



COUNCIL TO ADVANCE RACIAL EQUITY (CARE)

COMMITMENTS

VF'S INCLUSION, DIVERSITY, EQUITY AND ACTION (IDEA) STRATEGY: To evolve our stakeholder expectations and to define equity globally, align our efforts, establish corporate leadership, build a competitive advantage and focus and accelerate social impact.



ACCESS TO EDUCATION, DEVELOPMENT & ADVANCEMENT



ECONOMIC EQUITY



ENVIRONMENTAL & SOCIAL JUSTICE



EDUCATION, LISTENING & LEARNING

All VF employees will participate in a foundational inclusion and diversity learning journey to ensure they share a common vocabulary and commitment to establishing a culture of belonging, allyship and advocacy. VF's leaders will play a key role in this commitment and will be required to plan and commit to quarterly listening and learning sessions as a component of their people strategies.



MENTORSHIP & SPONSORSHIP

VF's vice presidents will commit three hours per quarter to mentoring BIPOC employees within VF and individuals outside the company through community engagement. VF will also leverage talent boards and review processes to identify clear advancement plans for high-potential BIPOC employees and proactively pair them with executive leaders for active sponsorship.



BIPOC REPRESENTATION

VF aspires to achieve 25 percent Black, Indigenous and People of Color (BIPOC) representation within its Director and above population by 2030.



DIVERSE CANDIDATE SLATES

VF will apply Mansfield Rule requirements, a recruitment benchmark originally developed for the legal industry, to its talent acquisition and development decisions across all company departments. The Mansfield Rule requires initial candidate slates to contain at least 50 percent diverse candidates (defined as women, BIPOC, LGBTQ+ individuals and individuals with disabilities) when hiring or promoting candidates.



LEADER COMPENSATION

VF will leverage its annual goal-setting process to cascade IDEA goals to all people managers. Directors and above will have a portion of their financial bonus tied to successful implementation of IDEA goals as evaluated through a formal performance review process.



SUPPLIER DIVERSITY

VF will establish a supplier diversity program to double its spend with minority- and women-owned businesses by 2025 through enterprise direct and indirect procurement, and the activities of its brands.



PAY EQUITY

By 2024, VF will assess and resolve any identified pay gaps for employees, sponsored athletes and influencers across the organization through a pay equity analysis.



COMMITTED GRANT MAKING

The VF Foundation, the philanthropic grantmaking arm of VF, will commit 10 percent of its annual U.S. grant funding to support community initiatives that advance VF's racial equity strategy in alignment with the Foundation's investment priorities.

INTERNAL AT VF

COMMUNITY & INDUSTRY

SOCIETY & MOVEMENTS