



VF Corporation Policy on Cotton Fiber Sourcing

Recognizing the complexity of the global cotton journey, and the challenges of enforcing human rights commitments throughout the supply chain, many governments around the world have taken action through imposing economic sanctions measures or other restrictions under the Export Controls and Sanctions Rules on all imported goods that may have been produced, wholly or in part, by forced labor. Internal controls are established to comply with these laws, and additionally, prohibit sourcing of goods where the money generated may be used to fund extremists' activities. Therefore, to uphold compliance to legal requirements and our commitment to responsible sourcing, VF Corporation's Policy on Cotton Fiber Sourcing strictly prohibits the use of cotton grown in:

- Syria
- Turkmenistan
- Uzbekistan
- Xinjiang Uyghur Autonomous Region ("XUAR")

VF acknowledges the complexity of the global cotton supply chain and recognizes the challenges suppliers face when tracking the cotton origin and flow through each stage of their cotton supply chain. Nevertheless, we require suppliers to follow the steps below to ensure that no cotton from these countries or regions is used in the production of VF Corporation's or VF brands' products.

1. Sub-supplier Disclosure – All product suppliers to VF shall maintain a record of all suppliers involved in the cotton supply chain for products manufactured for VF, including weaving, knitting, dyeing, finishing, and yarn spinning operations. VF also requires suppliers to, where possible, maintain a record of cotton fiber suppliers in their cotton supply chain, which may include cotton traders, cotton gins, cotton conglomerates or other associations.

2. Process - All suppliers and sub-suppliers to VF shall implement a protocol to document (a) the origin of all incoming cotton-based material, (b) the destination of the corresponding outgoing material, and (c) the connection linking incoming raw materials and export products.

3. Documentation - Suppliers and sub-suppliers shall maintain the following documents, for a minimum of five years, verifying the country or region of origin for all cotton fiber used in the production of VF Corporation's or VF brands' products:

- Executed declarations from all sub-suppliers of cotton-based materials declaring no cotton from Uzbekistan, Turkmenistan, Syria or XUAR is used in the manufacture of VF products or raw materials used to manufacture VF products;
- Documentation supporting the processes outlined in Step No. 2 above;
- Invoices and Purchase Orders for lint cotton, cotton yarn and fabric; and,
- Country of Origin certificates and/or Bills of Lading with country or region of origin information for lint cotton.

4. Assessment - VF or its designated third party may at any time audit our suppliers' or sub-suppliers' adherence to this policy. Audits may include documentation requests, onsite assessments, or other activities deemed necessary to validate adherence to this policy.

Suppliers are required to certify, to the best of their ability, that production of VF Corporation's or VF brands' products at any of their respective operational facilities do not utilize cotton originating from Uzbekistan, Turkmenistan, Syria or XUAR. Suppliers must also certify that they comply with Steps No. 1-4 above.



Violation of this cotton policy by VF suppliers may result in disciplinary action by VF, including up to termination of the business relationship.