

**Company name: PVH**

**Total weighted score: 45.6\* out of 100**

### Weighted score by measurement area

Weighted Score	Out of	Measurement area
13.5	20.0	Governance and strategy
6.0	17.5	Representation
4.6	17.5	Compensation and benefits
6.6	17.5	Health and well-being
8.8	17.5	Violence and harassment
2.5	5.0	Marketplace
3.8	5.0	Community

(\*) The scores in this detailed assessment are unweighted (out of 2) and, therefore, change when weights are applied per the [Gender Benchmark Methodology 2020](#). Differences between the total weighted score and the sum of the weighted scores across measurement areas may occur due to rounding, but this has not had any overall effect on the ranking.

### Governance and strategy (20% of total score)

#### CORPORATE

Indicator	Score (out of 2)	Assessment
<b>1. Strategic action</b>	2	MET: The company has made a public commitment to gender equality and women's empowerment as a signatory to the UN Women's Empowerment Principles.
		MET: The company's Responsibility Strategy "Forward Fashion" includes a clear focus on empowering women in the supply chain, achieving gender parity in leadership, and providing better education and opportunities to women and children.
		MET: The company has conducted a self-assessment using WEPS-GAT.
		MET: The company discloses at least two gender-specific, timebound, measurable targets aimed at advancing gender equality and women's empowerment in the value chain, such as achieving gender parity in leadership positions by 2030 and making available professional and life skills development programs and services to 500,000 women across the supply chain, by 2030
<b>2. Senior leadership accountability</b>	2	MET: The company's SVP of Corporate Responsibility has responsibility for the implementation of the global CR strategy, Forward Fashion, which includes gender equality and women's empowerment across the full value chain. As the Forward Fashion strategy integrates priorities and targets driven and managed by Human Resources, the Chief Diversity Officer, and SVP of Global Talent Acquisition and Associate Experience leads the work for Inclusion & Diversity across the workplace, marketplace and community.
		MET: The company's Corporate Responsibility Committee of the board monitors its CR performance and progress across social, environmental, human rights and community-focused key performance indicators ("KPIs"). The CR committee reports to the broader Board of Directors with respect to CR policies and strategies.

<b>3. Gender-responsive human rights due diligence process</b>	<b>1</b>	MET: The company has a clear approach to identifying human rights risks and identifying those that are most critical to the company. Evidence of gender-related risks being identified as most salient shows that the company is aware of and screens for such issues.
		MET: The company has a clear approach to identifying human rights risks, and identifying those that are most critical to the company, which includes the below gender-related issues: <ul style="list-style-type: none"> <li>- Removing barriers to advancement and create pathways to opportunity and choice for women in our supply chain</li> <li>- Supporting the needs of women and children around the world by creating safe spaces, improving access to education and enhancing quality of life</li> </ul>
		NOT MET: Whilst the company has joined the UNGC Target Gender Equality at a corporate level and completes the WEPs analysis, it is unclear if the company has consulted at least two different gender-specific stakeholder groups (e.g. gender experts, effected and potential effected women) as part of its human rights risk identification and assessment process.

## WORKPLACE

Indicator	Score (out of 2)	Draft assessment
<b>4. Sex-disaggregated data</b>	<b>0.5</b>	NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated grievance data (e.g. number of grievances reported, number of grievances remediated), at least annually.
		MET: The company collects, analyses and monitors sex-disaggregated data on the gender balance of its workforce across its board, senior executives, senior management and middle management at least annually.
		NOT MET: There is no evidence that the company collects, analyse and monitor sex-disaggregated data on the percentage of employees participating in its professional development, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on turnover and absenteeism, at least annually.
		NOT MET: There is no evidence that the company collects analyses and monitors sex-disaggregated data on its global gender pay gap, at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on the remediation of violence and harassment grievances at least annually.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on the total procurement spend that is directed to women-owned businesses.
		NOT MET: There is no evidence that the company collects, analyses and monitors sex-disaggregated data on injuries, fatalities and absenteeism of workers in the supply chain.
<b>5. Grievance mechanism</b>	<b>2</b>	MET: The company's grievance mechanism includes at least 6 gender-responsive elements: <ul style="list-style-type: none"> <li>- Confidential</li> <li>- Anonymous</li> <li>- Alternate access to a party concerning the grievance, if the perpetrator is the direct supervisor of the aggrieved party</li> <li>- Allows verbal submission of grievances via a telephone line</li> <li>- Ensures protection of the aggrieved party (non-retaliation)</li> <li>- Is available in multiple language or has interpreters available</li> </ul>

<b>6. Employee engagement</b>	<b>1</b>	MET: The company has a peer support group focused on Uniting Professional Women Advancing Relationships & Development (UPWARD). The company suggests that these business resource groups are "a valuable resource in developing policies that affect our associates and our business."
		NOT MET: Whilst the company has a peer support group focused on Uniting Professional Women Advancing Relationships & Development (UPWARD) and the company publicly states that these groups are "a valuable resource in developing policies that affect our associates and our business" there was no evidence to confirm if feedback from this group has created a change in of the company's gender-related policies or practices.
<b>7. External stakeholder engagement</b>	<b>1</b>	MET: The company engages with many stakeholders around its gender efforts and recently joined the UN Global Compact's Target Gender Equality initiative, which includes a commitment to engage in workshops to advance gender parity across its company, its brands and the industry.
		NOT MET: Whilst the company engages with external stakeholders on gender issues, there is no clear evidence to show that this engagement has had a direct impact on its policies or practices.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>8. Commitment in the supply chain</b>	<b>1</b>	NOT MET: The company suggested that an assessment is conducted as part of its engagement with suppliers when it joined the BSR HERproject and P.A.C.E. program, however it is not clear exactly how many suppliers would currently conduct such a needs assessment or if it collects feedback directly from workers.
		MET: The company has a clear, measurable and timebound target to empower women by providing professional and life skills development programs and services to 500,000 women across the supply chain by 2030.
		MET: The company tracks progress towards its goals in its Corporate Responsibility Report.
<b>9. Grievance mechanism in the supply chain</b>	<b>1</b>	PARTIALLY MET: The company's grievance mechanism is available to its suppliers and supply chain workers, and it shares information with workers during audits how they can raise complaints directly. However, there is no evidence that the company collects, analyses and monitors sex-disaggregated data in its supply chain (e.g. number of grievances reported, number of grievances remediated) and if the mechanism is available to other external individuals and communities have access.
		PARTIALLY MET: The company requires suppliers to have a procedure that allows workers to raise workplace grievances and this must be clearly communicated to the workers, however there is no requirement for suppliers to collect and analyse sex-disaggregated grievance data or for the mechanism to be available to external parties and communities.
<b>10. Corrective action process in the supply chain</b>	<b>2</b>	MET: The company's audit process screens for gender-related issues among its suppliers, such as: <ul style="list-style-type: none"> <li>- Formal contracts</li> <li>- Sexual harassment</li> <li>- Discrimination against pregnant women</li> <li>- Access to toilets separated by gender</li> <li>- Non-retaliation against trade union members</li> <li>- No Discrimination policy</li> <li>- No policy to prevent harassment and abuse</li> </ul>
		MET: The company has identified a number of critical issues, that require immediate action (within 7 days) which includes 3 gender-related issues: <ul style="list-style-type: none"> <li>Requiring pregnancy testing as a condition of employment</li> <li>No payment of maternity benefits</li> </ul>

	Requiring employees to provide commitments (verbally or in writing) that they will not become pregnant or marry within a certain period
	<p>MET: The company has identified two gender-related issues as Zero Tolerance issues, which are extremely serious and will impact supplier ratings. The company reserves the right to immediately and permanently discontinue business with any supplier that is found to have zero tolerance issues. The issues are:</p> <ul style="list-style-type: none"> <li>- Factory management permits or condones, in its day-to-day running of business operations, sexual, physical or psychological harassment or abuse.</li> <li>- Factory acts deliberately to prohibit workers from exercising their rights to freedom of association or collective bargaining by taking actions such as requiring workers to sign letters agreeing to not organize, terminating or taking adverse actions against workers who demonstrate interest in organizing, or blacklisting unionized workers.</li> </ul>

## Representation (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
<b>11. Gender equality in leadership</b>	<b>1</b>	NOT MET: Less than 40% of the members of the board are women (33%)
		NOT MET: Less than 40% of the senior executives are women (33%)
		MET: The company maintains a gender balance (between 40-60%) among senior management (42%)
		MET: The company maintains a gender balance (between 40-60%) among its middle management (59%).
<b>12. Professional development and promotion</b>	<b>0</b>	NOT MET: While the company has a number of leadership and professional development courses, there is no evidence that any of these being specifically targeted at women, as needed to meet our assessment criteria. There is evidence of only one Business Resource Group (BRG) specifically for women but no evidence that the company tracks the number of women participating.
		NOT MET: There is no evidence found to suggest the company collects sex-disaggregated data on percentage of employees promoted.
<b>13. Occupational segregation</b>	<b>0</b>	NOT MET: The company collects sex-disaggregated data on the gender balance of its workforce by 2 occupational categories ("Retail & Warehouse" and "Office"). This is not sufficient to meet our minimum threshold of at least three occupational functions.
<b>14. Turnover and absenteeism</b>	<b>1</b>	MET: The company collects sex-disaggregated data on the annual turnover of employees.
		NOT MET: There is no evidence that company collects sex-disaggregated data on the annual absenteeism levels of employees.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>15. Gender equality in leadership in the supply chain</b>	<b>1</b>	NOT MET: There is no evidence that the company collects or requires its suppliers to collect sex-disaggregated data by leadership level across the supply chain.
		MET: The company supports its suppliers and their workers through the P.A.C.E. (Personal Advancement & Career Enhancement) program, which gives women in the

		apparel industry support in their personal and professional growth and tracks the number of participants.
<b>16. Non-discrimination against pregnant and/or married women workers in the supply chain</b>	<b>1</b>	MET: The company prohibits discrimination against pregnant and married women workers in the supply chain.
		NOT MET: Whilst the company has launched its "Recruit Ethically" training for suppliers in 12 high-risk countries, there is no evidence this provides training to ensure a non-biased approach to the recruitment and promotion of married and pregnant women workers.
		NOT MET: There is no evidence that the company provides support to its suppliers to prevent discrimination against married or pregnant women workers.
<b>17. Enabling environment for freedom of association and collective bargaining in the supply chain</b>	<b>1.5</b>	MET: The company prohibits the intimidation, harassment, retaliation and violence against trade union members and representatives
		PARTIALLY MET: The company plays an active role in convening key stakeholders in Ethiopia, one of its key production countries, to strategize about ways to promote freedom of association, social dialogue and fair wages. However, there is not evidence that the company provides, or requires its suppliers to provide awareness and education (e.g. training) to all workers on their rights to freedom of association and collective bargaining.
<b>18. Gender-responsive procurement</b>	<b>0</b>	NOT MET: There is no evidence that the company has made a public commitment to gender-responsive procurement.
		NOT MET: There is no evidence that the company procures from women-owned businesses.
		NOT MET: There is no evidence that the company has taken specific actions to increase its support for women-owned businesses.

## Compensation and benefits (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
<b>19. Gender pay gap</b>	<b>0</b>	NOT MET: There is no evidence that the company collects sex-disaggregated pay data globally, but it does collect this data for its UK operations, as required by law.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data by different pay bands for its global operations.
		NOT MET: There is no evidence that the company collects sex-disaggregated pay data for its global operations
		NOT MET: There is no evidence that the company includes other financial benefits (e.g., insurance benefits, bonuses, retirement contributions) as part of a gender pay gap analysis, apart from for its UK operations.
		NOT MET: There is no evidence to suggest that the company uses a third party to undertake or verify its gender pay gap analysis.
		NOT MET: There is no evidence to suggest that the company has a strategy or is not taking active steps to address its gender pay gap.
<b>20. Paid carer leave</b>	<b>0.5</b>	NOT MET: There is no evidence that the company has a global policy of providing at least 14 weeks of paid primary carer leave for all full-time employees.
		MET: The company implements concrete actions that promote the return to work and retention of workers after primary care leave, such as having a Working Parents Business Resource Group.
		NOT MET: There is no evidence that the company has a global policy of providing at least two weeks of secondary carer leave to full-time employees.

		NOT MET: There is no evidence to suggest that the company implements concrete actions (excluding policies) that promote the uptake of secondary carer leave.
<b>21. Childcare and other family support</b>	<b>0</b>	NOT MET: While the company states it offers backup care for children and eldercare, there is no evidence specifying which offices or employees have access to these benefits.
<b>22. Flexible work</b>	<b>1</b>	PARTIALLY MET: The company offers flexible working hours to its employees, but there is no evidence that it tracks the uptake.
		PARTIALLY MET: The company offers flexible work locations to its employees, but there is no evidence that it tracks the uptake.

## SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>23. Formal contracts in the supply chain</b>	<b>1</b>	MET: The company requires recognized employment relationship established through national law and practice and states that suppliers should provide their workers with formal employment contracts.
		NOT MET: There is no evidence that the company takes any specific actions to help ensure its suppliers support formal rather than informal work.
<b>24. Living wage in the supply chain</b>	<b>1</b>	NOT MET: The company only requires its suppliers to pay their workers the minimum wage or the appropriate prevailing wage, whichever is higher.
		NOT MET: There is no evidence to suggest that the company monitors the payment of living wages by its suppliers.
		MET: The company has taken action to help ensure its suppliers pay their workers a living wage, such as conducting wage assessments in factories, working with ACT, partnering with suppliers on corrective actions to remediate compensation and benefits issues, supporting suppliers through customized training for the facility's needs, benchmarking wage data collected from factory assessments against living wage benchmarks, and has a target to have 100% of its key suppliers in two key production countries by 2025, and in four by 2030, proactively supporting industry-wide collective bargaining to achieve living wages.
<b>25. Family-friendly benefits provision in the supply chain</b>	<b>0</b>	NOT MET: The company requires maternity leave to be paid in accordance with national law, but there is no evidence that it requires its suppliers to offer at least 14 weeks of paid primary carer leave to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide at least two weeks of paid secondary carer leave to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide childcare support to their workers.
		NOT MET: There is no evidence that the company requires its suppliers to provide other family support to their workers.

## Health and well-being (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
<b>26. Health information and services for employees</b>	0	NOT MET: There is no evidence regarding the costs covered for maternal health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence regarding the costs covered for sexual and reproductive health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence regarding the costs covered for mental health information and services, in countries where no or only partial government-funded support is provided.
		NOT MET: There is no evidence that the company provides coverage of the costs associated with maternal, sexual and reproductive, or mental health information and services for its employees in the US.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
<b>27. Safe and health work environment in the supply chain</b>	2	MET: The company requires its suppliers to address at least 4 of the specific health, safety and hygiene needs of their women workers, including: <ul style="list-style-type: none"> <li>- Regularly check company premises to ensure they are adequately lit and secure</li> <li>- Provide personal protective equipment</li> <li>- Provide access to clean drinking water</li> <li>- Provide gender-segregated toilet facilities</li> <li>- Provide training to staff on ergonomics</li> </ul>
		MET: The company audits all Level 1 suppliers through its PVH CR Audit process and SCLP.
		MET: The company requires its suppliers to provide health and safety training to workers, and supports in ensuring a gender-responsive, safe and healthy work environment for their workers through water, sanitation and hygiene (W.A.S.H.) training.
<b>28. Health information and services in the supply chain</b>	1	MET: The company has made a public commitment to provide professional and life skills development programs and services to 500,000 women across its supply chain by 2030. This includes provision of health services.
		NOT MET: The company does not clearly require all suppliers to provide on-site medical care in the form of clinics with credentialed healthcare professionals.
		PARTIALLY MET: The company supports its suppliers (through the P.A.C.E programme) in providing their workers with access to gender-responsive health information and services specifically related to sexual and reproductive health. However, there is no evidence that the company supports its suppliers in providing their workers with access to services like family planning, maternal health or mental health.

## Violence and harassment (17.5% of total score)

### WORKPLACE

Indicator	Score (out of 2)	Assessment
29. Violence and harassment prevention	0.5	PARTIALLY MET: The company prohibits harassment and discrimination in its code of conduct. Whilst it mentions publicly that it has a Global Anti-Harassment Policy, this is not available publicly.
		NOT MET: Whilst the company provides training on its Code of Business Conduct and Ethics, there is no evidence that it provides training specifically on violence and harassment to its employees.
		NOT MET: There is no evidence that the company takes additional actions to help prevent violence and harassment in the workplace.
30. Violence and harassment remediation	0.5	PARTIALLY MET: The company has a process for addressing grievances against its code of business conduct and ethics (which does not permit violence and threatening behaviour in the workplace). However, there is no clear disciplinary actions for perpetrators or protection/remedy for the victim, such as not requiring private arbitration or counselling/mental health support.

### SUPPLY CHAIN

Indicator	Score (out of 2)	Assessment
31. Violence and harassment prevention in the supply chain	1.5	MET: The company requires its suppliers to prohibit all forms of violence and harassment, including sexual harassment.
		MET: The company requires that its supplier's train their workers and managers on their rights and responsibilities regarding the code of conduct in languages that the employees understand.
		MET: The company requires its suppliers to provide training on harassment and abuse, workplace violence and bullying to its managers and workers.
		NOT MET: While the company provides its suppliers with guidance on how to prevent violence and harassment in the supply chain, there is no evidence of further support.
32. Violence and harassment remediation in the supply chain	1.5	MET: The company monitors the remediation of grievances, by requiring suppliers to track grievances regarding harassment or abusive behaviour, and ensure that they are appropriately resolved.
		MET: The company requires its suppliers to have an effective remediation process for addressing grievances.
		NOT MET: There is no evidence that the company requires its suppliers to collect sex-disaggregated data on the remediation of violence and harassment grievances reported by their workers.

## Marketplace (5% of total score)

### MARKETPLACE

Indicator	Score (out of 2)	Assessment
33. Marketing content	1	NOT MET: There is no evidence that the company has a public commitment which addresses how gender stereotypes are portrayed in its marketing campaigns.
		MET: The company has a marketing approach that seeks to challenge existing gender norms and promote positive images of women and girls, such as through its Fall 2020 TOMMY ICONS campaign.

## Community (5% of total score)

### COMMUNITY

Indicator	Score (out of 2)	Assessment
34. Community support	1.5	MET: The company supports and donates to initiatives focused on women's empowerment and gender equality.
		MET: The company invested in Save the Children's Partnership for Youth Livelihoods program that supports the needs of women in Ethiopia and has a global Educate the Future program.
		MET: The company tracks the number of beneficiaries through its training and programming work with Save the Children and the women included in its youth employability program in Ethiopia.
		NOT MET: There is no evidence that the company collects feedback directly from beneficiaries or conducts impact assessments on its community work supporting women.

NB: "NOT MET" in the assessment above indicates WBA could not find information in public sources or the internal documents shared by the company to show that the company meets the requirements, as described in full in the Gender Benchmark Methodology Report 2020 and Scoring Guidelines 2021. This does not necessarily mean that the company is not taking any action under that indicator.