

## **Business and Human Rights Resource Center Tracker- PVH Corp.**

### **Factory closures**

*BHRRC is collecting and publishing an aggregated list of closed factories in the supply chains of 50 global apparel brands.*

1.a. Are you keeping a list of factories that have closed in your supply chain since March 2020, (including those that you stopped sourcing from during the pandemic) **Y/N**

Yes, PVH continues to monitor developments within our supply chain and publishes [our factory list](#) on a semi-annual basis in alignment with the Transparency Pledge. Our next update will be available in December 2020 for public review.

b. Is your company willing to share a list of closed factories, including names and addresses? (Please share list here or as an attachment)  
Please refer to the response above.

c. Are you willing to provide BHRRC with updated lists in the future? **Y/N**  
Please refer to the response above.

### **Purchasing practices**

2. a. Have you implemented a policy specifying that your sourcing team must not ask for price reductions or discounts relative to comparable items from last season? **Y/N**

No.

b. If yes, can you share this policy with BHRRC?

c. If no, have you implemented any pandemic- related policy designed to ensure your sourcing staff do not pressure suppliers on price or production times and can you share this policy? **Y/N**

Please see [PVH Corp.'s Statement on COVID-19 Supply Chain Impact](#).

### **Worker wage and severance payments**

3.a Have you received reports of non-payment of full salaries for workers in your supply chain? **Y/N**  
Yes.

b. Is your company actively involved in resolving each of these payment disputes? **Y/N**

Yes, through PVH's established issues-management process, we have a team in place dedicated to monitoring, addressing and resolving any reported issues – including issues related to non-payment of wages and benefits to workers in our supply chain.

4.a. When garment workers lose their jobs, are you monitoring if they are receiving all outstanding wages and legally mandated severance payments? **Y/N**

Yes.

b. Is your company actively involved in ensuring workers are paid outstanding wages, severance, and benefits? **Y/N**

Yes, through PVH's established issues-management process, we have a team in place dedicated to monitoring and addressing any reported issues, including issues related to non-payment of wages and benefits to workers in our supply chain

### **Discriminatory dismissals and human rights violations**

5.a Have you implemented a pandemic-related policy with your suppliers to ensure vulnerable demographics of workers are not being disproportionately targeted for layoffs (e.g. union members & leaders, pregnant women, migrant workers)? **Y/N**

Yes, please see [PVH's Guidelines for a Healthy Work Environment and Addressing the COVID19 Crisis.](#) Additionally, as previously mentioned, through PVH's established issues-management process, we have a team in place dedicated to monitoring and addressing issues which includes those which may impact vulnerable demographics of workers.

b. Are you tracking lay-offs and suspensions by demographic? **Y/N**

Yes, through PVH's established issues-management process, we have a team in place dedicated to monitoring and addressing any reported issues including those related to factory closures and worker layoffs in our supply chain.

c. If Y can you provide a list of the categories being monitored?

d. If N, what steps are you taking to ensure discriminatory dismissals are not being carried out?

6.a Are there one or more factories supplying your company where advocates have alleged workers have been criminally charged or imprisoned in violation of their human rights (freedom of expression, freedom of assembly & association, collective bargaining etc.)? **Y/N**

No.

b. In all such cases, have all workers been released from custody with all charges dropped? Y/N

N/A

### **Questions included in previous questionnaire, please provide current responses:**

7. a. What were your payment times prior to the pandemic (in days)?

45 days.

b. Have you extended these payment times for the current pandemic period? **Y/N**

Yes, however using PVH's post-shipment financing program with our banking partners and the IFC, suppliers have the ability to ship goods and access the value of the Purchase Order Please see [PVH Corp.'s Statement on COVID-19 Supply Chain Impact](#).

c. What are the maximum number of days from invoice date within which you pay your suppliers currently (e.g. 30, 60, 90, 180 days)?

Up to 90 days. However using PVH's post-shipment financing program with our banking partners and the IFC, suppliers have the ability to ship goods and access the value of the Purchase Order. Please see [PVH Corp.'s Statement on COVID-19 Supply Chain Impact](#).

8. Have you committed to pay in full for all in-production and completed orders? **Y/N**

Yes, PVH has committed to paying for finished goods and works in progress (WIP). Please see [PVH Corp. Statement on COVID-19 Supply Chain Impact](#).

9. Have you requested a discount for any orders? **Y/N**

PVH has committed to paying for finished goods and works in progress (WIP). We regularly engage our suppliers in discussions on pricing including, among other things, to take into account changes in commodity prices and fluctuations in exchange rates. [Please see PVH Corp.'s Statement on COVID-19 Supply Chain Impact](#).

10. Are you supporting suppliers with access to local finance with a letter of credit or through other means? **Y/N**

Yes, using PVH's post-shipment financing program with our banking partners and the IFC, suppliers have the ability to ship goods and access the value of the Purchase Order Please see [PVH Corp.'s Statement on COVID-19 Supply Chain Impact](#).