



## VF's Child Rights Commitment

### OUR APPROACH TO CHILD RIGHTS

We champion the rights of everyone our business touches, including the children and youth who depend on employees and workers across VF's value chain, use VF products, and live in the communities where VF operates. We recognize that children are especially vulnerable to business-related human rights impacts due to their ongoing physical and psychological development. Aligned with our [Human Rights Policy](#), we are committed to dedicating additional attention to children that is responsive to these vulnerabilities.

#### Aligning with Global Standards

We are committed to respecting the rights of children, defined as persons under the age of 18, enshrined in the [UN Convention on the Rights of the Child](#). We seek to avoid causing or contributing to adverse child rights impacts through our own actions and strive to prevent or mitigate adverse child rights impacts potentially linked to our operations or products. We conduct ongoing human rights due diligence, inclusive of child rights risk assessments, in alignment with the UN Guiding Principles for Business and Human Rights (UNGP), the OECD Guidelines for Multinational Enterprises, as well as the [Children's Rights and Business Principles](#). We commit to promoting the rights and dignity of children and collaborating with NGOs and other stakeholders to combat factors that compromise children's rights, including child labor and beyond.

### OUR COMMITMENTS TO CHILDREN

We are dedicated to conducting business responsibly and in a way that respects children. Guided by the Children's Rights & Business Principles. We are committed to:

- Ensuring our products are safe for children
- Using marketing and advertising that respect and support children's rights
- Promoting the well-being of children of associates
- Contributing to the elimination of child labor
- Protecting the safety of children in all business activities and facilities
- Providing decent work for all our workers, parents, and caregivers

### OUR CHILD AND YOUTH CONSUMERS

#### Ensuring Safe Products

We provide tools and guidance through VF's Product Safety Manual for our brand teams to design, manufacture and deliver safe products for our consumers. Using our proactive Product Safety Review processes, we look for potential hazards from use or misuse to mitigate potential safety risks. VF products are designed, produced and tested in line with applicable national and international standards and laws as well as VF product standards. Our consumers are informed of the appropriate way to use products to protect children from harm, and of associated child safety



risks with clear product labels that enable them to make informed decisions. Our product labels also disclose relevant information about the [key materials](#) used to make our products. If a consumer, caregiver, or any other stakeholder has a concern about the safety of our products they are encouraged to report this through our brands' customer service channels.

## **Responsible Marketing and Advertising Practices**

We are committed to responsible business practices including our marketing activities and their potential effects on children's rights. Foundational to this commitment is respect for children's right to privacy, detailed in our [Consumer Privacy Statement](#) which is reviewed annually. We comply with applicable privacy laws, including the EU General Data Protection Regulation (EU GDPR), the United States' Children's Online Privacy Protection Act (COPPA), and the California Consumer Privacy Act. We do not intentionally collect personal information from children under 16 and we do not knowingly target children under 16 with online behavioral advertising.

We also ensure that how we represent children in our marketing materials is age appropriate. In the limited cases where VF brands use child models, guardian signatures are required for their participation and for the use of resulting marketing materials. We strive to represent children in ways that promote safety, well-being, and inclusion, which includes providing our marketing teams with tools to help ensure that children are regarded as equal stakeholders in our marketing campaigns. Our marketing materials and marketing activities that involve the collection or use of personal information (for personalized advertising) are reviewed for legal compliance.

## **Children of Our Associates**

One of our largest child stakeholder groups is children of VF associates who work in our corporate offices, brand retail locations, and distribution centers. We are committed to providing decent working conditions for all VF associates that include family friendly policies for parents, caregivers and youth. VF is committed to leading with a people-focused approach and providing flexibility to associates to support their well-being both inside and outside work. We offer an array of resources to support our associates' health and wellbeing. For U.S. based associates, we offer benefits, resources, and services to support parents and families in a variety of ways which can include paid parental leave, access to back-up childcare, adoption assistance, and medical plans that offer healthy pregnancy support to moms and babies. We continue to expand our Employee Assistance Program (EAP) globally which offers counseling, legal and financial consultation, and crisis intervention services to all our associates and their dependents.

## **CHILDREN IMPACTED BY OUR SUPPLY CHAIN**

### **Working Conditions**

The conditions parents experience at work can directly affect the health, development, and well-being of their children. Reasonable hours and sufficient wages empower parents to provide the care,



attention, and resources their children need to thrive. They also help to prevent child labor.<sup>1</sup> Our [Global Compliance Principles](#) detail our expectations for those with whom we do business, including detailed requirements regarding ethical treatment of workers. More information on how we implement these principles and support children in our value chain can be found on our [Worker Wellbeing Page](#).

## Child Labor

We believe children belong in schools, not at work. We are committed to the [ILO Convention 138: Minimum Age Convention](#) and [ILO Convention 182: Prohibition of the Worst Forms of Child Labour](#). Our Global Compliance Principles and Facility Guidelines govern the expectations for VF Authorized Facilities (Tier 1, nominated Tier 2, subcontractors and licensee factories) and all VF requirements are expected to be cascaded through the supply chains of VF Authorized Facilities. All factories are required to comply with all legal requirements related to working age and have their own child labor policies. Further, no children below 15 years of age, or under the age for completing compulsory education in the country of manufacture, whichever is higher, can be employed in a VF Authorized Facility, even where it is permitted by law.<sup>2</sup> Furthermore all VF Authorized Facilities must observe all legal requirements for work for workers under 18 years of age, particularly those pertaining to hours of work and working conditions.

Prevention of child labor is key to protecting child rights. The ILO states that children work because their survival and that of their families depend on it and because of inadequacies and weaknesses in national education systems<sup>3</sup>. To address the root causes of child labor, VF has [pledged](#) through the UN's 2021 [International Year for the Elimination of Child Labour](#) to enhance, respect, and promote child rights throughout our value chain. We are committed to preventing child labor through continued due diligence and risk assessments, enhanced training of associates and vendors, meanwhile addressing root causes of child labor through investments in our Worker and Community Development program and strengthening our focus on child rights in our supply chain activities.

We partnered with the Centre for Child Rights and Business, a global leader on child rights in supply chains, to strengthen our child labor procedures. If a case involving child labor is discovered in our supply chain, we engage experts from the Center for Child Rights and Business and other NGO partners. We work with our partners to remediate the situation promptly and effectively. After first making sure the child is safe and removing them from the workplace, the supplier factory and VF will develop a remediation plan that is child centric. Depending on the needs of the child, a plan may include a monetary stipend, equal to the national or local minimum wage, to be paid to the family to cover future lost wages, additional financial support related to tuition, uniforms, or supplies to enable the underage worker to return to school, an agreement to rehire the underage worker when they reach

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<sup>1</sup> UNICEF, [Children's Rights in the Garment & Footwear Supply Chain: A Practical Tool for Integrating Children's Rights into Responsible Sourcing Frameworks](#) (2020)

<sup>2</sup> The ILO defines Child Labor as work that deprives children of their childhood, their potential, and their dignity, and that is harmful to physical and mental development. According to the ILO, the minimum age for any employee is 15 or the minimum school leaving age, whichever is the oldest.

<sup>3</sup> [https://www.ilo.org/moscow/areas-of-work/child-labour/WCMS\\_248984/lang--en/index.htm](https://www.ilo.org/moscow/areas-of-work/child-labour/WCMS_248984/lang--en/index.htm)



the legal working age, and a return of cost of transportation incurred by the child and family to return to original place of residence if applicable.

We recognize that there is work ahead to strengthen capacity beyond our Tier 1 suppliers. As we continue to evolve our child rights strategy, we are committed to increased due diligence and visibility into VF's upstream supply chain.

### **Security Arrangements and Protection of Children in Facilities**

Companies are expected to be especially diligent in the arrangements they make for corporate security. We respect and support children's rights in security arrangements and prohibit the recruitment or use of children under the legal working age in security arrangements, either directly or indirectly through security providers.

A juvenile worker is someone under the age of 18, but above the minimum legal working age. Juvenile workers are entitled to basic labor rights stipulated in applicable laws and regulations, as well as additional provisions targeted at protecting the best interests of juvenile workers. VF Authorized Facilities must observe all legal requirements for work for workers under 18 years of age, particularly those pertaining to hours of work and working conditions.

## **CHILDREN IN OUR COMMUNITIES**

### **Environment & Land Rights**

We respect and support children's rights in relation to the environment and to land acquisition and use. Our [Forest Derived Materials Policy](#) communicates our commitments to responsible use of raw materials. This policy addresses risks related to loss of rights for indigenous people and local communities, including children as a vulnerable group.

### **Emergency Protection**

We recognize that children can be disproportionately impacted by emergencies. We often respond to natural disasters, health crises, and other events that happen in the communities where our associates and supply chain workers live through the VF Foundation.

## **ADVANCING RESPECT FOR CHILD RIGHTS**

We recognize children are both rights holders and stakeholders that are important to our business. This commitment outlines the various ways we work to protect the rights of children and describes our journey so far to mitigate potential risks. We are committed to engaging with civil society, human rights organizations and human rights defenders, child rights organizations, governments, consumers, employees, suppliers, and supply chain workers on minimizing negative business impacts on children in our industry.