



Commitment to Eradicating Gender Based Violence

Overview

VF Corporation is committed to providing a safe environment for all employees, in all operations throughout our business. Everyone throughout our business has the right to be free from violence and harassment, including gender-based violence and harassment (GBVH).

At VF, we understand that violence and harassment, including GBVH, creates a hostile, intimidating or humiliating environment for the recipient. Violence and harassment in the world of work can affect a person's psychological and physical health, and dignity.

No worker should have to risk their dignity, health or life to work at VF or in the apparel supply chain. We understand the seriousness and prevalence of violence and harassment in the world of work, especially in portions of the garment and footwear sector. Violence and harassment can be experienced by anybody, but it is disproportionately experienced by women. Worldwide there are approximately 60–70 million garment workers, around 80%¹ of which are women.

VF Corporation prohibits any form of violence and harassment, including GBVH in the workplace. Internally, all complaints of violence and harassment, including GBVH, are taken seriously and treated with respect and, to the extent possible, in confidence. VF employees will not be victimized or retaliated against for making such a complaint. We promptly investigate allegations of violence and harassment. Any VF employee found to have perpetrated violence and/or harassment, including but not limited to GBVH, will face disciplinary action, up to and including dismissal from employment. VF also expects its suppliers to take all necessary steps to prevent, investigate, and remediate all incidences of violence and harassment, including GBVH, in their workplace. Where suppliers do not yet have the capacity to comply with every principle in this Commitment, VF intends to work with them to build capacity.

Our [Respectful Workplace Policy](#), [Global Compliance Principles](#) (including Principle 8 – Nondiscrimination, Principle 9 – Harassment, and Principle 10 – Women's Rights), [Terms of Engagement](#), and [Factory Compliance programs](#) underpin our commitment to continuously mitigate risks of violence and harassment, including GBVH, in our operations and within our supply chain.

¹ <https://betterwork.org/2019/01/22/ilo100-ten-ways-the-ilo-has-transformed-the-global-garment-industry/>



Definitions

VF recognizes that contract facilities within our supply chain are in countries that may have differing standards related to violence and harassment. To drive global applicability of our Commitment, VF relies upon definitions provided by International Labor Organization (ILO)'s Convention 190: Violence and Harassment in the World of Work.

- (a) **“Violence and Harassment”** in the world of work refers to a range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment.

- (c) **“Gender-Based Violence and Harassment”**, or GBVH, means violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately. GBVH is inclusive of any act that is perpetrated against a person’s will and is based on gender norms and unequal power relationships. It encompasses threats of violence and coercion. It can be physical, emotional, psychological, or sexual in nature, and can take the form of a denial of resources or access to services. It inflicts harm on women, girls, men and boys.

Violence and harassment, including GBVH, can be a manifestation of power relationships and often occurs within unequal relationships in the workplace, for example between manager or supervisor and employee. GBVH is often rooted in historically unequal power imbalances between men, women, boys, and girls.

Anyone can be a victim of violence and harassment in the world of work, regardless of their sex or the sex of the perpetrator. VF Corporation recognizes that violence and harassment may occur between individuals sharing the same characteristics (i.e., individuals sharing the same sex, race, migrant status, or other protected characteristic) as well as between individuals who do not share such characteristics. Importantly, a key characteristic of violence, harassment and GBVH conduct is that it is unwanted and unwelcome by the person against whom the conduct is directed.



Scope

Workers and other persons described below in our contract facilities should not be subject to violence and harassment, including GBVH. This includes employees as defined by national law and practice, as well as persons working irrespective of their contractual status, migrant status, persons in training, including interns and apprentices, workers whose employment has been terminated, volunteers, jobseekers and job applicants, in all sectors, both in the formal and informal economy, and whether in urban or rural areas.

VF prohibits all violence and harassment, including GBVH, in the world of work whether occurring in the course of, linked with or arising out of work:

- (a) in the workplace, including public and private spaces where they are a place of work;
- (b) in places where the worker is paid, takes a rest break or a meal, or uses sanitary, washing and changing facilities;
- (c) during work-related trips, travel, training, events or social activities;
- (d) through work-related communications, including those enabled by information and communication technologies;
- (e) on social media, instant messaging platforms and communication channels, such as text, iMessage, Instagram messaging, WhatsApp, Snapchat, WeChat and the like;
- (f) in employer-provided accommodation;
- (g) when commuting to and from work on employer-sponsored transportation; and
- (h) at employment related facilities such as union offices on factory premises or contract labor offices.

Expectations of Contract Facilities for Identifying, Preventing, and Remediating Violence and Harassment

Violence and harassment, including GBVH is prohibited by most national legislation. VF expects contract facilities to adhere to relevant national legislation related to violence and harassment and to comply with VF's Global Compliance Principles, Terms of Engagement, and Human Rights Commitments, including this commitment to eradicate violence and harassment.

VF expects reports of violence and harassment to be investigated quickly, thoroughly and fairly. In VF contract factories, formal grievance mechanisms should be in place and every reasonable effort should be made to maintain the confidentiality of the grievance. Grievance mechanisms should provide access to effective remedies and include a follow-up process after the outcome of the grievance mechanism to stop any violative behavior. Facilities should have trained staff that implement procedures for investigating, monitoring and tracking grievances.



VF expects facilities to prohibit retaliation against employees who report a concern in good faith or participate in an internal investigation. Employees who retaliate against another employee for a good-faith report of discrimination or harassment, for participating in an investigation, or for engaging in other protected activity, should be subject to disciplinary action, up to and including discharge from employment, by the facility management.

Facilities should post information regarding complaint mechanisms in a public space, including information detailing where a victim can lodge a complaint outside of the company, for example, through the relevant country legal framework.

VF has no tolerance for the inaction of responsible parties at its contract facilities in responding to cases of violence and harassment and no tolerance for repeated failure at these facilities to prevent and address violence and harassment in the workplace.

There are certain forms of gender-based violence, such as domestic violence or sexual violence, that can occur outside the workplace but impact employees in the workplace. VF encourages its facilities to support workers to report domestic violence and provide them access to existing support services.

Dissemination and Training

VF will disseminate this Commitment to relevant VF employees and contract facilities. VF contract facilities are expected to provide training to employees regarding policies and procedures to identify, prevent, and remediate violence and harassment, including GBVH. It is the responsibility of each facility to provide resources and training to create awareness of applicable policies regarding violence, discrimination and harassment.

Monitoring and Evaluation

VF Corporation recognizes the importance of monitoring this Commitment and will monitor compliance through internal standard operating procedures and through standard compliance procedures conducted with our suppliers. Suppliers will be expected to report on compliance with this Commitment. VF will periodically evaluate the efficacy of this Commitment and consider enhancements as determined to be appropriate.

Ethics Helpline

We believe this Commitment will help us build a thriving, productive workforce within our industry.



VF maintains an Ethics Helpline, available to all our stakeholders, 24 hours per day, seven days per week, in over 150 countries and every country where VF associates live and work. While, as noted above, VF expects that contract facilities have formal grievance processes in place to quickly, thoroughly and fairly investigate any reports of violence and harassment and provide access to effective remedies, VF's Ethics Helpline is available as an additional reporting avenue when there is a breakdown in a specific facility's grievance processes or a concern is raised relating to VF associates, operations, or products. In such instances, we welcome input from all stakeholders, especially the workers throughout our supply chain.