



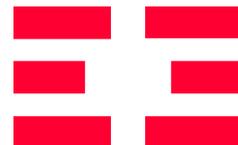
## PVH

Subsidiaries: Calvin Klein, Tommy Hilfiger, True & Co.

Locations: New York (HQ)

Industries: Consumer Durables and Apparel

### RISK LEVEL:



High Risk

### DESCRIPTION:

PVH is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. PVH embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

### Corporate Weaponization

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk**

*In 2015, PVH ended its production and sale of the Trump-brand line of clothing due to Donald Trump's statements regarding immigration policy during his campaign (1). However, the company has been under new management since 2021. PVH vets suppliers for environmental standards, including emission reduction goals (2)(3). PVH received a score of 100 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (4)(5). However, PVH has not canceled customers, suppliers, or vendors based on political views or religious beliefs (6).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk**

*PVH's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2). PVH does not appear to discriminate against charitable organizations based on views or beliefs (3).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk**

*HRC 2025 CEI rating indicates the company forces employees to attend multiple, controversial trainings on gender identity, sexual orientation, transgender issues, and divisive racial ideology. The company provides gender transition guidelines for its employees and a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). PVH planned to deliver unconscious bias training to all its associates globally by 2022 (3). The company does not provide viewpoint protections for its employees (4)(5).*

## Corporate Governance and Public Policy

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk**

PVH's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2). PVH signed an open letter endorsing the Equality Act, a contentious proposal to amend the 1964 Civil Rights Act by adding sexual orientation and so-called gender identity as protected categories. The legislation would, among other implications, grant biological men access to women-only spaces such as sports teams and public restrooms, and compel healthcare providers to deliver sex-denying healthcare (3). The company is a consistent supporter of LGBTQ-related public advocacy, including ongoing partnerships with New York's Pride March and the HRC (4)(5). PVH has also been a leader in advocating for the BLM movement in the fashion industry (6). The company's CEO, Stefan Larsson, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace, strategize on DEI programs/initiatives with other signatories, and engage boards of directors when developing and evaluating DEI strategies (7)(8).

**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk**

PVH's HRC 2025 CEI rating indicates the company covers transgender related costs for its employees and their children, including paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2). The PVH Foundation made a \$15,000 grant to GLSEN in 2019 (3). PVH subsidiary Calvin Klein made a one-time donation to the ACLU in 2020 (4). The PVH Foundation donated \$100,000 to the National Urban League in 2020 (5). In the same 2020 donation push, PVH featured the ACLU, Color of Change, and the National Urban League among its featured racial justice charities for donation matching (6)(7). The company also financially contributed to an HRC program to foster LGBTQ inclusion at historically black colleges in 2021 (8)(9). The company is a Silver Sponsor of NYC Pride (10). Otherwise, there are no publicly known cases of PVH using corporate funds to advance ideological causes, organizations, or policies (11).

**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk**

PVH's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). PVH does not operate a PAC or engage in lobbying at this time (3)(4)(5).

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