

# 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



## Before: Challenges and Opportunities

- 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

### Featured Partners

randstad sourceright

TalentIn  
workforce strategies

SAP Fieldglass

**PVH Europe B.V.**  
Amsterdam, The Netherlands  
[www.pvh.com](http://www.pvh.com)

**Industry**  
Consumer products

**Products and Services**  
Apparel and accessories

**Employees**  
33,000

**Revenue**  
US\$7.1 billion

**Featured Solution**  
SAP Fieldglass Vendor Management System

**THE BEST RUN**

## 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

Follow us



[www.sap.com/contactsap](http://www.sap.com/contactsap)

Studio SAP | 77371enUS (21/08)

© 2021 SAP SE or an SAP affiliate company. All rights reserved.

No part of this publication may be reproduced or transmitted in any form or for any purpose without the express permission of SAP SE or an SAP affiliate company.

The information contained herein may be changed without prior notice. Some software products marketed by SAP SE and its distributors contain proprietary software components of other software vendors. National product specifications may vary.

These materials are provided by SAP SE or an SAP affiliate company for informational purposes only, without representation or warranty of any kind, and SAP or its affiliated companies shall not be liable for errors or omissions with respect to the materials. The only warranties for SAP or SAP affiliate company products and services are those that are set forth in the express warranty statements accompanying such products and services, if any. Nothing herein should be construed as constituting an additional warranty.

In particular, SAP SE or its affiliated companies have no obligation to pursue any course of business outlined in this document or any related presentation, or to develop or release any functionality mentioned therein. This document, or any related presentation, and SAP SE's or its affiliated companies' strategy and possible future developments, products, and/or platforms, directions, and functionality are all subject to change and may be changed by SAP SE or its affiliated companies at any time for any reason without notice. The information in this document is not a commitment, promise, or legal obligation to deliver any material, code, or functionality. All forward-looking statements are subject to various risks and uncertainties that could cause actual results to differ materially from expectations. Readers are cautioned not to place undue reliance on these forward-looking statements, and they should not be relied upon in making purchasing decisions.

SAP and other SAP products and services mentioned herein as well as their respective logos are trademarks or registered trademarks of SAP SE (or an SAP affiliate company) in Germany and other countries. All other product and service names mentioned are the trademarks of their respective companies.

See [www.sap.com/trademark](http://www.sap.com/trademark) for additional trademark information and notices.