



Violence-Free Workplace

VF Corporation Human Resources

Policy and Procedure

Revision Date: April 6, 2016

VF is committed to preventing workplace violence and providing a safe work environment. Any acts of actual or threatened violence ("Violence") in the workplace are strictly prohibited.

Associates may not engage in fighting, "horseplay," or similar other conduct that may endanger others. Violent conduct that harms, threatens, intimidates, harasses, or coerces another associate, customer, vendor, or others, whether on or off Company property (as defined below), and whether during work hours or non-work hours, will not be tolerated.

Associates are prohibited from using or possessing weapons on Company property or during their work hours, unless specifically allowed by applicable state or local law. Weapons include, but are not limited to, firearms, explosives, stun guns, knives, clubs, blackjacks, and other objects that could cause injury or death. Company property includes, but is not limited to, buildings and such surrounding areas as sidewalks, walkways, driveways, and parking lots under VF's ownership or control.

Associates must immediately report any act of violence to their manager, HR Business Partner, and/or one or more of the other members of management or resources identified in VF's open door policy. This duty to report includes threats by associates, customers, vendors, or others.

Associates must immediately report any suspicious individual or suspicious activity to their manager, HR Business Partner, and/or one or more of the other members of management or resources identified in [VF's Open Door policy](#).

A manager or HR Business Partner who receives a report of violence or suspicious activity must promptly and thoroughly investigate the report. VF will make reasonable efforts to maintain the confidentiality of the investigation to the extent practicable and within the bounds of applicable laws. In order to maintain workplace safety and the integrity of its investigation, VF may suspend associates, either with or without pay, pending investigation. Associates who engage in violence or other conduct in violation of this policy will be subject to disciplinary action, up to and including termination of

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employment. Non-VF associates who violate this policy may be barred from VF's premises and/or prosecuted.

VF encourages associates to bring disputes to the attention of their manager, HR Business Partner, and/or one or more of the other members of management or resources identified in VF's open door policy. VF is eager to assist in the resolution of associate disputes, before the situation escalates into potential violence, and will not discipline associates for raising concerns in good faith.

Associates should immediately inform their supervisor and/or HR Business Partner of any restraining or stay-away orders covering the workplace. VF is committed to supporting victims of domestic and/or intimate partner violence by providing referrals to Employee Assistance Program (EAP) resources and by granting leave in accordance with applicable law.

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