthMatters. The program is designed to encourage a healthy lifestyle through a variety of benefits and offerings. We support associates with personal coaching, free mobile fitness apps, and subsidized rates for health clubs, as well as promote team sports to encourage associates to pursue active lifestyles. To mark the anniversary of HealthMatters, associates shared the ways in which they have benefitted from the program.

Jonathan from the Jonesville, North Carolina distribution center, noted: "I used HealthMatters as a resource to help me quit smoking. As of January 2017, I have been tobacco free for three years."

Colleen from the Wholesale Field team, said: "Joining HealthMatters has made me think twice when making decisions regarding diet and exercise. Just knowing that I am tracking what I'm doing makes me feel more accountable for my health."

In 2017, we expanded HealthMatters to associates in Canada and, in 2018, this program will further expand to include their dependents.

Ensuring associates are aware of the benefits available to them is a top priority. Our Benefits Fairs and informational meetings have resulted in increased participation in our health, well-being and financial wellness plans and programs. Continued implementation of our HR system, Workday, alongside the Benefits Portal, has enabled more associates to access benefits, with 75 percent of global associates utilizing the system. In 2017, Workday went live in the Middle East, Africa, Asia, and Brazil, with a planned 2018 launch in Europe.





TALENT DEVELOPMENT

Talent Development is a key part of helping associates reach their full potential. PVH promotes a culture of continuous learning. From leadership programs to online classes, PVH U continues to grow and evolve to meet the demands of our leaders, our associates and the business. PVH U has grown quickly since it launched globally in January 2016. In 2017 PVH U:

- Introduced three new leadership development programs: one for front-line leaders, one for mid-level leaders and one focusing on developing coaching skills in leaders.
- Offered over 250 different classroom sessions, including dozens of new classes, such as Rock Your Profile, a custom-designed course to guide associates in creating a professional online presence and personal brand.

- Built an online Manager's Toolkit, which is a one-stop-shop to support managers on everything from onboarding to team building.
- Expanded the award-winning Leaders as Teachers series.

2017 also marked the first time that retail trainers from around the globe and representing all our brands came together for a Retail Training Summit, hosted by PVH U. The summit generated collaboration and excitement for the future of retail training at PVH.

There are more exciting PVH U initiatives on the horizon, including a PVH Supply Academy and an exclusive online portal to support the continuing education of our Board of Directors.



LOOKING AHEAD

PVH plans to continue elevating our communications practices to ensure associates are aware of relevant benefits and to extend online support globally.

Attracting and retaining great talent is a challenge for any organization. In response, we have invested in tools to ensure that internal candidates can capitalize on opportunities to develop their careers within our company. This includes a new internal careers site, launching in 2018, giving existing colleagues greater visibility to open roles and streamlining the application process.

The continued enhancement of our benefits offerings in 2018 includes the launch in the U.S. of a critical illness coverage policy, which will provide associates with a lump-sum payment in the event of a critical illness diagnosis. In early 2018, we began offering in the U.S. a new identity protection service to all associates and their families as an anti-fraud measure. We will also offer an expanded benefits package to Canadian associates, as well an Enabling Healthy Employees benefit in the U.S., helping to facilitate annual physicals.

We continually seek ways to acknowledge and celebrate our industry-leading talent, individually and as teams. This includes a digital platform that empowers associates to give recognition to co-workers around the world, which is launching in 2018.