



Health and Safety Policy Statement

The Company regards the promotion and continuous improvement of health and safety measures as a mutual objective for managers and employees at all levels.

It is therefore the Company's policy to do all it that is reasonable to prevent personal injury and damage to property. In addition, we strive to protect everyone from foreseeable work hazards including contractors, visitors and the public, insofar as they come into contact with the Company or its products.

In particular, this company has a responsibility:

- To provide and maintain safe and healthy working conditions taking account of any statutory requirements.
- To provide training and instruction to enable employees to perform their work safely and efficiently.
- To make available all necessary safety devices and protective equipment and to supervise their use.
- Ensure that risk assessments are being carried out. Assessments will assist in the identification of hazards and setting of objectives for elimination and reduction of risk.
- To maintain a constant and continuing interest in health and safety matters applicable to the company's activities by consulting with and involving employees.

Employees have a duty to co-operate in the operation of this policy.

- Employees have a duty to take care of their own health and safety and that of others who may be affected by your actions at work.
- Employees must co-operate with employers and co-workers to help everyone meet their legal requirements.
- By using the protective equipment provided and by meeting statutory obligations.
- If employees have specific queries or concerns relating to health and safety in your workplace, talk to your manager/supervisor or a health and safety representative.

A handwritten signature in black ink, appearing to read "PVH".

Paul Van Danzig
Group Chief Executive Officer