

PVH Corp. Response

Thank you for providing us with an opportunity to comment on the report entitled, *Labor without Liberty: Female Migrant Workers in Bangalore's Garment Industry*, published by the India Committee for the Netherlands, Clean Clothes Campaign and the Garment Labour Union. At PVH, we see the workers in our supply chain as an extension of our own workforce, and it is vital that they work in a safe environment. We support our suppliers in raising social, health and safety standards, particularly in production countries where workers are most at risk in the workplace. Since 1991, we have required all of our suppliers to adhere to our code of conduct (A Shared Commitment). We take a proactive approach and address any violations in partnership with our suppliers in order to ensure long term sustainability and improve performance.

PVH takes any allegation related to underage workers, verbal harassment, and restrictions on freedom of movement very seriously. We investigate allegations of these issues, and should any allegation be found to be true, PVH requires immediate corrective action from the vendor. While PVH respects ICN and Cividep's position not to disclose factory names, it can be challenging to effectively remediate the issues raised without such information. To create comprehensive solutions, we believe it is best to work with our supplier partners to resolve issues. We do welcome the opportunity to work with ICN and Cividep on these matters. To this end, we are in contact with ICN and Cividep to determine any appropriate next steps. Additionally, in order to ensure that these matters are addressed in a collective manner, we are in touch with the other apparel companies named as sourcing from this vendor.

PVH's assessment tool and current supplier guidelines address all categories of violations alleged in the report which are monitored in our regular assessment program. Furthermore, we continue to build upon our assessment program and are focused on moving beyond compliance, partnering with our suppliers to better understand the root causes of recurring issues and build their capacity to better manage noncompliance issues. PVH will continue its efforts to deliver training on working conditions, management systems and employment practices, share practical strategies, and support our vendors in the region to better manage human rights risk in their factories. PVH will reiterate its expectations to vendors through our capacity building efforts in the region specifically around forced labor, harassment, wages and freedom of movement in upcoming engagements. Also, PVH will engage with the other apparel companies named to be sourcing from Company 1 to ensure coordinated efforts to address the findings raised.

We recognize that migrants face a variety challenges both globally and within India. These challenges do not only relate to living conditions but include the integration of migrants into the factory setting. PVH is committed to working to address these multifaceted and endemic issues through engagement with various stakeholder groups with the understanding that no one stakeholder can make sustainable change alone.

