

TARGET SUMMARY OVERVIEW

MAKE IT POSSIBLE

TOMMY  HILFIGER

INTRODUCTION

Tommy Hilfiger is proud to be part of the PVH family of global fashion brands. PVH Corp. is committed to driving fashion forward, for good. Its strategy, Forward Fashion, is demonstrating a new level of ambition and transparency for sustainable business.

At Tommy Hilfiger, we have developed our own program, which is powered by Forward Fashion. It is called Make It Possible, and is our commitment to wasting nothing by becoming a circular business, and welcoming all through being a wholly inclusive brand and company.

Make it Possible was designed to communicate and connect with our consumers and customers.

Together with PVH, we are creating a blueprint for a more sustainable way of making and selling clothes. Together, they create a blueprint for a more sustainable way to make, sell clothes.

Make It Possible will be a ten-year journey and this document sets out our 2030 vision, ambitions and specific targets. We'll continue to be transparent on our progress with our targets, share our ups and downs, and add new targets along the way.

Feel free to keep in touch and ask us anything! Write to us at:
sustainability@tommy.com



MAKE IT POSSIBLE

FASHION THAT WASTES NOTHING AND
WELCOMES ALL

WASTING NOTHING



CIRCLE ROUND

MAKE PRODUCTS TO BE FULLY CIRCULAR, AND PART OF A SUSTAINABLE LOOP.



MADE FOR LIFE

OPERATE WITH SENSITIVITY TO PLANETARY BOUNDARIES*, INCLUDING IN THE AREAS OF CLIMATE CHANGE, LAND USE, FRESHWATER, CHEMICAL POLLUTION, FROM WHAT WE BUY TO WHERE WE SELL.

WELCOMING ALL



EVERYONE WELCOME

BE A BRAND THAT WORKS FOR EVERY TOMMY FAN – ALWAYS INCLUSIVE, COMPLETELY ACCESSIBLE.



OPPORTUNITY FOR ALL

CREATE EQUAL ACCESS TO OPPORTUNITY – NO BARRIERS TO SUCCESS AT TOMMY HILFINGER.

POSSIBLE BY 2030

*The planetary boundaries concept proposes limits for nine processes that regulate the stability and resilience of the Earth system, together forming a set of boundaries within which humanity can continue to develop and thrive for generations to come. Source: <https://bit.ly/3d3Qbv3>



THE 2030 ROADMAPS FOR EACH PILLAR ARE ACCOMPANIED BY FURTHER EXPLANATION OF THE 2030 VISION STATEMENT

2030 VISION

What do we want to Make Possible?

2030 DEFINITION

What do we mean in more detail?

2030 AMBITION

What do we hope to achieve in 2030?

MAKE IT POSSIBLE
FASHION THAT WASTES NOTHING AND WELCOMES ALL

EVERYONE WELCOME

VISION-2030
Be a brand that works for every TOMMY Fan – always inclusive, completely accessible.

DEFINITION
By 2030, we want all Tommy Hilfiger consumers to feel comfortable in our product, experience our brand as welcoming, and find all our channels equally accessible.

AMBITION-2030

- Our product categories will be available with inclusive versions as part of our stocked range or by special order.
- Offer inclusive and accessible brand experience across all sales and marketing channels for every potential consumer.
- Tommy Hilfiger recognized globally as an inclusive and accessible brand that champions inclusion in fashion and beyond.

ROLLING ROADMAP

ANNUAL
Every year, working with specialized partners, we'll use our brand platform to amplify a cause that fosters inclusivity and counters prejudice.

2023
Roll out our best practices* globally, to make our end-to-end online shopping experience, including purchase, receipt and return inclusive to everyone.

2024
Create an inclusive retail proposition by implementing best practices* in all our stores and showrooms, and share learnings with our wholesale partners.

2025
Offer options in inclusive formats by 2022 and adaptive formats by 2025 across all Tommy Hilfiger product categories.

ROLLING INNOVATION PLAN

To support these targets, we aim to continuously run innovation projects that push boundaries and build our knowledge on inclusive marketing, products & consumer touchpoints, starting with scoping the potential for made-on-demand adaptive or inclusive apparel.

*Best practices include practices over and above legal requirements, and/or practices from countries in our global portfolio where legislation is robust and these practices are already implemented.

POSSIBLE BY 2030

2030 ROADMAP

What are we going to deliver through to 2030?

ROLLING INNOVATION PLAN

Where we will innovate to enable transformative change?



MAKE IT POSSIBLE

FASHION THAT WASTES NOTHING
AND WELCOMES ALL

- Brand specific
- Forward Fashion
- Forward Fashion with addition or different timeline



CIRCLE ROUND

VISION-2030

Make products fully circular,
and part of a sustainable loop.

DEFINITION

By 2030, our products will be designed,
produced and (re)distributed in line with
circular business principles, enabling all
materials to be a part of a sustainable
biological and technical loops after the end
of their product lifetime.

AMBITION-2030

- Circular business models will be a significant part of the Tommy Hilfiger business.
- Our synthetic materials will be from recycled sources and our natural materials will come from regenerative systems, meaning they contribute to systems that renew or replenish themselves.
- We will enable our materials to be capable of returning to biological or technical loops.
- Our products will be designed and produced according to circular principles.

ROLLING ROADMAP



ROLLING INNOVATION PLAN

To support these targets, we aim to continuously run innovation projects that that push boundaries and build our knowledge on circular design, systems and materials, starting with developing enhanced recycling technology to improve the quality of recycled cotton fiber content.



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MADE FOR LIFE

VISION-2030

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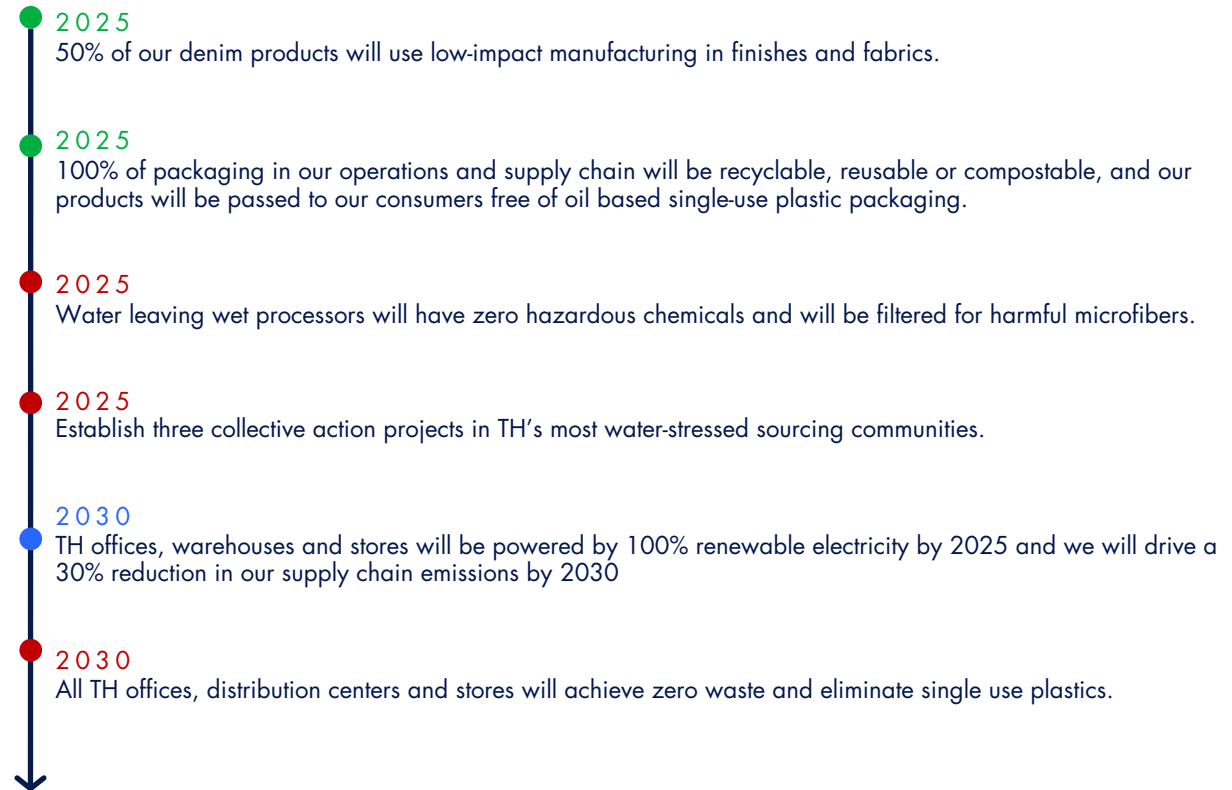
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By 2030, we will reduce the carbon footprint of our value chain ahead of Science Based Targets requirements, recycle or re-use all our waste, and use water sustainably.

AMBITION-2030

- Reduce our total Scope 1, 2 and 3 greenhouse gas emissions ahead of Science Based Targets trajectory.
- Unpreventable waste will be re-used or recycled at equivalent or improved levels of quality or value.
- Reduce water use in our value chain as far as possible, and work with others to preserve water resources in high risk basins.

ROLLING ROADMAP



ROLLING INNOVATION PLAN

To support these targets, we aim to continuously run innovation projects that push boundaries and build our knowledge on reducing impact from processing, manufacturing & operations, starting with identifying and launching unlikely collaborations to create breakthrough CO₂ positive products.

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OPPORTUNITY FOR ALL

VISION-2030

Create equal access to opportunity – no barriers to success at Tommy Hilfiger.

DEFINITION

By 2030, all people working in environments controlled by us and our supply chain partners, are enabled to speak up for themselves and have opportunities to maximize their potential.

AMBITION-2030

- The profile of our associates matches the diversity of the countries in which we operate and sell, across ethnicity, gender and physical ability.
- The people that create our brand and products are prepared for the changes to their work brought about by the 4th Industrial Revolution.
- Take to scale transformative innovations leveraged from the communities around us, by enabling social innovation and entrepreneurship.

ROLLING ROADMAP

- **ANNUAL**
Pilot or implement at least one business idea every year from our Fashion Frontier Challenge, aimed at making the fashion industry more positive and inclusive.
- **2021**
Implement measures and actions at all stages of the talent practice lifecycle to foster inclusivity, starting with an inclusive hiring policy to ensure a more diverse candidate pool for every role.
- **2023**
Expand unconscious bias training and digital literacy programs to reach all Tommy Hilfiger associates globally in offices, stores and warehouses.
- **2025**
100% of workers employed by key suppliers will have their voices heard through representative workplace committees.
- **2025**
100% of migrant workers at PVH's Level 1 and key Level 2 suppliers will not pay recruitment fees
- **2025**
100% of our key suppliers in two key production countries by 2025 and in four by 2030 will proactively support industry-wide collective bargaining to achieve living wages.
- **2030**
100% of PVH suppliers will promote and maintain safe and healthy work environments by 2025 and will meet or exceed all of our social and environmental standards by 2030.
- **2030**
Professional and life skills development programs and services will be made available to 200,000 women across the PVH supply chain.
- **2030**
Achieve gender parity in leadership positions

ROLLING INNOVATION PLAN

To support these targets, we aim to continuously run innovation projects that push boundaries so we can accelerate our progress towards inclusion, equality and opportunity. Our focus is on collaborations that will prepare those who create and make our products for the 4th industrial revolution.



MAKE IT POSSIBLE - OVERVIEW

OUR 2030 VISION IS CENTERED AROUND CIRCULARITY & INCLUSIVITY

CIRCULARITY

CIRCLE ROUND

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