



policy

Effective Date: July 30, 2018, Last Reviewed Date: July 30, 2018

Respectful Workplace Policy

Owners: Global Human Resources and Ethics & Compliance

At the core of who we are at VF Corporation is our Guiding Principle of *Living with Integrity*. Living with Integrity means that everyone is entitled to respectful treatment in every VF workplace and in work-related activities that extend beyond the workplace.

Being respected means being treated in a professional and honest manner, in an environment where each person's unique talents, background and perspectives are valued and included.

A respectful workplace is free from unlawful discrimination and harassment, but it is much more than compliance with applicable laws. It is a work environment that is free of inappropriate and unprofessional behavior, and one that is consistent with VF's Purpose and guiding principles – a place where everyone can do their best work and a place where a person is free to report workplace concerns without fear of retaliation or reprisal.

Our Policy is a Movement

Our Purpose calls us to lead Movements and this is how strongly we feel about our commitment to fostering and sustaining a Respectful Workplace. This Policy reflects our deep enterprise-level commitment. It helps to ensure that people are treated with dignity and respect in every VF workplace. It also reinforces our commitment to compliance with laws prohibiting discrimination, harassment and retaliation.

This Policy applies globally in all locations and situations, and to all employees and directors of VF ("associates"). It also applies to those acting on behalf of VF as referenced in our Code of Conduct.

Respectful Work Environment

Our goal is to create and sustain a work environment that reflects our commitment to inclusion and diversity; one that values the best in everyone, where people treat each other respectfully and professionally, and where individual differences are valued.

Any harassment, unprofessional or inappropriate behavior, even if not illegal, interferes with that goal and will not be tolerated. Unlawful discrimination is also prohibited. This applies to the workplace and to outside activities and interactions that can affect the workplace, such as work events and other company-sponsored activities.

One VF Standard

As a global company, VF operates in a complex and varied global environment. But wherever we do business, our Code of Conduct and this Policy apply, and our commitment to ensure the highest standards of ethics and integrity and protect VF's reputation is universal.

The Code provides a common set of values to guide actions and decisions not covered by a specific policy or rule. It encourages associates to ask several questions when making decisions about workplace conduct:

- Does it reflect VF's Guiding Principles?
- Is it legal?



policy

- Is it consistent with our Code?
- Would you be comfortable if others knew about it?

If the answer to any of these questions is “no,” don’t engage in the activity. If you are uncertain, seek guidance from your supervisor, manager or Human Resources contact.

Policy Against Unlawful Discrimination

VF prohibits all forms of illegal discrimination against applicants, employees, contractors or anyone doing business with the company. While discrimination laws vary by country, VF’s policy prohibits discrimination based on race, color, age, national origin, disability, religion, sexual orientation, gender identity (including pregnancy, childbirth, breastfeeding or related medical conditions), marital status, or genetic information, as well as other protected classifications. We commit to provide equal employment opportunities for all applicants and associates in recruiting, hiring, placement, training, compensation, insurance, benefits, promotions, transfer and employment status.

Policy Against Harassment

VF prohibits and does not tolerate harassment. Harassment is unwelcome conduct toward an individual that creates an intimidating, hostile, or offensive work environment and that may be due to personal traits such as age, disability, marital status, national origin, race or color, religion, sex, sexual orientation, or gender identity.

Examples of harassment that may violate the law and will violate this Policy include:

- Oral or written communications that contain offensive name-calling, jokes, slurs, negative stereotyping, or threats. This includes comments or jokes that are distasteful or targeted at individuals or groups based on personal traits such as age, disability, marital status, national origin, race or color, religion, sex, sexual orientation, or gender identity.
- Nonverbal or psychological conduct, such as staring, leering or giving inappropriate gifts.
- Physical conduct, such as assault or unwanted touching.
- Visual images, such as offensive pictures, cartoons, drawings, or gestures.

Sexual Harassment

Sexual harassment is a form of harassment that is based on a person’s gender or gender identity, or that involves a request or demand for sexual favors by someone in authority, where the demand is tied to hiring, promotion, termination, or any other condition of employment. Although having a consensual romantic relationship with another VF associate is not harassment, harassment may occur if either person in the relationship engages in workplace conduct that is inappropriate or unwelcome. Employees in consensual romantic relationships must also comply with VF’s [Conflict of Interest Policy](#).

For additional guidance, see VF’s [Harassment-Free Workplace Policy](#).

Every VF employee has a role to play in achieving a respectful workplace

A respectful workplace requires the participation of all associates. Remember:

- VF expects respectful and professional behavior at all times, no matter the situation. Be sensitive to how others may perceive your actions and remember that your actions reflect on you and the company.



policy

- This Policy applies to activities and interactions outside of work that can affect the workplace, including business entertainment, team building outings, conferences, and other meetings and activities relating to VF business. Venues and activities where VF business is conducted should be professional, appropriate, and consistent with VF's guiding principles and reputation.
- If you observe behavior that you believe is inappropriate or that violates this Policy, speak up in the moment. If you are uncomfortable doing so, report your concerns using one of the methods below (see "How to Report a Violation").
- In some cases, a person may make a comment or do something that was not intended to offend, but it has that effect. Treating each other with respect means being honest and open enough to let a colleague know if you have been hurt or offended. Respect also means that if a colleague tells you that you have done something to offend, you should respond in a respectful fashion and treat that colleague respectfully in the future.

How to Report a Violation

While the type of respectful dialogue referenced above may address some situations, you may not always feel comfortable doing so. VF is ready to help you to address and deal with any inappropriate workplace behavior. We take every allegation extremely seriously. Please contact any member of VF's Human Resources team should you need assistance.

Contact your manager or another manager you feel comfortable speaking with. You may also contact a Human Resources Manager or go to someone more senior in the Human Resources organization. You can also use any of the additional reporting options listed in the "Seeking Guidance and Raising Concerns" section of the Code of Conduct, including our Ethics Helpline (ethics.vfc.com).

How VF Will Respond

For any report of discrimination, harassment, or other violation of this Policy, VF will review the concerns and conduct an investigation as appropriate. Where there has been a violation of this Policy or the Code, the company will take appropriate action against those violating this Policy to correct and address the situation, which may include disciplinary action, up to and including termination.

VF will inform parties about the status of review of their complaints. To respect the privacy and confidentiality of all people involved, VF may not share specific details of the discipline or other action taken.

VF Management Responsibility

Every VF supervisor and manager is responsible for ensuring that the company consistently creates and sustains a respectful workplace. This includes ensuring that complaints or acts of discrimination, harassment, or inappropriate or unprofessional behavior are immediately elevated to Human Resources and handled properly and effectively, in a timely manner. Managers and supervisors must take each concern seriously and must never ignore acts or reports of inappropriate behavior.

Retaliation is Strictly Prohibited

This Policy strictly prohibits any retaliation against anyone who reports a concern about discrimination, harassment, or other violation of this Policy. If you believe you have been subjected to or have witnessed retaliation, report it to Human Resources or VF Ethics and Compliance immediately. VF will take steps to protect you and to investigate your concerns. See [VF's Open Door and Non-Retaliation Policy](#) for more information.