

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, founded in 1899, is one of the world’s largest apparel, footwear and accessories companies connecting people to the lifestyles, activities and experiences they cherish most through a family of iconic outdoor, active and workwear brands. 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, apparel, backpack, luggage and accessories categories. Our largest brands are *Vans®*, *The North Face®*, *Timberland®* and *Dickies®*.

On January 21, 2020, VF announced its decision to explore the divestiture of its Occupational Workwear business. As stated in the VF FY2020 Form 10-K, during the three months ended March 2020, the Company determined that the Occupational Workwear business met the held-for-sale and discontinued operations accounting criteria. Accordingly, all FY2020 revenue-based figures disclosed within this report exclude the Occupational Workwear business. As the Occupational Workwear business fell within our operational control approach for the reporting year, as defined by the GHG Protocol Corporate Standard, all non-revenue data and company information disclosed within this report includes the Occupational Workwear business.

Given the lag in data availability for the reporting year, unless otherwise noted, we report on policies and programs in place during the reporting year aside quantitative data from the prior year.

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, brand e-commerce sites and other digital platforms. Revenues from the direct-to-consumer business represented 41% of VF’s total Fiscal 2020 revenues. In addition to selling directly into international markets, many of our brands also sell products through licensees, agents and distributors. In Fiscal 2020, VF derived 59% of its revenues from the Americas region, 28% from the Europe region and 13% from the Asia-Pacific region.

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

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	April 1 2019	March 31 2020

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 forest risk commodity(ies) that you are, or are not, disclosing on. For each forest risk commodity selected, identify the stages of the supply chain which best represents your organization's area of operation.**

	Commodity disclosure	Stage of the value chain	Explanation if not disclosing
Timber products	Disclosing	Retailing	<Not Applicable>
Palm oil	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Cattle products	Disclosing	Manufacturing Retailing	<Not Applicable>
Soy	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Other - Rubber	Disclosing	Manufacturing Retailing	<Not Applicable>
Other - Cocoa	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>
Other - Coffee	This commodity is not produced, sourced or used by our organization	<Not Applicable>	<Not Applicable>

## F0.5

**(F0.5) Are there any parts of your direct operations or supply chain that are 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)?**

#### Timber products

##### Activity

Buying manufactured products  
Distributing/packaging  
Retailing/onward sale of commodity or product containing commodity

##### Form of commodity

Paper  
Boards, plywood, engineered wood  
Primary packaging  
Secondary packaging  
Tertiary packaging  
Goods not for resale (GNFR)

##### Source

Contracted suppliers (manufacturers)

##### Country/Area of origin

Unknown origin

##### % of procurement spend

1-5%

##### Comment

Paper, cardboard and hardwood are mainly used for packaging purposes. This includes primary packaging, such as consumer-facing hangers, hangtags, and shoe boxes as well as secondary packaging used for transporting products. VF also uses timber products (boards, Goods Not For Resale (GNFR)) within stores especially for store fixtures, flooring, and/or visual merchandising. Cellulose-based fibers are used in a subset of our textiles. The volume of paper cardboard and hardwood are larger than the use of man-made cellulose-based fibers. The percentage of procurement spend is reflective of our indirect procurement total.

## Cattle products

### Activity

Buying manufactured products  
Retailing/onward sale of commodity or product containing commodity

### Form of commodity

Hides/leather

### Source

Contracted suppliers (manufacturers)

### Country/Area of origin

Australia  
Brazil  
Canada  
Germany  
Italy  
Japan  
Paraguay  
South Africa  
United States of America

### % of procurement spend

11-20%

### Comment

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

## Other - Rubber

### Activity

Using as input into product manufacturing  
Buying manufactured products  
Retailing/onward sale of commodity or product containing commodity

### Form of commodity

Other, please specify (Natural rubber)

### Source

Contracted suppliers (manufacturers)

### Country/Area of origin

Cambodia  
Viet Nam

### % of procurement spend

1-5%

### Comment

Natural rubber is widely used in the outdoor industry for footwear bottoming materials (i.e. outsoles, midsoles, footbeds, mudguards) and outdoor equipment (yoga mats, sleeping pads, bicycle tires, wet suits, balls, water bottle seals, ski/snowboard equipment, ground contact padding for packs/bags, etc.) Depending on the end use, natural rubber may be a necessary ingredient in these products, as no synthetic compounds on the market offer equivalent performance attributes such as durability and resistance to cutting, chipping and tearing. Most VF footwear has a blend of natural rubber and Ethylene-Vinyl Acetate (EVA) in the mid and/or outer sole.

## 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 products	<1%	As the majority of timber products used by VF originate from packaging, there is not a direct correlation between packaging and revenue. We estimate the revenue dependent on timber is significantly less than 1%.
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	6-10%	As a retailer of apparel and footwear, forest products are not directly tied to our revenue in a similar way as other industries may be. This range is estimated based on revenues associated with product lines that use leather for a significant portion of their function (e.g., leather in boots).
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	Please select	We do not have information on the percentage of revenue dependent on natural rubber at this time.
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

## F1.5

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

	Data availability/Disclosure
Timber products	Data not available
Palm oil	<Not Applicable>
Cattle products	Consumption data available, disclosing
Soy	<Not Applicable>
Other - Rubber	Data not available
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

**F1.5a**

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**(F1.5a) Disclose your production and/or consumption data.**

**Forest risk commodity**

Cattle products

**Data type**

Consumption data

**Volume**

5650500

**Metric**

Square meters

**Data coverage**

Partial commodity production/consumption

**Please explain**

In CY2019, VF sourced approximately 5,650,500 square meters of cattle-derived hide for product manufacturing. This metric is not inclusive of suede hide, and therefore is a partial representation of total VF consumption of cattle-derived product.

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**F1.5b**

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**(F1.5b) For your disclosed commodity(ies), indicate the percentage of the production/consumption volume sourced by national and/or sub-national jurisdiction of origin.**

**Forest risk commodity**

Cattle products

**Country/Area of origin**

Brazil

**State or equivalent jurisdiction**

Specify state/equivalent jurisdiction (Matogrosso, Matogrosso do Sul, São Paulo, Minas Gerais, Goiás)

**% of total production/consumption volume**

**Please explain**

Methods used to measure % consumption: VF's Global Material Sourcing and Responsible Sourcing teams have established due diligence processes and procedures that occur on an annual basis to trace the origin of cattle-derived materials from all suppliers back to the slaughterhouse. In addition to this process, the VF Global Sustainability team conducts an annual VF Materials Inventory for initiatives such as tracking progress towards Science-Based Targets, Sustainable Apparel Coalition engagement, and assessment of progress towards our materials-related Made for Change goals. This Materials Inventory breaks down all materials used for VF products by material type and includes timber, cattle and rubber products. It should be noted that as a result of these due diligence and traceability efforts occurring in FY2020, VF made a public commitment on August 29th, 2020 to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country.

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**Forest risk commodity**

Cattle products

**Country/Area of origin**

Australia

**State or equivalent jurisdiction**

Don't know

**% of total production/consumption volume**

**Please explain**

Methods used to measure % consumption: VF's Global Material Sourcing and Responsible Sourcing teams have established due diligence procedures that occur on an annual basis to trace the origin of cattle-derived materials from all suppliers back to the slaughterhouse. In addition to this process, the VF Sustainability team conducts an annual VF Materials Inventory for initiatives such as Science-Based Targets, Sustainable Apparel Coalition engagement, and assessment of progress towards our material-related Made for Change goals. This Materials Inventory breaks down all materials used for VF products by material type and includes timber, cattle and rubber products.

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**Forest risk commodity**

Cattle products

**Country/Area of origin**

Paraguay

**State or equivalent jurisdiction**

Don't know

**% of total production/consumption volume**

**Please explain**

Methods used to measure % consumption: VF's Global Material Sourcing and Responsible Sourcing teams have established due diligence procedures that occur on an annual basis to trace the origin of cattle-derived materials from all suppliers back to the slaughterhouse. In addition to this process, the VF Sustainability team conducts an annual VF Materials Inventory for initiatives such as Science-Based Targets, Sustainable Apparel Coalition engagement, and assessment of progress towards our material-related Made for Change goals. This Materials Inventory breaks down all materials used for VF products by material type and includes timber, cattle and rubber products.

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**Forest risk commodity**

Cattle products

**Country/Area of origin**

Any other countries/areas

**State or equivalent jurisdiction**

<Not Applicable>

**% of total production/consumption volume**

**Please explain**

Methods used to measure % consumption: VF's Global Material Sourcing and Responsible Sourcing teams have established due diligence procedures that occur on an annual basis to trace the origin of cattle-derived materials from all suppliers back to the slaughterhouse. In addition to this process, the VF Sustainability team conducts an annual VF Materials Inventory for initiatives such as Science-Based Targets, Sustainable Apparel Coalition engagement, and assessment of progress towards our material-related Made for Change goals. This Materials Inventory breaks down all materials used for VF products by material type and includes timber, cattle and rubber products.

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F1.5d

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

	Primary reason	Please explain
Timber products	We are planning to collect the data within the next two years	We use a diverse range of forest products throughout our organization, including cellulosic material inputs to our products, packaging, and building materials. This diversity is managed by varying teams throughout our organization based on function, and has been complex to measure to date. We regularly review and update our policies to continuously improve our process. As part of our review of the Forest Derived Materials (FDM) policy in the next two years, we will be examining how to create a comprehensive inventory of our timber materials impact across our supply chain.
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	<Not Applicable>	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	We are planning to collect the data within the next two years	
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

**F1.6**

**(F1.6) Has your organization experienced any detrimental forests-related impacts?**

Yes

**F1.6a**

**(F1.6a) Describe the forests-related detrimental impacts experienced by your organization, your response, and the total financial impact.**

**Forest risk commodity**

Timber products

**Impact driver type**

Reputational and markets

**Primary impact driver**

Increased stakeholder concern or negative stakeholder feedback

**Primary impact**

Brand damage

**Description of impact**

As a purpose-driven organization whose 'Made for Change' sustainability strategy is linked to creating a positive global impact for people and the planet, reputational risk could be associated with a misalignment between our operations and our vision/purpose. Within our forest-related risks associated with our supply chain, there has been negative stakeholder feedback in the past regarding our sourcing policies. The scale of the brand damage to date has not been considered financially substantive, but has met the threshold for strategically substantive. To mitigate this risk and increase alignment across our organization, we collaborated with Canopy to create an enterprise-wide Forest Derived Materials (FDM) policy. In parallel we also included the avoidance of deforestation through compliance with our FDM policy as a foundational pillar to our Made for Change strategy.

**Primary response**

Tighter supplier performance standards

**Total financial impact**

25000

**Description of response**

Response & Stakeholders involved: To mitigate risks, VF engaged Canopy, the Rainforest Alliance, and Stand for input and creation of our Forest Derived Materials (FDM) policy. The FDM covers the sustainable and responsible use of forest products to avoid the issues associated with deforestation and forest degradation. VF seeks to address these issues by using raw materials with a minimal impact on forests and forest habitats with a focus on 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. In addition to tighter supplier performance standards, we have also joined initiatives such as CanopyStyle (specific to manmade cellulosic fibers) and Pack4Good, a Canopy initiative to with commitments to minimize the impact of packaging. Outcomes to date: As of FY2020, 100% of our suppliers reviewed and signed our FDM policy or confirmed their agreement with our FDM policy by executing an agreement with our FDM policy attached. How the financial impact was derived: The financial impact includes engagement costs with organizations regarding our packaging policy in FY2020, which include corrugate.

**Forest risk commodity**

Cattle products

**Impact driver type**

Regulatory

**Primary impact driver**

Poor enforcement of regulation

**Primary impact**

Brand damage

**Description of impact**

As a purpose-driven organization whose 'Made for Change' sustainability strategy is linked to creating a positive global impact for people and the planet, reputational risk could be associated with a misalignment between our operations and our vision. Over the past several years, evidence of poor enforcement of forest-related laws in Brazil

has led to significant deforestation and severe fires in the Amazon Biome, including in recently created pasture used for cattle production. While Brazil represented a small percentage of total leather supply - less than 5% of VF's global leather supply - in FY2020 we did not have confidence and assurance that the materials sourced from Brazil did not contribute to environmental harm in the country. Given the small percentage of volume sourced from Brazil, this was not considered to be financially substantive but met the threshold for strategically substantive as a potential reputational risk.

**Primary response**

Avoidance of sourcing from high-deforestation risk jurisdictions

**Total financial impact**

54000

**Description of response**

Our Animal Derived Materials (ADM) policy includes information on policy fundamentals, scope, origination of materials, prohibited materials, policy activation and enforcement, governance and policy criteria. This policy served as a foundation to assess possible responses to address detrimental impacts associated with ongoing deforestation in the Amazon Biome. Outcomes to date: As part of our ongoing supplier assessments for compliance with our ADM, we determined that sourcing cattle raised in the Amazon Biome was both a contradiction to our values and posed reputation and environmental risks to our business. In FY2020 we therefore determined that the most appropriate approach was to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country. In addition to this policy, we have increased our commitments to certifications such as Leather Working Group, an auditing body that provides ratings of bronze, silver, and gold to finishing tanneries, (and also specifies traceability and deforestation criteria) from VF's Timberland® brand to the entire VF enterprise. How the financial impact was derived: The financial impact includes ongoing costs for software to increase traceability of our products and fees associated with Leather Working Group (which is one method used to assess if suppliers contribute to deforestation).

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**Forest risk commodity**

Other - Rubber

**Impact driver type**

Regulatory

**Primary impact driver**

Lack of mature certification and sustainability standards

**Primary impact**

Other, please specify (Uncertainty in procurement approach)

**Description of impact**

Natural rubber is often assumed to be a sustainable alternative to synthetic rubbers (derived from petroleum) since it is harvested from a tree and not reliant on fossil fuels. However, similar to the sustainability concerns regarding palm oil sourcing, conventional natural rubber sourcing may contribute to a range of environmental and social risks. These risks include impacts on land use (e.g., deforestation), biodiversity (e.g., due to habitat loss), climate (e.g., release of greenhouse gas emissions due to deforestation), and consequences for nearby communities (e.g., social conflict over land rights and/or labor use). On the other hand, when rubber is responsibly grown, natural rubber production will reduce carbon dioxide emissions and biodiversity loss from deforestation, increase carbon sequestration, and provide sustainable livelihoods for smallholder farmers. As a key raw material in footwear and a contributor to deforestation, the traceability of natural rubber is important to inform our efforts. Forests containing rubber trees are some of the most threatened forests in the world. A lack of mature certification and industry sustainability standards has represented a deterrent to introducing a sustainable rubber policy within VF.

**Primary response**

Engagement in multi-stakeholder initiatives

**Total financial impact**

**Description of response**

While we have not published a formal natural rubber sourcing policy at this time, we are collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has included the publication of a Priority Issues Brief on Natural Rubber. We are in the process of developing a sustainable rubber sourcing policy as an outcome of this partnership.

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## F2. Procedures

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### F2.1

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

Yes, forests-related risks are assessed

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#### F2.1a

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

## Timber products

### Value chain stage

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

Internal company methods

External consultants

Trase

### Please explain

Forests risks were initially identified as part of VF's materiality assessments, which resulted in the creation of internal policies and targets as part of our Made for Change sustainability strategy. Forest risks specific to timber are assessed through several processes which include annual assessments of supplier compliance to our Forest Derived Materials (FDM) policy, ongoing traceability work, and biennial materiality assessments. The nature of these assessments generally consider risks greater than 6 years into the future. FDM policy process: VF engaged Canopy, the Rainforest Alliance, and Stand for input and creation of our Forest Derived Materials (FDM) policy, with the intent of defining the risks associated with sustainable and responsible use of forest products, defining core concepts, and implementing practical sourcing strategies. The risks were identified as sourcing practices associated with loss of ancient and endangered forests, loss of biodiversity and habitat, use of forced labor in making forestry products, and loss of indigenous people and local community rights. To avoid these impacts, VF's risk mitigation process focuses on supporting programs to conserve ancient and endangered forests, prioritizing the use of certified sustainable sources, encouraging responsible forest management practices for suppliers, and reducing virgin use and prioritizing recycled content materials. This initial procedure (the creation of our FDM sourcing policy) informed the strategy for material shifting (either reducing packaging or using recycled inputs) in parallel to sourcing certified sources. To deepen our understanding of the risks in our raw materials supply chain, we use Sourcemap to trace our product supply chains back to their raw materials source. Today, we're expanding our traceability program to include additional products. We'll use our traceability learnings to develop strong, enforceable raw material policies and expand our audit compliance process deeper into our supply chain.

## Cattle products

### Value chain stage

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

Internal company methods

External consultants

Other, please specify (Global Forest Change (University of Maryland))

### Please explain

Forests risks were initially identified as part of VF's materiality assessments, which resulted in the creation of internal policies and targets. Forest risks specific to cattle products are assessed through several processes which include our annual Leather Survey to all our suppliers, our Animal Derived Materials (ADM) policy, and ongoing traceability work. The nature of these assessments generally consider risks greater than 6 years into the future. Policy process: VF engaged World Animal Protection for input and creation of our ADM policy, with the intent of defining what risks are associated with sustainable use of animal products (including cattle), defining core concepts, and implementing practical sourcing strategies. Risks identified as part of this process include supplier noncompliance with local laws, contribution to new deforestation or forest degradation, and the need to emphasize certification. In response to these risks, the ADM policy includes sourcing criteria such as the following; 1) Hides used to produce leather sourced for VF's international business shall not originate from farms in Brazil; 2) Hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. This initial procedure informed the strategy to mitigate risk through increasing our traceability processes, emphasizing certification (specifically Leather Working Group certification) and promoting regeneration ranching processes in the leather supply chain. Traceability processes: We implement a due diligence process, which includes an annual Leather Survey for our strategic suppliers (representing 100% of tier 1/manufacturer – tier 4/slaughterhouse of our leather supply chain), to gather information on supplier geocoordinates, documentation regarding country of origin, certification systems in place, and evidence of traceability back to the slaughterhouse. This procedure also incorporates information from UN Protected Planet to display protected forest areas, and data from the University of Maryland's Global Forest Change to display areas of deforestation risk. This information is used to assess supplier risk of non-compliance to our ADM policy.



## Other - Rubber

### Value chain stage

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

Internal company methods

External consultants

### Please explain

Forests risks were initially identified as part of VF's materiality assessments, which resulted in the creation of internal policies and targets. Forest risks specific to rubber products are assessed through ongoing traceability work and biannual materiality assessments. The nature of these assessments generally consider risks greater than 6 years into the future. Through LCA research conducted by VF's Timberland® brand, it was determined that the materials constituting a typical outsole compound (including natural rubber, synthetic rubber, recycled rubber, additives and fillers), the natural rubber component could either contribute to the lowest or the largest global warming potential, depending on whether or not the natural rubber agriculture practices was associated with deforestation. While we have not published a formal natural rubber sourcing policy at this time, VF and our brands are collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has recently published a Priority Issues Brief on Natural Rubber, developed by VF's Timberland® brand. We are in the process of developing a sustainable rubber policy as an outcome of this partnership. In parallel to commodity-specific traceability programs, we also focus on traceability at the product level. To deepen our understanding of the risks in our raw materials supply chain, we use Sourcemap to trace our product supply chains back to their raw material origins. Today, we're expanding our traceability program to include additional products. We'll use our traceability learnings to develop strong, enforceable raw material policies and expand our audit compliance process deeper into our supply chain.

## F2.1b

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### (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

The availability of forest risk commodities is relevant and always included in our risk assessments. Description of the assessment: The availability of forest risk commodities is assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Our ongoing assessments help determine if the availability of certified materials (a core aspect of our ADM and FDM policies) will necessitate a change in strategy. For example, if FSC-certified materials had a significant price differential, VF may determine to emphasize recycled content whenever possible.

#### Quality of forest risk commodities

##### Relevance & inclusion

Relevant, always included

##### Please explain

The quality of forest risk commodities is relevant and always included in our risk assessments. Description of the assessment: The quality of forest risk commodities is assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, Design teams, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: While ongoing quality is assessed through Procurement teams, it is also a key consideration in the design phase. As part of our Made for Change strategy, we emphasize incorporating design for circularity principles from the start, and training all of our designers on these principles. These principles include designing products with recycled materials (which decreases the unsustainable sourcing risk for virgin materials); designing products to be repurposed and repaired (which decreases the demand for virgin materials) and designing products to be recycled.

#### Impact of activity on the status of ecosystems and habitats

##### Relevance & inclusion

Relevant, always included

##### Please explain

The impact of forest risk commodities on the status of ecosystems and habitats is relevant and always included in our risk assessments. Description of the assessment: Risks are assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies, which vary by commodity. For timber, we focus on recycled content and certified materials to mitigate the impact of timber harvesting on critical ecosystems. For cattle, we prioritize leather certified by the Leather Working Group, an auditing body that specifies aspects of traceability to avoid deforestation within the cattle-grazing tier of the supply chain as part of its standard, and provides ratings of bronze, silver, and gold through the supply chain and up to finishing tanneries. In some cases, we may choose to cease sourcing from areas of significant impact on ecosystems. For example, in FY2020 our risk assessment processes showed that sourcing cattle raised in the Amazon Biome was both a contradiction to our values and posed reputation and environmental risks to our business. As part of our ongoing traceability work through deployment of leather supply chain surveys and our overarching goal to trace our product supply chains back to their raw material sources, we determined that the most appropriate risk mitigation strategy was to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country.

## Regulation

### Relevance & inclusion

Relevant, always included

### Please explain

The impact of regulation of forest commodities is relevant and always included in our risk assessments. Description of the assessment: Risks are assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies, which vary by commodity. For timber, we focus on recycled content and certified materials to mitigate the risk of suppliers not adhering to local regulations. For cattle, we prioritize certification through the Leather Working Group, which enables third party audits that review documentation/proof of compliance to local laws, including forest-related laws.

## Climate change

### Relevance & inclusion

Relevant, always included

### Please explain

Climate change is relevant and always included in our risk assessments, with the consideration that deforestation is a major contributor to climate change. Description of the assessment: Risks are assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies and policy implementation, which vary by commodity. As an outcome of prior materiality and risk assessments, we determined that we needed to create formal policies to address the impact of deforestation (which contributes to climate change). This led to the creation of our ADM and FDM policies. In some cases, we may choose to cease sourcing from areas where inadequate land management practices and deforestation contribute significantly to climate change. For example, in FY2020 our risk assessment processes showed that sourcing cattle raised in the Amazon Biome was both a contradiction to our values and posed reputation and environmental risks to our business. As part of our ongoing traceability work through deployment of Leather Supply Chain surveys and our overarching goal to trace our product supply chains back to their raw material sources, we determined that the most appropriate risk mitigation strategy was to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country. As part of our Science-based targets, we have a scope 3 goal to reduce absolute greenhouse gas emissions from purchased goods & services and upstream transportation 30% by 2030 from a 2017 baseline year.

## Impact on water security

### Relevance & inclusion

Relevant, sometimes included

### Please explain

The impact on water security is relevant and sometimes included in our risk assessments. Description of the assessment: Risks are assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform the need for additional policies and targets with a holistic approach to water and forest management. We are currently in the process of examining biodiversity policies and evolving standards for contextual science-based targets such as land use and biodiversity.

## Tariffs or price increases

### Relevance & inclusion

Relevant, always included

### Please explain

The risk of tariffs or price increases is relevant and always included in our risk assessments. Description of the assessment: The impacts of price increases to forest risk commodities is assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Our ongoing assessments help determine if the availability and/or price of certified materials (a core aspect of our ADM and FDM policies) will necessitate a change in strategy. For example, if FSC-certified materials had a significant price differential, VF may determine to emphasize recycled content whenever possible.

## Loss of markets

### Relevance & inclusion

Relevant, sometimes included

### Please explain

Loss of markets is a relevant risk that is sometimes included in risk assessments. This may include reputational concerns (the risk of losing a customer segment or regional market) and supply chain disruption and continuity issues (sourcing from a particular market). Description of the assessment: This impact is assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies and policy implementation, which vary by commodity. As an outcome of prior materiality and risk assessments, we determined that we needed to create formal policies to address the impact of deforestation (which may pose a reputational risk leading to loss of markets). This led to the creation of our ADM and FDM policies. In some cases, we may choose to cease sourcing from areas where inadequate land management practices and deforestation represent a reputational concern that could lead to a loss of markets. For example, in FY2020 our risk assessment processes showed that sourcing cattle raised in the Amazon Biome was both a contradiction to our values and posed reputation and environmental risks to our business. As part of our ongoing traceability work through deployment of leather supply chain surveys and our overarching goal to trace our product supply chains back to their raw material sources, we determined that the most appropriate risk mitigation strategy was to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country.

## Brand damage related to forest risk commodities

### Relevance & inclusion

Relevant, always included

### Please explain

The potential for brand damage related to the sourcing of forest-risk commodities is relevant and always included in our risk assessments. Description of the assessment: This impact is assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies and policy implementation, which vary by commodity. As an outcome of prior materiality and risk assessments, we determined that we needed to create formal policies to address the impact of deforestation and mitigate the risk of brand damage from sourcing from regions or suppliers that contribute to deforestation. This led to the creation of our ADM and FDM policies. In some cases, we may choose to cease sourcing from areas where inadequate land management practices and deforestation represent a reputational concern that could lead to a loss of markets. For example, in FY2020 our risk assessment processes showed that sourcing cattle raised in the Amazon Biome was both a contradiction to our values and posed reputation and environmental risks to our business. As part of our ongoing traceability work through deployment of leather supply chain surveys and our overarching goal to trace our product supply chains back to their raw material sources, we determined that the most appropriate risk mitigation strategy was to cease sourcing from Brazil for our international business until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country.

## Corruption

### Relevance & inclusion

Relevant, always included

### Please explain

The impact of corruption on sourcing forest commodities is relevant and always included in our risk assessments. Description of the assessment: Risks are assessed through our biannual materiality exercises, ongoing Internal Audit and Procurement assessments, and traceability programs. Our materiality assessments solicit information and feedback from a broad group of stakeholders, ranging from NGOs to industry associations. How the information about this issue is used internally for decision-making: Information from risk assessments is used to inform sourcing strategies, which vary by commodity. For timber, we focus on recycled content and certified materials to mitigate the risk of corruption. For cattle, we prioritize certification through the Leather Working Group, a non-profit organization that enables third party audits and reviews documentation/proof of compliance to local laws.

## Social impacts

### Relevance & inclusion

Relevant, always included

### Please explain

Social impacts related to the sourcing of forest-risk commodities is relevant and always included in our risk assessments. Description of the assessment: We partnered with human rights experts SHIFT Project and Article One to conduct assessments of VF's human rights activities and salient human rights concerns. The outcomes informed our activities and elevated our understanding of the effectiveness of our human rights interventions. Using this information we identified key areas for improvements across the global enterprise— including our headquarters, retail stores, and throughout the global supply chain and we are working to implement the identified improvements. In 2017 and 2018, VF contracted Verisk Maplecroft to analyze data to identify potential human rights impacts and issues. The outcomes have helped guide our human rights priorities. Verisk Maplecroft and Sourcemap were used to identify risks at country, commodity, factory and product levels. How the information about this issue is used internally for decision-making: Our assessments are used to create policies that seek to mitigate social impacts in our supply chain. These policies outline relevant social and human rights risks, while also identifying processes and procedures to implement to mitigate identified risk. These policies can be commodity-specific (our Forest Derived Materials (FDM) policy for timber, and our Animal Derived Materials (ADM) policy for cattle production) or universal to all suppliers in our value chain. Our Human Rights Commitment includes information additional to the FDM and ADM regarding our alignment with global standards and our commitments to workers and communities in our supply chain.

## Other, please specify

### Relevance & inclusion

Please select

### Please explain

## F2.1c

### (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

Why stakeholders have been included: Customers are integrated into our sustainability strategy assessments, which include forest issues. Our value chain stretches from the hands of the farmers who produce our raw materials to the hands of consumers who enjoy our innovations. Every step of the way, we have an opportunity to make a positive impact and add value. From how we source our materials to where we manufacture our products and how we distribute them, our choices matter. And we want to encourage our consumers to make choices that will have a positive impact as well, including how they look after their purchases and what they do with them at end of life. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including customers, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

## Employees

### Relevance & inclusion

Relevant, always included

### Please explain

Why stakeholders have been included: Employees are integrated into our sustainability-related strategy assessments, which include forest issues. As noted in our Made for Change sustainability strategy, we believe every individual can be a force for good. At VF, we strive to inspire our thousands of associates and millions of consumers by uniting their efforts to create a movement of sustainable and active lifestyles. Together, we hope to radically transform our business and lead the apparel and footwear industry into a sustainable future for all our stakeholders. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including employees, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

## Investors

### Relevance & inclusion

Relevant, always included

### Please explain

Why stakeholders have been included: Investors are integrated into our sustainability-related strategy assessments, which include forest issues. As a publicly traded corporation that is assessed by investors on environmental, social, and governance (ESG) factors, favorable ratings from investors can represent access to capital under favorable terms. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including investors, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

## Local communities

### Relevance & inclusion

Relevant, always included

### Please explain

Why stakeholders have been included: We have built our 'Made for Change' Sustainability Strategy in line with the UN Sustainable Development Goals (SDGs); while we contribute to all 17 of the UN SDGs, we have identified nine where we can have a significant impact. This includes SDG 11 (Sustainable Cities and Communities) with direct ties to community outcomes, and several others that have indirect ties (SDG 15 'Life on Land', SDG 8 'Decent work and Economic Growth', etc.). To achieve these outcomes, local communities are integrated into our sustainability-related strategy assessments, which include forest risks. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including community groups, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

## NGOs

### Relevance & inclusion

Relevant, always included

### Please explain

Why stakeholders have been included: NGOs are relevant and always included in our sustainability-related strategy assessments, which include forest risks. NGO input and partnerships represent significant expertise on forest issues (both environmental and social) that add robustness and transparency into the process. For example, VF collaborated with Canopy to assess forest-related risks and mitigation strategies as part of our Forest Derived Materials (FDM) policy. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including NGOs, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

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

#### Relevance & inclusion

Relevant, sometimes included

#### Please explain

Why stakeholders have been included: Other forest risk commodity users/producers at the local level, such as smallholders, are considered in our sustainability strategy assessments, which include forest risks and opportunities. Specific to our cattle products supply chain, this stakeholder group has been considered through strategic partnerships, such as VF's Timberland® brand's partnership with the Savory Institute, a global movement of regenerative farmers and land managers. Method of engagement with stakeholder: We primarily engage with smallholders for cattle products through the partnership of VF's Timberland® brand with the Savory Institute. Through this partnership, VF's Timberland® brand is working to identify, aggregate and connect early-adopter regenerative ranches with large-scale tannery partners to help build a regenerative supply chain for the footwear and apparel industry. Other forest risk commodity users/producers at a local level are integrated indirectly for timber sourcing through policies that encourage the procurement of certified materials. Relative to timber products, VF's Timberland® brand also supports the Smallholder Farmers Alliance (SFA), an organization that works to feed and reforest a renewed Haiti using a new agroforestry model in which smallholders plant trees to earn credits that they exchange for seed, tools, training and other agricultural and community services.

### Regulators

#### Relevance & inclusion

Relevant, sometimes included

#### Please explain

Why stakeholders have been included: Regulators serve as primary enforcers of relevant forest-related laws, which can include the US Lacey Act, EU Timber Regulations (EUTR), and the Brazilian Forest Code. Method of engagement with stakeholder: While we do not work directly with regulators regarding forest issues, we collaborate with industry groups and/or NGOs who may undertake this work to varying degrees, such as the FSC, Rainforest Alliance, World Wildlife Fund, and Canopy. Input from these NGOs helps guide our sustainability-related strategy assessments, which include forest issues. Procurement teams also monitor impacts of some laws, such as the US Lacey Act and EU Timber Regulations (EUTR) and provide feedback and assessments when appropriate.

### Suppliers

#### Relevance & inclusion

Relevant, always included

#### Please explain

Why stakeholders have been included: Due to the nature of our business, all of our forest-related impacts are in our supply chain. Suppliers represent both the greatest risk (being outside our direct control and operations) as well as the greatest areas of opportunity to enact large-scale change. Suppliers are therefore relevant and always included in our sustainability-related strategy assessments, which include forest risks and opportunities. Method of engagement with stakeholder: We value our partnerships and collaborate with our stakeholders in the creation and implementation of our strategies and programs. VF interacts with a wide range of stakeholder groups – from NGOs, to local and national government and community groups. We define stakeholders as those who affect and/or are affected by our business operations, including customers, consumers, investors, VF associates, suppliers, NGOs, industry groups, communities and governments. Our stakeholders hold us accountable, help us understand and overcome persistent barriers to progress, stay ahead of opportunities, and create and share best practices. We engage with key stakeholders, including suppliers, at least once per year to continually understand the scope of our business risks and their expectations for our reporting of performance. In FY2020, we conducted a thorough stakeholder engagement review and materiality assessment. We engage on an as-needed basis as projects and programs are assessed and developed. By engaging key internal and external stakeholders and understanding their expectations regarding sustainability issues, we have identified and prioritized the issues most material to VF's business.

### Other stakeholders, please specify

#### Relevance & inclusion

Please select

#### Please explain

## 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 products	Yes
Palm oil	<Not Applicable>
Cattle products	Yes
Soy	<Not Applicable>
Other - Rubber	Yes
Other - Cocoa	<Not Applicable>
Other - Coffee	<Not Applicable>

### F3.1a

### (F3.1a) 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 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 meet the threshold for substantive financial risk.

### F3.1b

#### (F3.1b) For your disclosed forest risk commodity(ies), provide details of risks identified with the potential to have a substantive financial or strategic impact on your business, and your response to those risks.

##### Forest risk commodity

Timber products

##### Type of risk

Reputational and markets

##### Geographical scale

Global

##### Where in your value chain does the risk driver occur?

Other parts of the value chain

##### Primary risk driver

Increased stakeholder concern or negative stakeholder feedback

##### Primary potential impact

Brand damage

##### Company-specific description

VF's success to date has been due in large part to the growth of its brands' images and VF's customers' connection to its brands. In addition, brand value is based in part on consumer perceptions on a variety of qualities, including merchandise quality and corporate integrity. Our stated purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. Sustainability and avoiding deforestation are important topics for many of our brands. Our largest timber-related impact by volume is associated with packaging. Packaging is often an extension of brand messaging, and often the first way that consumers interact with our products. For example, e-commerce represented approximately 28% of our direct-to-consumer business in FY2020; we continue to increase focus on digital innovation and growth across digital platforms. As packaging is the first interaction when customers receive a product, packaging may represent a negative interaction (in the case where the customer perceives wasteful or unsustainable material use), a neutral interaction, or a positive interaction if it builds on our customers connection to our brands. The perception that packaging materials contribute to deforestation may represent a risk to our position as a company leading transformative sustainability change within our industry.

##### Timeframe

1-3 years

##### Magnitude of potential impact

Low

##### Likelihood

Unlikely

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

No, we do not have this figure

##### Potential financial impact (currency)

<Not Applicable>

##### Potential financial impact figure - minimum (currency)

<Not Applicable>

##### Potential financial impact figure - maximum (currency)

<Not Applicable>

##### Explanation of financial

This figure is not available.

##### Primary response to risk

Increased use of sustainably sourced materials

##### Description of response

We address this risk through initiatives such as Pack4Good, a Canopy initiative where like-minded brands commit to packaging that will be 1) designed to reduce material use, 2) free of Ancient and Endangered forests, and 3) maximizing recycled or alternative Next Generation Solution sourced fibre. In alignment with our Circular Business Models aspirational goals, we consider shifting supply to recycled materials. We also require that our suppliers review and agree to our Forest Derived Materials (FDM) policy. Our FDM policy details our approach to using raw materials with minimal impacts on forests and forest habitats with a focus on 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. Certain brands within VF also have set additional goals and targets to avoid sourcing virgin material - for example, VF's Timberland® brand achieved its goal of 100% recycled content in its packaging, including at least 80% post-consumer recycled content. Effectiveness of strategy: 100% of our suppliers have reviewed and agreed to our FDM policy. Additionally, the VF Sustainability & Responsible Sourcing team is currently developing an enterprise-wide sustainable packaging policy which will aim to reduce the environmental footprint of our packaging.

##### Cost of response

25000

##### Explanation of cost of response

Methods for estimating: There are no additional costs associated with implementation of our FDM or project fees associated with initiatives such as Pack4Good. The cost of response includes consulting fees for a FY2020 engagement with external consultants on the development of a sustainable packaging policy, which includes corrugate.

**Forest risk commodity**

Cattle products

**Type of risk**

Regulatory

**Geographical scale**

Global

**Where in your value chain does the risk driver occur?**

Supply chain

**Primary risk driver**

Poor enforcement of regulation

**Primary potential impact**

Brand damage

**Company-specific description**

As a purpose-driven organization whose 'Made for Change' sustainability strategy is linked to creating a positive global impact, there can be reputational risk associated with a misalignment between our operations and our vision. Poor enforcement of local forest laws (or lack of such laws) in high value ecosystems where our products are sourced may serve as a brand risk. Over the past several years, evidence of poor enforcement of forest-related laws in Brazil has led to significant deforestation and severe fires in the Amazon Biome, including in recently created pasture used for cattle production. While Brazil represented a small percentage of VF's total leather supply - less than 5% of our global leather supply - we did not have confidence and assurance that the materials sourced from Brazil did not contribute to environmental harm in the country. Given the small percentage of volume sourced from Brazil, this was not considered to be financially substantive but met the threshold for strategically substantive as a potential reputational risk.

**Timeframe**

1-3 years

**Magnitude of potential impact**

Low

**Likelihood**

About as likely as not

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

No, we do not have this figure

**Potential financial impact (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**

This figure is not available.

**Primary response to risk**

Increased use of sustainably sourced materials

**Description of response**

Response strategy: We are mitigating this risk through existing measures including 1) avoiding high risk regions such as the Amazon Biome for our international business, 2) building strategic partnerships with non-profits that focus on ecosystem regeneration, 3) communicating our Animal Derived Materials (ADM) sourcing policy, and 4) achieving our goal to source all footwear leather from Leather Working Group (LWG) Bronze, Silver, or Gold-rated tanneries by 2021. Examples of these strategies: In FY2020, we publicly committed to remove all sourcing from Brazil for our international business. Additionally, VF's Timberland® brand began a partnership with the Savory Institute in FY21. The Savory Institute facilitates large-scale regeneration of the world's grasslands through Holistic Management. Through this partnership, VF's Timberland® brand is working to identify, aggregate and connect early-adopter regenerative ranches with large-scale tannery partners. Effectiveness of strategy: As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level. Timeframe: We continue to evaluate our sourcing policies and goals and anticipate updating our ADM sourcing policy in the next 2 years. Other response strategies (such as partnerships with the Savory Institute) are ongoing.

**Cost of response**

99000

**Explanation of cost of response**

Our cost of response includes fees and membership dues associated with the Leather Working Group, Textile Exchange Leather Working Group, and the Savory Institute.

**Forest risk commodity**

Other - Rubber

**Type of risk**

Regulatory

**Geographical scale**

Global

**Where in your value chain does the risk driver occur?**

Supply chain

**Primary risk driver**

Other regulatory driver, please specify (Uncertainty about product origin and/or legality )

**Primary potential impact**

Brand damage

**Company-specific description**

Natural rubber is often assumed to be a sustainable alternative to synthetic rubbers (derived from petroleum) since it is harvested from a tree and not reliant on fossil fuels. However, similar to the sustainability concerns related to palm oil sourcing, conventional natural rubber sourcing may contribute to a range of environmental and social risks. These risks include impacts on land use (e.g., deforestation), biodiversity (e.g., due to habitat loss), climate (e.g., release of greenhouse gas emissions due to deforestation), and consequences for nearby communities (e.g., social conflict over land rights and labor issues). As a key raw material in footwear and a contributor to deforestation, the traceability of natural rubber is important to inform our efforts. Forests containing rubber trees are some of the most threatened forests in the world. VF's success to date has been due in large part to the growth of its brands' images and VF's customers' connection to its brands. In addition, brand value is based in part on consumer perceptions on a variety of qualities, including merchandise quality and corporate integrity. Our stated purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. Uncertainty regarding product origin and/or legality in our rubber supply chain could represent a risk to our brand image.

**Timeframe**

1-3 years

**Magnitude of potential impact**

Low

**Likelihood**

Unlikely

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

No, we do not have this figure

**Potential financial impact (currency)**

<Not Applicable>

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

<Not Applicable>

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

<Not Applicable>

**Explanation of financial**

A financial figure impact figure is not currently available for this risk.

**Primary response to risk**

Engagement in multi-stakeholder initiatives

**Description of response**

Response strategy & Effectiveness: We manage this risk through partnerships with multi-stakeholder initiatives such as the Outdoor Industry Association (OIA). While the outdoor industry is not a major user of natural rubber, we hold a unique opportunity to help scale solutions by raising awareness amongst consumers, and partnering with tire manufacturers, NGOs and rubber producers/processors on the ground in pilot initiatives in key producing regions. While VF does not have a formal policy yet in place specific to sourcing rubber or assessing risk, we are collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has included the publication of a Priority Issues Brief on Natural Rubber. Timeframe for response strategy to be implemented: We anticipate developing a rubber sourcing policy in the next several years.

**Cost of response****Explanation of cost of response**

Methods for estimating: The cost of response is attributed to Outdoor Industry Association Fees, which are a primary method of multi-stakeholder engagement around risks associated with rubber.

**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 products	Yes
Palm oil	<Not Applicable>
Cattle products	Yes
Soy	<Not Applicable>
Other - Rubber	Yes
Other - Cocoa	<Not Applicable>
Other - Coffee	<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 products

**Type of opportunity**

Products & services

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

Other parts of the value chain



**Primary forests-related opportunity**

Increased brand value

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

Our largest timber-related impact by volume is associated with packaging. Packaging is often an extension of brand messaging, and often the first way that consumers interact with our products. For example, e-commerce represented approximately 28% of our direct-to-consumer business in FY2020; where this is the primary interaction when they receive a product. Packaging can represent a negative interaction (in the case where the customer perceives wasteful material use), a neutral interaction, or a positive interaction if it builds on our customers connection to our brands. There are opportunities to demonstrate our corporate and brand values through our packaging through certified materials, thoughtful design, and educating consumers on how individual choices can be tied to reducing deforestation. As part of our strategy to realize this opportunity, we have joined initiatives such as Pack4Good, a Canopy initiative where like-minded brands commit to ensure that packaging will be 1) designed to reduce material use, 2) free of Ancient and Endangered forests, and 3) maximizing recycled or alternative Next Generation Solution sourced fibre.

**Estimated timeframe for realization**

4-6 years

**Magnitude of potential impact**

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**

Why the cost estimate could not be calculated or why no financial benefit is anticipated for the company in relation to the opportunity: VF's success to date has been due in large part to the growth of its brands' images and VF's customers' connection to its brands. In addition, brand value is based in part on consumer perceptions on a variety of qualities, including merchandise quality and corporate integrity. Our stated purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. Sustainability and avoiding deforestation are important topics for many of our brands and our stated purpose and represent strategic opportunities more so than financial opportunities.

**Forest risk commodity**

Cattle products

**Type of opportunity**

Resilience

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

Supply chain

**Primary forests-related opportunity**

Improved climate change adaptation

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

Regenerative agriculture represents a significant opportunity to promote climate change adaptation and, according to some sources such as the Rodale Institute, sequester more carbon than is currently emitted. As one of the world's largest purchasers of brown leather, VF's Timberland® brand, and other brands, recognize the potential to promote regenerative agriculture relevant to cattle products through Holistic Management. According to the Savory Institute, "Grasslands are vast landscapes that have the capacity, if properly managed, to address some of humanity's most urgent challenges such as water and food insecurity, poverty, and climate change." While 33% of the Earth's land surface is grasslands, 70% of this has been degraded. Holistic Management of grasslands results in the regeneration of soils, increased productivity and biological diversity, as well as economic and social well-being. As part of our strategy to realize this opportunity, VF's Timberland® brand is working with the Savory Institute to identify, aggregate and connect early-adopter regenerative ranches with large-scale tannery partners to help build a regenerative supply chain for the footwear and apparel industry. In Fall 2020, Timberland® will launch a collection of boots made with leather from verified regenerative ranches sourced through Savory's Minnesota Hub, Thousand Hills Lifetime Grazed.

**Estimated timeframe for realization**

&gt;6 years

**Magnitude of potential impact**

Medium

**Likelihood**

More likely than not

**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**

Why the cost estimate could not be calculated or why no financial benefit is anticipated for the company in relation to the opportunity: VF's success to date has been due in large part to the growth of its brands' images and VF's customers' connection to its brands. In addition, brand value is based in part on consumer perceptions on a variety of qualities, including merchandise quality and corporate integrity. Our stated purpose is to power movements of sustainable and active lifestyles for the betterment of people

and our planet. Sustainability and avoiding deforestation are significant issues for many of our brands and our stated purpose and represent strategic opportunities more so than financial opportunities.

**Forest risk commodity**

Other - Rubber

**Type of opportunity**

Products & services

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

Supply chain

**Primary forests-related opportunity**

Increased supply chain transparency

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

Through LCA research conducted by VF's Timberland® brand, it was found that out of all the materials that constitute a typical outsole compound (including natural rubber, synthetic rubber, recycled rubber, additives and fillers), the natural rubber component either contributes the lowest or by far the highest global warming potential. The difference all depended on whether or not the sourcing of the natural rubber was associated with deforestation. While the outdoor industry is not a major user of natural rubber, we hold a unique opportunity to help scale solutions by raising awareness amongst consumers, and partnering with tire manufacturers, NGOs and rubber producers/processors on the ground in pilot sustainable natural rubber initiatives in key producing regions. With our consumer-facing brands and passionate customer bases, we can help drive sustainable purchasing of all-natural rubber products. Timberland® is collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has included the publication of a Priority Issues Brief on Natural Rubber. As part of our strategy to realize increased supply chain transparency, we are in the process of developing a sustainable rubber policy as an outcome of this partnership.

**Estimated timeframe for realization**

>6 years

**Magnitude of potential impact**

Low

**Likelihood**

About as likely as not

**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**

Why the cost estimate could not be calculated or why no financial benefit is anticipated for the company in relation to the opportunity: VF's success to date has been due in large part to the growth of its brands' images and VF's customers' connection to its brands. In addition, brand value is based in part on consumer perceptions on a variety of qualities, including merchandise quality and corporate integrity. Our stated purpose is to power movements of sustainable and active lifestyles for the betterment of people and our planet. Sustainability and avoiding deforestation are significant issues for many of our brands and our stated purpose and represent strategic opportunities more so than financial opportunities.

**F4. Governance**

**F4.1**

**(F4.1) Is there board-level oversight of forests-related issues within your organization?**

Yes

**F4.1a**

**(F4.1a) 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
Chief Executive Officer (CEO)	The Chairman, President and CEO reports regularly to the Board of Directors regarding VF's environmental impacts, which include progress towards previously-set climate and sustainability targets and goals, strategies to embed climate change & forestry risks and opportunities deeper into the business. The Sustainability & Responsibility team has direct oversight over VF's 'Made for Change' strategy and VF's sustainability change strategy (including forest-related issues) and reports progress and updates to the CEO quarterly. The Executive Vice President (EVP), Global Supply Chain also reports to the CEO on sustainability strategies and impacts in VF's supply chain. An example of a forest-related decision made by this individual in FY2020 was the review and approval of expanding VF's Leather Working Group certification goals from Timberland® (one of many brands) to corporate-wide (all brands).

**F4.1b**

**(F4.1b) 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 business plans Reviewing and guiding corporate responsibility strategy Reviewing and guiding major plans of action Reviewing and guiding strategy Setting performance objectives	VF's CEO and VF's EVP, Global Supply Chain regularly report to the board on various aspects of VF's business and sustainability strategy. These include VF's 2021 Business Global Strategy, which includes broader sustainability ambitions, and VF's 'Made for Change' strategy, which includes sustainable sourcing for forest-based products. These individuals (the CEO and EVP, Global Supply Chain) regularly receive reports on Key Performance Indicators (KPIs) that are part of VF's 'Made for Change' materials-related sustainability strategy from departments they oversee. This reporting structure contributes to the board's oversight of forest-related issues by providing regular updates on progress towards goals and targets, how brands commit to sustainability practices within their business units, and opportunities for innovations.

**F4.2**

**(F4.2) 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
Chief Procurement Officer (CPO)	Both assessing and managing forests-related risks and opportunities	Half-yearly	Chief Procurement Officer (CPO) is chosen as the most relevant equivalent title to the Executive Vice President (EVP), Global Supply Chain. This position is a direct report to the CEO and a member of the Executive Leadership Team, has oversight and responsibility over VF's approach to forest-derived materials and sustainability strategy, and leads sourcing, manufacturing and distribution of VF products. The EVP, Global Supply Chain regularly reports to the board on various aspects of VF's business and sustainability strategy, including half-yearly updates on specific targets and goals such as our Forest Derived Materials (FDM) policy and our Animal Derived Materials (ADM) policy. This frequency of reporting helps to balance regular progress updates required to assess if VF is on track to meeting goals and the lag in supplier data from traceability and certification efforts. The Vice President of Global Sustainability and Responsibility reports to the EVP, Global Supply Chain and oversees sustainability-related topics, including forest-related issues, in our 'Made for Change' strategy. Deforestation is a foundational pillar of our Made for Change Strategy and includes goals for 100% of our suppliers to review and agree to our FDM and ADM policy. The Vice President of Global Sustainability and Responsibility oversees Product Stewardship, Responsible Sourcing and Environmental Sustainability for corporate and retail facilities, internal manufacturing and the supply chain.

**F4.3**

**(F4.3) Do you provide incentives to C-suite employees or board members for the management of forests-related issues?**

	Provide incentives for management of forests-related issues	Comment
Row 1	Yes	

**F4.3a**

**(F4.3a) 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)?**

	Role(s) entitled to incentive?	Performance indicator	Please explain
Monetary reward	Chief Purchasing Officer (CPO)	Achievement of commitments and targets	'Made for Change' goals, which include climate-related goals and targets, are one of many indicators that impact bonuses and overall performance at varying levels of our organization. Deforestation is a foundational pillar of our Made for Change sustainability strategy and includes goals for suppliers to review and agree to our Forest Derived Materials (FDM) Policy and our Animal Derived Materials (ADM) Policy. Our FDM covers our approach to using raw materials with minimal impacts on forests and forest habitats with a focus on 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 while prioritizing recycled content materials. Within our ADM, there is information on requirements regarding animal welfare and environmental impacts including a requirement that hides used to produce leather shall not originate from from cattle grazed on lands that have contributed to new deforestation or forest degradation.
Non-monetary reward	No one is entitled to these incentives	No indicator for incentivized performance	

F4.4

**(F4.4) 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)

F4.5

**(F4.5) Does your organization have a policy that includes forests-related issues?**

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

F4.5a

**(F4.5a) Select the options to describe the scope and content of your policy.**

	Scope	Content	Please explain
Row 1	Company-wide	Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and engagement Commitment to align with the SDGs Recognition of the overall importance of forests and other natural ecosystems Description of business dependency on forests Recognition of potential business impact on forests and other natural habitats Description of forest risk commodities, parts of the business, and stages of value-chain covered by the policy List of timebound milestones and targets Description of forests-related performance standards for direct operations Description of forests-related standards for procurement	VF implements several relevant public policies or additional information on forest-related topics. These include our Forest Derived Materials (FDM) Policy, our Animal Derived Materials Policy (ADM), VF Corporation's Human Rights Commitment, and our biennial Made for Change sustainability report. Our FDM covers our approach to using raw materials with minimal impacts on forests and forest habitats with a focus on 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. Within our ADM, there is information on requirements regarding animal welfare and environmental impacts including a requirement that hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation. Our Human Rights Commitment includes additional information regarding our alignment with global standards and our commitments to workers and communities in our supply chain. Lastly, our Made for Change sustainability report provides additional context on policies, strategy, alignment with SDGs, and impact of raw materials on the environment. Why content is included in the policy: We strive to be a purpose-led, performance-driven enterprise that leverages the strength of our business to positively impact others. Our FDM and ADM policies are an extension of the purpose-led mission and Made for Change sustainability strategy by clearly stating expectations, outlining where impacts occur (both social and environmental), and defining fundamental concepts to provide our teams with practical tools to assess compliance and performance. The criteria within individual policies are reviewed as part of broader Made for Change Strategy updates which occur every two years. Implementation and supplier alignment with these policies occurs at minimum on an annual basis and, depending on the criteria, may be ongoing. How these policies inform internal decision making: The ADM and FDM both include descriptions of policy fundamentals, scope, policy activation and enforcement, governance, and definitions that guide our teams for internal decision making regarding budgeting, supplier engagement, and strategic roadmaps.

F4.5b

(F4.5b) 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
Timber products	Yes	Company-wide	Commitment to protect rights and livelihoods of local communities Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and engagement Commitment to align with the SDGs Recognition of the overall importance of forests and other natural ecosystems Description of business dependency on forests Recognition of potential business impact on forests and other natural ecosystems Description of forest risk commodities, parts of the business, and stages of value-chain covered by the policy List of timebound commitments and targets Description of forests-related standards for procurement	VF's commodity-specific policy for timber is captured within our Forest Derived Materials (FDM) policy, which covers our approach to minimizing impacts on forests and forest habitats from raw materials. The FDM includes a focus on 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. This content is included in our policy in alignment with our Made for Change sustainability strategy and our mission to be a purpose-led, performance-driven enterprise by clearly stating expectations, outlining where impacts occur (both social and environmental), and defining fundamental concepts to provide our teams with practical tools to assess compliance and performance. The criteria within individual policies are reviewed as part of broader Made for Change Strategy updates which occur every two years. Implementation and supplier review and agreement to these policies occurs at minimum on an annual basis and, depending on the criteria, may be ongoing. This policy informs internal decision making in regard to procurement budgets, policies and roadmaps. For example, it outlines for new suppliers the process to align with our FDM, which includes Communication & Acknowledgement, Self-Declaration & Certification, and Verification & Audit. It also outlines different procedures based on material type or product category (manmade cellulosic fibers, nominated hangtags, shoeboxes, hangers, shopping bags, tissue paper, gift boxes, corrugate, store fixtures and solid wood furniture).
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	Commitments beyond regulatory compliance Commitment to transparency Commitment to stakeholder awareness and engagement Commitment to align with the SDGs Description of forest risk commodities, parts of the business, and stages of value-chain covered by the policy List of timebound commitments and targets Description of forests-related standards for procurement	VF's commodity-specific policy for cattle is captured in our Animal Derived Materials (ADM) policy. This policy includes sourcing criteria, including the following examples; 1) Leather sourced for VF's international business shall not originate from cattle raised and slaughtered in Brazil; 2) Hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. The FDM also states criteria regarding the scope and stages of the value-chain, which include 1) all supply chain actors raising, harvesting and processing ADMs, 2) a requirement that suppliers shall not outsource to others who do not adhere to our policy, and 3) that parallel production shall not occur (where policy-adherent ADMs and non-policy adherent ADMs occur at the same location). This content is included in our policy in alignment with our Made for Change strategy and our mission to be a purpose-led, performance-driven enterprise by clearly stating expectations, outlining where impacts occur (both social and environmental), and defining fundamental concepts to provide our teams with practical tools to assess compliance and performance. The criteria within individual policies are reviewed as part of broader Made for Change Strategy updates which occur every two years. Implementation and supplier alignment with these policies occurs at minimum on an annual basis and, depending on the criteria, may be ongoing. This policy informs internal decision making regarding procurement budgets, policies and roadmaps. For example, it outlines the process for new suppliers to align with our ADM policy, which includes Communication & Acknowledgement, Self-Declaration & Certification, Verification & Audit, and Certification. Additionally, the ADM policy also helped prioritize the public commitment made on August 29th, 2020 to end international sourcing in Brazil, which has a high risk of deforestation of the Amazon Biome, until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country. It also has led to the deployment of our annual leather survey of our entire supply chain, which enhances traceability deep into our supply chain.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No	<Not Applicable>	<Not Applicable>	While we have not published a formal natural rubber sourcing policy at this time, we are collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has included the publication of a Priority Issues Brief on Natural Rubber. We are in the process of developing a sustainable rubber sourcing policy as an outcome of this partnership.
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

#### F4.6

**(F4.6) 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

#### F4.6a

**(F4.6a) Has your organization endorsed any of the following initiatives as part of its public commitment to reduce or remove deforestation and/or forest degradation?**

Other, please specify (Canopy Style Initiative, Pack4Good)

#### F4.6b

**(F4.6b) Provide details on your public commitment(s), including the description of specific criteria, coverage, and actions.**

##### Forest risk commodity

Timber products

##### Criteria

- Avoidance of negative impacts on threatened and protected species and habitats
- No conversion of High Conservation Value areas
- No conversion of High Carbon Stock forests
- Secure Free, Prior and Informed Consent (FPIC) of indigenous people and local communities
- Adoption of the UN International Labour Organization principles
- No sourcing of illegally produced and/or traded forest risk commodities
- No sourcing of forest risk commodities from unknown/controversial sources
- Restricting the sourcing and/or trade of forest risk commodities to credible certified sources

**Operational coverage**

Supply chain

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

100%

**Cutoff date**

1993-1997

**Commitment target date**

2017

**Please explain**

We are committed to implementing the sourcing criteria outlined in our public Forest Derived Materials (FDM) policy, which includes timelines for policy activation and enforcement. The implementation of VF's FDM policy covers the sustainable and responsible use of forest products to avoid the issues associated with deforestation and forest degradation. VF seeks to address these issues by using raw materials with a minimal impact on forests and forest habitats with a focus on 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. Additional social criteria are informed by our public commitments as outlined in VF Corporation's Human Rights Commitment. With regard to manmade cellulosic fibers, suppliers should have a policy that ensures that the feedstock does not originate from ancient and endangered forests as defined by Canopy. With regard to our largest source of timber (hangtags, shoeboxes, corrugate, etc.), materials shall be a combination of Recycled Content and/or Third Party Certified Sources. If the certified content is not FSC, additional documentation shall demonstrate the product is sourced from an entity employing responsible forest management practices, defined as Third Party Certification Systems that include the following criteria; preserving HCV/HCS areas, performing audits of forest management operations, recognizing and respecting traditional and indigenous rights including Free Prior and Informed Consent, ensuring national standards are based on international criteria, and specification of a minimum level of performance. We are using VF's policy aligns with FSC's definition of cutoff date, as this is the primary certification method compliant with our FDM policy for packaging. For the purpose of this disclosure, the commitment target date "2017" refers to the date in which all suppliers must review and sign their commitment to align with our FDM policy. Example / case study to meet criteria; in FY2020, 100% of suppliers had reviewed and agreed to the FDM policy. We are exploring potential enhancements to our policy to increase the robustness of implementation.

**Forest risk commodity**

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  
 Promotion of gender equality and women's empowerment  
 Adoption of the UN International Labour Organization principles  
 No sourcing of illegally produced and/or traded forest risk commodities  
 No sourcing of forest risk commodities from unknown/controversial sources  
 Restricting the sourcing and/or trade of forest risk commodities to credible certified sources

**Operational coverage**

Supply chain

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

100%

**Cutoff date**

2009

**Commitment target date**

2018

**Please explain**

We are committed to implementing the sourcing criteria outlined in our public Animal Derived Materials (ADM) policy, which includes levels of activation and policy enforcement. This policy includes sourcing criteria, including the following examples; 1) Leather sourced for VF's international business shall not originate from cattle raised and slaughtered in Brazil; 2) Hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. These definitions are informed by the World Database on Protected Areas (WDPA) and deforestation fronts as reported by the World Wildlife Fund (WWF). The FDM policy also states criteria regarding the scope and stages of the value-chain, which include 1) all supply chain actors raising, harvesting and processing ADMs, 2) a requirement that suppliers shall not outsource to others who do not adhere to our policy, and 3) that parallel production shall not occur (where policy-adherent ADMs and non-policy adherent ADMs occur at the same location). Additionally, this policy also includes criteria that prohibits the use of CITES listed species. Additional social criteria are informed by our public commitments as outlined in VF Corporation's Human Rights Commitment, which provides additional information on our alignment with global standards. For the purpose of this disclosure, the commitment target date "2018" refers to the date in which all suppliers must review and agree with our ADM policy. We are using the Leather Working Group cutoff date of 2009, in which farms should not have been involved in any form of deforestation in the Amazon biome, specifically since October 5th, 2009. Example / case study to meet criteria; In FY2020, 100% of our leather supply chain (tier 1/manufacturer – tier 4/slaughterhouse) had responded to our annual leather survey, which requires traceability up to the slaughterhouse. Additionally, as of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.

**Forest risk commodity**

Other - Rubber

**Criteria**

Please select

**Operational coverage**

Please select

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

Please select

**Cutoff date**

Please select

**Commitment target date**

Please select

**Please explain**

We do not have public commitments specific to rubber at this time.

## 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	11-15	Our overarching business objective is to power movements of sustainable and active lifestyles for the betterment of people and our planet. This informs our Made for Change sustainability strategy to 1) Circular Business - transform the apparel and footwear industry from linear to circular; 2) Scale for Good - transform our industry's three biggest impacts (climate change, materials and worker well-being); 3) Movement Makers - transform how we engage our associates and consumers to create a movement of sustainable and active lifestyles. Forest-related issues, specifically deforestation, are foundational pillars to transform our industry's biggest impacts on climate change and materials. We approach this through responsible sourcing, material and design innovation, circular business models, and aspirational goals and strategic targets. Example / case study: We are including the emissions associated with land use changes (such as deforestation) in our scope 3 accounting for our Science-based targets. We are also evaluating other context-based targets ("SBTs for nature") in regard to land use and biodiversity. Our current Science-based scope 3 target has a target year of 2030.
Strategy for long-term objectives	Yes, forests-related issues are integrated	5-10	Our Made for Change sustainability strategy is to 1) Circular Business - transform the apparel and footwear industry from linear to circular; 2) Scale for Good - transform our industry's three biggest impacts (climate change, materials and worker well-being); 3) Movement Makers - transform how we engage our associates and consumers to create a movement of sustainable and active lifestyles. Forest-related topics, specifically deforestation, are foundational pillars to transform our industry's largest impacts on climate change and materials. We approach this through responsible sourcing, material and design innovation, circular business models, and aspirational goals and strategic targets. Case study: We are including the emissions associated with land use changes (such as deforestation) in our scope 3 accounting for our Science-based targets. We are also evaluating other context-based targets ("SBTs for nature") in regard to land use and biodiversity. Our current science-based scope 3 target has a target year of 2030. Certain VF brands also undertake parallel initiatives. Case study: VF's Timberland® brand's Plant the Change commitment has a goal to plant 50 million trees by 2025 and has currently planted over 10.2 million trees in partnership with seven global organizations.
Financial planning	Yes, forests-related issues are integrated	5-10	Forest-related issues are integrated into financial planning through departmental budgets. Relevant departments include our Product Stewardship and Traceability team, our Global Materials Sourcing team, Global Responsible Sourcing team, and our Global and Brand Sustainability teams. These teams undertake various initiatives that are funded within departmental budgets. These initiatives include traceability efforts, material innovation and R&D, partnerships with forest-related NGOs, and input to green bond project categories and spend. Case study: In FY2020 VF announced the closing of its €500 million green bond offering, representing the first green bond issued in the apparel and footwear industry. The amount equivalent to the net proceeds from the offering will be used to advance programs within the Made for Change Sustainability & Responsibility strategy and drive progress toward achievement of our recently announced science-based targets (SBTs) and sustainable materials vision.

## F6. Implementation

### F6.1

#### (F6.1) Did you have any timebound and quantifiable targets for increasing sustainable production and/or consumption of your disclosed commodity(ies) that were active during the reporting year?

Yes

#### F6.1a

#### (F6.1a) Provide details of your timebound and quantifiable 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 products

**Type of target**

Assess and/or verify compliance

**Description of target**

We have set and met our target for all suppliers to review and agree to our Forest Derived Materials policy after its implementation in 2017. VF's commodity-specific policy for timber is captured within our Forest Derived Materials (FDM) policy, which covers our approach to minimizing impacts on forests and forest habitats from raw materials. The FDM includes a focus on 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.

**Linked commitment**

Other environmental commitments

**Traceability point**

<Not Applicable>

**Third-party certification scheme**



<Not Applicable>

**Start year**

2018

**Target year**

2020

**Quantitative metric**

<Not Applicable>

**Target (number)**

<Not Applicable>

**Target (%)**

100

**% of target achieved**

100

**Please explain**

Why this target was chosen: This target has been chosen to assess ongoing supplier performance in alignment with our commitment to the responsible use of raw materials. Our FDM policy includes criteria relevant to our products (cellulosic fibers, which represent a small portion of our direct product raw material) and our packaging (hangtags, shoeboxes, hangers, shopping bags, tissue paper, gift boxes, corrugate, store fixtures and solid wood furniture). For cellulosic fibers, suppliers should have policies to ensure their forest-derived product feedstock does not originate from ancient and endangered forests, and are encouraged to collaborate with third-party NGOs to enhance their ability to implement best practices. For other non-cellulose materials, materials shall be a combination of recycled content and third-party certified content. If certified content is not FSC certified, additional documentation shall demonstrate the product is sourced from an entity employing responsible forest management practices. How we are planning to meet this target: We require our suppliers to review and agree to our FDM policy. We are exploring potential enhancements to our policy to increase the robustness of implementation.

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**Target reference number**

Target 2

**Forest risk commodity**

Cattle products

**Type of target**

Traceability

**Description of target**

For many years, VF and our brands have implemented responsible sourcing policies that uphold VF's values throughout our raw material sourcing efforts. As a result of this detailed diligence, we are no longer able to satisfactorily assure ourselves that our de minimus volume of leather purchased from Brazilian suppliers upholds our commitment to our responsible sourcing requirements. Therefore, VF and our brands have decided to no longer directly source leather and hides from Brazil for our international business until we have the confidence and assurance that the materials used in our products do not contribute to environmental harm in the country. As part of our Animal Derived Materials (ADM) policy, we outline criteria where hides used to produce leather sourced for VF's international business shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation.

**Linked commitment**

Other environmental commitments

**Traceability point**

Slaughterhouse

**Third-party certification scheme**

<Not Applicable>

**Start year**

2019

**Target year**

2020

**Quantitative metric**

<Not Applicable>

**Target (number)**

<Not Applicable>

**Target (%)**

100

**% of target achieved**

100

**Please explain**

Why this target was chosen: Our ADM policy outlines criteria that hides used to produce leather shall not come from cattle grazed on lands that have contributed to new deforestation or forest degradation. While Brazil represents a de minimus source of our volume (<5%), there is high risk of deforestation in the Amazon biome. In order to align with our ADM policies and until we have the confidence and assurance that the materials used in our products do not contribute to environmental harm in Brazil, we have chosen to no longer source from this region for our international business (defined as when we source materials in one country and deliver products to consumers in a different country) until we have confidence and assurance that the materials used in our products do not contribute to environmental harm in the country.. How the company is planning to meet this target: VF implements a detailed Leather Survey for its supply chain which requires documentation on ranch origin. In FY2020, VF deployed this survey to 100% of our tier 1/manufacture – tier 4/slaughterhouse suppliers. In addition to these surveys, we also have targets for Leather Working Group certification, which requires documentation to support that no deforestation has occurred.

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**Target reference number**

Target 3

**Forest risk commodity**

Cattle products

**Type of target**

Assess and/or verify compliance

**Description of target**

We have set an annual target for all suppliers to comply with our Animal Derived Materials (ADM) policy, implemented in 2017. This target was selected to align with our ADM policy to address the potential negative side effects on the environment of animal-derived materials.

**Linked commitment**

Other environmental commitments

**Traceability point**

<Not Applicable>

**Third-party certification scheme**

<Not Applicable>

**Start year**

2019

**Target year**

2020

**Quantitative metric**

<Not Applicable>

**Target (number)**

<Not Applicable>

**Target (%)**

100

**% of target achieved**

100

**Please explain**

Why this target was chosen: This target has been chosen to assess ongoing supplier performance in alignment with our commitment to the responsible use of raw materials. This policy includes sourcing criteria such as the following; 1) Leather sourced for VF's international business shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 2) hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. How the company is planning to meet this target: The primary compliance mechanisms are our annual Leather Survey and increasing our Leather Working Group certification. As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.

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**Target reference number**

Target 4

**Forest risk commodity**

Cattle products

**Type of target**

Third-party certification

**Description of target**

VF is committed to sourcing all of its footwear leather from Leather Working Group (LWG) Bronze, Silver, or Gold-rated tanneries by 2021. Additionally, VF's Timberland® brand, which is the largest procurer of cattle products within VF's portfolio of brands, sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level in CY2019. This target was selected to align with VF's environmental commitments that are part of our Made for Change sustainability strategy and drives a shift to more sustainable materials.

**Linked commitment**

Other environmental commitments

**Traceability point**

<Not Applicable>

**Third-party certification scheme**

Other, please specify (Leather Working Group certification)

**Start year**

2016

**Target year**

2021

**Quantitative metric**

<Not Applicable>

**Target (number)**

<Not Applicable>

**Target (%)**

100

**% of target achieved**

92

**Please explain**

Why this target was chosen: Transparency and traceability of raw materials is an important step to ensure that materials are sourced in an environmentally and socially responsible manner. The Leather Working Group certification includes hide traceability, among other leather-related topics. The LWG environmental audit assesses the

ability of leather manufacturers to trace material back to a specific slaughterhouse. How the company is planning to meet this target: As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.

## F6.2

### (F6.2) 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?	Description of traceability system	Exclusions	Description of exclusion
Timber products	No	<Not Applicable>	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	Yes	Our Animal Derived Materials (ADM) policy includes sourcing criteria such as the following; 1) Hides used to produce Leather sourced for VF's international business shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 2) hides used to produce leather shall not originate from cattle grazed on lands that contribute to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. In support of this policy, VF's Responsible Sourcing Team conducts an annual leather survey to all leather suppliers requesting information and documentation confirming traceability to the slaughterhouse. Example/case study: As part of the Leather Questionnaire, 100% of VF's suppliers (tier 1/manufacturer – tier 4/slaughterhouse) can be traced back to the slaughterhouse in FY2020 As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.	Not applicable	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

## F6.2a

### (F6.2a) Provide details on the level of traceability your organization has for its disclosed commodity(ies).

Forest risk commodity	Point to which commodity is traceable	% of total production/consumption volume traceable
Cattle products	Slaughterhouse	100

## F6.2b

### (F6.2b) Why do you not have system(s) in place to track and monitor the origin of your disclosed commodity(ies) and what are your plans to develop these in the future?

#### Forest risk commodity

Timber products

#### Primary reason

We are planning to track and monitor the origin of forest risk commodities within the next two years

#### Please explain

We anticipate reviewing and updating our Forest Derived Materials (FDM) policy in the next few years. As part of these process we will be evaluating steps to improve the traceability of our forest-derived materials.

#### Forest risk commodity

Other - Rubber

#### Primary reason

We are planning to track and monitor the origin of forest risk commodities within the next two years

#### Please explain

We are in the process of developing a sustainable rubber sourcing policy, which likely will include a traceability requirement.

## F6.3

**(F6.3) Have you adopted any third-party certification scheme(s) for your disclosed commodity(ies)? Indicate the volume and percentage of your certified production and/or consumption.**

**Forest risk commodity**

Timber products

**Third-party certification scheme**

FSC (any type)

**Certification coverage**

Consumption volume

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

**Form of commodity**

Paper  
Boards, plywood, engineered wood  
Primary packaging  
Secondary packaging  
Tertiary packaging  
Cellulose-based textile fiber  
Wood-based bioenergy  
Goods not for resale (GNFR)

**Volume of production/ consumption certified**

**Metric**

Metric tons

**Please explain**

As part of our Forest Derived Materials (FDM) policy for non-cellulosic fiber materials (hangtags, shoeboxes, hangars, shopping bags, tissue paper, gift boxes, corrugate, store fixtures and solid wood furniture), materials shall be a combination of Recycled Content and/or third-party certified content. This target reflects our Made for Change sustainability commitment to lead the large-scale commercialization of circular business models through brand-led recommerce and rental initiatives, and emphasizes the uses of non-virgin materials whenever possible. We have chosen the selection "FSC (any type)" to reflect our preference for certified materials with this designation, though materials originating from third-party certifications sourced from entities employing Responsible Forest Management Practices will also be accepted.

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**Forest risk commodity**

Cattle products

**Third-party certification scheme**

Other, please specify (Leather Working Group)

**Certification coverage**

Consumption volume

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

92

**Form of commodity**

Hides/ leather

**Volume of production/ consumption certified**

**Metric**

Square meters

**Please explain**

VF has committed to sourcing all its footwear leather from Leather Working Group (LWG) Bronze, Silver, or Gold-rated tanneries by 2021. The Leather Working Group develops and maintains an environmental auditing protocol that assesses the environmental stewardship and compliance of leather manufacturers, while promoting sustainable and environmental business practices. As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.

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**Forest risk commodity**

Other - Rubber

**Third-party certification scheme**

Please select

**Certification coverage**

<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 tool 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 geographic locations where VF requires the supply to originate (such as Vietnam) and the location that provides the rubber quality required.

F6.4

**(F6.4) For your disclosed commodity(ies), do you have a system to control, monitor, or verify compliance with no conversion and/or no deforestation commitments?**

	A system to control, monitor or verify compliance	Comment
Timber products	Yes, we have a system in place, but for other commitments	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	Yes, we have a system in place, but for other commitments	<Not Applicable>
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	No, but we plan to develop one within the next two years	
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.6

**(F6.6) For your disclosed commodity(ies), indicate if you assess your own compliance and/or the compliance of your suppliers with forest regulations and/or mandatory standards.**

	Assess legal compliance with forest regulations	Please explain
Timber products	<Not Applicable>	<Not Applicable>
Palm oil	<Not Applicable>	<Not Applicable>
Cattle products	No, we do not assess legal compliance	We require all suppliers to be in compliance with our Animal Derived Materials (ADM) Policy. This policy includes sourcing criteria such as the following; 1) Leather sourced for VF's international business shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 2) hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible. The FDM also states criteria regarding the scope and stages of the value-chain, which include 1) all supply chain actors raising, harvesting and processing ADMs, 2) a requirement that suppliers shall not outsource to others who do not adhere to our policy, and 3) that parallel production shall not occur (where policy-adherent ADMs and non-policy adherent ADMs occur at the same location). While we do not assess compliance with country/region-level forest-related laws, we require all suppliers to comply with local laws; legal compliance of all our business partners is required as part of our Global Compliance Principles, in addition to VF's ADM policy. We are exploring potential enhancements to our policy to increase the robustness of implementation.
Soy	<Not Applicable>	<Not Applicable>
Other - Rubber	No, we do not assess legal compliance	
Other - Cocoa	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>

F6.7

**(F6.7) Are you working with smallholders to support good agricultural practices and reduce deforestation and/or conversion of natural ecosystems?**

	Are you working with smallholders?	Type of smallholder engagement approach	Smallholder engagement approach	Number of smallholders engaged	Please explain
Timber products	Yes, working with smallholders	Capacity building	Offering on-site technical assistance and extension services Providing agricultural inputs Disseminating technical materials Organizing capacity building events Prioritizing support for smallholders in high-risk deforestation regions		VF's Timberland® brand, is working with a number of organizations as part of its Plant the Change Initiative. Partnering with seven global organizations, Timberland® has a goal to plant 50 million trees around the world in the next 5 years. Specific to smallholders, Timberland® works with the Smallholder Farmers Alliance (SFA), an organization that works to feed and reforest a renewed Haiti using a new agroforestry model in which smallholders plant trees to earn credits that they exchange for seed, tools, training and other agricultural and community services. Since 2010, this has resulted in close to 7.5 million trees in Haiti. Timberland® also works with Trees for the Future, an organization that works to improve the livelihoods of impoverished farmers by revitalizing degraded lands. To do so, they provide farmers with seeds, technical training, and on-site planning assistances. We are also partnering with Trees for the Future to educate and empower farmers in Kenya and Senegal to plant trees around their crops to increase their yields so they can make a better living.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	Yes, working with smallholders	Capacity building	Investing in pilot projects	1	Regenerative agriculture builds soil fertility, sequesters carbon, protects watersheds, and facilitates biodiversity. VF's Timberland® brand engages with smallholders through a partnership with the Savory Institute, which facilitates large-scale regeneration of the world's grasslands through Holistic Management. Through this partnership (announced in FY21), Timberland® is working to identify, aggregate and connect early-adopter regenerative ranches with large-scale tannery partners to help build a regenerative supply chain for the footwear and apparel industry. In Fall 2020, Timberland® will launch a collection of boots made with leather from verified regenerative ranches, including sources such as Thousand Hills Lifetime Grazed.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	Please select	<Not Applicable>	<Not Applicable>	<Not Applicable>	
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

**F6.8**

**(F6.8) Are you working with your direct suppliers to support and improve their capacity to comply with your forests-related policies, commitments, and other requirements?**

	Are you working with direct suppliers?	Type of direct supplier engagement approach	Direct supplier engagement approach	% of suppliers engaged	Please explain
Timber products	No, not working with direct suppliers	<Not Applicable>	<Not Applicable>	<Not Applicable>	We do not engage with our direct suppliers beyond our Forest Derived Materials (FDM) policy. We require regular review and agreement to our FDM Policy by all of our suppliers.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	Yes, working with direct suppliers	Supply chain mapping Capacity building	Supplier questionnaires on environmental and social indicators Supplier audits Investing in pilot projects	100%	Main strategy of engagement: We implement an annual Leather Survey to all leather suppliers to gather information on supplier geocoordinates, documentation regarding country of origin, certification systems in place, and evidence of traceability back to the slaughterhouse. This information is used to assess supplier risk of noncompliance to our Animal Derived Materials (ADM) policy. VF also engages with direct suppliers through its goals for Leather Working Group (LWG) Silver- or Gold rated tanneries. As part of this certification, tanneries must undergo an audit by a third party which assesses compliance to the LWG environmental auditing protocol (which includes proof of the avoidance of deforestation back to the slaughterhouse). VF's Timberland® brand engages with some suppliers through pilot projects, including a partnership with the Savory Institute. This organization facilitates large-scale regeneration of the world's grasslands through Holistic Management. In Fall 2020, Timberland® will launch a collection of boots made with leather from verified regenerative ranches sourced through Savory's Minnesota Hub, Thousand Hills Lifetime Grazed. Example / case study: VF collected information via our annual Leather Survey for 100% of our leather supply (tier 1/manufacturing – tier 4/slaughterhouse) in FY2020. As of FY2020, 92% of VF's footwear leather was sourced from LWG audited tanneries at the Bronze, Gold, or Silver performance level. In CY2019, VF's Timberland® brand sourced 99.6% of its footwear leather from LWG audited tanneries at the Gold or Silver performance level.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No, not working with direct suppliers	<Not Applicable>	<Not Applicable>	<Not Applicable>	
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.9

**(F6.9) Are you working beyond your first-tier supplier(s) to manage and mitigate deforestation risks?**

	Are you working beyond first tier?	Type of engagement approach with indirect suppliers	Indirect supplier engagement approach	Please explain
Timber products	No, not working beyond the first tier	<Not Applicable>	<Not Applicable>	We manage deforestation risks through our Forest Derived Materials Policy. When further engagement is warranted, our Tier 1 suppliers work directly with sub-tiers of the supply chain.
Palm oil	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Cattle products	No, not working beyond the first tier	<Not Applicable>	<Not Applicable>	We manage deforestation risks through our Animal Derived Materials Policy and request information of our Tier 1 suppliers through our annual Leather Survey. When further engagement is warranted, our Tier 1 suppliers work directly with sub-tiers of the supply chain.
Soy	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Rubber	No, not working beyond the first tier	<Not Applicable>	<Not Applicable>	While we do not have a formal policy yet in place specific to sourcing rubber or assessing risk, we are collaborating with the Outdoor Industry Association (OIA) Sustainability Working Group, recently renamed the Climate Action Corps, which has included the publication of a Priority Issues Brief on Natural Rubber. We are in the process of developing a sustainable rubber policy as an outcome of this partnership which may include working with varying levels of the rubber supply chain.
Other - Cocoa	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>
Other - Coffee	<Not Applicable>	<Not Applicable>	<Not Applicable>	<Not Applicable>

F6.10

**(F6.10) Do you participate in external activities and/or initiatives to promote the implementation of your forests-related policies and commitments?**

**Forest risk commodity**

Timber products

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

Yes

**Activities**

Engaging with non-governmental organizations

**Initiatives**

<Not Applicable>

**Jurisdictional approaches**

<Not Applicable>

**Please explain**

Description of the role: We have joined platforms such as Pack4Good, a Canopy initiative where like-minded brands commit to ensure that packaging will be 1) designed to reduce material use, 2) free of Ancient and Endangered forests, and 3) maximizing recycled or alternative Next Generation Solution sourced fibre. Similarly, we have also joined CanopyStyle, a Canopy initiative where like-minded brands commit to eliminate the use of ancient and endangered forests in the production of forest derived fabrics such as rayon and viscose from the apparel and fashion industries. These activities are in alignment with our forest-related environmental strategy to avoid the issues associated with deforestation and forest degradation. This strategy is implemented through our Forest Derived Materials (FDM) policy, which seeks to address these issues by using raw materials with a minimal impact on forests and forest habitats with a focus on 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.

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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)  
Leather Working Group

**Jurisdictional approaches**

<Not Applicable>

**Please explain**

VF is a founding member of the Sustainable Apparel Coalition (SAC), which works with its members on a Higg Index Transparency Roadmap to publish clear, comparable and meaningful sustainability scores. We use lifecycle assessments and the Sustainable Apparel Coalition's Material Sustainability Index to understand the impacts of our material choices. The data enables our design teams to make informed, scientific decisions that push new, lower impact material innovations. VF's Timberland® Brand and the largest user of leather in VF's supply chain, co-founded the LWG with other leading brands. This engagement includes a commitment to source all its leather from LWG Silver- or Gold-rated tanneries by 2020. These activities are in alignment with our forest-related environmental strategy to avoid the issues associated with deforestation and forest degradation. This strategy is implemented through our Animal Derived Materials (ADM) policy, which includes the following sourcing criteria; 1) Hides used to produce leather sourced for VF's international business shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 2) hides used to produce leather shall not originate from cattle grazed on lands that have contributed to new deforestation or forest degradation; 3) Leather should be tanned and/or re-tanned in facilities with Leather Working Group certification wherever possible.

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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 (Outdoor Industry Association (OIA))

**Jurisdictional approaches**

<Not Applicable>

**Please explain**

VF's Timberland® 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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**F6.11**

**(F6.11) Is your organization supporting or implementing project(s) focused on ecosystem restoration and protection?**

Yes

**F6.11a**



**(F6.11a) Provide details on your project(s), including the extent, duration, and monitoring frequency. Please specify any measured outcome(s).**

**Project reference**

Project 1

**Project type**

Agroforestry

**Primary motivation**

Voluntary

**Description of project**

VF's Timberland® brand has set a goal to plant 10 million trees by 2020 and 50 million trees by 2025. To achieve this goal, Timberland® has created the Plant the Change initiative, which partners with seven global organizations. One of these partners is the Smallholder Farmers Alliance. The SFA works to feed and reforest a renewed Haiti using a new agroforestry model in which smallholders plant trees to earn credits that they exchange for seed, tools, training and other agricultural and community services. We are using the start year (2019) and target year (2025) to align with our Plant the Change Initiative. Our partner organizations may have other parallel goals and targets that are not included in this report.

**Start year**

2019

**Target year**

2025

**Project area to date (Hectares)**

**Project area in the target year (Hectares)**

**Country/Area**

Haiti

**Latitude**

**Longitude**

**Monitoring frequency**

Annually

**Measured outcomes to date**

Carbon sequestration

Soil

Water

Climate regulation

Other, please specify (Trees planted)

**Please explain**

VF's Timberland® brand has worked with the SFA since 2010 to plant close to 7.5 million trees in Haiti and improve agriculture. Moving forward, we will work with the SFA to plant another 25 million trees by 2025 and use tree currency to reintroduce cotton to Haiti, resulting in a high value export crop that is directly linked to planting even more trees.

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**Project reference**

Project 2

**Project type**

Reforestation

**Primary motivation**

Voluntary

**Description of project**

VF's Timberland® brand has set a goal to plant 10 million trees by 2020 and 50 million trees by 2025. To achieve this goal, Timberland® has created the Plant the Change initiative, which partners with seven global organizations. One of these partners is the Great Green Wall. The Great Green Wall is an urgent movement to grow an 8000km line of trees across the entire width of Africa to fight climate change, drought, famine, conflict, and migration. Timberland® is partnering with the United Nations Convention to Combat Desertification (UNCCD) and Connect4Climate - World Bank Group, on a global campaign to grow a new world wonder across the African Continent. We are using the start year (2019) and target year (2025) to align with our Plant the Change Initiative. Our partner organizations may have other parallel goals and targets that are not included in this report.

**Start year**

2019

**Target year**

2025

**Project area to date (Hectares)**

**Project area in the target year (Hectares)**

**Country/Area**

Mali

**Latitude**

**Longitude**

**Monitoring frequency**

Annually

**Measured outcomes to date**

Carbon sequestration

Soil

Water  
Climate regulation  
Other, please specify (Trees planted)

**Please explain**

VF's Timberland® brand's tree planting partner on the Great Green Wall, TreeAid, has planted over 16 million trees since 1987 and regenerated many more to bring hope to the people of Mali by planting trees to fight desertification and mass migration.

---

**Project reference**

Project 3

**Project type**

Natural regeneration

**Primary motivation**

Voluntary

**Description of project**

VF's Timberland® brand, has set a goal to plant 10 million trees by 2020 and 50 million trees by 2025. To achieve this goal, Timberland® has created the Plant the Change initiative, which partners with seven global organizations. One of these partners is Trees for the Future. Founded in 1989, Trees for the Future works to improve the livelihoods of impoverished farmers by revitalizing degraded lands. To do so, they provide farmers with tree seeds, technical training, and on-site planning assistance. We are using the start year (2019) and target year (2025) to align with our Plant the Change Initiative. Our partner organizations may have other parallel goals and targets that are not included in this report.

**Start year**

2019

**Target year**

2025

**Project area to date (Hectares)**

**Project area in the target year (Hectares)**

**Country/Area**

Kenya

**Latitude**

**Longitude**

**Monitoring frequency**

Annually

**Measured outcomes to date**

Soil

Other, please specify (Trees planted)

**Please explain**

Trees for the Future has planted over 115 million trees in dozens of countries and revitalized hundreds of thousands of acres of soil. We are partnering with Trees for the Future to educate and empower farmers in Kenya and Senegal to plant trees around their crops to increase their yields so they can make a better living.

---

**Project reference**

Project 4

**Project type**

Other ecosystem restoration

**Primary motivation**

Voluntary

**Description of project**

VF's Timberland® brand has set a goal to plant 10 million trees by 2020 and 50 million trees by 2025. To achieve this goal, Timberland® has created the Plant the Change initiative, which partners with seven global organizations. One of these partners is the Green Network. Since 2001, we have partnered with Japanese NGO Green Network, to plant trees in the Horqin Desert, quelling sandstorms and improving the air quality for the East Asia and Pacific region. Green Network is a grassroots environmental NGO headquartered in Yokohama, Japan. It is committed to cultivating environmental awareness and enhancing the consciousness and enthusiasm of the public to participate in the prevention and control of desertification. We are using the start year (2019) and target year (2025) to align with our Plant the Change Initiative. Our partner organizations may have other parallel goals and targets that are not included in this report.

**Start year**

2019

**Target year**

2025

**Project area to date (Hectares)**

**Project area in the target year (Hectares)**

**Country/Area**

China

**Latitude**

**Longitude**

**Monitoring frequency**

Annually

**Measured outcomes to date**

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Climate regulation  
Other, please specify (Trees planted)

**Please explain**

Together with the Green Network, we have planted over 2.6 million trees since 2001. Moving forward, we will partner with Green Network to expand the reforestation initiative to combat desertification to improve the region's air quality and to revive local agriculture.

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**Project reference**

Project 5

**Project type**

Agroforestry

**Primary motivation**

Voluntary

**Description of project**

VF's Timberland® brand, began a partnership with the Savory Institute in FY21. This organization facilitates large-scale regeneration of the world's grasslands through Holistic Management. Through this partnership, Timberland® is working to identify, aggregate and connect early-adopter regenerative ranches with large-scale tannery partners to help build a regenerative supply chain for the footwear and apparel industry.

**Start year**

2021

**Target year**

Indefinitely

**Project area to date (Hectares)**

**Project area in the target year (Hectares)**

**Country/Area**

United States of America

**Latitude**

**Longitude**

**Monitoring frequency**

Annually

**Measured outcomes to date**

Biodiversity  
Carbon sequestration  
Soil  
Water  
Climate regulation

**Please explain**

Savory Hubs deploy the Ecological Outcome Verification (EOV) protocol to assess positive trends in land health at thousands of farms and ranches around the world. EOV is an empirical and scalable soil and landscape assessment methodology that tracks outcomes in soil health, biodiversity and ecosystem function. Brands and retailers participate in the program, accessing the Verified Regenerative Supplier Roster for meat, dairy, wool and leather, along with associated EOV data. Regenerative agriculture builds soil fertility, sequesters carbon, protects watersheds, and facilitates biodiversity. EOV enables us to empirically measure and assess these crucial outcomes. In Fall 2020, Timberland® will launch a collection of boots made with leather from verified regenerative ranches sourced through Savory's Minnesota Hub, Thousand Hills Lifetime Grazed.

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## F7. Verification

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### F7.1

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**(F7.1) Do you verify any forests information reported in your CDP disclosure?**

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

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## F8. Barriers and challenges

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### F8.1

**(F8.1) Describe the key barriers or challenges to eliminating deforestation and/or conversion of other natural ecosystems from your direct operations or from other parts of your value chain.**

**Forest risk commodity**

Timber products

**Coverage**

Supply chain

**Primary barrier/challenge type**

Cost of sustainably produced/certified products

**Comment**

There are multiple barriers for eliminating deforestation and/or conversion of natural ecosystems in our value chain in regard to timber. The majority of our timber impacts come from packaging, where consumer awareness and demand for certified materials is not high consistently across our consumer base. Since packaging is not a value add to the product in many cases, the incremental cost of sustainably certified products is often a barrier to increasing their adoption.

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**Forest risk commodity**

Cattle products

**Coverage**

Supply chain

**Primary barrier/challenge type**

Lack of adequate traceability systems

**Comment**

Since leather is our only significant cattle product sourced, and cattle hides are a byproduct from cattle-gazing for meat products, there are significant challenges associated with monitoring and tracing indirect suppliers, specifically prior to the slaughterhouse. While we have implemented measures to trace hides back to the slaughterhouse, further traceability to indirect suppliers (sub-tiers) remains a challenge.

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**Forest risk commodity**

Other - Rubber

**Coverage**

Supply chain

**Primary barrier/challenge type**

Limited supply chain engagement

**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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**F8.2**

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**(F8.2) Describe the main measures that would improve your organization's ability to manage its exposure to deforestation and/or conversion of other natural ecosystems.**

**Forest risk commodity**

Timber products

**Coverage**

Supply chain

**Main measure**

Improved data collection and quality

**Comment**

Given that our timber impacts range from cellulosic materials (inputs to our products) to packaging to building materials, there are many different teams within our organization that manage the procurement of timber products. While we have policies in place to avoid the impacts associated with deforestation, improved collection mechanisms and assessments of data quality would aid in our ability to manage exposure to deforestation and/or conversion of natural ecosystems.

**Forest risk commodity**

Cattle products

**Coverage**

Supply chain

**Main measure**

Development of certification and sustainability standards

**Comment**

Widely available certified materials that had robust procedures around deforestation at all levels of the supply chain would improve our ability to manage exposure to deforestation. In the interim we have developed our Animal Derived Materials (ADM) policy, avoided procurement from certain high-risk areas, and prioritized existing certifications such as the Leather Working Group (LWG).

**Forest risk commodity**

Other - Rubber

**Coverage**

Supply chain

**Main measure**

Greater transparency

**Comment**

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. Greater transparency of this blend would help in understanding the extent of our full natural rubber footprint, sourcing regions, and deforestation risks.

**F17 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.**

**F17.1**

**(F17.1) Provide the following information for the person that has signed off (approved) your CDP forests response.**

	Job Title	Corresponding job category
Row 1	Vice President, Global Sustainability and Responsibility	President

**Submit your response**

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

English

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

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

**Please confirm below**

I have read and accept the applicable Terms

