

2018 Disclosures – GRI Content Index

The 2018 ‘Made for Change’ Sustainability & Responsibility Report has been produced in accordance with the [Global Reporting Initiative \(GRI\) Standards: Core option](#). To locate the topics and standards within the guidelines, and our responses, please see the content index below.

Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
General	Organizational profile	102-1	Name of the organization	2018 ‘MADE FOR CHANGE’ REPORT PAGE 5	
		102-2	Activities, brands, products, and services	2018 ‘MADE FOR CHANGE’ REPORT PAGES 5–8 2018 ANNUAL REPORT PAGES 1–6	
		102-3	Location of headquarters		In 2018 our HQ was in Greensboro, NC
		102-4	Location of operations	2018 ‘MADE FOR CHANGE’ REPORT PAGES 5, 66	
		102-5	Ownership and legal form	2018 ANNUAL REPORT PAGES 1, 19	
		102-6	Markets served	2018 ANNUAL REPORT PAGES 1–6	
		102-7	Scale of the organization	2018 ‘MADE FOR CHANGE’ REPORT PAGES 5–8	
		102-8	Information on employees and other workers	2018 ‘MADE FOR CHANGE’ REPORT PAGE 66	






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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes	
General (continued)	Organizational profile	102-9	Supply chain	2018 'MADE FOR CHANGE' REPORT PAGE 9		
				2018 ANNUAL REPORT PAGES 5-6		
		102-10	Significant changes to the organization and its supply chain	2018 ANNUAL REPORT PAGES 3-4 & 8-9		
		102-11	Precautionary Principle or approach			We do not currently disclose this information
		102-12	External initiatives	2018 'MADE FOR CHANGE' REPORT PAGES 20, 36, 38, 43-45, 47, 51, 53-54, 79		
	102-13	Membership of associations	2018 'MADE FOR CHANGE' REPORT SEE OUR COMMITMENTS			
	Strategy	102-14	Statement from senior decision-maker	2018 'MADE FOR CHANGE' REPORT PAGES 3-4		
		102-15	Key impacts, risks, and opportunities	2018 'MADE FOR CHANGE' REPORT PAGES 10-14, 23, 31-33, 41, 50, 61, 79		
	2018 ANNUAL REPORT PAGES 10-17					
	Ethics and integrity	102-16	Values, principles, standards, and norms of behavior	2018 'MADE FOR CHANGE' REPORT PAGES 61-65, 67-69		
102-17		Mechanisms for advice and concerns about ethics	2018 'MADE FOR CHANGE' REPORT PAGES 63-64			

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
General (continued)	Governance	102-18	Governance structure	2018 'MADE FOR CHANGE' REPORT PAGES 17-18	
		102-22	Composition of the highest governance body and its committees	2018 ANNUAL REPORT PAGE 12	
		102-38	Annual total compensation ratio	PROXY STATEMENT PAGE 48	
	Stakeholder engagement	102-40	List of stakeholder groups	2018 'MADE FOR CHANGE' REPORT PAGES 20, 79	
		102-41	Collective bargaining agreements		Only applicable in our owned manufacturing: Mexico: 100%, Honduras: 0%, Dominican Republic: 0%
		102-42	Identifying and selecting stakeholders	2018 'MADE FOR CHANGE' REPORT PAGE 20	
		102-43	Approach to stakeholder engagement	2018 'MADE FOR CHANGE' REPORT PAGES 20, 79	
		102-44	Key topics and concerns raised	2018 'MADE FOR CHANGE' REPORT PAGES 20, 79	
	Reporting practice	102-45	Entities included in the consolidated financial statements	2018 ANNUAL REPORT PAGE 2	
		102-46	Defining report content and topic Boundaries	2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-47	List of material topics	2018 'MADE FOR CHANGE' REPORT PAGE 79	












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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
General (continued)	Reporting practice	102-48	Restatements of information		The reasoning behind any restatements as well as the impact of changes to methodology, data quality, availability, etc., are outlined throughout this report in the relevant sections and disclosures
		102-49	Changes in reporting		No significant changes have been made from the previous reporting period in terms of material topics and topic boundaries
		102-50	Reporting period	 2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-51	Date of most recent report	 2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-52	Reporting cycle	 2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-53	Contact point for questions regarding the report	 2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-54	Claims of reporting in accordance with the GRI Standards	 2018 'MADE FOR CHANGE' REPORT PAGE 78	
		102-55	GRI content index		This document is the GRI Content Index for 2018
		102-56	External assurance		The content in this report has not been externally assured or verified












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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Economic	Economic Performance	103-1	Explanation of the material topic and its Boundary	2018 ANNUAL REPORT PAGES 1-8	
		103-2	The management approach and its components	2018 ANNUAL REPORT PAGES 1-8	
		103-3	Evaluation of the management approach	2018 ANNUAL REPORT PAGES 1-8	
		201-1	Direct economic value generated and distributed		We do not currently disclose this information
	Market Presence	202-1	Ratios of standard entry level wage by gender compared to local minimum wage		We do not currently disclose this information
	Anti-corruption	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 21	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGE 21	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGE 21	
		205-2	Communication and training about anti-corruption policies and procedures	2018 'MADE FOR CHANGE' REPORT PAGE 21	
	Environment	Materials	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 41
103-2			The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGES 41-45	











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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Environment (continued)	Materials	103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGES 41–45	
		301-2	Recycled input materials used	 2018 'MADE FOR CHANGE' REPORT PAGE 43–45	
	Energy	103-1	Explanation of the material topic and its Boundary	 2018 'MADE FOR CHANGE' REPORT PAGES 36–37	
		103-2	The management approach and its components	 2018 'MADE FOR CHANGE' REPORT PAGES 36–37	
		103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGES 36–38	
		302-1	Energy consumption within the organization	 2018 'MADE FOR CHANGE' REPORT PAGE 84	
		302-2	Energy consumption outside of the organization	 2018 'MADE FOR CHANGE' REPORT PAGE 84	
		302-3	Energy intensity	 2018 'MADE FOR CHANGE' REPORT PAGES 36, 85	
		302-4	Reduction of energy consumption	 2018 'MADE FOR CHANGE' REPORT PAGE 85	
		Water	103-1	Explanation of the material topic and its Boundary	 2018 'MADE FOR CHANGE' REPORT PAGE 40
	103-2		The management approach and its components	 2018 'MADE FOR CHANGE' REPORT PAGE 40	

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Environment (continued)	Water	103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGE 40	
		303-1	Water withdrawal by source	 2018 'MADE FOR CHANGE' REPORT PAGE 40	
		303-3	Water recycled and reused	 2018 'MADE FOR CHANGE' REPORT PAGE 40	
	Emissions	103-1	Explanation of the material topic and its Boundary	 2018 'MADE FOR CHANGE' REPORT PAGE 33	
		103-2	The management approach and its components	 2018 'MADE FOR CHANGE' REPORT PAGES 33–35	
		103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGES 33–35	
		305-1	Direct (Scope 1) GHG emissions	 2018 'MADE FOR CHANGE' REPORT PAGE 35	
		305-2	Energy indirect (Scope 2) GHG emissions	 2018 'MADE FOR CHANGE' REPORT PAGE 35	
		305-3	Other indirect (Scope 3) GHG emissions	 2018 'MADE FOR CHANGE' REPORT PAGE 35	
		305-5	Reduction of GHG emissions	 2018 'MADE FOR CHANGE' REPORT PAGE 35	
	Effluents and Waste	103-1	Explanation of the material topic and its Boundary	 2018 'MADE FOR CHANGE' REPORT PAGES 39, 48	

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Environment (continued)	Effluents and Waste	103-2	The management approach and its components	 2018 'MADE FOR CHANGE' REPORT PAGES 39, 48–49	
		103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGES 39, 48–49	
		306-1	Water discharge by quality and destination	 2018 'MADE FOR CHANGE' REPORT PAGE 40	
		306-2	Waste by type and disposal method	 2018 'MADE FOR CHANGE' REPORT PAGE 85	Due to data collection changes, only 2017 data is available at this time
	Supplier Environmental Assessment	308-1	New suppliers that were screened using environmental criteria		Environmental protection is one VF's 16 Global Compliance Principles for Suppliers
		308-2	Negative environmental impacts in the supply chain and actions taken	 2018 'MADE FOR CHANGE' REPORT PAGE 57	
Social	Occupational Health and Safety	103-1	Explanation of the material topic and its Boundary	 2018 'MADE FOR CHANGE' REPORT PAGES 54, 67	
		103-2	The management approach and its components	 2018 'MADE FOR CHANGE' REPORT PAGES 54, 67	
		103-3	Evaluation of the management approach	 2018 'MADE FOR CHANGE' REPORT PAGES 54, 67	
		403-9	Work-related injuries	 2018 'MADE FOR CHANGE' REPORT PAGE 82	
		403-10	Work-related ill health	 2018 'MADE FOR CHANGE' REPORT PAGE 82	

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Social (Continued)	Training and Education	404-1	Average hours of training per year per employee	2018 'MADE FOR CHANGE' REPORT PAGE 68	
		404-3	Percentage of employees receiving regular performance and career development reviews		All associates at HQ and local offices receive regular performance and career development reviews
	Diversity and Equal Opportunity	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 63	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGES 63–65	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGES 63–65	
		405-1	Diversity of governance bodies and employees	2018 'MADE FOR CHANGE' REPORT PAGE 81	
	Non-discrimination	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 64	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGES 64–65	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGES 63–65	
		406-1	Incidents of discrimination and corrective actions taken	2018 'MADE FOR CHANGE' REPORT PAGE 64	
	Freedom of Association and Collective Bargaining	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 65	

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Social (Continued)	Freedom of Association and Collective Bargaining	103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGE 55	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGE 55	
		407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	2018 'MADE FOR CHANGE' REPORT PAGE 55	
	Human Rights Assessment	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 51	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGE 51	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGE 51	
		412-1	Operations that have been subject to human rights reviews or impact assessments	2018 'MADE FOR CHANGE' REPORT PAGE 51	100% of operations
	Local Communities	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 58	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGES 58–59	
		103-3	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGES 58–59	
		413-1	Operations with local community engagement, impact assessments, and development programs	2018 'MADE FOR CHANGE' REPORT PAGES 56–58	

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Disclosure Category	Topic	Disclosure Number	Disclosure Title	Location	Notes
Social (Continued)	Supplier Social Assessment	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 56	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGES 56–57	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGES 56–57	
		414-1	New suppliers that were screened using social criteria		100% are screened for social criteria. See our Guiding Principles
		414-2	Negative social impacts in the supply chain and actions taken	2018 'MADE FOR CHANGE' REPORT PAGES 58–59	
	Public Policy	415-1	Political contributions	2018 'MADE FOR CHANGE' REPORT PAGE 19	
	Customer Health and Safety	103-1	Explanation of the material topic and its Boundary	2018 'MADE FOR CHANGE' REPORT PAGE 47	
		103-2	The management approach and its components	2018 'MADE FOR CHANGE' REPORT PAGE 47	
		103-3	Evaluation of the management approach	2018 'MADE FOR CHANGE' REPORT PAGE 47	
		416-1	Assessment of the health and safety impacts of product and service categories	2018 'MADE FOR CHANGE' REPORT PAGE 47	All products are assessed for health & safety impacts
		416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	2018 'MADE FOR CHANGE' REPORT PAGE 47	