

W0. Introduction

W0.1

(W0.1) 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, V.F. 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. This response continues to report on the calendar year and includes *Wrangler*® and *Lee*® as a part of our portfolio.

W0.2

(W0.2) 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

W0.3

(W0.3) Select the countries/regions for which you will be supplying data.

Mexico

W0.4

(W0.4) Select the currency used for all financial information disclosed throughout your response.

USD

W0.5

(W0.5) Select the option that best describes the reporting boundary for companies, entities, or groups for which water impacts on your business are being reported.

Companies, entities or groups over which operational control is exercised

W0.6

(W0.6) Within this boundary, are there any geographies, facilities, water aspects, or other exclusions from your disclosure?

Yes

W0.6a

(W0.6a) Please report the exclusions.

Exclusion	Please explain
Non-manufacturing sites including distribution centers and offices as well as cut and sew manufacturing sites are excluded.	Non-manufacturing sites and cut and sew facilities use a minimal amount of water when considering water used across our supply chain. Our internally owned and operated laundry facilities represent our largest water users and are our reporting boundary for the purposes of this report.

W1. Current state

W1.1

(W1.1) Rate the importance (current and future) of water quality and water quantity to the success of your business.

	Direct use importance rating	Indirect use importance rating	Please explain
Sufficient amounts of good quality freshwater available for use	Vital	Vital	In our direct use, freshwater is integral to the manufacturing of footwear and apparel, especially as it relates to our laundry facilities that require water to produce a final product; therefore, we have given it an importance rating of 'vital for operations'. In our indirect use, freshwater is required to grow our raw materials, such as cotton and in the dyeing and laundering process of which could not be done without water, this is why we rated it as 'vital'. These ratings are unlikely to change in the immediate future though technology continues to advance the dyeing process reducing overall water needs.
Sufficient amounts of recycled, brackish and/or produced water available for use	Important	Neutral	In our direct use, recycled water is used in the manufacturing of apparel, specifically laundering, though in smaller quantities in comparison to freshwater. It is no less important as a part of our manufacturing process; therefore, we rated it as 'important'. The rating of non-fresh water in our indirect value chain is rated as 'neutral' because no current suppliers are tracking the use of recycled or brackish water in the growing of cotton and/or manufacturing of our products. These ratings are unlikely to change, though as water becomes more costly, it is possible that more recycled water will be used in our value chain.

W1.2

(W1.2) Across all your operations, what proportion of the following water aspects are regularly measured and monitored?

	% of sites/facilities/operations	Please explain
Water withdrawals – total volumes	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. All water withdrawals are monitored daily via on site automated control system at all locations.
Water withdrawals – volumes from water stressed areas	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. All water withdrawals are monitored daily via on site automated control system at all locations.
Water withdrawals – volumes by source	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. All water withdrawals are monitored daily via on site automated control system at all locations.
Entrained water associated with your metals & mining sector activities - total volumes [only metals and mining sectors]	<Not Applicable>	<Not Applicable>
Produced water associated with your oil & gas sector activities - total volumes [only oil and gas sector]	<Not Applicable>	<Not Applicable>
Water withdrawals quality	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Water quality is tested weekly by internal labs, and bi-annually by outside lab.
Water discharges – total volumes	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Water discharge volumes are monitored daily by internal automated control system at all locations.
Water discharges – volumes by destination	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Water discharge volumes are monitored daily by internal automated control system at all locations.
Water discharges – volumes by treatment method	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Water discharge volumes are monitored daily by internal automated control system at all locations. Treatment method is same for all locations.
Water discharge quality – by standard effluent parameters	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Water quality is tested weekly by internal labs, and bi-annually by outside lab at all locations. Labs use standard effluent parameters.
Water discharge quality – temperature	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Temperature is monitored daily at all locations.
Water consumption – total volume	100%	Consumption is immaterial in the manufacturing of apparel and footwear as a minimal amount of water is consumed in the manufacturing of apparel and footwear. Consumption is monitored daily at all locations.
Water recycled/reused	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. Recycled/reused water is monitored daily at all locations via automated control system.
The provision of fully-functioning, safely managed WASH services to all workers	100%	Based on the boundary set in question W0.6, this is monitored at 100% of the sites. WASH services such as installing washrooms and clean drinking water are measured when developing any new facility.

W1.2b

(W1.2b) What are the total volumes of water withdrawn, discharged, and consumed across all your operations, and how do these volumes compare to the previous reporting year?

	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Total withdrawals	1443	Lower	Our internally owned and operated laundry facilities continue to make use of water recycling technologies that allow for a continually declining withdrawal volume.
Total discharges	1443	Lower	Our internally owned and operated laundry facilities continue to make use of water recycling technologies that allow for a continually declining discharge volume.
Total consumption	0	About the same	VF continues not to consume water through our manufacturing practices. All water is withdrawn, used in our manufacturing practices and then discharged to wastewater treatment facilities.

W1.2d

(W1.2d) Provide the proportion of your total withdrawals sourced from water stressed areas.

	% withdrawn from stressed areas	Comparison with previous reporting year	Identification tool	Please explain
Row 1	100	About the same	WRI Aqueduct	WRI's Aqueduct tool was used to assess water stressed areas using addresses and water mapping of VF's Mexico O&O facilities. While our owned and operated facilities are located in high water stressed areas, the business has planned for and is implementing a number of measures to reduce our water usage with increased recycling & reuse and increase the use of water saving technologies for the laundering and finishing processes.

W1.2h

(W1.2h) Provide total water withdrawal data by source.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water, including rainwater, water from wetlands, rivers, and lakes	Not relevant	<Not Applicable>	<Not Applicable>	No fresh surface water is used at our owned facilities and there is no plan to in the future.
Brackish surface water/Seawater	Not relevant	<Not Applicable>	<Not Applicable>	No brackish surface water is used at our owned facilities and there is no plan to in the future.
Groundwater – renewable	Relevant	1443	Lower	No renewable groundwater is used at our owned facilities and there is no plan to in the future.
Groundwater – non-renewable	Not relevant	<Not Applicable>	<Not Applicable>	No groundwater - non-renewable is used at our owned facilities and there is no plan to in the future.
Produced/Entrained water	Not relevant	<Not Applicable>	<Not Applicable>	No produced water is used at our owned facilities and there is no plan to in the future.
Third party sources	Not relevant	<Not Applicable>	<Not Applicable>	No third party source is used at our owned facilities and there is no plan to in the future.

W1.2i

(W1.2i) Provide total water discharge data by destination.

	Relevance	Volume (megaliters/year)	Comparison with previous reporting year	Please explain
Fresh surface water	Not relevant	<Not Applicable>	<Not Applicable>	No fresh surface water discharging exists and there is no plan to in the future.
Brackish surface water/seawater	Not relevant	<Not Applicable>	<Not Applicable>	No brackish surface water discharging exists and there is no plan to in the future.
Groundwater	Not relevant	<Not Applicable>	<Not Applicable>	No groundwater discharging exists and there is no plan to in the future.
Third-party destinations	Relevant	1443	Lower	Third party destinations are relevant as they are the only location we discharge to. The volume is lower because of an increase in recycled water. Going forward, these facilities will be spinning off with Kontoor and will no longer be apart of VF Corporation.

W1.2j

(W1.2j) What proportion of your total water use do you recycle or reuse?

	% recycled and reused	Comparison with previous reporting year	Please explain
Row 1	11-25	Higher	There was a large increase in the amount of water recycled due to our increased use of reverse osmosis and additional water saving technologies. This is reducing our dependence on water withdrawal in times of drought, putting less impact on the local community's water source. It is anticipated that this will increase in the future although the facilities will be owned by Kontoor Brands, a stand-alone, publicly traded company with no future relationship to VF Corporation.

W1.4

(W1.4) Do you engage with your value chain on water-related issues?

Yes, our suppliers

Yes, our customers or other value chain partners

W1.4a

(W1.4a) What proportion of suppliers do you request to report on their water use, risks and/or management information and what proportion of your procurement spend does this represent?

Row 1

% of suppliers by number

51-75%

% of total procurement spend

76-100

Rationale for this coverage

Water use information is requested from all strategic tier 1 & tier 2 suppliers through SAC's Higg Index 3.0. They must indicate water sources and identify facility processes using the most water. Water risk is tracked in Higg through WRI's Aqeduct tool and WWF's water risk filter. All Higg self-assessments are verified by VF. All in scope factories and mills using 50 cubic meters of process water or more per day in their wet processes fall within the scope of VF's Global Wastewater Standards. Wastewater quality discharge information is required to be submitted 2 times a year. Wastewater testing and reports are required to be reviewed by our auditors, proving that they are discharging to a publicly owned treatment works or have a sufficient effluent treatment plant at the facility. All suppliers not in compliance with our wastewater discharge standard are given a remediation timeframe to meet VF standards before which VF ceases business.

Impact of the engagement and measures of success

Two hundred and sixty five strategic tier 1 and tier 2 suppliers have adopted the Higg Index to measure their environmental performance, including wastewater. VF also requires verification of assessments and the development of improvement plans. 106 suppliers of VF's 265 strategic suppliers are located in a high to extremely high water risk location. With the IPE program, VF screened 423 factories and mills in the VF China supply chain, covering all our suppliers throughout China, not only strategic suppliers. Sixty seven factories had been identified to have had environmental violations in the past, such as lack of permits, failure in meeting government wastewater compliance and failing to meet air emission standard. VF requires each historical violation to be corrected, verified and reported.

Comment

W1.4b

(W1.4b) Provide details of any other water-related supplier engagement activity.

Type of engagement

Onboarding & compliance

Details of engagement

Inclusion of water stewardship and risk management in supplier selection mechanism
Requirement to adhere to our code of conduct regarding water stewardship and management

% of suppliers by number

76-100

% of total procurement spend

76-100

Rationale for the coverage of your engagement

VF ensures compliance with all country level environmental regulations as well compliance with our 16 global compliance principles during their preliminary audit and onboarding.

Impact of the engagement and measures of success

Factories are either given an 'accepted' compliance rating during the initial audit or they are given a corrective action plan to come up to compliance in 6 month or face discontinuation of business with VF. Successful engagement is defined by suppliers being aware of our standards and compliance principles. Beneficial outcomes are that environmental standards are followed and VF's wastewater discharge standards are followed limiting environmental degradation of local community waterways.

Comment

Type of engagement

Onboarding & compliance

Details of engagement

Requirement to adhere to our code of conduct regarding water stewardship and management

% of suppliers by number

1-25

% of total procurement spend

51-75

Rationale for the coverage of your engagement

Our production team educates and promotes water savings best practices with our suppliers to reduce the environmental impact of their operations while also reducing costs to their businesses. VF provides all facilities using over 50 cubic meters of process water with a list of best practices to reduce water, energy and chemical use.

Impact of the engagement and measures of success

Success is defined by reduction of water, chemicals and energy used at supplier facilities. Beneficial outcomes include saving 6 to 12 liters per pair of jeans.

Comment

Type of engagement

Innovation & collaboration

Details of engagement

Other, please specify (Clean by Design in China & Taiwan, IFC Vietnam VIP Program, UNIDO RECP program Indonesia)

% of suppliers by number

1-25

% of total procurement spend

1-25

Rationale for the coverage of your engagement

Key tier 1 and tier 2 suppliers in China, Taiwan, Vietnam, Bangladesh and Indonesia joined the VF water efficiency program, which provides training, assessments and expert guidance to reduce water use.

Impact of the engagement and measures of success

Suppliers gain expert knowledge to increase water efficiency. VF's target is to drive a 10-20% reduction per year compared to the baseline.

Comment

W1.4c

(W1.4c) What is your organization's rationale and strategy for prioritizing engagements with customers or other partners in its value chain?

VF engages with numerous customers across our brand portfolio where there are opportunities for shared interest and a collaborative approach to driving more significant change. In addition, VF collaborates with all our key suppliers in our supply chain. For example, in collaboration with Walmart and The Sustainability Consortium (TSC), we have driven an enhanced wastewater analysis program, identifying numerous opportunities to prevent wastewater from the start of the process while developing comprehensive supplier tool kits and guidance documents to share our successes across the industry.

W2. Business impacts

W2.1

(W2.1) Has your organization experienced any detrimental water-related impacts?

No

W2.2

(W2.2) In the reporting year, was your organization subject to any fines, enforcement orders, and/or other penalties for water-related regulatory violations?

No

W3. Procedures

W3.3

(W3.3) Does your organization undertake a water-related risk assessment?

Yes, water-related risks are assessed

W3.3a

(W3.3a) Select the options that best describe your procedures for identifying and assessing water-related risks.

Direct operations

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Not defined

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Enterprise Risk Management

Tools and methods used

Other, please specify (Internal company methods)

Comment

As a part of our continuous supply chain risk assessment process, water risk is assessed in our owned manufacturing every 5 years. Additionally water quality, scarcity and community impact is assessed whenever opening a new facility.

Supply chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as part of other company-wide risk assessment system

Frequency of assessment

Not defined

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Enterprise Risk Management

Tools and methods used

COSO Enterprise Risk Management Framework

Other, please specify (Supply Chain Risk Assessment)

Comment

Included within VF's supply chain business continuity management plans as a part of our continuous supply chain risk assessment process, water risk is assessed in our supply chain about every 5 years. This assessment is determined by probability, severity and duration of risk and constructed in a simulation model to determine the magnitude of the impact.

Other stages of the value chain

Coverage

Full

Risk assessment procedure

Water risks are assessed as a standalone issue

Frequency of assessment

Annually

How far into the future are risks considered?

3 to 6 years

Type of tools and methods used

Tools on the market

Databases

Tools and methods used

WRI Aqueduct

Maplecroft Global Water Security Risk Index

Comment

The company-wide, long-term water risk assessment leverages WRI's Aqueduct Water Risk data on current and future change on water supply, demand, stress and variability, as well as on regulatory and reputational business risks. Combining science based global water risk data with our manufacturing and sourcing footprint, VF is able to estimate the financial value of potential water risks.

W3.3b

(W3.3b) Which of the following contextual issues are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Water availability at a basin/catchment level	Relevant, always included	VF leverages WRI's Aqueduct tool along with internal knowledge to assess exposures to baseline water stress, including seasonal variability of water availability. We also employ the use of WRI's Aqueduct Water Risk Atlas when applicable. Additionally, VF Corp uses water quality and availability assessments at the local level.
Water quality at a basin/catchment level	Relevant, always included	WRI's Aqueduct tool is used to assess water quality across VF's footprint. VF assesses exposure to high levels of Biochemical Oxygen Demand (BOD) at a sub-catchment scale, using WRI's Aqueduct Water Risk Atlas and BOD data provided to VF by WRI.
Stakeholder conflicts concerning water resources at a basin/catchment level	Relevant, always included	VF worked with WRI to access data from RepRisk and determine: (a) country level ESG risks for all countries where VF operates and sources, and (b) specific ESG regulatory and reputational risks to VF Corporation based on market analysis and research by RepRisk.
Implications of water on your key commodities/raw materials	Relevant, always included	The tools used were Lifecycle Assessments & WRI's Aqueduct Tool. VF worked with WRI to assess exposure to baseline water stress, seasonal variability in cotton growing regions such as the US, China and India, the countries of origin of all key commodities, and the potential business implications associated with each risk.
Water-related regulatory frameworks	Relevant, always included	The tools used are RepRisk and Internal Company Knowledge. Rep Risk is used to determine what ESG regulatory and reputational risks to VF exist based on market analysis and research. Additionally, onsite staff, water management engineer expertise is used to inform our water risk assessment and integrating local regulatory framework knowledge. Additionally, VF engages with local governments to understand permitted discharge laws in the countries where we operate. VF has ongoing communication with city and state regulators as well as the Mexican federal water authority, Conaguas, where our owned water using manufacturing facility is located. Representatives conduct regular onsite discharge water testing.
Status of ecosystems and habitats	Relevant, not included	Corporation has not yet included this factor in water risk assessments.
Access to fully-functioning, safely managed WASH services for all employees	Relevant, always included	The tool used for this issue is Internal Company Knowledge by way of onsite staff engineering expertise. WASH services are required at all of our owned and contracted facilities. We provide safe drinking water with purchased water containers and water coolers, or through reverse osmosis treatment systems installed at point of use. All facilities have restrooms with clean water supply through standard plumbing fixtures, liquid hand soap dispensers and individual towel dispensers. Restroom counts are based on International Building Codes, matching restroom quantities required within the USA based on employee count.
Other contextual issues, please specify	Please select	

W3.3c

(W3.3c) Which of the following stakeholders are considered in your organization's water-related risk assessments?

	Relevance & inclusion	Please explain
Customers	Relevant, always included	It is important that as a part of our license to operate, VF manage resources, especially water, responsibly. VF Corporation factors customers into our water risk assessment by responding to customer surveys, such as Walmart and REI, as it pertains to water related issues. This keeps our customers abreast of VF's water footprint and ongoing efforts to reduce water usage.
Employees	Relevant, always included	Across VF and our brands, our employees expect us to manage our resources responsibly. We believe resource management is important for recruiting top talent and employee retention, which is why employees are considered in the organization's risk assessment at many levels. From factory employees' need for WASH facilities in our owned manufacturing to our CHEM-IQ program, which eliminates chemicals from our supply chain before workers ever come in contact with them, employees and workers are always considered. Additionally, at the facility level, plant managers receive training on the importance of water management.
Investors	Relevant, always included	Many of our investors are interested in our resource management program and expect us to responsibly manage our risks throughout our owned manufacturing and supply chain. As a method of engagement, through the CDP, we are publishing this information for our investors to better understand our approach to water related risk. We are also engaging in the UN Principle for Responsible Investment and discussing our approach to water and how we are managing our risks. Additionally, we are speaking with investors on a one on one basis.
Local communities	Relevant, always included	VF incorporates local communities into its water risk assessment by striving to leave the places we work as we found them or better. VF's Worker and Community Development program conducts needs assessments in the communities surrounding our suppliers with one of three pillars focused directly on how VF can assist in elevating WASH services. Additionally, local communities are considered through our business practices and supplier requirements. For example, VF's CHEM-IQ program eliminates harmful chemicals before they enter the factories and our wastewater discharge standard requires wastewater quality testing every 6 months.
NGOs	Relevant, always included	VF Corporation engages with NGOs as a part of our water risk assessment to better understand each specific NGO focus and expectation. VF engaged WRI in 2015 to assist with our first in depth water risk assessment. Additional NGO partnerships are evaluated and NGOs engaged on specific projects to support key objectives.
Other water users at a basin/catchment level	Relevant, always included	Other water users such as community members and employees at the local level are considered in water risk assessments and regularly engaged through conversations. For example, when Torreon, Mexico's local well collapsed, VF built an oversized well to provide water to both the VF facility as well as the local community.
Regulators	Relevant, always included	VF has ongoing communications including regular meetings with city and state regulators as well as the Mexican federal water authority, Conaguas. Additionally, representatives visit the VF facilities to conduct regular discharge water testing.
River basin management authorities	Relevant, always included	VF Corporation engages with the river basin management authorities by self testing and reporting facility discharge on a regular basis as well as complies with city testing where VF facilities are located throughout Central America.
Statutory special interest groups at a local level	Relevant, always included	VF regularly engages with the river basin management authorities, validating our compliance with local regulation. The method of engagement is through self-testing and reporting facility discharge on a regular basis as well as complying with city testing where VF facilities are located throughout Central America.
Suppliers	Relevant, always included	Suppliers are always considered in our risk assessments. VF's global supply chain consists of hundreds of third party suppliers, producing products across the portfolio for VF brands. These suppliers have the ability to impact water risk at the local level. Suppliers are educated on water issues at supplier conferences and in person interactions with our Sustainable Operations team. Additionally, all key nominated and strategic supply chain partners using process water are required to report via the SAC's Higg Index and to comply with VF's wastewater discharge standards.
Water utilities at a local level	Relevant, always included	VF engages with the water utilities as many of our owned and operated facilities discharge directly into their treatment systems. We engage with them through self-testing and reporting facility discharge data on a regular basis, as well as complying with random testing by the utility body.
Other stakeholder, please specify	Please select	

W3.3d

(W3.3d) Describe your organization's process for identifying, assessing, and responding to water-related risks within your direct operations and other stages of your value chain.

VF integrates water into different risk assessments across the company and utilizes results to identify and respond to potential water-related risks. By combining science based global information regarding water risks with VF's owned manufacturing and sourcing footprint, we identified the financial value of potential water risks. These assessments include supply chain risk assessments, new facility opening risk assessments, and company-wide long term water risk assessments. As a part of the continuous supply chain risk assessment process, water risk is assessed in our owned manufacturing every 5 years. During the assessments, VF management practices and controls were identified to manage and mitigate water risks in our owned manufacturing. In response to the data being collected from these companywide facilities, VF sets performance standards for direct operations to uphold water quality standards, involving local and state government agencies as needed.

Additionally, VF works on advocacy on the importance of water through our brands. For example, Wrangler works in partnership with the Soil Health Institute and the Nature Conservancy, amongst other groups, to help train cotton farmers on responsible land stewardship practices that will have a positive effect on the water table. This and other similar education efforts are being developed across the organization on the nexus of water.

W4. Risks and opportunities

W4.1

(W4.1) Have you identified any inherent water-related risks with the potential to have a substantive financial or strategic impact on your business?

No

W4.1a

(W4.1a) How does your organization define substantive financial or strategic impact on your business?

Our definition of substantive financial risk, as it relates to any of the water 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.

W4.2b

(W4.2b) Why does your organization not consider itself exposed to water risks in its direct operations with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	VF evaluates water risks regularly through stand-alone global water risk assessments, all-encompassing global supply chain (including owned operations) risk assessments as well as initial site assessments when opening a new facility. The findings of these risk assessments point to limited financial risk for the organization, specifically because of VF's local knowledge and ability to relocate capacity easily from one facility to another. One specific risk identified was supply quantity in our owned manufacturing, yet our management practices and installation of reverse osmosis to increase the recycling of water to close to 100% reduces that risk to a non-substantive level as well. Additionally, for all owned manufacturing we conduct an initial site assessment and then monitor the situation on an ongoing basis to evaluate if the supply of water changes, should we observe a change in supply, we repeat the assessment and involve local and state government agencies as needed.

W4.2c

(W4.2c) Why does your organization not consider itself exposed to water risks in its value chain (beyond direct operations) with the potential to have a substantive financial or strategic impact?

	Primary reason	Please explain
Row 1	Risks exist, but no substantive impact anticipated	Flood, drought and other water stressors have been assessed as potential water risks in the supply chain. Due to the diversity and flexibility of our global supply chain and our ability to move capacity from one facility to another, we determined the risk to be negligible and below the level to cause substantive disruption to the business. The water risk assessment that determined supply chain water risk non-substantive leveraged the WRI Aqueduct Water Risk data on current and future change in water supply, demand, stress and variability. In addition, VF reviewed regulatory and reputational water related business risks. By combining science based global information regarding water risks with VF's owned manufacturing and sourcing footprint, Deloitte identified the financial value of potential water risks. Additionally, to avoid supplier discharge risks, VF enforces compliance with a set of Global Wastewater Standards which are applicable to all VF suppliers utilizing over 50 cubic meters of process water per day. VF's Global Wastewater Standards required disclosure of key water treatment statistics from all supplier, along with independent discharge quality data every 6 months.

W4.3

(W4.3) Have you identified any water-related opportunities with the potential to have a substantive financial or strategic impact on your business?

Yes, we have identified opportunities, and some/all are being realized

W4.3a

(W4.3a) Provide details of opportunities currently being realized that could have a substantive financial or strategic impact on your business.

Type of opportunity

Efficiency

Primary water-related opportunity

Cost savings

Company-specific description & strategy to realize opportunity

VF implements numerous opportunities to drive water efficiency across our owned manufacturing and global supply chain. In our owned and operated facilities, our team continuously assesses innovative technology opportunities to improve our manufacturing processes, including reducing the requirements for chemicals, water and energy, which ultimately reduces costs. For example, in our owned operations where there are high wastewater costs, we are working with our innovation centers on installing new technology such as dry dyeing that can reduce the amount of chemicals and water used in our products and shared with our suppliers. Within our supply chain, we leverage industry programs such as NRDC's Clean by Design, IFC's Bangladesh Partnership for Cleaner Textile (PaCT), and IFC's Vietnam Improvement Program that increase manufacturing efficiency and reduce costs for our suppliers.

Estimated timeframe for realization

4 to 6 years

Magnitude of potential financial impact

Low-medium

Are you able to provide a potential financial impact figure?

Yes, a single figure estimate

Potential financial impact figure (currency)

1500000

Potential financial impact figure – minimum (currency)

<Not Applicable>

Potential financial impact figure – maximum (currency)

<Not Applicable>

Explanation of financial impact

The financial impact is calculated from a partnership with Target Corporation and the International Finance corporation (IFC) in 2016 to advance resource efficiency to save chemicals, water and energy at supplier factories in Vietnam. Thirty-eight of our 40 strategic factories in Vietnam are participating in the VF/IFC energy efficiency program, achieving an average energy reduction of 12 percent and enjoying a collective savings of more than \$1.5 million annually. While it is not possible to determine if all of these savings would be passed on to VF, this number is indicative of energy/water savings possible by partnerships with suppliers.

Type of opportunity

Resilience

Primary water-related opportunity

Resilience to future regulatory changes

Company-specific description & strategy to realize opportunity

Resiliency to regulatory changes is critical to reducing the financial costs of unforeseen changes that the business would have to undergo. Many of our water efforts are already creating resiliency for VF Corporation against future regulatory changes. These include efforts to increase recycled water in our owned and operated facilities, some of which are already achieving recycling rates of up to 80% on a given month. Additionally increasing the quality of our wastewater through strong discharge standards created in collaboration with BSR.

Estimated timeframe for realization

>6 years

Magnitude of potential financial impact

Low

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

This information is considered proprietary.

Type of opportunity

Markets

Primary water-related opportunity

Strengthened social license to operate

Company-specific description & strategy to realize opportunity

Responsible water efforts are strengthening our social license to operate by increasing our reputation in the communities in which we operate. These efforts include publishing public goals such as Wrangler's 20% water intensity goal, educating our suppliers on water and wastewater practices that reduce costs and increase the health and safety of our facilities and surrounding communities, drilling a local well in Torreon where one of our owned facilities exist for the local community to access clean water, water towers in Cambodia for the local communities surrounding our factories, and even Wrangler purchasing a wetland in Colorado to promote biodiversity for migratory water fowl and the consumers who enjoy those natural spaces.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Low-medium

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

This information is considered proprietary.

Type of opportunity

Products and services

Primary water-related opportunity

New R&D opportunities

Company-specific description & strategy to realize opportunity

New research & development has the opportunity to increase our market share and revenue by reducing costs while meeting consumers changing demands. Our Global Innovation Centers focus on material and technical innovations, researching technologies that reduce the amount of chemicals and water required for the manufacturing our products. In one recent example, Wrangler has been able to reduce water use without compromising quality by employing efficient enzyme technology. This improved the wash down process and increased water recycling. Additionally, as innovators in the textile industry, VF has been funding the creation and use of new technologies across our industry, such as a waterless foam indigo dye process.

Estimated timeframe for realization

Current - up to 1 year

Magnitude of potential financial impact

Medium-high

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

This information is considered proprietary.

W6. Governance

W6.1

(W6.1) Does your organization have a water policy?

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

W6.1a

(W6.1a) Select the options that best describe the scope and content of your water policy.

	Scope	Content	Please explain
Row 1	Select facilities, businesses, or geographies only	Reference to international standards and widely-recognized water initiatives Commitments beyond regulatory compliance Acknowledgement of the human right to water and sanitation Other, please specify (Wastewater Standards Policy)	VF's Global Waste Water Discharge Standards, in accordance with BSR's standards, commits to ensuring the long-term health of the earth and local communities, now and for future generations and acknowledges the important role water plays. All vendors are subject to our compliance audit program and if using 50 cubic meters per day or more of process water are required to follow the policy. When an audit is being completed, VF looks to determine whether local water regulations are followed, wastewater analysis by a certified third-party laboratory are completed, and all reports are submitted every six months to VF. In the case that the water standards are not met, they are then placed on a Corrective Action Plan. An example of the parameters set forth is that sites are required to have a domestic sewage treatment and must not discharge any untreated water directly into the local waterways. VF Global Wastewater Standards.pdf

W6.2

(W6.2) Is there board level oversight of water-related issues within your organization?

Yes

W6.2a

(W6.2a) Identify the position(s) (do not include any names) of the individual(s) on the board with responsibility for water-related issues.

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

W6.2b

(W6.2b) Provide further details on the board's oversight of water-related issues.

	Frequency that water-related issues are a scheduled agenda item	Governance mechanisms into which water-related issues are integrated	Please explain
Row 1	Scheduled - some meetings	Monitoring implementation and performance Reviewing and guiding risk management policies Reviewing and guiding corporate responsibility strategy Reviewing innovation/R&D priorities	The VP of Sustainability & Responsibility reports to the Board's Governance & Corporate Responsibility Committee quarterly on Sustainability related matters including water and to the entire board once a year. Additionally, water is reported to the board through a number of different ways including in our Enterprise Risk Management Assessments and Innovation Strategy.

W6.3

(W6.3) Provide the highest management-level position(s) or committee(s) with responsibility for water-related issues (do not include the names of individuals).

Name of the position(s) and/or committee(s)

Other C-Suite Officer, please specify (Chief Supply Chain Officer)

Responsibility

Both assessing and managing water-related risks and opportunities

Frequency of reporting to the board on water-related issues

Half-yearly

Please explain

W6.5

(W6.5) Do you engage in activities that could either directly or indirectly influence public policy on water through any of the following?

Yes, direct engagement with policy makers

Yes, trade associations

W6.5a

(W6.5a) What processes do you have in place to ensure that all of your direct and indirect activities seeking to influence policy are consistent with your water policy/water commitments?

VF's Sustainability & Responsibility team coordinates efforts with Corporate Affairs and our Government Affairs group and other key stakeholders before engaging. Therefore, any participation is verified to ensure that it aligns to and supports VF's own internal stance on water and wastewater and our understanding of risks and opportunities defined by our water strategy. If there is potential conflict with our internal position, then VF will address this on a case-by-case basis.

W6.6

(W6.6) Did your organization include information about its response to water-related risks in its most recent mainstream financial report?

No, and we have no plans to do so

W7. Business strategy

W7.1

(W7.1) Are water-related issues integrated into any aspects of your long-term strategic business plan, and if so how?

	Are water-related issues integrated?	Long-term time horizon (years)	Please explain
Long-term business objectives	Yes, water-related issues are integrated	5-10	Design and innovation are key capabilities of our 2021 Global Business Strategy and water savings technologies have the opportunity to increase cost savings and manufacturing innovation for VF. Our global innovation centers continue to consider water an opportunity under the larger lens of design and innovation objectives.
Strategy for achieving long-term objectives	Yes, water-related issues are integrated	5-10	Our global innovation centers, which are responsible for the, use water as a decision point in all new materials continue to consider water an opportunity under the larger lens of design and innovation objectives.
Financial planning	Yes, water-related issues are integrated	5-10	Water related issues are considered in our financial planning as they have the opportunity to increase cost savings by way of new technologies, innovations and manufacturing upgrades.

W7.2

(W7.2) What is the trend in your organization's water-related capital expenditure (CAPEX) and operating expenditure (OPEX) for the reporting year, and the anticipated trend for the next reporting year?

Row 1

Water-related CAPEX (+/- % change)

0

Anticipated forward trend for CAPEX (+/- % change)

0

Water-related OPEX (+/- % change)

10

Anticipated forward trend for OPEX (+/- % change)

10

Please explain

The anticipated change for CAPEX is 0% as the majority of our facilities now have reverse osmosis in place. OPEX has increased and is expected to increase as Kontoor brands increase production.

W7.3

(W7.3) Does your organization use climate-related scenario analysis to inform its business strategy?

	Use of climate-related scenario analysis	Comment
Row 1	Yes	In 2018, our strategy team performed a scenario analysis looking out to 2030. 'Neglected Planet' was determined to be one of 14 areas of risk as well as opportunity looking directly at the impact of climate change on our business and brands. Out of this work, multiple processes have been put in place to monitor these risks. Increasingly, to reduce our transitional risks, whether reputational or regulatory, VF Corporation is moving to be a low carbon emitter with a 100% renewable energy goal by 2025 and setting science-based climate targets that will extend into our supply chain by the end of 2019.

W7.3a

(W7.3a) Has your organization identified any water-related outcomes from your climate-related scenario analysis?

No

W7.4

(W7.4) Does your company use an internal price on water?

Row 1

Does your company use an internal price on water?

No, and we do not anticipate doing so within the next two years

Please explain

VF does not see a need for an internal price on water at this time as internal efforts are already in place to strive for ever increasing efficiency and reduction of water use.

W8. Targets

W8.1

(W8.1) Describe your approach to setting and monitoring water-related targets and/or goals.

	Levels for targets and/or goals	Monitoring at corporate level	Approach to setting and monitoring targets and/or goals
Row 1	Company-wide targets and goals Business level specific targets and/or goals Site/facility specific targets and/or goals	Targets are monitored at the corporate level	Targets and goals are set based on business need and priorities. Owned and operated manufacturing facilities to date have been prioritized as we have operational control. Additionally, as a part of our raw materials strategy, water is also seen as a key area to impact in the growing, milling, sewing and finishing of our materials and products. Additionally, our brands have their own targets, for example, Wrangler has a goal of reducing their water use by 5.5 billion liters by 2020.

W8.1a

(W8.1a) Provide details of your water targets that are monitored at the corporate level, and the progress made.

Target reference number

Target 1

Category of target

Water use efficiency

Level

Site/facility

Primary motivation

Brand value protection

Description of target

Wrangler's goal to reduce water usage at its facilities by 20 percent by the year 2020

Quantitative metric

% reduction in total water withdrawals

Baseline year

2012

Start year

2016

Target year

2020

% achieved

100

Please explain

2018 saw an absolute water withdrawal reduction of 53% compared to the 2008 baseline year withdrawal, vastly exceeding the goal of 20%, and continued improvements are still being made

Target reference number

Target 2

Category of target

Water recycling/reuse

Level

Site/facility

Primary motivation

Cost savings

Description of target

At our Torreon facility, a goal to reach 75% recycling rate of water by 2018.

Quantitative metric

% increase in water recycling/reuse

Baseline year

2016

Start year

2016

Target year

2018

% achieved

97

Please explain

Our Torreon facility achieved a 73% overall water recycling rate in 2018 within its Laundry operation. Looking beyond just the laundry process at the site, the facility overall was able to recycle 79% of its water that same year, exceeding the goal as a site. Zero Liquid Discharge technologies are being investigated to help further increase the

recycling rates obtained within the laundry function.

Target reference number

Target 3

Category of target

Product water intensity

Level

Company-wide

Primary motivation

Reduced environmental impact

Description of target

Reduce the average impact of our key materials by 35%, water being one of the key features that can reduce our impact.

Quantitative metric

Other, please specify (MSI Score % reduction)

Baseline year

2017

Start year

2017

Target year

2025

% achieved

Please explain

Information on the percentage that has been achieved to date has not yet been published.

W9. Linkages and trade-offs

W9.1

(W9.1) Has your organization identified any linkages or tradeoffs between water and other environmental issues in its direct operations and/or other parts of its value chain?

Yes

W9.1a

(W9.1a) Describe the linkages or tradeoffs and the related management policy or action.

Linkage or tradeoff

Linkage

Type of linkage/tradeoff

Increased energy efficiency

Description of linkage/tradeoff

There is a direct correlation between energy efficiency and process water use. If water use goes down so does energy use, increasing energy efficiency.

Policy or action

The way this is addressed is by tying our supply chain water use reduction and energy efficiency programs together as they directly affect each other. For example, when a factory is using large amounts of water for dyeing but they only need one-third of it, we address the problem through energy efficiency work, though it directly impacts water. Likewise, a reduction of process water means less work for an effluent treatment plant (ETP), which has a direct impact on energy usage. There has been no change in the measured impact of the linkage in the reporting year.

W10. Verification

W10.1

(W10.1) Do you verify any other water information reported in your CDP disclosure (not already covered by W5.1d)?

No, we do not currently verify any other water information reported in our CDP disclosure

W11. Sign off

W-FI

(W-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.

W11.1

(W11.1) Provide details for the person that has signed off (approved) your CDP water response.

	Job title	Corresponding job category
Row 1	Vice President, Sustainability & Responsibility	President

W11.2

(W11.2) Please indicate whether your organization agrees for CDP to transfer your publicly disclosed data on your impact and risk response strategies to the CEO Water Mandate's Water Action Hub [applies only to W2.1a (response to impacts), W4.2 and W4.2a (response to risks)].

Yes

SW. Supply chain module

SW0.1

(SW0.1) What is your organization's annual revenue for the reporting period?

	Annual revenue
Row 1	13848660000

SW0.2

(SW0.2) Do you have an ISIN for your organization that you are willing to share with CDP?

Yes

SW0.2a

(SW0.2a) Please share your ISIN in the table below.

	ISIN country code	ISIN numeric identifier (including single check digit)
Row 1	US	9182041080

SW1.1

(SW1.1) Have you identified if any of your facilities reported in W5.1 could have an impact on a requesting CDP supply chain member?

This is confidential

SW1.2

(SW1.2) Are you able to provide geolocation data for your site facilities?

Yes, for all facilities

SW1.2a

(SW1.2a) Please provide all available geolocation data for your site facilities.

Identifier	Latitude	Longitude	Comment
Torreon Complex	25.523084	-103.367456	
Acanceh	20.824664	-89.469152	
Delicias	28.175833	-105.446111	

SW2.1

(SW2.1) Please propose any mutually beneficial water-related projects you could collaborate on with specific CDP supply chain members.

SW2.2

(SW2.2) Have any water projects been implemented due to CDP supply chain member engagement?

No

SW3.1

(SW3.1) Provide any available water intensity values for your organization's products or services across its operations.

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	Are you ready to submit the additional Supply Chain Questions?
I am submitting my response	Public	Investors Customers	Yes, submit Supply Chain Questions now

Please confirm below

I have read and accept the applicable Terms