










2018 Disclosures

The [Sustainability Accounting Standards Board \(SASB\)](#) is an independent, non-profit standards-setting organization dedicated to helping companies disclose financially material, decision-useful environmental, social and governance (ESG) information that meets investor needs. This index maps the disclosure of SASB accounting metrics in VF's 2018 'Made for Change' Sustainability Report and website.

Topic	Accounting metric	Category	Unit of Measure	Code	Response																
Raw Materials Sourcing	Description of environmental and social risks associated with sourcing priority raw materials.	Discussion & Analysis	N/A	CG-AA-440a.1	 <p>2018 'MADE FOR CHANGE' REPORT RESPONSIBLE SOURCING & WORKING WELL-BEING (GLOBAL COMPLIANCE PRINCIPLES) PAGES 42 & 44</p>																
Labor Conditions in the Supply Chain	Description of the greatest (1) labor and (2) environmental, health, and safety risks in the supply chain.	Discussion & Analysis	N/A	CG-AA-430b.3	 <p>2018 'MADE FOR CHANGE' REPORT RESPONSIBLE SOURCING & WORKING WELL-BEING (GLOBAL COMPLIANCE PRINCIPLES) PAGES 52-55</p> <p>We are dedicated to addressing potential labor and environmental risks throughout our supply chain. We have zero tolerance for child labor, we stand up for childrens' rights, and focus efforts to eradicate forced or compulsory labor deep in our supply chain. In addition, we are focused on environmental, health and safety issues, including upholding wastewater treatment to international discharge standards across all our suppliers while driving better chemical management practices and green chemistry choices through our proprietary CHEM-IQSM program.</p>																
Raw Materials Sourcing	Percentage of raw materials third-party certified to an environmental and/or social sustainability standard, by standard.	Quantitative	Percentage (%)	CG-AA-440a.2	 <p>2018 'MADE FOR CHANGE' REPORT KEY MATERIALS & SUSTAINABLE PRODUCTS PAGE 41</p> <p>The percentage of raw materials that are third-party certified to an environmental or social sustainability standard:</p> <table border="0"> <tr> <td>BCI Cotton:</td> <td>28 percent</td> </tr> <tr> <td>Organic Cotton:</td> <td>1 percent**</td> </tr> <tr> <td>Recycled Cotton:</td> <td>0.01 percent**</td> </tr> <tr> <td>Recycled Polyester:</td> <td>12 percent</td> </tr> <tr> <td>Recyled Nylon:</td> <td>6 percent</td> </tr> <tr> <td>FSC-Certified Packaging:</td> <td>46 percent</td> </tr> <tr> <td>RDS Down:</td> <td>100 percent</td> </tr> <tr> <td>ZQ Wool:</td> <td>91 percent</td> </tr> </table> <p>** Internally verified</p>	BCI Cotton:	28 percent	Organic Cotton:	1 percent**	Recycled Cotton:	0.01 percent**	Recycled Polyester:	12 percent	Recyled Nylon:	6 percent	FSC-Certified Packaging:	46 percent	RDS Down:	100 percent	ZQ Wool:	91 percent
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Topic	Accounting metric	Category	Unit of Measure	Code	Response
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 in compliance with wastewater discharge permits and/or contractual agreements.	Quantitative	Percentage (%)	CG-AA-430a.1	 <p>2018 'MADE FOR CHANGE' REPORT CLIMATE CHANGE & THE ENVIRONMENT PAGE 40</p> <p>144 Tier 1 and Tier 2 factories are in-scope for the VF global wastewater program. Throughout 2018, 89% of the in-scope factories were in full compliance, with the remainder primarily out of compliance due to the delayed submission of paperwork and/or independent wastewater analysis.</p>
Management of Chemicals in Products	Discussion of processes to maintain compliance with restricted substances regulations.	Discussion & Analysis	N/A	CG-AA-250a.1	 <p>2018 'MADE FOR CHANGE' REPORT KEY MATERIALS & SUSTAINABLE PRODUCTS PAGE 47</p>
Management of Chemicals in Products	Discussion of processes to assess and manage risks and/or hazards associated with chemicals in products.	Discussion & Analysis	N/A	CG-AA-250a.2	 <p>2018 'MADE FOR CHANGE' REPORT KEY MATERIALS & SUSTAINABLE PRODUCTS PAGES 48-49</p>
Environmental Impacts in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have completed the Sustainable Apparel Coalition's Higg Facility Environmental Module (Higg FEM) assessment or an equivalent environmental data assessment.	Quantitative	Percentage (%)	CG-AA-430a.2	 <p>2018 'MADE FOR CHANGE' REPORT RESPONSIBLE SOURCING & WORKING WELL-BEING (GLOBAL COMPLIANCE PRINCIPLES) PAGES 11, 18, 37, 40 & 57</p> <p>182 Tier 1 strategic factories and 132 Tier 2 strategic and foundational factories have completed the Higg FEM assessment. These factories cover 80% of our production volume and approximately 26% of our total factory count.</p>
Labor Conditions in the Supply Chain	Percentage of (1) Tier 1 supplier facilities and (2) supplier facilities beyond Tier 1 that have been audited to a labor code of conduct, (3) percentage of total audits conducted by a third-party auditor.	Quantitative	Percentage (%)	CG-AA-430b.1	 <p>2018 'MADE FOR CHANGE' REPORT RESPONSIBLE SOURCING & WORKING WELL-BEING (GLOBAL COMPLIANCE PRINCIPLES) PAGE 19</p> <p>Ninety-five percent of our Tier 1 factories and 194 Tier 2 factories underwent a full compliance audit during 2018 (see our Global compliance principles). Five percent of our factory audits are completed by third-party auditors, while the remainder are conducted by trained, in-house staff.</p>
Labor Conditions in the Supply Chain	Priority non-conformance rate and associated corrective action rate for suppliers' labor code of conduct audits.	Quantitative	Number	CG-AA-430b.2	 <p>2018 'MADE FOR CHANGE' REPORT RESPONSIBLE SOURCING & WORKING WELL-BEING (GLOBAL COMPLIANCE PRINCIPLES) PAGE 19</p> <p>In 2018, 9% of our audited factories were rated "pending rejection" due to non-conformance with one of our requirements, as detailed in VF's Terms of Engagement and Supplier Code of Conduct (see our Global compliance principles). Failure to remediate can result in a factory designation downgrade and potential contract termination.</p>