

VF Corporation
Animal Derived Materials (ADM) Policy

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1. Policy Fundamentals

We believe in treating animals with care and respect. In cases where we use animal derived materials in our products, we are committed to ensuring the animal's ethical treatment. We use the Five Freedoms as our guiding principles for animal welfare:

1. Freedom from hunger and thirst
2. Freedom from discomfort
3. Freedom from pain, injury and disease
4. Freedom to express normal behavior
5. Freedom from fear and distress

We also acknowledge the potential negative side effects on the environment of Animal Derived Materials (ADM's) and will use this policy to help address those impacts now and in future iterations of it.

We will actively promote the further development and use of viable commercial substitutes to ADMs that meet the needs of our business, brands and end users with increasing focus in that area

We value continuous improvement. To keep this policy as robust as possible we will periodically review it to ensure that it is relevant, credible, current and matches our sphere of control within our ADM supply chain.

2. Scope

This policy is applicable to all VF Brands and Supply Chain Partners involved in the procurement, sourcing and manufacture of all products produced for any VF Brand (including but not limited to hides, fabrics, insulation, trims and accessories).

We encourage our supply chain partners to use this policy for materials beyond those sourced for VF.

This policy does **not** apply to feedstock used for recycled ADM's in VF products (e.g. wool garment inputs for recycled wool, leather scrap inputs for recycled leather).

3. Origination of Materials

ADM's used by VF Brands must a) be from animals whose main purpose for slaughter is food production (i.e. leather) or b) be extracted from animals without necessitating their slaughter (i.e. wool) and in either case, c) must derive from domesticated animals.

4. Prohibited Materials

We specifically prohibit the use of the following ADM's:

4.1 - **Animal fur** – any animal skin or part thereof with hair or fur fibers attached thereto, either in its raw or processed state or the pelt of any animal killed for the animal's fur. "Animal" includes, but is not limited to mink, fox, rabbit, karakul lamb and raccoon dog. Based on the definition for "Animal Fur" the following materials are permissible 1) such skins as are, or are to be, converted into leather or which in processing have, or shall have, the hair, fleece, or fur fiber completely removed, 2) materials clipped, shorn, or combed from live animals, 3) hides or skins with hair attached to skin converted to leather including cowhide with hair attached, fleece, sheepskin and shearling, 4) synthetic materials intended to look like fur.

4.2 - **Angora rabbit wool** – wool derived from the Angora rabbit.

4.3 - **Exotic skins** – skins that are not specifically approved for use in this policy document or relevant supporting materials.

4.4 - **Skins from vulnerable, endangered, critically endangered, extinct in the wild species** – as characterized by The Convention on International Trade in Endangered Species (CITES) (<https://www.cites.org>)

5. General Criteria for Permissible Materials

The primary ADM's used by VF are leather, down and wool. Pulling from various industry sources, consulting with internal and external stakeholders and considering the opinions and concerns of the general public, we have created this ADM Policy, including the list of permissible materials, with specific and enforceable criteria.

6. Adding to the Permissible Materials List

ADM's that are not specifically listed in this document or supporting materials as permissible are prohibited for use by VF Brands. Should a VF Brand want to utilize a material not specifically listed as permissible for use, they may submit that material for review under the "Additions to Permissible Materials" protocol given in Appendix II.

7. Policy Activation and Enforcement

VF is committed to continuous improvement of the criteria and enforcement of its ADM policy. All existing and new suppliers of ADM's must adhere to the below implementation process.

7.1 - Level 1 – Communication and Acknowledgement

- VF will train and educate ADM suppliers regarding VF's ADM policy.
- VF will communicate ADM Policy to all ADM Suppliers.
- Suppliers must submit a list of all ADM's and quantities used in VF products via our annual VF Materials Inventory or through alternative means determined by VF.
- If a supplier does not meet policy requirements, they must submit a plan to achieve policy adherence.

7.2 - Level 2 – Adherence & Self-Declaration

- ADM suppliers must acknowledge their commitment to adhere to VF's ADM Policy by providing a signed policy acknowledgement.
- All suppliers (new and existing) must sign the VF ADM policy agreement declaring adherence to our criteria.
- Suppliers must provide proof of country of origin and state or province where the animal was born and bred for all ADM's sold to VF.

7.3 - Level 3 – Verification & Audit

- VF will randomly select suppliers for auditing to ensure policy adherence. Non-compliance will be subject to Corrective Action Plans in a similar fashion to other forms of supplier non-compliance.
- VF will ask ADM suppliers to begin to adopt third party ADM certifications where feasible and applicable.
- VF will continue to activate our policy through ongoing processes as our supply chain evolves.

7.4 - Level 4 – Certification

- VF will reinforce its existing policy criteria for ADM's with best-available third party certifications where feasible and applicable.
- Appropriate certifications for each ADM will be determined based on their inclusiveness of the policy criteria in VF's ADM policy.
- Effort will be made to not limit allowable certifications to one appropriate scheme, but rather to include all viable schemes.

8. Governance

VF's Responsible Sourcing and Sustainability teams will conduct an annual review of its ADM policy including a global inventory of ADM's (via the VF Materials Inventory) and a random sample audit of suppliers and a corresponding risk assessment of animal welfare and environmental issues. Identified non-conformity will lead to Supplier and Brand education and an action plan to address outstanding issues.

9. Collaboration

We are committed to constantly improving our ADM Policy and practices by working with relevant stakeholders including animal welfare organizations, materials suppliers, industry groups and competitors.

10. Policy Criteria

Criteria	Guidance	Examples
<u>Overall</u>		
Supply chain actors raising, harvesting and processing ADMs shall comply with or go beyond all local laws and regulations.	ADM suppliers must comply with all laws including those that pertain to animal welfare and husbandry.	Facilities must comply with local labor standards as well as animal husbandry laws.
A supplier of ADM's to VF shall not outsource to suppliers who do not adhere to VF's ADM policy.	All outsourcing of production must be approved by VF, and all suppliers who receive approved production must fully comply with this policy.	NA
ADM's shall only come from domesticated animals.	The definition for domesticated animals, as defined by the US Fish and Wildlife Service regulations 50 CFR 14.4, can be found here .	Domesticated animals include cattle, pigs, etc.
A farm or ranch that raises livestock destined for use in a VF product shall not engage in parallel production.	Parallel production is defined as carrying policy-adherent ADM's and non-policy adherent ADM's at the same location.	A farm selling wool destined to end up in a VF product may not mules any of their sheep, including production for other brands.
<u>Leather, Skin</u>		
Leathers and skins shall only come from cattle, buffalo, sheep, goats, horse or pigs.	Any animals other than those listed are not permissible for use in VF apparel and footwear products. Inclusive of allowable materials are Shearling and Cowhide with Hair Attached.	Leather from dogs, cats, snakes, alpaca, lizards, crocodiles, alligator, ostrich, stingray, eel, shark, kangaroo, etc. cannot be used.

Leathers sourced for VF's international business ¹ shall not originate from farms in Brazil.	No direct-sourced ² leather hides for use in VF products shall originate in Brazil.	NA
Leathers shall not come from cattle grazed on lands that have contributed to new deforestation ³ or forest degradation.	Leathers sourced from cattle grazed near protected areas or deforestation fronts must come with proof that the land where animals were raised did not contribute to deforestation.	Protected areas are reported through the World Database on Protected Areas (WDPA). Deforestation fronts are reported by World Wildlife Fund (WWF).
Leathers should be tanned and/or retanned in facilities with Leather Working Group certification wherever possible.	Any level of certification is acceptable with higher levels of certification being more desirable. Information about the Leather Working Group's practices and principles can be found here: http://www.leatherworkinggroup.com	NA
Live-skinning shall never be used.	Live-skinning is when an animals skin is harvested from it while it is still alive.	NA
<u>Down</u>		
Down and feathers shall only come from duck or geese.	Any waterfowl other than those listed are not permissible in VF apparel and footwear products.	Down from Marabou Stork are not permitted for use.
All down and feathers must come from Responsible Down Standard (RDS) certified suppliers.	The Responsible Down Standard can be accessed here . All down suppliers, garment vendors and down material must be certified against the RDS per the standard requirements.	NA
<u>Wool</u>		
Wool shall only come from sheep, goats, muskox or camelid species	Any wool-bearing animals other than those listed are not permissible in VF apparel and footwear products.	Wool from Angora rabbits is not permitted for use. Shearling is permitted for use.
There shall be no mulesing of sheep used for wool production destined for VF products.	Mulesing involves the removal of strips of wool-bearing skin from around the breech of a sheep meant to prevent fly strike. Ceased mulesing is permissible.	NA
<u>Mohair</u>		
Mohair may only be used if done so in conjunction with an animal welfare certification that ensures fair treatment of animals.	In order for Mohair to be used it must at minimum be certified by an external third party to meet the animal welfare criteria set forth in this document.	As of July 2018 there are no certifications schemes that meet the aforementioned criteria for Mohair.

¹ VF uses the term "International Business" when we source materials in one country, and deliver product to consumers in a different country.

² Direct-Sourcing refers to all sourcing managed through VF's centralized supply chain.

³ New deforestation is defined based on local interpretation.

Appendix I: Definitions

Animal Derived Materials	Materials derived from an animal for use in commercial products
Angora Wool	The fibers that come from the Angora rabbit. Same as Angora Hair and Angora Fiber
Down	The soft layer of feathers closest to birds' skin, primarily in the chest region. Same as Down Feathers
Deforestation Fronts	11 places where more than 80% of forest loss or severe degradation are expected to occur between 2010 and 2030
Endangered Species	A species of animal or plant that is seriously at risk of extinction
Exotic Skins	Non-traditional animal skins used in apparel and footwear manufacturing. Non-traditional is a term subject to opinion
Five Freedoms	Five aspects of animal welfare under human control developed by the UK Farm Animal Welfare Council
Force-feeding	Any form of feeding that forces the waterfowl to eat more than it wants/needs
Forced-molting	The practice of artificially provoking waterfowl to molt typically through withdrawal of feed
Hides	An animal skin treated for human use. Same as Animal Hides or Skins or Animal Skins
IUCN Red List	Provides taxonomic, conservation status, and distribution information on taxa (plants, animals, etc.) that are facing a high risk of global extinction
Leather	A material made from the skin of an animal by tanning or a similar process
Leather Working Group	Multi-stakeholder group that develops and maintains protocols that assess the environmental compliance and performance capabilities of leather manufacturers, and promote sustainable and appropriate environmental business practices within the leather industry
Live-plucking	Any form of removing down and feather from living waterfowl
Live-skinning	When an animals skin is harvested from it while it is still alive
Mulesing/Ceased Mulesing	Removal of strips of wool-bearing skin from around the breech of a sheep meant to prevent fly strike. Ceased Mulesing is defined according to the Responsible Wool Standard and are those farms who have obtained ceased mulesing status who have mulesed sheep on their farms but no longer engage in the practice
Responsible Down Standard	A Textile Exchange independent, voluntary global standard, applicable to down, that recognizes best practices in animal welfare
Responsible Wool Standard	A Textile Exchange standard, applicable to wool, that recognizes best practices in animal welfare
Shearling	A skin from a recently sheared sheep or lamb that has been tanned and dressed with the wool left on
VF Materials Inventory	Annual effort by VF supply chain team to collect data on materials use from across VF Brands and Regions
Vulnerable species	ICUN designation for a taxon that is not Critically Endangered or Endangered but is facing a high risk of extinction in the wild in the medium-term future, as defined by any of the criteria (A to E) of the ICUN Red List
Wool	Crimped, elastic fibers grown in staples typically obtained from sheep
World Database on Protected Areas	A comprehensive global database of marine and terrestrial protected areas
World Wildlife Fund	International non-governmental organization working to reduce human impact on the environment and conserve many of the world's most ecologically important regions
ZQ Wool Standard	An independent, voluntary standard that promotes best practices in sheep cultivation with respect to animal welfare, farming practices, and environmental management

Appendix II: Additions to Permissible Materials Protocol

Animal Derived Materials (ADM's) that are not specifically listed in VF's Animal Derived Materials Policy or supporting documentation as permissible are prohibited for use by VF Brands. Should a VF Brand want to utilize such a material, they must adhere to the process given below for adding to the Permissible Materials List.

In order to add a material to the Animal Derived Materials Policy, Permissible Materials List the requester must ensure that the new material:

- a. Adheres to VF Corporation's Animal Derived Materials Policy, Sections 1-4 with the exception of Section 4.3
- b. Has undergone a review for any potential animal welfare or environmental risks that may exist in the supply chain in which we plan to source the material as well as other common supply chains for that material. This review must consist of:
 - Documentation of any material animal welfare related concerns that may arise
 - Documentation of any material environmental related concerns that may arise
 - Documentation of any public-facing NGO campaigns that may have occurred as a result of the use of the material
 - An opinion by a third-party animal welfare group on the aforementioned animal welfare concerns (written or verbal)
 - A mitigation plan for addressing the aforementioned animal welfare concerns (written)
 - A mitigation plan for addressing the aforementioned environmental concerns (written)
- c. Has undergone final approval by an advisory committee consisting of VF's:
 - Executive Vice President, Global Supply Chain *Currently Cameron Bailey*
 - Vice President, Global Sustainability and Responsibility *Currently Sean Cady*
 - Vice President, Corporate Affairs General Administration *Currently Craig Hodges*
 - Director, Global Material Supply *Currently Jon Hopper*