

F0. Introduction

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F0.1

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**(F0.1) Give a general description of and introduction to your organization.**

V.F. Corporation, organized in 1899, is a global leader in the design, production, procurement, marketing and distribution of branded lifestyle apparel, footwear and related products. Unless the context indicates otherwise, the terms “VF,” the “Company,” “we,” “us,” and “our” used herein refer to V.F. Corporation and its consolidated subsidiaries.

VF is diversified across brands, product categories, channels of distribution, geographies and consumer demographics. We own a broad portfolio of brands in the outerwear, footwear, denim, backpack, luggage, accessory and apparel categories. Our largest brands are *Vans*®, *The North Face*®, *Timberland*®, *Wrangler*® and *Lee*®.

Our products are marketed to consumers through our wholesale channel, primarily in specialty stores, department stores, national chains, mass merchants, independently-operated partnership stores and with strategic digital partners. Our products are also marketed to consumers through our own direct-to-consumer operations, which include VF-operated stores, concession retail stores and brand e-commerce sites. Revenues from the direct-to-consumer business represented 33% of VF’s total Fiscal 2019 revenues. In addition to selling directly into international markets, many of our brands also sell products through licensees, agents and distributors. In Fiscal 2019, VF derived 65% of its revenues from the Americas region, 24% from the Europe region and 11% from the Asia-Pacific region.

To provide diversified products across multiple channels of distribution in different geographic areas, we balance our own manufacturing capabilities with sourcing of finished goods from independent contractors. We utilize state-of-the-art technologies for inventory replenishment that enable us to effectively and efficiently get the right assortment of products that match consumer demand.

V.F. Corporation has seen a major reorganization to its business, including the change of our fiscal year from calendar year to the fiscal year starting in April and the spinoff of the *Wrangler*® and *Lee*® brands on May 23, 2019. Within this report, Kontoor brands, *Wrangler*® and *Lee*®, are still included as a part of our portfolio.

F0.2

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**(F0.2) State the start and end date of the year for which you are reporting data.**

	Start Date	End Date
Reporting year	January 1 2018	December 31 2018

F0.3

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**(F0.3) Select the currency used for all financial information disclosed throughout your response.**

USD

F0.4

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**(F0.4) Select the stage(s) of the value chain which best represents your organization’s area of operation pertaining to forest risk commodities.**

	Stage of the value chain
Timber	Retailing
Palm Oil	Not applicable
Cattle Products	Retailing
Soy	Not applicable
Other - Rubber	Retailing
Other	Not applicable

## F0.5

### (F0.5) Do you produce, use, or sell materials or products that contain any of the forest risk commodities?

	Produce/use/sell	Disclosing	Explanation if produce/use/sell but not disclosing
Timber	Yes	Yes	<Not Applicable>
Palm Oil	No	<Not Applicable>	<Not Applicable>
Cattle Products	Yes	Yes	<Not Applicable>
Soy	No	<Not Applicable>	<Not Applicable>
Other - Rubber	Yes	Yes	<Not Applicable>
Other	No	<Not Applicable>	<Not Applicable>

## F0.6

### (F0.6) Are there any parts of your direct operations not included in your disclosure?

No

## F0.7

### (F0.7) Are there any parts of your supply chain not included in your disclosure?

No

## F1. Current state

### F1.1

#### (F1.1) How does your organization produce, use, or sell your disclosed commodity(ies)?

##### Forest risk commodity

Timber

##### Activity

Using as input into product manufacturing

##### Form of commodity

Cellulose-based textile fiber

##### Source

Contracted suppliers (manufacturers)

##### Country/Region of origin

Don't know

##### % of procurement spend

<1%

##### Comment

A small amount of our blended textiles are derived from man-made cellulose (viscose, modal, cupro, lyocell). The quantity of timber-related use for such materials is minimal, and small compared to our use of timber-related products for packaging.

##### Forest risk commodity

Timber

##### Activity

Using for construction

##### Form of commodity

Paper

Boards, plywood, engineered wood

Primary packaging

Secondary packaging

##### Source

Contracted suppliers (manufacturers)

##### Country/Region of origin

Don't know

##### % of procurement spend

<1%

**Comment**

These materials are commonly used within stores especially for store fixtures, flooring, and/or visual merchandising. The volume of paper cardboard and hardwood are larger than the use of man-made cellulose based fabrics.

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**Forest risk commodity**

Timber

**Activity**

Distributing/packaging

**Form of commodity**

Paper

Boards, plywood, engineered wood

Primary packaging

Secondary packaging

**Source**

Contracted suppliers (manufacturers)

**Country/Region of origin**

Don't know

**% of procurement spend**

1-5%

**Comment**

Paper, cardboard and hardwood are mainly used for packaging purposes. This includes primary packaging, such as customer facing, hangers, hangtags, and shoe boxes as well as secondary packaging used for transporting products.

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**Forest risk commodity**

Cattle products

**Activity**

Retailing/onward sale of commodity or product containing commodity

**Form of commodity**

Hides/leather

**Source**

Contracted suppliers (manufacturers)

**Country/Region of origin**

Australia

Brazil

Canada

China

Dominican Republic

Germany

Italy

Mexico

Netherlands

Taiwan, Greater China

Thailand

United States of America

Viet Nam

**% of procurement spend**

11-20%

**Comment**

Some VF products, such as apparel, footwear and backpacks, use leather from cattle.

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**Forest risk commodity**

Other - Rubber

**Activity**

Other, please specify (Retail/ onward sale of commodity or prod)

**Form of commodity**

Other, please specify (Shoe Composition)

**Source**

Contracted suppliers (manufacturers)

**Country/Region of origin**

Cambodia

Viet Nam

**% of procurement spend**

1-5%

**Comment**

Most VF footwear has a blend of natural rubber and EVA in the mid sole and outer sole.

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F1.1a

**(F1.1a) Indicate from which State/region(s) and municipality(ies) your disclosed commodity(ies) originate.**

**Forest risk commodity**

Cattle Products

**Country/Region of origin**

Brazil

**State/Region**

Specify state/region (Sao Paulo, Mato Grosso do Sul)

**Municipality**

Specify municipality (1) (Campo Grande)

Specify municipality (2) (Terenos)

Specify municipality (3) (Jales)

**Please explain**

A survey is shared with our suppliers to collect information on our upstream leather supply chain. Suppliers disclose data including slaughterhouse addresses and Leather Working Group (LWG) documentation to manage environmental impact risks, ensure animal welfare, and monitor progress against VF's goals and targets.

F1.2

**(F1.2) Indicate the percentage of your organization's revenue that was dependent on your disclosed forest risk commodity(ies) in the reporting year.**

	% of revenue dependent on commodity	Comment
Timber	Please select	Since our revenue is not directly derived from forest products, it is not possible to determine this number. Forest products are either used for facilitation of transport of our products (i.e. corrugated) or as an ingredient on our products (i.e. leather uppers for a boot).
Palm Oil	<Not Applicable>	<Not Applicable>
Cattle products	Please select	Since our revenue is not directly derived from forest products, it is not possible to determine this number. Forest products are either used for facilitation of transport of our products (i.e. corrugated) or as an ingredient on our products (i.e. leather uppers for a boot).
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	Please select	Since our revenue is not directly derived from forest products, it is not possible to determine this number. Forest products are either used for facilitation of transport of our products (i.e. corrugated) or as an ingredient on our products (i.e. leather uppers for a boot).
Other	<Not Applicable>	<Not Applicable>

F1.3

**(F1.3) Do you own or manage land used for the production of your disclosed commodity(ies)?**

**Forest risk commodity**

Timber

**Own and/or manage land?**

Don't own or manage land

**Type of control**

<Not Applicable>

**Description of type of control**

<Not Applicable>

**Country/Region**

<Not Applicable>

**Land type**

<Not Applicable>

**Size (Hectares)**

<Not Applicable>

**Do you have a system in place to monitor forests-related risks?**

<Not Applicable>

**Type of monitoring system**

<Not Applicable>

**Description of monitoring system**

<Not Applicable>

**Recent infraction(s)**

<Not Applicable>

**Explanation of infraction**

<Not Applicable>

**Forest risk commodity**

Cattle Products

**Own and/or manage land?**

Don't own or manage land

**Type of control**

<Not Applicable>

**Description of type of control**

<Not Applicable>

**Country/Region**

<Not Applicable>

**Land type**

<Not Applicable>

**Size (Hectares)**

<Not Applicable>

**Do you have a system in place to monitor forests-related risks?**

<Not Applicable>

**Type of monitoring system**

<Not Applicable>

**Description of monitoring system**

<Not Applicable>

**Recent infraction(s)**

<Not Applicable>

**Explanation of infraction**

<Not Applicable>

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**Forest risk commodity**

Other - Rubber

**Own and/or manage land?**

Don't own or manage land

**Type of control**

<Not Applicable>

**Description of type of control**

<Not Applicable>

**Country/Region**

<Not Applicable>

**Land type**

<Not Applicable>

**Size (Hectares)**

<Not Applicable>

**Do you have a system in place to monitor forests-related risks?**

<Not Applicable>

**Type of monitoring system**

<Not Applicable>

**Description of monitoring system**

<Not Applicable>

**Recent infraction(s)**

<Not Applicable>

**Explanation of infraction**

<Not Applicable>

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F1.4

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**(F1.4) For your disclosed commodity(ies), indicate if you collect data regarding your own compliance and/or the compliance of your suppliers with the Brazilian Forest Code.**

**Timber**

**Do you collect data regarding compliance with the Brazilian Forest Code?**

No, we do not produce/source in/from Brazil

**Please explain**

We do not source timber from Brazil.

**Cattle products**

**Do you collect data regarding compliance with the Brazilian Forest Code?**

Yes, from suppliers

**Please explain**

We ask suppliers in Brazil to upload their CAR certificate or equivalent farm registration system certificate. This ensures property owners are meeting Forest Code obligations,

**Other - Rubber**

**Do you collect data regarding compliance with the Brazilian Forest Code?**

No, we do not produce/source in/from Brazil

**Please explain**

We do not source rubber from Brazil.

**F1.4b**

**(F1.4b) For your disclosed commodity(ies), indicate which Key Performance Indicators (KPIs) you use to measure the compliance of your suppliers with the Brazilian Forest Code and their performance against these indicator(s).**

**F1.5**

**(F1.5) Does your organization collect production and/or consumption data for your disclosed commodity(ies)?**

	Data availability/Disclosure
Timber	Data available, but not disclosing
Palm Oil	<Not Applicable>
Cattle products	Data available, but not disclosing
Soy	<Not Applicable>
Other - Rubber	Data available, but not disclosing
Other	<Not Applicable>

**F1.5b**

**(F1.5b) Why is your organization not disclosing production and/or consumption data for your disclosed commodity(ies)?**

**Forest risk commodity**

Timber

**Primary reason**

Data considered confidential

**Please explain**

This information is deemed confidential and at this time will remain internal company information.

**Forest risk commodity**

Cattle products

**Primary reason**

Data considered confidential

**Please explain**

This information is deemed confidential and at this time will remain internal company information.

**Forest risk commodity**

Other - Rubber

**Primary reason**

Data considered confidential

**Please explain**

This information is deemed confidential and at this time will remain internal company information.

## F1.6

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**(F1.6) Have you identified sufficient sources of sustainable materials to meet your current operational needs? If yes, what are you doing to ensure the security/continuity of this supply?**

### Timber

**Sustainable source identified**

Yes

**Primary action to ensure supply**

Engaging in capacity building activities in the value chain

**Please explain**

VF actively engages with its suppliers to ensure a constant supply of sustainable materials. VF's Forest Derived Materials (FDM) policy requires suppliers to be trained to transition to more sustainable supplies. Where suppliers are not in compliance with our policies, timebound supplier improvement plans are developed. Through the CanopyStyle initiative, the NGO, Canopy, works directly with man-made cellulosic suppliers and producers to develop policies and certification that ensures wood pulp is not sourced from ancient and endangered forests. Suppliers are required to be in full compliance with our FDM policy by the end of 2020.

### Cattle products

**Sustainable source identified**

Yes

**Primary action to ensure supply**

Engaging in capacity building activities in the value chain

**Please explain**

VF actively engages with its suppliers to ensure a constant supply of sustainable materials. As a part of the acknowledgement of VF's Animal Derived Materials (ADM) policy, suppliers are trained on transitioning to more sustainable supplies for now and into the future. Where suppliers are not in compliance with our policies, timebound supplier improvement plans are developed. Suppliers are required to be in compliance with our ADM by the end of 2020.

### Other - Rubber

**Sustainable source identified**

Yes

**Primary action to ensure supply**

Engaging in capacity building activities in the value chain

**Please explain**

VF engages NGOs and suppliers to explore the availability to source Forest Stewardship Council (FSC) certified and other third-party certified natural rubber schemes. VF is currently researching the feasibility of setting a policy for sourcing only certified rubber, however at this time we do not believe the needed supply at the required quality is available.

## F1.7

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**(F1.7) Has your organization experienced any detrimental forests-related impacts?**

No

## F2. Procedures

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### F2.1

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**(F2.1) Does your organization undertake a forests-related risk assessment?**

Yes, forests-related risks are assessed

### F2.1a

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**(F2.1a) Select the options that best describe your procedures for identifying and assessing forests-related risks.**

## Timber

### Value chain stage

Direct operations  
Supply chain

### Coverage

Full

### Risk assessment procedure

Assessed in an environmental risk assessment

### Frequency of assessment

Annually

### How far into the future are risks considered?

> 6 years

### Tools and methods used to identify and assess risks

Internal company methods  
External consultants

### Please explain

The tools used to assess this risk include external consultants and internal company knowledge. Timber was determined as an at-risk area after stakeholder engagement conversations, an evaluation of the EU Timber Regulations (EUTR) and the US Lacey Act, as well as a deeper dive study with Textile Exchange into cellulosic materials used in our products. These tools and assessments were seen as highly effective in assessing timber related deforestation risk on our business. This led to an in-depth mapping of our timber based materials and the development of our Forest Derived Materials policy, published in February 2017. VF's FDM policy minimizes deforestation risks through four actions: 1) Supporting programs to conserve ancient and endangered forests, 2) Prioritizing the use of a certified sustainable source of forestry products, 3) Encouraging Responsible Forest Management Practices for suppliers, and 4) Reducing virgin material use and prioritizing recycled content materials.

## Cattle Products

### Value chain stage

Direct operations  
Supply chain

### Coverage

Full

### Risk assessment procedure

Assessed in an environmental risk assessment

### Frequency of assessment

Annually

### How far into the future are risks considered?

1 to 3 years

### Tools and methods used to identify and assess risks

Internal company methods  
External consultants

### Please explain

The tools used to assess this risk include external consultants and internal company knowledge. Sourcing leather from cattle raised in the Amazon Biome was previously determined to contradict our values and present an environmental and reputational risk to the business. Following that determination, VF developed and implemented our Animal Derived Materials (ADM) policy, which covers many animal derived materials including leather. The policy prohibits the use of any leather derived from cattle raised in the Amazon Biome. Suppliers of leather in Brazil are required to provide proof of the country of origin and state or province where the animal was born and bred, and subsequently slaughtered to produce the hide eventually turned into leather for our products. This policy is applicable for all VF brands, coalitions, and supply chain partners involved in procurement, sourcing and manufacturing of VF products.

## Other - Rubber

### Value chain stage

Supply chain

### Coverage

Full

### Risk assessment procedure

Assessed as part of other company-wide risk assessment system

### Frequency of assessment

Annually

### How far into the future are risks considered?

1 to 3 years

### Tools and methods used to identify and assess risks

Internal company methods  
External consultants

### Please explain

The tools used to assess this risk include external consultants and internal company knowledge. As a part of a broader human rights risk assessment with the external consultants Verisk Maplecroft and Shift, rubber was reviewed as a potential risk in our supply chain. The assessment was seen as highly effective in assessing this risk for labor and deforestation risks. Today, we consult with Rainforest Alliance, World Wildlife Fund, Conservation International, and The Forest Trust to understand market supply, environmental impacts, the social risks in sourcing countries and the best actions to take to mitigate such risks.

**(F2.1b) Which of the following issues are considered in your organization's forests-related risk assessment(s)?****Availability of forest risk commodities****Relevance & inclusion**

Relevant, always included

**Please explain**

Availability of forest risk commodities are essential in our risk assessment. The tool used to assess this issue is external engagement with industry specialists and our suppliers. The information provided by outside stakeholders on this topic was used to inform the development of our Forest Derived Materials (FDM) policy, committing us to procuring only certified and/or recycled materials. Our policy addresses availability issues by phasing in different regions over time considering challenges that exist in finding cost effective supply. Additionally, allowing for recycled content or certified materials gives different markets flexibility in finding an available source. We continue to engage with suppliers and relevant stakeholders to understand the challenges that might emerge when trying to procure sustainable timber products.

**Quality of forest risk commodities****Relevance & inclusion**

Relevant, sometimes included

**Please explain**

The tool used to assess this risk is external engagement with industry specialists. The information provided by outside stakeholders on this topic was used to inform the development of our Forest Derived Materials (FDM) policy. We are primarily using wood pulp in our operations, which is a low grade material and is not dependent on quality performance. Therefore, we do not foresee a shortage affecting our operations. Increasingly and in alignment with our FDM policy, we seek to source increasing quantities of third-party certified materials at the quality required.

**Impact of activity on the status of ecosystems and habitats****Relevance & inclusion**

Relevant, always included

**Please explain**

VF's risk assessment process considers the impact our activities may have on ecosystems. The tool used to assess this risk is external engagement with industry specialists. The information provided by outside stakeholders was used to inform the development of our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies. Ecosystem protection is a critical component in these policies. VF's FDM policy specifically highlights efforts to protect the Amazon Biome as well as an overarching effort to preserve high conservation value forests (HCVF). We continue to engage with suppliers to understand challenges that might arise when procuring sustainable timber products. Additionally, should a new high risk ecosystem and/or habitat emerge, we will collaborate with our suppliers to eliminate any procurement from that designated area. VF's audit diligence increases when auditing ecosystems and/or habitats with a recent change in status.

**Regulation****Relevance & inclusion**

Relevant, always included

**Please explain**

Regulation is considered in our risk assessment. The tools used to assess this risk include external engagement with industry specialists and analysis by VF's internal Government Affairs professionals. The information provided by internal and external stakeholders was used to inform the development of our Forest Derived Materials (FDM) policy. The FDM policy requires visibility into VF's timber based product origins, upholding our compliance to legislation such as the US Lacey Act and the EU Timber Regulations (EUTR). We work with local governments to remain informed of regulatory changes, providing foresight into regulatory changes that may require policy changes at VF. We strive to exceed our internal policies to build practices that may be required by regulation in the future.

**Climate change****Relevance & inclusion**

Relevant, always included

**Please explain**

Climate Change is considered in our risk assessment. The tools used to assess this risk include external engagement with industry specialists and our own internal analysis. The information provided by external stakeholders was used to inform the development of our Forest Derived Materials (FDM) policy. Maintaining forests globally is an important component to a stable climate as well as absorbing carbon from the atmosphere. Our Forest Derived Materials policy encourages alternative and recycled materials for our products reducing our greenhouse gas impact.

**Impact on water security****Relevance & inclusion**

Relevant, always included

**Please explain**

The impact of water scarcity is considered in our risk assessment. The tool used to assess this risk is external engagement with industry specialists. The information provided by external stakeholders was used to inform the development of our Forest Derived Materials (FDM) policy. VF recognizes the importance forests serve in a well balanced ecosystem and their impact on retaining water security for the local area, which is why these issues are addressed in our FDM policy.

**Tariffs or price increases****Relevance & inclusion**

Relevant, always included

**Please explain**

Price increases and tariffs are considered in our risk assessment. The tool used to assess this risk is internal pricing knowledge and awareness of global legislation. This knowledge has been used to inform the development of our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies. Our policies were developed to minimize the impact of potential price increases due to policy compliance. The FDM policy developed phased implementation dates across regions and material types, understanding the challenges some markets and product types will have with sourcing certified and recycled materials. Later compliance dates are given to allow our sourcing and procurement teams to secure policy-compliant materials. We collaborate with the Forest Stewardship Council (FSC) and other NGOs to understand where supply might be a challenge, and therefore, plan for required cost increases. Additionally, our scale allows us to leverage purchases to mitigate potential price increases.

## Loss of markets

### Relevance & inclusion

Not relevant, explanation provided

### Please explain

Loss of Markets is not relevant in our risk assessments. VF only uses wood pulp in our operations, which is a low grade material and does not currently face threats in the global market. Given this, we do not foresee a shortage of timber affecting our operations that could harm our ability to service any particular market. The tool used to assess this risk is internal knowledge of global markets.

## Brand damage related to forest risk commodities

### Relevance & inclusion

Relevant, always included

### Please explain

Reputation and brand damage related to forest risk commodities is considered in our risk assessments. The tool used to assess this risk is internal knowledge of our brands. Our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies were developed to shield our brands from the potential reputational damage that can arise from neglecting to source forest risk commodities from sustainable sources. VF's policies were developed in conjunction with our brands, as they understand the potential brand damage that can be caused by an association with deforestation. As an example, The North Face and Timberland, in conjunction with the corporate team, have conducted surveys to gain a comprehensive understanding of customer perception our brand purchasing decisions have in meeting and exceeding our consumer expectations.

## Corruption

### Relevance & inclusion

Relevant, always included

### Please explain

Corruption is considered in our risk assessment. The tools used to assess this risk include internal knowledge of our supply chain and factory audits. This information has been used to inform the development of our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies. We have encountered situations in foreign nations where a supplier was procuring illegal timber. VF immediately responded to this situation by requiring and supporting a change in timber procurement at this supplier while leading a multi-stakeholder initiative to cease the illegal timber practice in the country.

## Social impacts

### Relevance & inclusion

Relevant, always included

### Please explain

Many communities rely on forests surrounding the community for services. For this reason, social impacts are always considered in our risk assessment. The tools used to assess this risk include external knowledge from stakeholders and assessments of social issues affecting factory workers. VF conducts worker needs assessments in communities around the world through our Worker & Community Development department. Our social impact assessment informed the development of our Forest Derived Materials (FDM) policy, specifically through the preference for FSC certified materials. Using FSC certified materials protects indigenous peoples' and local community rights.

## Other, please specify

### Relevance & inclusion

Please select

### Please explain

F2.1c

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## (F2.1c) Which of the following stakeholders are considered in your organization's forests-related risk assessments?

### Customers

#### Relevance & inclusion

Relevant, always included

#### Please explain

VF considers our wholesale customers in our risk assessment as they are increasingly assessing our brands on their sustainability commitments and practices. VF factors customers into our forest risk assessment by considering their requests for increasing amounts of sustainable materials as well as by responding to their surveys. Walmart's brand survey, for example, requests information on forest related issues as well as updates our Forest Derived Materials (FDM) policy.

### Employees

#### Relevance & inclusion

Relevant, always included

#### Please explain

Across VF and our brands, our employees expect us to manage our resources responsibly. We believe this resource management is important for recruiting top talent and employee retention, which is why employees are considered in the organizations risk assessment at many levels. Across our business brand buyers, marketing and suppliers are educated on our FDM policy that sets strict standards for how to go about purchasing forest related products.

### Investors

#### Relevance & inclusion

Relevant, always included

#### Please explain

Many of our investors are interested in our raw material risk management program and expect us to uphold responsible sourcing practices throughout our supply chain. As a method of engagement, through the CDP, we are publishing this information for our investors to better understand our approach to forest related risks.

### Local communities

#### Relevance & inclusion

Relevant, always included

#### Please explain

Many communities rely on forests surrounding the community for services. For this reason, local communities are always considered in our risk assessment. Accordingly, our Forest Derived Materials policy specifies a preference for FSC certified materials. Using FSC certified materials protects indigenous peoples' and local community rights.

### NGOs

#### Relevance & inclusion

Relevant, always included

#### Please explain

VF engages with NGOs as a part of our forest risk assessment to better understand the most current issues affecting forests today. The creation of our Forest Derived Materials policy included collaboration and guidance from Canopy, WRI, Forest Trust, Rainforest Alliance and many others. VF continues to engage with various external parties, including those that supported the development of our program, to maintain a current understanding of new issues that may lead to enhancements in our policy and actions. Sustainable rubber sourcing, is an example of a new issue brought to our attention from the NGO community. Because of the information shared by the NGO community about rubber production, VF determine the need for a responsibly sourced rubber policy.

### Other forest risk commodity users/producers at a local level

#### Relevance & inclusion

Relevant, sometimes included

#### Please explain

Local level stakeholders are considered, where appropriate, and engaged through ongoing conversations. For example, Wrangler engages with the Rainforest Alliance and smallholders when considering timber alternatives for viscose and rayon-like materials.

### Regulators

#### Relevance & inclusion

Relevant, always included

#### Please explain

VF regularly researches and meets with regional policy and law makers to discuss upcoming legislation. In our Forest Derived Materials policy, the US Lacey Act and the EU Timber Regulations (EUTR) were important factors in the development of our policy.

### Suppliers

#### Relevance & inclusion

Relevant, always included

#### Please explain

Our suppliers are important stakeholders when considering our forest-related risks. Our Forest Derived Materials policy specifically outlines a feasible timeline for meeting our requirements based on regional and material specific differences, while also taking into consideration supplier sourcing challenges. We methodically mitigate the potential use of irresponsibly sourced materials by our suppliers in a manner that provides solutions which minimize negative impacts on the supplier's business. Accordingly, in addition to our comprehensive FDM policy, VF provides educational presentations explaining our policy and our suppliers' role in complying with our policy.

### Other stakeholders, please specify

#### Relevance & inclusion

Not considered

#### Please explain

No other stakeholders are considered at this time.

F3. Risks and opportunities

F3.1

**(F3.1) Have you identified any inherent forests-related risks with the potential to have a substantive financial or strategic impact on your business?**

	Risk identified?
Timber	No
Palm Oil	<Not Applicable>
Cattle Products	No
Soy	<Not Applicable>
Other - Rubber	No
Other	<Not Applicable>

F3.1a

**(F3.1a) How does your organization define substantive impact on your business?**

Our definition of substantive financial risk, as it relates to any of the forest risks mentioned below, would be any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by regulatory or reputational risk. Strategic risks include impacts that have a reputational impact to our brand(s), a lower probability threshold, and/or do not meet the financial threshold as defined above. The risks disclosed in this report meet the conditions for strategic risk but do not yet meet the threshold for substantive financial risk.

F3.1c

**(F3.1c) Why does your organization not consider itself to be exposed to forests-related risks with the potential to have a substantive financial or strategic impact?**

**Forest risk commodities**

Timber

**Primary reason**

Risks exist, but no substantive impact anticipated

**Please explain**

Our definition of substantive financial risk is any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical, regulatory or reputational risk. As timber products only make up a small portion of our procurement spend, we see no substantive impact anticipated now or in the future. Additionally, our Forest Derived Materials Policy and procedures limit any risk associated with our supply chain. For example, verifying the materials we purchase are recycled or/and certified materials.

**Forest risk commodities**

Cattle products

**Primary reason**

Risks exist, but no substantive impact anticipated

**Please explain**

Our definition of substantive financial risk is any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical, regulatory or reputational risk. With only 5% or less of our leather sourced from Brazil and our internal assurance processes confirming no hides contribute to the destruction of the Amazon Biome as apart of our Animal Derived Materials Policy, VF feels confident that there is no substantive impact anticipated now or in the future.

**Forest risk commodities**

Other – Rubber

**Primary reason**

Risks exist, but no substantive impact anticipated

**Please explain**

Our definition of substantive financial risk is any impact with a likely probability over the next 5-10 years affecting 1% of our revenue or 1% of our cost of goods sold (COGS) caused by physical, regulatory or reputational risk. Based on our risk initial assessments, we are aware of the risks associated with the rubber supply chain and we are working to address them. For example, we are in the process of developing a responsibly sourced rubber policy. This policy will increase the traceability of our supply chain and mitigate the associated risks. Because of the early development of this policy, well before many of our competitors, we see no substantive impact now or in the future.

F3.2

**(F3.2) Have you identified any forests-related opportunities with the potential to have a substantive financial or strategic impact on your business?**

	Have you identified opportunities?
Timber	Yes
Palm Oil	<Not Applicable>
Cattle products	Yes
Soy	<Not Applicable>
Other - Rubber	Yes
Other	<Not Applicable>

**F3.2a**

**(F3.2a) For your selected forest risk commodity(ies), provide details of the identified opportunities with the potential to have a substantive financial or strategic impact on your business.**

**Forest risk commodity**

Timber

**Type of opportunity**

Resilience

**Where in your value chain does the opportunity occur?**

Direct operation

**Primary forests-related opportunity**

Improved staff retention

**Financial incentives**

<Not Applicable>

**Company-specific description & strategy to realize opportunity**

Increasingly, brands are evaluated by investors, consumers and their employees on their social and environmental efforts and commitments. We believe our responsible materials policies and raw material traceability are helping to increase staff retention. Before VF's Forest Derived Materials policy was published externally, the policy was socialized internally and across our brands and supply chain. Numerous associates were thankful to work for a company with strong values including the consideration of environmental and social issues. We believe continued socialization and regular progress updates through regular internal and external communication tools provide proof points towards the activation of our purpose.

**Estimated timeframe for realization**

1-3 years

**Magnitude of potential impact**

Medium-low

**Likelihood**

Likely

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

<Not Applicable>

**Potential financial impact figure – minimum (currency)**

<Not Applicable>

**Potential financial impact figure – maximum (currency)**

<Not Applicable>

**Explanation of financial impact figure**

Improved Employee Retention from strong responsible sourcing policies remains hard to quantify and while VF Corporation recognizes the value, we are unsure how to quantify that today.

**Forest risk commodity**

Cattle Products

**Type of opportunity**

Products & services

**Where in your value chain does the opportunity occur?**

Supply chain

**Primary forests-related opportunity**

Increased brand value

**Financial incentives**

<Not Applicable>

**Company-specific description & strategy to realize opportunity**

Increasingly, brands are evaluated by investors, consumers and their employees on their social and environmental efforts and commitments. We believe our responsible materials policies and raw material traceability are helping to increase our brand value. VF published its Animal Derived Materials policy in early 2017. The policy prohibits leather originating from cattle raised in the Amazon Biome contributing to new deforestation. We believe this work has the opportunity to increase brand value, especially for our environmentally focused brands. One brand benefiting from this policy is Timberland, who is able to confidently sell their leather backed by corporate processes verifying our commitments made in our Animal Derived Materials policy.

**Estimated timeframe for realization**

1-3 years

**Magnitude of potential impact**

Medium-low

**Likelihood**

Likely

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure**

Brand value gained through the development of strong responsible sourcing policies remains hard to quantify and while VF Corporation recognizes the value, we are unsure how to quantify that today.

**Forest risk commodity**

Other - Rubber

**Type of opportunity**

Resilience

**Where in your value chain does the opportunity occur?**

Supply chain

**Primary forests-related opportunity**

Improved supply chain engagement

**Financial incentives**

&lt;Not Applicable&gt;

**Company-specific description & strategy to realize opportunity**

The recognition of our rubber supply chain risks has increased our direct engagement with major rubber supply chain actors, such as natural rubber traders and certified natural rubber suppliers. Today, VF is in the process of creating a sustainable rubber policy in collaboration with our suppliers. This improves our supplier engagement and conversations with the broader sustainable rubber community.

**Estimated timeframe for realization**

4-6 years

**Magnitude of potential impact**

Medium-low

**Likelihood**

Likely

**Are you able to provide a potential financial impact figure?**

No, we do not have this figure

**Potential financial impact figure (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – minimum (currency)**

&lt;Not Applicable&gt;

**Potential financial impact figure – maximum (currency)**

&lt;Not Applicable&gt;

**Explanation of financial impact figure**

The benefits of supplier engagement remains hard to quantify and while VF Corporation recognizes the value of the opportunity, we are unsure how to quantify that today.

**F4. Governance****F4.1****(F4.1) Does your organization have a policy that includes forests-related issues?**

Yes, we have a documented forests policy that is publicly available

**F4.1a**

**(F4.1a) Select the options to describe the scope and content of your policy.**

	Scope	Content	Please explain
Row 1	Company-wide	Commitment to eliminate deforestation and/or conversion Commitment to eliminate forests degradation Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and education Recognition of the overall importance of forests and other natural habitats Description of business dependency on forests Recognition of potential business impact on forests and other natural habitats List of timebound commitments and targets	VF has two publicly available policies that address deforestation, our Animal Derived Materials (ADM) and Forest Derived Materials (FDM) policies. Our ADM prohibits leather originating from cattle raised on farms in the Amazon Biome that have contributed to new Amazon deforestation. This effort is to protect the largest intact tropical rainforest in the world. Our FDM policy addresses loss of ancient and endangered forests and loss of biodiversity and habitat associated with deforestation and its effects on climate change. Additionally, the FDM policy minimizes deforestation risks through four actions: 1) Supporting programs to conserve ancient and endangered forests, 2) Prioritizing the use of certified sustainable sources, 3) Encouraging responsible forest management practices for suppliers, and 4) Reducing virgin material use and prioritizing recycled content materials. VF's specific time bound goals address these strategies directly.

**F4.1b**

**(F4.1b) Do you have commodity specific sustainability policy(ies)? If yes, select the options that best describe their scope and content.**

Do you have a commodity specific sustainability policy?	Scope	Content	Please explain

	Do you have a commodity specific sustainability policy?	Scope	Content	Please explain
Timber	Yes	Company-wide	<p>Commitment to eliminate deforestation and/or conversion</p> <p>Commitment to eliminate forests degradation</p> <p>Commitment to protect rights and livelihoods of local communities</p> <p>Commitments beyond regulatory compliance</p> <p>Commitment to transparency</p> <p>Commitment to stakeholder awareness and education</p> <p>Commitment to innovation</p> <p>Recognition of the overall importance of forests and other natural habitats</p> <p>Recognition of potential business impact on forests and other natural habitats</p> <p>Description of forest risk commodities, parts of the business, and stages of value-chain covered by the policy</p> <p>List of timebound commitments and targets</p> <p>Description of forests-related performance standards for direct operations</p> <p>Description of forests-related standards for procurement</p> <p>Reference to international standards and widely-recognized forests-related initiatives</p>	<p>VF's focus on using responsibly sourced materials includes our commitment to protect the world's forests. In consultation with Canopy, Rainforest Alliance and Stand.Earth, we developed a Forest Derived Materials (FDM) policy that covers the sustainable and responsible sourcing of forest products. This policy aims to prevent contributions to deforestation, the degradation of forest habitats and indigenous populations, loss of biodiversity and habitat, or the use of forced labor while advancing VF's focus on healthy forests to mitigate climate change. This policy is applicable to all VF brands, coalitions, and supply chain partners involved in the procurement, sourcing and manufacturing of all products produced for any VF brand (including but not limited to fabrics containing manmade cellulosic fibers, hangtags, shoeboxes, hangers, shopping bags, corrugate, tissue paper, store fixtures and solid wood furniture). The FDM policy minimizes deforestation risks associated with these products through four actions: 1.) Supporting programs to conserve Ancient and Endangered Forests 2.) Prioritizing the use of certified sustainable sources 3.) Encouraging Responsible Forest Management Practices for suppliers 4.) Reducing virgin material use and prioritizing Recycled Content materials. VF is committed to updating our FDM policy as needed, typically every two to three years, in collaboration with relevant stakeholders including NGO's, materials suppliers, and industry groups. Taking a collaborative approach allows us to integrate various perspectives into our policy, allowing for the creation of an informed policy that addresses new risks through robust mitigation practices.</p>
Palm Oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

	Do you have a commodity specific sustainability policy?	Scope	Content	Please explain
Cattle Products	Yes	Company-wide	Commitment to eliminate deforestation and/or conversion Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and education Recognition of potential business impact on forests and other natural habitats List of timebound commitments and targets Reference to international standards and widely-recognized forests-related initiatives	We believe animals should be treated with care and respect. VF's Animal Derived Materials (ADM) policy, developed in consultation with Humane Society International, solidifies our commitment to sourcing animal derived materials from suppliers that treat animals ethically and humanely, in line with VF's values. The policy prohibits the use of fur and endangered or exotic animal species in any VF product. Additionally, VF prohibits leather originating from cattle raised in the Amazon Biome contributing to new deforestation by requiring slaughterhouse facility location documentation. This policy is applicable to all VF brands, coalitions, and supply chain partners involved in the procurement, sourcing and manufacturing of all products produced for any VF brand (including but not limited to hides, fabrics, insulation, trims and accessories). We are committed to updating our ADM policy as needed, typically every two to three years, to maintain a robust, relevant, and credible policy that matches our sphere of control within our supply chain. We do this by collaborating with relevant stakeholders including animal welfare organizations, materials suppliers, and industry groups. We acknowledge the potential negative environmental side effects of ADM materials and use this policy to help address those impacts now and in future iterations.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No	<Not Applicable>	<Not Applicable>	hWe are in the process of developing a sustainable rubber policy that will be published in the coming year.
Other	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

## F4.2

### (F4.2) Is there board-level oversight of forests-related issues within your organization?

Yes

## F4.2a

### (F4.2a) Identify the position(s) of the individual(s) (do not include any names) on the board with responsibility for forests-related issues.

Position of individual	Please explain
Board Chair	Steve Rendle, our Board Chair, is responsible for all Sustainability & Responsibility efforts.

## F4.2b

**(F4.2b) Provide further details on the board's oversight of forests-related issues.**

	Frequency that forests-related issues are a scheduled agenda item	Governance mechanisms into which forests-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding corporate responsibility strategy Reviewing and guiding risk management policies Reviewing and guiding strategy	The VP of Sustainability & Responsibility reports to the Board's Governance & Corporate Responsibility Committee quarterly on sustainability related matters including forest-related issues. The VP of Sustainability & Responsibility also reports to the entire board once a year.

**F4.3**

**(F4.3) Provide the highest management-level position(s) or committee(s) with responsibility for forests-related issues (do not include the names of individuals).**

Name of the position(s) and/or committee(s)	Responsibility	Frequency of reporting to the board on forests-related issues	Please explain
Other C-Suite Officer, please specify (Chief Supply Chain Officer)	Both assessing and managing forests-related risks and opportunities	Half-yearly	

**F4.4**

**(F4.4) Do you provide incentives to C-suite employees or board members for the management of forests-related issues?**

Yes

**F4.4a**

**(F4.4a) What incentives are provided to C-Suite employees or board members for the management of forests-related issues (do not include the names of individuals)?**

	Who is entitled to benefit from these incentives?	Indicator for incentivized performance	Please explain
Monetary reward	Chief Purchasing Officer (CPO) Other C-suite Officer	Achievement of commitments and targets Supply chain engagement	As our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies are used to reduce VF's raw materials risk, incentives are measured based on their success in reducing that risk. Development, implementation and compliance to our ADM and FDM is a goal our Chief Supply Chain Officer is held accountable to achieving. Financial compensation is determined for the Chief Supply Chain Officer based on the achievement of all goals, including ADM and FDM compliance.
Recognition (non-monetary)	Chief Procurement Officer (CPO) Other C-suite Officer	Achievement of commitments and targets Supply chain engagement	As our Forest Derived Materials (FDM) and Animal Derived Materials (ADM) policies are used to reduce VF's raw materials risk, incentives are measured based on their success in reducing that risk. Development, implementation and compliance to our ADM and FDM is a goal our Chief Supply Chain Officer is held accountable to achieving. Recognition is determined for the Chief Supply Chain Officer based on the achievement of all goals, including ADM and FDM compliance.
Other non-monetary reward	No one is entitled to these incentives	No indicator for incentivized performance	

**F4.5**

**(F4.5) Did your organization include information about its response to forests-related risks in its most recent mainstream financial report?**

Yes (you may attach the report – this is optional)

Policies found here: <https://sustainability.vfc.com/resources/policies-standards>

**F5. Business strategy**

**F5.1**

**(F5.1) Are forests-related issues integrated into any aspects of your long-term strategic business plan, and if so how?**

	Are forests-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, forests-related issues are integrated	5-10	With the launch of our purpose "to power movements of sustainable and active lifestyles for the betterment of people and our planet", the importance of forests for the livelihoods and health of our people is recognized and considered in our long-term business objectives. Our Timberland brand is a strong example of the integration of mass tree planting and forest related issues into their long term business strategy and marketing campaign "Nature needs Heroes".
Strategy for long-term objectives	Yes, forests-related issues are integrated	5-10	Forest related goals and objectives are outlined in VF's Forest Derived Materials policy based on region and material type. We see this as one of our many efforts to address supply chain and raw material risk mitigation.
Financial planning	Yes, forests-related issues are integrated	5-10	With the launch of our purpose "to power movements of sustainable and active lifestyles for the betterment of people and our planet", the importance of forests for the livelihoods and health of our people is recognized and considered in our long-term business objectives which is directly connected to our financial planning.

**F6. Implementation**

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**F6.1**

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**(F6.1) Has your organization made a public commitment to reduce or remove deforestation and/or forest degradation from its direct operations and/or supply chain?**

Yes

**F6.1a**

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**(F6.1a) Has your organization endorsed any of the following initiatives as part of its public commitment to reduce or remove deforestation and/or forest degradation?**

We Mean Business

Other, please specify (Canopy Style Initiative, Five Freedoms )

**F6.1b**

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**(F6.1b) Provide details on your public commitment(s), including the description of specific criteria, coverage, and actions.**

**Commodity coverage**

Timber

**Criteria**

No forest degradation  
Avoidance of negative impacts on threatened and protected species and habitats  
No trade of CITES listed species  
No conversion of High Conservation Value areas  
Adoption of Free, Prior and Informed Consent (FPIC) principles  
No sourcing of illegally produced and/or traded forest risk commodities  
Restricting the sourcing and/or trade of forest risk commodities to credible certified sources

**Operational coverage**

Direct operations and supply chain

**% of total production/ consumption covered by commitment**

100%

**Cutoff date**

1993-1997

**Commitment timeframe**

2020

**Please explain**

Timber was determined as an at risk area after stakeholder engagement conversations, evaluation of the EU Timber Regulations (EUTR), and the US Lacey Act, as well as a deeper dive study with Textile Exchange into cellulosic materials used in our products. This led to an in-depth mapping of our timber based products and the development of our Forest Derived Materials (FDM) policy that was published in February 2017. VF's FDM policy minimizes deforestation risks through four actions: 1) Supporting programs to conserve Ancient and Endangered Forests, 2) Prioritizing the use of certified sustainable sources such as Forest Stewardship Council (FSC) & Programme for the Endorsement of Forest Certification (PEFC) that speak specifically to the criteria highlighted, 3) Encouraging Responsible Forest Management Practices for suppliers, and 4) Reducing virgin material use and prioritizing recycled content materials. This focus covers High Value Management, High Carbon stock, illegal sources, Free, Prior and Informed Consent (FPIC) principles, and CITES listed species through the Canopy Style commitment to ancient and endangered forests.

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**Commodity coverage**

Cattle Products

**Criteria**

Avoidance of negative impacts on threatened and protected species and habitats  
No trade of CITES listed species  
No conversion of High Conservation Value areas  
No conversion of High Carbon Stock forests

**Operational coverage**

Direct operations and supply chain

**% of total production/ consumption covered by commitment**

100%

**Cutoff date**

Not applicable

**Commitment timeframe**

2020

**Please explain**

In the development of our Animal Derived Materials (ADM) policy, leather was acknowledged as an at risk area after stakeholder engagement conversations. The ADM policy addresses leather directly, prohibiting leather originating from the Amazon Biome contributing to new deforestation. This protects High Conservation Value and High Carbon stock forests in Brazil. If leather is sourced from the Amazon Biome, there must be proof that the land where the cattle were raised did not contribute to new deforestation. Suppliers must provide proof of country of origin and state or province where the animal was born and bred. The ADM policy also mentions our adherence to not using hides from any CITES listed species.

---

**Commodity coverage**

Other - Rubber

**Criteria**

Please select

**Operational coverage**

Direct operations and supply chain

**% of total production/ consumption covered by commitment**

Please select

**Cutoff date**

Please select

**Commitment timeframe**

Please select

**Please explain**

VF is currently creating a sustainable rubber policy.

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## F6.2

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**(F6.2) Did you have any quantified targets for increasing sustainable production and/or consumption of your disclosed commodity(ies) that were active during the reporting year?**

Yes

## F6.2a

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**(F6.2a) Provide details of your target(s) for increasing sustainable production and/or consumption of the disclosed commodity(ies), and progress made.**

**Target reference number**

Target 1

**Forest risk commodity**

Timber

**Form of commodity covered**

Primary packaging

Secondary packaging

**Type of target**

Third-party certification scheme

**Coverage**

Direct operations and supply chain

**Traceability point**

<Not Applicable>

**Third-party certification scheme**

FSC Forest Management certification

FSC Chain of Custody

FSC Controlled Wood

FSC Group certification

FSC SMLIF (small or low-intensity managed forest)

FSC Recycled

PEFC Sustainable Forest Management certification

PEFC Chain of Custody

PEFC Project Chain of Custody

PEFC Group certification

SFI Forest Management certification

SFI Chain of Custody

SFI Fiber Sourcing certification

**Start year**

2017

**Start figure**

21-30%

**Target year**

2020

**Target**

100%

**% achieved**

31-40%

**Please explain**

Our Forest Derived Materials policy states that materials associated with timber must contain a combination of recycled and/or certified materials in order to reduce our raw material usage and/or increase the traceability our raw materials. For this target, VF takes a phased approach. By end of 2018, all office paper, commercial print, and corrugate in the United States and Europe, as well as shopping bags, hangtags, shoe boxes, tissue paper, and hangers worldwide must meet full policy compliance. By end of 2019, office paper, commercial print, and corrugate in Central America and Asia must meet full policy compliance. And by 2020, all office paper, commercial print, and corrugate across Central America and Asia and all store fixtures and solid wood furniture worldwide must meet full policy compliance. VF requires certificates from suppliers to confirm compliance. Non-compliance is subject to corrective action plans in a similar fashion to other forms of supplier non-compliance.

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**Target reference number**

Target 2

**Forest risk commodity**

Cattle Products

**Form of commodity covered**

Hides/ leather

**Type of target**

Traceability

**Coverage**

Direct operations and supply chain

**Traceability point**

Slaughterhouse

**Third-party certification scheme**

&lt;Not Applicable&gt;

**Start year**

2017

**Start figure**

11-20%

**Target year**

2021

**Target**

100%

**% achieved**

100%

**Please explain**

Our Animal Derived Materials (ADM) policy prohibits leather originating from cattle raised in the Amazon Biome contributing to new deforestation. Leather from the Amazon Biome must be 100% traceable to the slaughterhouse to verify the cattle have not contributed to new Amazon Deforestation. VF requires documentation to verify policy adherence. Non-compliance is subject to corrective action plans in a similar fashion to other forms of supplier non-compliance. Steps towards these targets began with training and educating ADM suppliers regarding VF's ADM policy, communicating ADM Policy to all ADM Suppliers, submission of list of all ADM's and quantities used in VF products via our annual VF Materials Inventory or through alternative means determined by VF. Then we completed ADM suppliers' acknowledgement of commitment to adhere to VF's ADM Policy (signed acknowledgment completed) and providing proof of country of origin and state or province where the animal was born and bred for all ADM's sold to VF. VF will randomly select suppliers for auditing to ensure policy adherence. Non-compliance will be subject to Corrective Action Plans in a similar fashion to other forms of supplier non-compliance. VF will ask ADM suppliers to begin to adopt third party ADM certifications where feasible and applicable.

**F6.3****(F6.3) Do you have traceability system(s) in place to track and monitor the origin of your disclosed commodity(ies)?**

	Do you have system(s) in place?
Timber	Yes
Palm Oil	<Not Applicable>
Cattle products	Yes
Soy	<Not Applicable>
Other - Rubber	Yes
Other	<Not Applicable>

**F6.3a**

**(F6.3a) Provide details on the level of traceability your organization has for your disclosed commodity(ies).**

**Timber**

**% of total production/consumption volume traceable**

100%

**Point to which commodity is traceable**

Forest

**Description of traceability system**

Our Forest Derived Materials (FDM) policy requires Forest Stewardship Council (FSC) or Programme for the Endorsement of Forest Certification (PEFC) certification and/or recycled timber materials. We require full chain of custody traceability to the forest which is verified through the collection and audit of certificates. For example, if a supplier says they are providing us with a FSC certified material, they are asked to share their FSC certificates for verification by the respective VF professional.

**Exclusions**

<Not Applicable>

**Description of exclusion**

<Not Applicable>

**Cattle Products**

**% of total production/consumption volume traceable**

100%

**Point to which commodity is traceable**

Slaughterhouse

**Description of traceability system**

VF has a leather screening survey that requires suppliers to answer questions and upload documentation to verify their compliance with our Animal Derived Materials (ADM) policy. This survey requires information about Leather Working Group (LWG) certification status, supplier policies on the handling and slaughtering of animals, compliance with local regulations, and documentation on their direct suppliers' locations. Leather suppliers from Brazil are required to provide more detailed information, including proof that the land where animals were raised did not contribute to new deforestation. Site visits are made where necessary. For example, a Brazilian leather supplier is required to complete a survey requesting documentation at each stage of their value chain, extending all the way to the slaughterhouse. If the supplier is unable to produce the required documentation over a certain period of time, they are removed as an allowed VF supplier.

**Exclusions**

<Not Applicable>

**Description of exclusion**

<Not Applicable>

**Other - Rubber**

**% of total production/consumption volume traceable**

6-10%

**Point to which commodity is traceable**

Country

**Description of traceability system**

We are working with our Tier 1 suppliers to trace the country of origin of our rubber. This will be used to develop a traceability mechanism supporting our sustainable rubber policy.

**Exclusions**

Not applicable

**Description of exclusion**

**F6.4**

**(F6.4) Do you specify any third-party certification schemes for your disclosed commodity(ies)? Indicate the volume and percentage of your production and/or consumption covered.**

**Forest risk commodity**

Cattle products

**Do you specify any certification scheme?**

No

**Certification coverage**

<Not Applicable>

**Third-party certification scheme**

<Not Applicable>

**% of total production/consumption volume certified**

<Not Applicable>

**Form of commodity**

<Not Applicable>

**Volume of production/ consumption certified**

<Not Applicable>

**Metric**

<Not Applicable>

**Please explain**

Our Animal Derived Materials policy prohibits leather originating from cattle raised in the Amazon Biome contributing to new deforestation. This is tracked through internal traceability mechanisms and documentation shared by our leather suppliers.

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**Forest risk commodity**

Timber

**Do you specify any certification scheme?**

Yes

**Certification coverage**

Please select

**Third-party certification scheme**

- FSC Forest Management certification
- FSC Chain of Custody
- FSC Controlled Wood
- FSC Recycled
- PEFC Sustainable Forest Management certification
- PEFC Chain of Custody
- PEFC Project Chain of Custody
- PEFC Group certification
- SFI Forest Management certification
- SFI Chain of Custody
- SFI Fiber Sourcing certification

**% of total production/consumption volume certified**

100

**Form of commodity**

- Paper
- Boards, plywood, engineered wood
- Primary packaging
- Secondary packaging

**Volume of production/ consumption certified**

**Metric**

Please select

**Please explain**

Nominated hangtags, shoeboxes, hangers, shopping bags, tissue paper, gift boxes, corrugate, store fixtures and solid wood furniture can range from 100% recycled content to 100% certified content, and multiple combinations of these. If these materials have certified content that is not Forest Stewardship Council (FSC) certified, additional documentation is needed to demonstrate that the material is sourced from an entity employing responsible forest management practices.

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**Forest risk commodity**

Other - Rubber

**Do you specify any certification scheme?**

No

**Certification coverage**

<Not Applicable>

**Third-party certification scheme**

<Not Applicable>

**% of total production/consumption volume certified**

<Not Applicable>

**Form of commodity**

<Not Applicable>

**Volume of production/ consumption certified**

<Not Applicable>

**Metric**

<Not Applicable>

**Please explain**

VF is in the process of assessing whether third party certifications are the best way to incorporate more sustainable rubber into our supply chain. Forest Stewardship Council (FSC) and Programme for the Endorsement of Forest Certification (PEFC) certifications are in consideration for our policy, however we are reviewing the current availability of certified rubber in the locations where VF requires the source (such as Vietnam) and the quality available.

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**F6.5**

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**(F6.5) Do you specify any sustainable production/procurement standards for your disclosed commodity(ies), other than third-party certification? Indicate the percentage of production/consumption covered and if you monitor supplier compliance with these standards.**

**Forest risk commodity**

Timber

**Do you specify any sustainability standards?**

No

**Type of standard**

<Not Applicable>

**Description of standard**

<Not Applicable>

**% of total commodity volume covered by standard**

<Not Applicable>

**Do you have a system in place to monitor compliance with this standard?**

<Not Applicable>

**Type(s) of monitoring system**

<Not Applicable>

**% of suppliers in compliance with standards**

<Not Applicable>

**Please explain**

We do not use sustainable production standards other than third party certifications for this commodity.

---

**Forest risk commodity**

Cattle Products

**Do you specify any sustainability standards?**

Yes

**Type of standard**

Procurement

**Description of standard**

VF has a leather screening survey that requires suppliers to answer questions and upload documentation to verify their compliance with our Animal Derived Materials (ADM) policy. This survey requires leather suppliers to provide information about Leather Working Group (LWG) certification status, supplier policies on the handling and slaughtering of animals, compliance with local regulations, and documentation on their direct suppliers locations. Leather suppliers from Brazil are asked for more detailed information including proof that the land where animals were raised did not contribute to new deforestation in the Amazon Biome. Site visits are made where necessary.

**% of total commodity volume covered by standard**

100%

**Do you have a system in place to monitor compliance with this standard?**

Yes

**Type(s) of monitoring system**

Other, please specify (Internal monitoring )

**% of suppliers in compliance with standards**

100%

**Please explain**

Animal Derived Materials (ADM) policy supplier confirmation acknowledgements, annual leather survey responses and documentation are held in an internal database.

---

**Forest risk commodity**

Other - Rubber

**Do you specify any sustainability standards?**

No

**Type of standard**

<Not Applicable>

**Description of standard**

<Not Applicable>

**% of total commodity volume covered by standard**

<Not Applicable>

**Do you have a system in place to monitor compliance with this standard?**

<Not Applicable>

**Type(s) of monitoring system**

<Not Applicable>

**% of suppliers in compliance with standards**

<Not Applicable>

**Please explain**

No procurement standards exist for this commodity.

---

F6.7

**(F6.7) Are you working with your direct suppliers to support and improve their capacity to supply sustainable raw materials?**

	Are you working with direct suppliers?	Supplier engagement approach	Please explain
Timber	Yes, working with direct suppliers	Collecting data in central database Encouraging certification Supplier questionnaires on environmental and social indicators Workshops and training	VF actively engages with suppliers to ensure a constant supply of sustainable materials. As part of the acknowledgement of VF's Forest Derived Materials Policy, suppliers are trained on how to transition to more sustainable materials. Additionally, suppliers complete VF questionnaires annually requiring data and certificate documentation to verify our purchases.
Palm Oil	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	Yes, working with direct suppliers	Collecting data in central database Encouraging certification Supplier questionnaires on environmental and social indicators Workshops and training Supplier audits	VF actively engages with its suppliers to ensure a constant supply of sustainable materials. As part of acknowledgement of VF's Animal Derived Materials policy, suppliers are trained to transition to more sustainable materials. Additionally, suppliers complete VF questionnaires annually requiring data and documentation to verify our purchases are in compliance with our policies. Where suppliers are not in compliance with our policies, timebound, supplier specific, improvements plans are developed.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	Yes, working with direct suppliers	Developing or distributing supply chain mapping tool Collecting data in central database Encouraging work with multi-stakeholder groups	VF actively engages with multi-stakeholder groups to develop and distribute supplier surveys to collect information for mapping our rubber supply chain. Suppliers are surveyed to understand the challenges they face in transitioning to more sustainable sources.
Other	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.8

**(F6.8) Are you working beyond your first-tier supplier(s) to manage and mitigate forests-related risks?**

	Are you working beyond first tier?	Please explain
Timber	Yes, working beyond first tier	By requiring third-party certifications down to the forest level, as a part of our Forest Derived Materials policy, we are working across our entire supply chain.
Palm Oil	<Not Applicable>	<Not Applicable>
Cattle products	Yes, working beyond first tier	The nomination of leather suppliers requires engagement with second tier suppliers and deeper into the supply chain. In Brazil, we are working beyond the first tier of our supply chain to trace leather back to the slaughterhouse and thus the municipality and region of where the cattle was raised.
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	No, not working beyond the first tier	We are currently researching beyond our tier 1 suppliers to understand the origins of our sourced rubber.
Other	<Not Applicable>	<Not Applicable>

F6.9

**(F6.9) Do you participate in external initiatives or activities to further the implementation of your policies concerning the sustainability of your disclosed commodity(ies)?**

**Forest risk commodity**

Timber

**Do you participate in activities/initiatives?**

Yes

**Activities**

Engaging with non-governmental organizations

**Initiatives**

<Not Applicable>

**Please explain**

VF partners with several NGOs and external stakeholders and have close dialogues with Forest Stewardship Council (FSC) and Sustainable Forestry Initiative (SFI). We are also business partners with World Wildlife Fund, attending the Global Forest Trade Network event. We additionally engage with Canopy and other corporate stakeholders in the CanopyStyle initiative to gain full traceability for all viscose fibers, sustainably sourced wood for viscose & rayon, and participate in panels encouraging others to join the CanopyStyle initiative. We are also an active member of the Sustainable Purchasing Leadership Council (SPLC).

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**Forest risk commodity**

Cattle Products

**Do you participate in activities/initiatives?**

Yes

**Activities**

Involved in multi-partnership or stakeholder initiatives

**Initiatives**

Sustainable Apparel Coalition (SAC)

**Please explain**

The Sustainable Apparel Coalition (SAC) was founded by a group of sustainability leaders from global apparel and footwear companies who recognize that addressing our industry's current social and environmental challenges are both a business imperative and an opportunity. The coalition's vision is an apparel and footwear industry that produces no unnecessary environmental harm and has a positive impact on the people and communities associated with its activities. Through multi-stakeholder engagement, the coalition seeks to lead the industry toward a shared vision of sustainability built upon a common approach for measuring and evaluating apparel and footwear product sustainability performance that will spotlight priorities for action and opportunities for technological innovation. In 2012, the SAC launched the Higg Index on a global scale to create a common global framework for assessing product level sustainability. VF is on the board and attends every meeting and therefore influences the strategy of the SAC.

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**Forest risk commodity**

Other - Rubber

**Do you participate in activities/initiatives?**

Yes

**Activities**

Involved in multi-partnership or stakeholder initiatives

**Initiatives**

Other, please specify (OIA Working Group)

**Please explain**

Timberland, a VF brand, is driving the development of a working group as a part of the Outdoor Industry Association (OIA), specifically addressing the risks surrounding natural rubber. This working group is made up of other footwear and apparel companies, and non-governmental organizations, including Rainforest Alliance, Columbia and Target.

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**F7. Linkages and trade-offs**

**F7.1**

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**(F7.1) Has your organization identified any linkages or trade-offs between forests and other environmental issues in its direct operations and/or other parts of its value chain?**

Yes

**F7.1a**

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**(F7.1a) Describe the linkages or trade-offs and the related management policy or action.**

**Linkage/tradeoff**

Linkage

**Type of linkage/tradeoff**

Decreased GHGs emissions

**Description of linkage/tradeoff**

At VF, we believe there is a direct link between forest preservation, reforestation and our ability to decrease our company's greenhouse gas emissions. We see this opportunity to decrease our carbon emissions as a unique part of our sustainability & responsibility strategy 'Made for Change'. We see the measurement of this impact based on forests' ability to sequester carbon.

**Policy or action**

Within VF's Sustainability & Responsibility strategy 'Made for Change', climate change is a key topic we address within our 'Scale for Good' pillar. Inspired by the work of Professor Johan Rockstrom of the Stockholm Resilience Institute, we pursue three climate work streams: 1) Deep decarbonization, 2) Natural carbon sinks, and 3) New human carbon systems. We see forests as a natural carbon sink and a way of keeping carbon in balance by capturing and storing it. Already, we have a strong heritage of funding reforestation efforts through our brands such as Timberland, and using our scale to advocate for the preservation of public lands. We look to increase the positive impact forests can have on our climate change strategy by considering the environmental impact forests have in removing carbon from the environment. We have not measured the impact of this linkage, however plan to attempt this measurement in the coming years.

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**F8. Verification**

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**F8.1**

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**(F8.1) Do you verify any forests information reported in your CDP disclosure?**

No, but we are actively considering verifying in the next two years

**F9. Barriers and challenges**

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**F9.1**

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**(F9.1) Describe the key barriers or challenges to avoiding forests-related risks in your direct operations or in other parts of your value chain.**

**Forest risk commodity**

Timber

**Coverage**

Supply chain

**Primary barrier/challenge type**

Supply chain complexity

**Comment**

Today there are fewer barriers in the timber market as certification bodies have been in place for decades. Yet full traceability of our supply chain still remains a challenge. Additionally, premiums exist in certified construction materials. Lastly, only a small, limited availability of Forest Stewardship Council (FSC) certified materials are found in Asia.

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**Forest risk commodity**

Cattle Products

**Coverage**

Supply chain

**Primary barrier/challenge type**

Inexistent or immature certification standards

**Comment**

While certifications exist for leather regarding chemicals, such as the Leather Working Group (LWG) set of certifications, a global certification standard for cattle focused on reducing deforestation and environmental concerns associated with the animal while it is on the farm does not currently exist. Our traceability efforts are aimed at substantiating our policies to uphold animal welfare while enhancing traceability in our supply chain. We trace the origins of our raw materials in Brazil to validate VF does not contribute to deforestation in the Amazon Biome.

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**Forest risk commodity**

Other - Rubber

**Coverage**

Supply chain

**Primary barrier/challenge type**

Supply chain complexity

**Comment**

Multiple barriers have been identified as we explore more sustainable sources of rubber. One barrier is that the footwear industry as a whole only buys a small portion of the global natural rubber supply. This gives us limited leverage in asking suppliers to change their practices. Another barrier we face is finding a sufficient supply of third party certified sustainable rubber. And lastly, our suppliers consider their EVA and natural rubber recipe proprietary, therefore they resist disclosure of their specific recipe, limiting our knowledge of our full natural rubber footprint.

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**F9.2**

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**(F9.2) Describe the main measures that would improve your organization's ability to manage forests-related risks.**

**Forest risk commodity**

Timber

**Coverage**

Supply chain

**Main measure**

Improved data collection and quality

**Comment**

Data collection within our supply chain presents a challenge as we must rely on supplier reported information at times. This limits VF's ability to accurately validate data. Enhanced global enforcement of legal requirements would provide additional reliable data.

**Forest risk commodity**

Timber

**Coverage**

Supply chain

**Main measure**

Greater enforcement of regulations

**Comment**

Data collection within our supply chain presents a challenge as we must rely on supplier reported information at times. This limits VF's ability to accurately validate data. Enhanced global enforcement of legal requirements would provide additional reliable data.

**Forest risk commodity**

Cattle Products

**Coverage**

Supply chain

**Main measure**

Improved data collection and quality

**Comment**

Data collection within our supply chain presents a challenge as we must rely on supplier reported information at times. This limits VF's ability to accurately validate data. Additionally, a global third-party leather certification would benefit our business in verifying our leather is not contributing to environmental issues.

**Forest risk commodity**

Other - Rubber

**Coverage**

Supply chain

**Main measure**

Improved data collection and quality

**Comment**

Data collection within our supply chain presents a challenge as we must rely on supplier reported information at times. This limits VF's ability to accurately validate data.

**F18. Signoff**

**F-FI**

**(F-FI) Use this field to provide any additional information or context that you feel is relevant to your organization's response. Please note that this field is optional and is not scored.**

**F18.1**

**(F18.1) Provide the following information for the person that has signed off (approved) your CDP forests response.**

	<b>Job Title</b>	<b>Corresponding job category</b>
Row 1	Vice President, Sustainability & Responsibility	President

**Submit your response**

**In which language are you submitting your response?**

English

**Please confirm how your response should be handled by CDP**

	Public or Non-Public Submission	I am submitting to
I am submitting my response	Public	Investors

**Please confirm below**

I have read and accept the applicable Terms