



VF Corporation is pleased to submit the following response to the first-ever Corporate Human Rights Benchmark (CHRB). Conducting business with high standards is non-negotiable at VF. We recognize and accept our responsibility to be a catalyst for continuous, positive improvements throughout our value chain and across our industry. Our CHRB response reflects this core belief.

VF has more than 116 years of manufacturing experience. Our global supply chain produces about 1.3 million apparel, footwear and accessory products every day. These products are made by 30,000 VF associates in our 30 owned and operated factories and by hundreds of thousands workers in approximately 2,000 contract factories across 60 countries.

In 1996 VF introduced our Global Compliance Principles, a set of mandates for every factory producing products for VF and our brands. Through this program, our sourcing partners must ensure that all workers are guaranteed certain essential rights: the right to fair compensation; the right to associate freely and bargain collectively; the right to work free from discrimination and harassment; and the right to a safe, clean workplace. VF's Global Compliance Program has helped to improve working conditions in our supplier factories around the world. Today, we are building on this strong foundation with our Responsible Sourcing initiative. Both programs are explained further in our response.

We have more work to do. Just as we have done since our company was founded in 1899, we will continue to implement human rights and supply chain initiatives across our company on a scale that establishes sustainable, ethical improvements as the norm, not the exception. And we will activate this commitment with resources, collaboration and creativity to drive meaningful and measureable progress and improvement.

We welcome your assessment and will use your feedback as a roadmap for further progress.

Sincerely,

Letitia Webster
Vice President, Global Sustainability & Responsibility, VF Corporation

A handwritten signature in black ink that reads 'Letitia Webster'.

Sean Cady
Vice President, Global Responsible Sourcing, VF Corporation

A handwritten signature in blue ink that reads 'Sean Cady'.