



## Global Reporting Initiative (GRI) Content Index

### Organizational Profile

102-01	Name of the organization	<a href="#">VF FY2020 Annual Report</a> (p. 12)
102-02	Activities, brands and products	<a href="#">VF FY2020 Annual Report</a> (p. 16 – 18)
102-03	Location of headquarters	<a href="#">VF FY2020 Annual Report</a> (p. 12)
102-04	Location of operations	<a href="#">VF FY2020 Annual Report</a> (p. 16, 33)
102-05	Ownership and legal form	<a href="#">VF FY2020 Annual Report</a> (p. 34)
102-06	Markets served	<a href="#">VF FY2020 Annual Report</a> (p. 16 – 18)
102-07	Scale of the organization	<a href="#">VF FY2020 Annual Report</a> (p. 22, 33, 36)
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102-09	Supply chain	VF FY2020 Sustainability & Responsibility Report ( <a href="#">p. 9</a> ) <a href="#">VF FY2020 Annual Report</a> (p. 19 – 20)
102-10	Significant changes to the organization	<a href="#">VF FY2020 Annual Report</a> (p. 16 – 20)
102-11	Precautionary principle or approach	<a href="#">VF 2021 CDP Climate Change Disclosure</a> (p. 5)
102-12	External charters, principles, or other initiatives	<a href="#">VF Corporation's Human Rights Commitment</a>
102-13	Memberships and associations	<a href="#">VF Stakeholder Engagement</a>

### Strategy

102-14	CEO Letter	VF FY2020 Sustainability & Responsibility Report ( <a href="#">p. 3 – 4</a> )
102-15	Key impacts, risks and opportunities	<a href="#">VF 2021 CDP Climate Change Disclosure</a> (p. 5 – 11)

### Ethics & Integrity

102-16	Values, purpose & principles	VF FY2020 Sustainability & Responsibility Report ( <a href="#">p. 7</a> )
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102-17	Organizational integrity and whistleblower policy	<p><b>Global Ethics and Compliance Program</b></p> <p>Our Global Ethics and Compliance Program helps ensure our associates have the guidance and resources needed to operate with the highest standards of corporate conduct in all our business dealings. The Program is led by our Vice President, General Counsel and Corporate Secretary, who also serves as our Chief Ethics and Compliance Officer. VF's Vice President of Ethics and Compliance manages the Program's day-to-day operations.</p> <p>VF is committed to fostering dialogue and communication through multiple channels, including our Open Door Policy and our confidential <a href="#">Ethics Helpline</a>. The Helpline is available 24 hours a day/seven days a week in every country where VF has associates. Visit <a href="#">VFC Ethics &amp; Compliance</a> for further information.</p> <p>In FY2020, VF investigated a total of 1,033 reports globally, up from 865 in CY2018. The increase is attributed to an increased awareness of what constitutes misconduct and a willingness of associates enterprise wide to report concerns. Of the 1,033 reports received through the Ethics Helpline and via the VF Open Door Policy:</p> <ul style="list-style-type: none"> <li>• 130 were requests for guidance, up from 110 in CY2018.</li> <li>• 903 involved alleged violations of VF's Code, policies or the law. We substantiated 448 of those cases, up from 352 in CY2018.</li> <li>• 0 substantiated claims of harassment or discrimination relating to pregnancy and maternity rights or gender discrimination in FY2020.</li> <li>• 201 other allegations of discrimination/harassment, 69 of which were substantiated, up from 38 in CY2018.</li> </ul>
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**Governance**

102-18	Governance Structure and Board committees responsible for ESG topics	<a href="#">VF FY2020 Proxy Statement</a> (p. 17 – 20) <a href="#">VF Board of Directors Governance and Corporate Responsibility Charter</a>							
102-19	Delegation of authority for ESG topics	<a href="#">VF Responsibility Governance</a>							
102-20	Executive-level responsibility for ESG topics	<a href="#">VF FY2020 Sustainability &amp; Responsibility Report</a> (p. 14)							
102-22	Composition of the highest governance body	<p><a href="#">VF Governance At A Glance</a>  <a href="#">VF FY2020 Proxy Statement</a> (p. 5, 6, 13)</p> <table border="0"> <tr> <td>Average Director Tenure: 7.6</td> <td>Number of Female Directors: 4</td> </tr> <tr> <td>Average Director Age: 59</td> <td>Number of Male Directors: 8</td> </tr> <tr> <td>Average Director Attendance: 75%</td> <td>Number of Independent Directors: 11</td> </tr> </table>		Average Director Tenure: 7.6	Number of Female Directors: 4	Average Director Age: 59	Number of Male Directors: 8	Average Director Attendance: 75%	Number of Independent Directors: 11
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102-38	Annual Total Compensation Ratio	<a href="#">VF FY2020 Proxy Statement</a> (p. 51)							

**Stakeholder Engagement**

102-40	Stakeholder groups engaged by the organization	<a href="#">VF Stakeholder Engagement</a>	
102-41	Collective bargaining agreements	<p>In FY2020, there were collective bargaining agreements in place at VF facilities in the United States and Mexico.</p>	
102-42	Identifying and selecting stakeholders	<a href="#">VF Stakeholder Engagement</a>	

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102-43	Approach to stakeholder engagement	VF FY2020 Sustainability & Responsibility Report (p. 14 – 15)
102-44	Key topics and concerns raised	<a href="#">VF 2020 Human Rights Report</a> (p. 19)
<b>Reporting Practice</b>		
102-45	Entities included in consolidated financial statements	<a href="#">VF FY2020 Form 10-K</a> (p. 200)
102-46	Report content and the topic boundaries	VF FY2020 Sustainability & Responsibility Report (p. 8)
102-47	Material topics identified	<p>In FY2020, VF conducted a new materiality assessment to ensure that the company's Sustainability &amp; Responsibility efforts stay relevant in an ever-changing landscape. The assessment was conducted in partnership with an independent third-party expert and included feedback from key stakeholder groups, including associates, investors, suppliers, nonprofits, customers and more. Learn more about our materiality assessment process on the <a href="#">VF website</a>.</p> <p>Identified material topics: Circular Economy, Economic Performance, Climate Change, Energy, Water Stewardship, Wastewater, Chemical Management, Microfibers, Manufacturing Waste, Sustainable Materials, Biodiversity, Employee Engagement, Health &amp; Safety, Communities, Diversity, Equity &amp; Inclusion, Fair Pay, Freedom of Association, Forced Labor, Child Labor, Business Ethics, Product Safety, Information Security, Supply Chain Traceability and Animal Welfare.</p>
102-48	Restatements of information	In the <a href="#">2018 Made for Change Report</a> , a fatality was reported in the FY2019 health and safety data. This incident transpired in April, 2019, which falls within VF's FY2020 reporting period. The incident has been reported again in FY2020 data and will be removed from FY2019 data in subsequent VF publications.
102-49	Significant changes from previous reporting periods	In 2018, VF's fiscal year-end changed from the Saturday closest to December 31 to the Saturday closest to March 31. To align, the reporting period for this report has shifted to a fiscal year (April – March) from a calendar year.
102-50	Reporting period for the information provided	VF FY2020 Sustainability & Responsibility Report (p. 8)
102-51	Date of the most recent previous report	<a href="#">VF 2018 Made for Change Report</a> , December, 2019
102-52	Reporting cycle	VF FY2020 Sustainability & Responsibility Report (p. 8)
102-53	Contact point for questions	<a href="mailto:SustainabilityAndResponsibility@vfc.com">SustainabilityAndResponsibility@vfc.com</a>
102-54	GRI Standards	VF FY2020 Sustainability & Responsibility Report (p. 8)
102-55	GRI content index	VF FY2020 Sustainability & Responsibility Report (p. 81)
102-56	External assurance	VF received <a href="#">third-party verification</a> for FY2020 GHG emissions.
<b>Economic Performance</b>		
103	Management approach	<a href="#">VF FY2020 Annual Report</a> (p. 38)
201-1	Direct economic value generated	<a href="#">VF FY2020 Annual Report</a> (p. 21)
<b>Anti-Corruption</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 10 – 11)

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205-2	Communication and training on anti-corruption policies and procedures	<p><b>VF Ethics &amp; Compliance</b></p> <p>To reinforce our ongoing commitment to and understanding of our values-based principles, the VF Global Ethics and Compliance Program provides online and facilitator-led training on our Code of Business Conduct and other important topics such as anti-corruption, conflicts of interest, fair competition and intellectual property. In FY2020, 98% of associates completed the assigned online Code of Business Conduct training.</p> <p>The VF Code of Business Conduct and all relevant corporate policies apply to everyone who conducts business on behalf of VF, including associates and members of VF's Board of Directors, regardless of seniority or location. View the Anti-Corruption section of the <a href="#">VF Code of Business Conduct</a> for further information.</p>
<b>Materials</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 49 – 51)
301-1	Materials used by weight or volume	VF FY2020 Sustainability & Responsibility Report (p. 51)
<b>Energy</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 40 – 41)
302-1	Energy consumption within the organization	VF FY2020 Sustainability & Responsibility Report (p. 80)
<b>Water and Effluents</b>		
303-1	Interactions with water as a shared resource	VF FY2020 Sustainability & Responsibility Report (p. 47 – 48)
303-2	Management of wastewater impacts	VF FY2020 Sustainability & Responsibility Report (p. 47 – 48)
303-5	Water consumption	VF FY2020 Sustainability & Responsibility Report (p. 47)
<b>Emissions</b>		
103	Management approach	<a href="#">VF 2021 CDP Climate Change Disclosure</a> (p. 3 - 5)
305-1	Scope 1 GHG emissions	VF FY2020 Sustainability & Responsibility Report (p. 79)
305-2	Scope 2 GHG emissions	VF FY2020 Sustainability & Responsibility Report (p. 79)
305-3	Scope 3 GHG emissions	VF FY2020 Sustainability & Responsibility Report (p. 79)
305-5	Reduction of GHG emissions	VF FY2020 Sustainability & Responsibility Report (p. 17)
<b>Waste</b>		
306-1	Waste generation and waste-related impacts	VF FY2020 Sustainability & Responsibility Report (p. 42 – 43)
306-2	Management of waste-related impacts	VF FY2020 Sustainability & Responsibility Report (p. 42 – 43, 60 – 62)
306-3	Waste generated	VF FY2020 Sustainability & Responsibility Report (p. 80)
<b>Supplier Environmental Compliance</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 43 – 44)

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308-1	New suppliers screened on environmental criteria	As outlined in the <a href="#">VF Factory Audit Procedures</a> , “No production can commence until a factory audit has taken place with a positive result and VF’s Terms of Engagement has been signed.”
308-2	Negative environmental impacts	VF FY2020 Sustainability & Responsibility Report (p. 44 – 48)
<b>Occupational Health &amp; Safety</b>		
403-1	Occupational health and safety management system	<a href="#">VF 2018 Made for Change Report</a> (p. 67) <a href="#">VF 2020 Human Rights Report</a> (p. 11)
403-2	Hazard identification and risk assessment	VF FY2020 Sustainability & Responsibility Report (p. 27 – 28)
403-3	Occupational health services	VF FY2020 Sustainability & Responsibility Report (p. 27 – 28)
403-4	Worker participation and communication	VF FY2020 Sustainability & Responsibility Report (p. 27 – 28)
403-5	Worker training on health and safety	VF FY2020 Sustainability & Responsibility Report (p. 27 – 28)
403-6	Promotion of worker health	VF FY2020 Sustainability & Responsibility Report (p. 20, 27 – 28)
403-7	Prevention and mitigation	VF FY2020 Sustainability & Responsibility Report (p. 27 – 28, 35 – 36)
403-9	Work-related injuries	VF FY2020 Sustainability & Responsibility Report (p. 77)
<b>Diversity and Equal Opportunity</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 22 – 23) <a href="#">VF Inclusion, Diversity, Equity &amp; Action Policy</a>
405-1	Diversity of governance bodies and employees	VF FY2020 Sustainability & Responsibility Report (p. 75 – 76)
<b>Non-Discrimination</b>		
103	Management approach	VF believes that a respectful workplace is free from unlawful discrimination and harassment, but it is much more than compliance with applicable laws. It is a work environment that is free of inappropriate and unprofessional behavior, and one that is consistent with VF’s Purpose and guiding principles – a place where everyone can do their best work and a place where a person is free to report workplace concerns without fear of retaliation or reprisal. Read <a href="#">VF’s Respectful Workplace Policy</a> to view our policy against unlawful discrimination.
406-1	Incidents of discrimination	VF FY2020 Sustainability & Responsibility Report (p. 82)
<b>Freedom of Association and Collective Bargaining</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 33)
407-1	Freedom of association	<a href="#">VF 2020 Human Rights Report</a> (p. 9, 15)
<b>Child Labor</b>		
103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 33 – 34) <a href="#">VF 2018 Made for Change Report</a> (p. 52)
408-1	Child labor	<a href="#">VF 2020 Human Rights Report</a> (p. 15)

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**Forced or Compulsory Labor**

103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 33)
409-1	Forced or compulsory labor	<a href="#">VF 2020 Human Rights Report</a> (p. 9, 15)

**Human Rights Assessment**

103	Management approach	<a href="#">VF 2020 Human Rights Report</a> (p. 8)
412-1	Human rights assessments	<a href="#">VF 2020 Human Rights Report</a> (p. 8 – 10)
412-2	Training on human rights policies or procedures	<a href="#">VF 2020 Human Rights Report</a> (p. 13)

**Supplier Social Assessment**

103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 30 – 31)
414-1	New suppliers that were screened using social criteria	VF FY2020 Sustainability & Responsibility Report (p. 78) As outlined in the <a href="#">VF Factory Audit Procedures</a> , “No production can commence until a factory audit has taken place with a positive result and VF’s Terms of Engagement has been signed.”

**Public Policy**

103	Management approach	<a href="#">VF Government Affairs</a>
415-1	Political contributions	<a href="#">VF Government Affairs</a>

**Customer Health and Safety**

103	Management approach	VF FY2020 Sustainability & Responsibility Report (p. 55)
416-2	Incidents of non-compliance	VF FY2020 Sustainability & Responsibility Report (p. 55)