PVH: Driving Fashion Forward With Comprehensive Visibility into Its External Workforce Resources

With global iconic brands including Calvin Klein and TOMMY HILFIGER, PVH Europe B.V. is one of the world's largest and most admired fashion companies, connecting with consumers in over 40 countries. The company's 140-year history is built on the strength of its brands, a very large and strong consumer base, a truly global presence, and a rapidly growing digital and multichannel distribution capability.

Committed to driving fashion forward for good, PVH works with a strong consumer focus, seeking to become even more demand and data driven. In its workplace, PVH cultivates an environment of inclusion, belonging, and equity. Looking to better manage contingent labor in Europe, the company sought a solution to give it a holistic view of its external workforce, helping it access qualified talent and mitigate compliance risk.



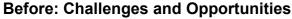






Fashioning Stronger External Workforce Controls with

SAP® Fieldglass® Vendor Management System



- · Improve visibility and management of its external workforce and annual spend
- Strengthen processes and controls around the hiring of external labor and mitigate compliance risk
- Adopt a total workforce management approach, forming a strong partnership between procurement and HR, with contingent workforce spend and supplier contracts visible to the HR team

Why SAP, Randstad Sourceright, and TalentIn

- Met the established criteria documented in its competitive tender process, with SAP® Fieldglass Vendor Management System offering rich functionality and a powerful management tool in a single application
- Ease of integration with its established SAP software landscape, should the need arise in the future
- Dedicated guidance from Randstad Sourceright and TalentIn to support the implementation of modern software to manage contingent workers

After: Value-Driven Results

- Centralized contingent workforce management, allowing for greater visibility and control
- · Gained insights on external workforce, helping it make more-informed decisions
- Introduced an integrated approval workflow process, ensuring senior management approval is granted before external resources are employed
- Reduced the number of suppliers engaged for contract labor services and improved operational processes and efficiencies, helping ensure invoices are paid on time
- Strengthened compliance by introducing standardized contracts for workers and establishing two-year maximum-term contract periods for freelancers



"With SAP Fieldglass solutions, we have comprehensive visibility into our external workforce resources, giving us better access to qualified professional talent when we need it."

Nicolas Tiercelin, Procurement Manager Professional Services, PVH Europe B.V.

€20 million 20 days

In contingent labor spend in Europe each year captured in SAP Fieldglass solutions Time-to-fill rate achieved – from job request to

onboarding

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Enhancing Engagement and Access to Talent

Where and When Its Needed Most

With highly-qualified external workers now accounting for about 10% of the total workforce at PVH Europe B.V., procurement professionals worked collaboratively with HR and finance teams to steer its external workforce program with strong governance controls.

Working with Randstad Sourceright and TalentIn to manage the implementation project, PVH adopted SAP® Fieldglass® Vendor Management System to centralize the management and tracking of its external resources, including temporary workers, freelancers, and independent contractors. The solution helps PVH mitigate risk in its supply chain by streamlining operational processes and standardizing robust contracts with suppliers. From a talent sourcing perspective, PVH can field three qualified candidates from its contingent labor pool and serve candidates with a smooth onboarding experience. Also on the horizon, PVH is considering extending the scope of the program by adding statement-of-work functionality and expanding use in additional regions.

"HR and procurement teams worked together on our implementation of SAP Fieldglass solutions, giving us one centralized location to manage every stage involved in engaging and managing external resources giving us more oversight and control."

Nicolas Tiercelin, Procurement Manager Professional Services, PVH Europe B.V.

10%

Of total workforce managed through SAP Fieldglass solutions

90%

Of job postings served by three qualified candidates









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