

**VF PROHIBITS NORTH KOREAN LABOR, MATERIALS, COMPONENTS, PRODUCTS, AND SERVICES IN ITS SUPPLY CHAINS**

The United States has adopted measures that create a presumption that all goods produced in whole or in part by North Korean labor, wherever located geographically, involve the use of forced labor and may not be imported into the United States. In addition, companies that deal with North Korea, its companies, or its residents -- even where the goods are not for import into the United States -- also can be subject to other sanctions, which can be severe.

This document seeks to communicate our long-standing policies that prohibit the production of VF products using forced labor, that require VF Authorized Facilities to comply with all applicable laws of the countries in which they are located, and that require VF Authorized Facilities to comply with other VF sourcing requirements. Consistent with our Global Compliance Principles and other policies and procedures:

1. Authorized Facilities and their supply chains for VF goods may not use North Korean labor located anywhere, including outside of North Korea, unless it can be demonstrated by the Authorized Facility to our satisfaction in advance that the North Koreans employed in making the goods were not subject to conditions of forced labor. Forced labor would include, without limitation, utilization of North Korean workers who are employed through government-backed schemes or required to repatriate any portion of their wages to the North Korean government.
2. Goods acquired from Authorized Facilities may not consist of or contain, in whole or in part, materials, components or products from North Korea, including from any North Korean Special Economic Zone, and may not be wholly or partially assembled, processed, or manufactured in North Korea.

Consistent with our Global Compliance Principles, VF expects Authorized Facilities to have in place policies and procedures to ensure compliance with the foregoing requirements, and to impose this requirement on all the material suppliers in each VF Authorized Facility supply chain. VF will audit compliance by Authorized Facilities with these requirements during the normal course of our Factory Compliance audits.

Please acknowledge via signature to confirm your understanding and commitment to comply with the requirements set out above in this document. A violation of our Global Compliance Principles may ultimately result in termination of the relationship between VF and the Authorized Facility.

**Acknowledged Receipt by  
Authorized Facility:**

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[Representative's signature]

\_\_\_\_\_  
[Date]

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[Representative's Name]

[Representative's Title]

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