



PVH

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

Locations: New York (HQ)

Industries: Consumer Durables and Apparel

RISK LEVEL:



Medium Risk

DESCRIPTION:

PVH scored an 80 on the 2023 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. By complying with the HRC's controversial demands, PVH increases the risk of dividing employees, alienating customers and harming shareholders. The company covers transgender-related medical costs for its employees and their children. PVH uses its reputation, corporate funds, and political influence to support controversial sex and gender ideologies, organizations, and legislation. The company does not have viewpoint protections for its employees. It has donated to the American Civil Liberties Union (ACLU), Human Rights Campaign (HRC), and other similar advocacy groups. PVH has also supported the Equality Act and advocated for the Black Lives Matter (BLM) movement. However, the PVH Foundation does not appear to discriminate against religious organizations in its grant-making or donation-matching practices. For these reasons, PVH receives a Medium Risk rating.

Corporate Weaponization

Has denied service to 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, PVH has been under new management since 2021. PVH vets suppliers for environmental standards, including emission reduction goals (2)(3). PVH has not publicly fired customers, suppliers, or vendors based on political views or religious beliefs (4).

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

The PVH Foundation does not appear to discriminate against religious organizations in its grant-making or donation-matching practices (1)(2).

Employment policies fail to protect against discrimination based on political affiliation/views and/or religion. **High Risk**

PVH does not provide viewpoint protections for its employees (1).

Corporate Governance and Public Policy

Uses corporate reputation to support ideological causes and/or organizations hostile to freedom of expression. High Risk

PVH indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy (1)(2)(3). customers and harming shareholders. PVH is a member of the HRC's Business Coalition for the Equality Act (4). PVH's CEO signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (5). PVH is a consistent supporter of LGBTQ-related public advocacy, including ongoing partnerships with New York's Pride March and the HRC (6)(7). PVH has also been a leader in advocating for the BLM movement in the fashion industry (8).

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

PVH 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 (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders. The PVH Foundation made a \$15,000 grant to GLSEN in 2019 (4). PVH subsidiary Calvin Klein made a one-time donation to the ACLU in 2020 (5). The PVH Foundation donated \$100,000 to the National Urban League in 2020 (6). 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 (7)(8). PVH also financially contributed to an HRC program to foster LGBTQ inclusion at historically black colleges in 2021 (9)(10).

Uses corporate political contributions for ideological, non-business purposes. High Risk

PVH indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives (1)(2)(3). By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders. PVH does not operate a PAC or report on its lobbying at this time (4)(5)(6).

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