



Inclusion, Diversity, Equity and Action at VF

VF Corporation, and its subsidiaries and affiliates, including but not limited to VF Outdoor, LLC and VF Services, LLC (“VF”) is fully committed to both continue and expand our actions to support diversity, equity, and inclusion in all we do. That includes all aspects of our business, from how we operate to how we engage with our consumers and how we build and utilize our workforce.

Creating and retaining a diverse, inclusive workplace is a strategic business priority that supports and invites creativity, fairness, development and connection to those we serve across the regions we operate in. We believe in utilizing diverse talent throughout our organization, recruiting for diversity, and developing motivated employees no matter what their gender identity, race, ethnicity, sexual orientation, ability and any other demographics. This world we live in is quite diverse and we want to use that diversity to make our company, the regions we operate in and our world better.

We also believe in the importance of inclusion and equity. In our workforce, we want our employees to feel comfortable no matter what their demographics. That means respect and engagement irrespective of racial, ethnic, gender identity, ability and other differences. With respect to equity, we strongly believe a diverse organization maintains compliance with the law and seeks to ensure fairness in areas such as compensation, benefits and opportunities. Diversity, equity and inclusion together result in a better and stronger organization.

Our overall desire is to use diversity, equity and inclusion to improve the effectiveness and success of our organization. We intend to achieve those broad goals by increasing representation of under-represented groups in areas where those groups are not sufficient in numbers, including at the leadership level. While some companies have set very broad targets in recruiting, our goals are more specific. Specifically, our goals consider the makeup of our geographical areas, the availability of qualified employees and our desire to increase diversity overall. We will seek to meet our goals not by quotas or mandatory preferences but by broadening our recruiting methods and our recruiting sources, and by continuing development of a diverse group of qualified employees for potential promotion to leadership and other positions.

To be clear, our targets are desired outcomes—we do not have mandatory quotas, nor do we ignore required qualifications. What we do intend to change is how and where we recruit as the basis for achieving our desired outcomes as well as providing developmental opportunities for people who historically may not have had the chance to be part of such opportunities.

Please join us on this journey towards a better company and a better world. We will engage with you and respect you and others, no matter race, gender identity, sexual orientation, ability, religion, age or other such factors. We hope you will do the same.