



June 24, 2022

## Roe v. Wade Supreme Court Decision

U.S. Associates –

Today's announcement from the Supreme Court is a precedent-setting event that effectively overturns Roe v. Wade, a landmark case which had protected the constitutional right to have an abortion.

Long surrounded by controversy that has sparked intense debate and polarization within the U.S., today's ruling will have a significant ripple effect as individual states can now decide whether and when abortion will be legal or decide to ban or restrict abortion in new ways. This will call into question many aspects of women's reproductive rights and civil liberties broadly.

One of our highest priorities at VF is providing robust benefits and resources to our associates so you can manage your physical, financial, and emotional well-being. As we shared a few weeks ago, our HR Benefits team has updated our national health plans to extend travel and lodging benefits for all medically necessary services that aren't available in the areas where our associates reside, including elective abortion.

Today's ruling by the Supreme Court will only serve to intensify the level of debate and division across the U.S., and I ask that each of you lean into empathy and compassion as we seek to navigate our differences. Consistent with our culture of inclusion, we are open to internal conversations within VF on this issue, but we also realize that today's ruling may be very difficult for some of our associates to accept. As such, we encourage everyone to be respectful of your colleagues as they work through a range of emotions and may not wish to engage on this topic.

Once again, we find ourselves living through a historic moment in America. But as we have learned from the tremendous amount of change and disruption we've experienced recently, it is our resilience, compassion, and commitment to supporting each other that will help us get through it together.

I want to remind everyone of the resources that are available through *Live Well with VF*, or you can visit the Mental Health Awareness page for additional information.

A handwritten signature in black ink, appearing to read 'Steve Rendle', written in a cursive style.

Steve Rendle