



VF Corporation Policy on Animal-Derived Materials

We believe in treating animals with care and respect. In cases where we use animal-derived materials (ADMs) in our products, we are working to ensure the animals are treated ethically and humanely. VF is committed to protecting the mental and physical well-being of animals in our supply chain. We use the Five Freedoms and the Five Domains as our guiding principles for animal welfare:

	Five Freedoms:	Five Domains:
1	Freedom from hunger and thirst	Nutrition — factors that involve the animal's access to sufficient, balanced, varied, and clean food and water.
2	Freedom from discomfort	Environment — factors that enable comfort through temperature, substrate, space, air, odor, noise, and predictability.
3	Freedom from pain, injury and disease	Health — factors that enable good health through the absence of disease, injury, impairment with a good fitness level.
4	Freedom to express normal behavior	Behavior — factors that provide varied, novel, and engaging environmental challenges through sensory inputs, exploration, foraging, bonding, playing, retreating, and others.
5	Freedom from fear and distress	Mental state — the mental state of the animal should benefit from predominantly positive states, such as pleasure, comfort, or vitality while reducing negative states such as fear, frustration, hunger, pain, or boredom.

VF will actively promote the development and use of viable commercial substitutes to ADMs that meet the needs of our business, brands, and end users. We value continuous improvement.

SCOPE

This policy is applicable to all VF brands and supply chain partners that produce goods for VF or any of its subsidiaries, divisions, or affiliates, including facilities owned and operated by VF and its contractors, agents and suppliers. Adherence to VF's ADM policy is mandatory, as required by VF's Terms and Conditions.

This requirement extends to all owned or subcontracted suppliers, including mills, factories, plants, agents, traders, farms, or other facilities that are involved in the production of VF products.

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



PROHIBITED MATERIALS

We specifically prohibit the use of the following ADMs:

- Animal fur: An animal pelt with hair or fur attached to the processed skin, obtained from animals raised, trapped, or hunted for their fur.
- Angora rabbit wool
- Exotic skins: Non-traditional¹ animal skins used in apparel and footwear manufacturing. Skins that are not specifically approved for use in this policy document or relevant supporting materials.
- Shearling: A skin from a recently sheared sheep or lamb that has been tanned and dressed with the wool left on.
- 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>)

VF further prohibits sourcing of all raw materials or inputs from Specially Designated Nationals (SDNs).

PERMISSABLE MATERIALS

ADMs used by VF brands must derive from:

- domesticated animals;²
- animals whose main purpose for slaughter is food production (i.e. leather) or animals without necessitating their slaughter (i.e. wool).

Supply chain actors raising, harvesting, and processing ADMs shall comply with or go beyond all local laws and regulations pertaining to animal welfare, husbandry, and labor standards. A supplier of ADMs 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.

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 ADMs and non-policy adherent ADMs at the same location.

Synthetic materials intended to look like fur are permitted for use.

Down

Down and feathers shall only come from duck or geese.

¹ Non-traditional is a term subject to opinion.

² The definition for domesticated animals, as defined by the U.S. Fish and Wildlife Service regulations 50 CFR 14.4, can be found [here](#).



All down and feathers must be certified to the Responsible Down Standard (RDS) or Global Recycled Standard (GRS). The Responsible Down Standard can be accessed [here](#). For non-recycled down, all down suppliers, garment vendors, and down material must be certified against the RDS per the standard requirements.

The practices of forced-feeding, forced-molting, and live-plucking are strictly prohibited by VF. Certification across our entire down supply chain provides assurance that these standards are met.

Leather, Skin

Leathers and skins shall only come from cattle, buffalo, sheep, goats, horse, or pigs. Hides or skins with hair attached to skin converted to leather are permitted for use, with the exception of wool-on sheepskins and shearlings that are prohibited from use by VF.

Leathers sourced for VF's international business³ shall not originate from farms in Brazil. Hides originating from cattle raised in Brazil are banned for VF's non-Brazilian products until we are assured our standards are met.

Leathers shall not come from cattle grazed on lands that have contributed to new deforestation⁴ or forest degradation. Leathers sourced from cattle grazed near protected areas⁵ or deforestation fronts⁶ must come with proof that the land where animals were raised did not contribute to deforestation.

Recognizing the impact that some tanning processes can have on the environment, we have chosen to partner with LWG because their thorough approach focuses on strengthened environmental management across the leather tanning industry. Leathers shall be tanned and/or retanned in facilities audited to the Leather Working Group (LWG) Standard. VF strives to work with LWG Gold-rated facilities wherever possible. Information about the Leather Working Group's practices and principles can be found here: <http://www.leatherworkinggroup.com>.

Wool

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. Materials clipped, shorn, or combed from live animals are permitted for use.

Mulesing shall not be practiced on farms raising sheep used for VF wool production. 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 defined, according to the Responsible Wool Standard (RWS), as wool from sheep where mulesing has ceased on the property. Ceased mulesing is permissible as long as the farm can prove this status has been maintained for at least one year.

³ VF uses the term "International Business" when we source materials in one country, and deliver product to consumers in a different country.

⁴ New deforestation is defined based on local interpretation.

⁵ Protected areas are reported through the World Database on Protected Areas (WDPA).

⁶ Deforestation fronts are reported by World Wildlife Fund (WWF) as places with significant deforestation hotspots and where large areas of remaining forests are under threat.



Alpaca, Cashmere, Mohair

Alpaca, cashmere, and mohair may only be used if done so in conjunction with an approved third-party certification that ensures fair treatment of animals.

- Alpaca must come from suppliers certified to the Responsible Alpaca Standard (RAS).
- Cashmere must come from suppliers certified to the Good Cashmere Standard (GAS).
- Mohair must come from suppliers certified to the Responsible Mohair Standard (RMS).

POLICY IMPLEMENTATION AND REPORTING

To support VF's ADM policy implementation, we will work with suppliers, producers, and partners to:

1. Clearly communicate the terms of this policy.
 - VF will annually distribute this ADM policy to all direct VF suppliers and ask each company to share with their suppliers.
 - VF will train and educate all direct suppliers on VF's Responsible Materials & Sourcing policies, including this ADM policy.
 - All direct VF suppliers (new and existing) must sign acknowledgement and declare adherence to VF's ADM policy and commitments on an annual basis.
 - Any supplier that does not meet policy requirements must submit a plan to VF on how they will achieve policy adherence.
2. Conduct risk assessments on ADM supply chain to identify environmental and social risks, and prioritize risk mitigation actions.
3. Establish full traceability of the ADMs used in our products.
 - Suppliers must be able to show proof of material origin and internal management system that tracks materials as they move through different processing stages.
4. Recommend effective certifications and best practices for ADMs.
 - VF will reinforce its existing policy criteria for ADMs through adoption of VF accepted third-party certifications and standards, where feasible and applicable.
 - For leather we recommend following guidance from the Leather Working Group and Textile Exchange's Leather Impact Accelerator and Call to Action for Deforestation Free and Conversion Free leather;
 - For wool we recommend Textile Exchange's Responsible Wool Standard and New Zealand Merino's ZQ and ZQRX Standard;
 - For down we require Textile Exchange's Responsible Down Standard or Global Recycled Standard.
5. Identify key sourcing regions where additional engagement or investments from VF can improve producer livelihoods, support local or indigenous communities, and protect and restore natural ecosystems.
6. Support industry and multi-stakeholder initiatives aimed at enhancing transparency, sustainability, and collaboration.
7. Report regularly and publicly on our commitments and progress towards our goals and targets through our annual sustainability report published on our website (vfc.com).



SUPPORTING POLICIES AND COMMITMENTS

Clear policies and standards are central to good governance. VF continues to implement numerous policies throughout our business to uphold VF's standards and values across our global supply chain. We engage with external stakeholders to seek guidance and inform the development of our policies and commitments.

VF respects internationally recognized human rights principles, including upholding the International Labor Organization (ILO), the UN Guiding Principles on Business and Human Rights (UNGP) and the Organisation for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises. We seek to avoid 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.

Learn more about all VF policies and standards here: <https://www.vfc.com/responsibility/governance/policies-standards>

ACCOUNTABILITY

Our governance structure includes robust management systems, consistent reporting practices, leadership commitment at all levels, and active engagement from our associates and key stakeholders.

VF developed this policy in partnership with subject matter experts and will continue improving our policy and practices by working with relevant stakeholders, including animal welfare organizations, materials suppliers, and industry groups. To keep this policy as robust as possible, we will review it annually to ensure that it is relevant, credible, and matches our sphere of control within our ADM supply chain.

VF is committed to a multi-stakeholder approach to implementing our ADM policy. We believe that all stakeholders play an important role in upholding our commitments to animal welfare, worker rights, and protection of natural ecosystems. This belief guides our approach to handling any grievances related to direct violations of this policy, or our human rights commitment or other Responsible Materials & Sourcing policies. Identified non-conformity will lead to supplier education and an action plan to address outstanding issues.