



# PEOPLE. FIRST.

## VF CORPORATION'S HUMAN RIGHTS COMMITMENT

Across VF Corporation is a commitment to be more than just an apparel and footwear company. We strive to be a purpose-led, performance-driven enterprise that leverages the strength of our business to positively impact others. Our purpose *is to power movements of sustainable and active lifestyles for the betterment of people and our planet.*

Our focus on people and human rights is central to our purpose and how we operate our business. Our 50,000 employees, supported by more than six million workers in our extended global supply chain, come together to serve hundreds of millions of consumers worldwide. Add to that the many stakeholders, communities, organizations and partners connected to our business and it's clear: VF's global reach and influence is significant.

With this global scale, we understand how important it is to lead by example and manage our business with the highest standards for human rights. We are committed to respecting the fundamental human rights of anyone who engages in work or other activities connected to our business operations and supply chain. And, throughout VF, we champion the rights of everyone our business touches, including those who work in our global supply chain to help manufacture materials or products.

We seek to meet this commitment by avoiding causing or contributing to adverse human rights impacts through our own actions and strive to prevent or mitigate adverse human rights impacts that are directly linked to our operations or products.

### ALIGNING WITH GLOBAL STANDARDS

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Consistent global standards and metrics encourage progress and accountability. That's why we're proud to align VF's fundamental human rights commitment with the following instruments:

- International Labour Organization (ILO) Core Conventions;
- ILO Declaration on Fundamental Principles and Rights at Work
- Universal Declaration of Human Rights;
- UN International Covenant on Civil and Political Rights; and,
- UN International Covenant on Economic, Social and Cultural Rights.

The VF Human Rights Commitment was created in consultation with stakeholders and human rights experts. We commit to respecting all human rights as outlined in the United Nations Guiding Principles on Business and Human Rights, the Ten Principles of the United Nations Global Compact, and the OECD Guidelines for Multinational Enterprises and other applicable OECD guidance. In cases where an



internationally recognized human right exceeds local laws or standards, VF seeks to follow the higher international standard.

## OUR COMMITMENT TO PEOPLE

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### RIGHTSHOLDERS / STAKEHOLDERS

Our commitment to human rights applies everywhere we do business, at every level, period. We expect our business partners to adhere to these commitments, as outlined in our [Global Compliance Principles](#). Whether it's a wool spinning mill in the U.S., a footwear factory in Vietnam or a business partner in Italy, all entities working with VF must prioritize people and their human rights.

We periodically conduct a corporate-wide human rights assessment to identify the salient human rights touchpoints throughout our global supply chain. The findings provide direction to our commitment to respect human rights and our efforts to prevent, mitigate and remediate adverse human rights impacts in VF's value chain.

### EMPLOYEES

VF Corporation is a richly diverse community of 50,000 people who share a relentless drive to succeed and consistently achieve amazing things together. To us, our employees are our No. 1 consumer and most treasured asset. We deploy initiatives aimed at continuously engaging our workforce in our human rights actions while also ensuring that our standards and programs are protecting them.

Our [Inclusion & Diversity](#) program outlines our people-focused strategies and how we're embedding them throughout our company. We also partner with external organizations that help us accelerate and amplify our work, including [CEO Action for Diversity & Inclusion](#), [Paradigm for Parity](#) and the [Camber Outdoors CEO Pledge](#).

We are specifically focused on assuring the rights of female employees are respected, and to helping women in our supply chain gain the opportunity to realize their full potential. VF's Global Women's Activation Council leads our commitment to women's rights and advances our gender equality efforts within senior leadership and the active/outdoor industry. VF strives to be a leader in women's equity and empowerment, both for VF employees and the women who work in our contract factories.

### WORKERS IN OUR SUPPLY CHAIN

Because apparel manufacturing is often one of the first industries to enter developing countries, our industry is uniquely positioned to improve the lives of millions of people by providing a path to economic security. We work to contribute to inclusive and sustainable development in the countries where we operate, recognizing that, in many cases, there is an acute need to support human rights, national law development, policies, standards or infrastructure to further support safe and healthy working environments.

Our commitments to the people working throughout our supply chain are outlined in our [Global Compliance Principles](#) and our Sustainability & Responsibility Program under [Worker Well-being and Human Rights](#).



These commitments include:

- Prohibition on child labor;
- Freedom from forced labor, including human trafficking;
- Freedom of association and collective bargaining;
- Fair wages and benefits;
- The right to rest and leisure, and limitations of working hours;
- Right to occupational safety and health and access to clean water;
- Right to non-discrimination;
- Freedom from harassment; and,
- Additional protection for women's rights, including equal treatment and opportunity, and non-discrimination for pregnant women.

Guiding our human rights initiatives across our supply chain is our [Responsible Sourcing Program](#), which comprises experts across 16 countries who collaborate directly with our suppliers to build factory capacity in a manner that respects human rights. Our contract supplier factories are expected to comply with [VF's Terms of Engagement](#) and [Factory Facility Guidelines](#). We verify compliance with our requirements through internal and third-party audits, including unannounced audits, as outlined in VF's Factory Audit Procedures.

As part of our Responsible Sourcing Program, we address human rights risks and violations at multiple levels, including the sourcing of raw materials. Our [Cotton Fiber Sourcing Policy](#) prohibits suppliers from using cotton sourced from Uzbekistan and Turkmenistan, which are places known for increased risk of child and forced labor, or from Syria where cotton sales may fund militant groups.

Another core material in VF products is wool. About 90 percent of the wool our brands source is [ZQ certified](#), a program that guarantees best management practices for animal welfare issues, land use management, and provides payment of a fair wage to all farmworkers.

In addition, our [Forest Derived Materials \(FDM\) policy](#) prohibits the sourcing of materials that contribute to deforestation, loss of biodiversity, or impacts on indigenous peoples' rights. VF's [Conflict Minerals Policy](#) prohibits sourcing minerals from companies that do not share our focus on human rights and responsible sourcing values.

## CONSUMERS

Consumers around the world are increasingly interested in knowing the origin of the products they purchase. They want to know what their products are made of in addition to who made them and how they were treated throughout the process. We believe our commitment to human rights and traceability is central to meeting these increasing consumer demands.

Each of the nearly 800 contract supplier factories VF works with is listed on a Supplier Factory Map on our corporate website. This map displays all VF-owned and operated and direct-sourced Tier-1 and sub-contractor factories used by VF. Updated each quarter, the map lists the factory location, number of workers employed there, and female representation among the workforce, among other statistics. While the information offered today is high-level, over time we hope to provide a more interactive view into the factories we use and the people who work there.



In addition, we've elevated our transparency about how our products are made and where we get our responsibly sourced materials. We recently traced our supply chain footprint for our brands' most iconic products through sourcing maps and made this information available to consumers. Ultimately, our goal is to trace the origin and production path of every VF product so we can make the information easily accessible for consumers and outside stakeholders, giving them a full picture into their products and the people behind them.

VF's traceability initiatives intend to provide visibility into some of our most pressing supply chain issues and risks. From human rights violations in supplier factories to deforestation, we partner with our suppliers to bring best practices to their businesses and help prevent any occurrence of activities that go against our high ethical and environmental standards.

## COMMUNITIES

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We are deeply committed to improving the many communities worldwide where VF and our brands have a business presence. VF associates volunteer their time and contribute financial support to hundreds of local programs. [Click here to learn more about VF's community engagement.](#)

## ENVIRONMENTAL JUSTICE

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Climate change represents a significant threat to the livelihoods of the millions of workers throughout the global apparel and footwear supply chain. Flooding, extreme heat, drought, wildfires and other weather events will negatively impact many of the people who help bring our products to life.

We seek to advance environmental justice by mitigating climate change and helping others develop the capacity to adapt to the climate crisis. Some of our initiatives to reduce greenhouse gas emissions and to help communities develop resilience in the face of climate impacts are discussed in VF's 2018 "[Made for Change](#)" report.

## ACCESS TO WATER

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VF is committed to ensuring access to clean water throughout our supply chain, including returning clean water into the communities and villages where our production takes place. Stakeholder engagement and a thorough risk assessment conducted in partnership with the World Resource Institute inform our initiatives to mitigate risks and impacts concerning access to water.

In addition, our [Worker & Community Development Program](#) focuses on water and hygiene issues faced by many of our supplier communities outside of the factory. We identify local community needs and engage local partners to expand awareness and the adoption of water, sanitation and hygiene (WASH) programs. At supplier factories using process water within their operations, we require water to be



returned to the environment in accordance with industry-leading standards and support water treatment by introducing technologies to remove contaminants from water before discharge.

## HUMAN RIGHTS DEFENDERS

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The United Nations Office of the High Commissioner for Human Rights defines human rights defenders as “people who, individually or with others, act to promote or protect human rights.” VF believes human rights defenders play a critical role in advancing the rights of people. VF commits to neither tolerate nor contribute to threats, intimidation and attacks against human rights defenders.

## GOVERNANCE

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VF's Chairman, President and Chief Executive Officer, along with our full Executive Leadership Team (ELT), is responsible for approving the company's strategies and goals related to Sustainability and Responsibility matters, including human rights.

VF's executive leadership regularly receives progress updates by VF's Vice President of Global Corporate Sustainability & Responsibility, who oversees the implementation of our human rights commitments. The VF Board of Director's Governance and Corporate Responsibility Committee also receives regular updates on our salient human rights issues and approaches for mitigating human rights risks throughout VF's global footprint. A detailed approach to our governance is available [here](#).

## OUR COMMITMENT TO ONGOING DUE DILIGENCE

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We recognize that human rights risks may change as our business evolves. We are committed to continued engagement with a variety of stakeholders, including civil society, human and environmental rights organizations, government officials, consumers, employees, suppliers, and supply chain workers to regularly assess the impacts of those changes on our human rights programs. As such, we conduct ongoing human rights due diligence in line with the UN Guiding Principles and applicable OECD due diligence guidance.

In conducting our due diligence, we partner with human rights experts and seek to incorporate the voices of those who may be impacted by our operations, including by listening to and working with affected rights holders or their credible representatives.

Developing processes to avoid causing or contributing to adverse human rights impacts is a high priority for our teams. We are committed to providing access to an effective remedy without retaliation. In providing a remedy, we do not obstruct access to judicial mechanisms.

We report on the progress of our human rights program on an annual basis.



## ETHICS HELPLINE

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Our global Ethics & Compliance program provides VF associates with the tools they need to understand our expectations for ethical business conduct and the courage to speak up and raise concerns without fear of retaliation. Our Ethics Helpline, which is available in more than 150 languages, can be used by anyone inside or outside our company to confidentially ask questions or raise concerns regarding ethics and compliance issues. VF does not tolerate retaliation against an employee for making a good faith report of a potential violation of our Code of Conduct, a company policy, or the law, or for participating in an investigation.

To ensure ongoing commitment to and understanding of our values-based principles, the Ethics & Compliance Program provides online and facilitator-led training on our Code of Business Conduct and other crucial topics such as human rights, anti-corruption, conflicts of interest, fair competition and intellectual property.

For questions or concerns about human rights related to our operations or products, please reach out to our [Ethics Helpline](#), 24 hours per day, seven days per week.

Steve Rendle  
Chairman, President & CEO  
VF Corporation

A handwritten signature in blue ink, appearing to read 'Steve Rendle'.