



Responsible Cotton Fiber Sourcing Policy

VF is committed to responsible cotton sourcing and ethical business conduct throughout its supply chain. Suppliers are expected to maintain effective controls to identify the origin of cotton used in products supplied to VF and to operate in a manner consistent with applicable laws, responsible sourcing standards, and VF requirements relating to traceability, labor practices, and its supply chain. This includes meeting applicable customs and import requirements in the country of destination, as required under VF's Master Manufacturing Terms and Conditions.

VF recognizes the complexity of global cotton supply chains and the challenges associated with tracing cotton through multiple tiers. Suppliers must nevertheless maintain appropriate traceability and documentation processes to identify the origin of cotton used in products supplied to VF and demonstrate compliance with this Policy.

Supply Chain Disclosure: Suppliers must maintain records identifying parties involved in the cotton supply chain for VF or VF Brand products, including, as applicable, weaving, knitting, dyeing, finishing, yarn spinning, cotton traders, cotton gins, cotton conglomerates, fiber suppliers, and other relevant supply chain participants. Suppliers must provide this information to VF upon request.

Traceability Process: Suppliers and sub-suppliers must maintain a process that documents: (a) the origin of incoming cotton-based materials; (b) the destination of corresponding outgoing materials or products; and (c) the relationship between incoming materials and finished products supplied for VF or VF Brands.

Documentation: Suppliers and sub-suppliers must retain records to substantiate the origin and traceability of cotton used in VF or VF Brand products for at least five years, including, as applicable:

- Executed declarations from suppliers and sub-suppliers supporting the origin and traceability of cotton used in VF products and confirming compliance with this Policy.
- Records supporting the traceability process described above;
- Relevant invoices and purchase orders for cotton fiber, yarn, fabric, and other cotton-based materials; and
- Country- or region-of-origin documentation, transportation records, bills of lading, and other available records supporting cotton origin and movement through the supply chain.

Verification: VF or its designated representative may verify compliance with this Policy through documentation requests, supply chain reviews, audits, assessments, or other related measures. Suppliers must cooperate with reasonable verification requests and address identified gaps within the timeframe specified by VF.

Suppliers are required to certify, based on reasonable diligence and available information, that cotton used in products supplied to VF is sourced in accordance with this Policy and that they have implemented controls designed to identify and support the traceability of cotton origin.

Failure to comply with this Policy may result in corrective action, additional diligence, suspension, or termination of the business relationship, as appropriate based on the circumstances.