

Dated: April 30, 2009

Phillips-Van Heusen Corporation
Corporate Social Responsibility Committee
of the Board of Directors
Charter

I. Purpose

The Corporate Social Responsibility Committee is a Committee of the Board of Directors. It shall act in an advisory capacity to the Board and management with respect to policies and strategies that affect the Company's role as a socially responsible organization. While the Committee has the responsibilities set forth in this Charter, it is the duty of management to plan and implement the Company's programs with respect to corporate social responsibility and to determine whether the Company's corporate social responsibility policies and practices constitute the most appropriate policies and practices for the Company.

II. Composition

The Corporate Social Responsibility Committee shall be composed of two or more directors. The members of the Committee shall meet the independence requirements of the New York Stock Exchange.

The members of the Corporate Social Responsibility Committee shall be elected by the Board of Directors at the annual organizational meeting of the Board and shall serve until the next annual organizational meeting or until their respective successors shall be duly elected and qualified; provided, however, that members of the Committee may be removed by the Board.

III. Meetings

The Corporate Social Responsibility Committee shall meet at least two times per year. The Committee may also hold any special meetings as may be called by the Chairman of the Committee, a majority of the members of the Committee or at the request of management. A quorum for any meeting shall be a majority of the members. Members of senior management and others may attend meetings of the Committee at the invitation of the Committee and shall provide pertinent information as necessary.

The Chairman of the Corporate Social Responsibility Committee shall oversee management's preparation of the agenda and the distribution of the agenda, together with supporting material, to the Committee members prior to each meeting. The Chairman shall include on the agenda of any meeting any appropriate matter requested by the Company's Chief Executive Officer, General Counsel or other appropriate officer, as well as by any member of the Committee. The Chairman will also cause minutes of each meeting to be prepared and circulated to the

Committee members. Meeting agendas and minutes shall also be distributed to the directors who are not members of the Committee. The Committee may meet via telephone conference calls.

The Corporate Social Responsibility Committee may form and delegate authority to subcommittees when appropriate.

The Corporate Social Responsibility Committee shall report regularly to the Board of Directors as to its activities.

IV. Functions

1. The Corporate Social Responsibility Committee shall monitor management's policies (including the development of management's policies) and performance relating to corporate social responsibility, including social, employment, environmental and other matters of significance to the Company's reputation as a global corporate citizen.
2. The Corporate Social Responsibility Committee shall monitor the process that is undertaken to prepare the Company's annual Corporate Social Responsibility Report and shall review and be consulted with regarding the Report prior to its publication.
3. The Corporate Social Responsibility Committee shall meet with the Company's human rights department regarding human rights matters of significance to the Company.
4. The Corporate Social Responsibility Committee shall review significant lawsuits, investigations by governmental entities and other significant legal matters involving the Company or one of its affiliates that affect the Company's reputation as a global corporate citizen.
5. The Corporate Social Responsibility Committee shall review and make recommendations to the Board regarding stockholder proposals that relate to matters of corporate social responsibility and are submitted for inclusion in the Company's proxy statement for its annual meeting of stockholders.
6. The Corporate Social Responsibility Committee shall review and reassess the adequacy of this Charter annually and recommend any proposed changes to the Board for approval.
7. The Corporate Social Responsibility Committee shall annually review its own performance.
8. The Corporate Social Responsibility Committee shall perform any other duties assigned to it by the Board.