



VF Forced Labor Public Statement

VF is dedicated to operating our business with the highest levels of ethics and integrity, and we strive to lead by example with our socially and environmentally responsible actions. As a purpose-led enterprise, we will continue to leverage the strength of our business and passion of our employees to serve others.

VF's [Modern Slavery Statement](#), [Responsible Recruitment & Anti-Forced Labor Commitment](#), [Code of Business Conduct](#) and [Terms of Engagement](#) reflect our commitment to protecting human rights. All VF suppliers and contract factories must adhere to our Terms of Engagement, including our [Human Rights Commitment](#) and our detailed [Global Compliance Principles](#), which prohibit forced labor.

VF's robust traceability enables us to gain deep visibility within our supply chain and to identify areas needing attention or improvement. We continuously elevate supply chain transparency and have enhanced our cotton traceability efforts to better identify third-party suppliers and sub-suppliers of cotton fiber. Just this year, we announced our new traceability mapping data that provides even greater transparency within multiple tiers of our supply chain. We now publish traceability data for all Tier 1, subcontractor, nominated Tier 2, and a significant portion of our Tier 3 and Tier 4 suppliers online. We are confident that VF's actions, supported by our robust traceability program, are among the most diligent in our industry.

We have ended, and will continue to end, business relationships with any company that refuses to remediate human rights violations when they occur. In addition, as a global organization we comply with all applicable laws and regulations applicable to VF everywhere in the world, including those laws that may dictate supply chain activities.

We remain deeply committed to eradicating forced labor in global apparel supply chains and are confident our actions undertaken to lead this effort across the industry have made a difference. Equally, we know there is much more to do, and we cannot do it alone. We believe comprehensive and sustainable solutions require commitment and cooperation across our industry, along with civil society and governments, and remain ready and willing to engage to drive even more progress to eradicate forced labor wherever it may occur.
