







RESPONSIBLE SOURCING

VF Corporation is one of the largest apparel and footwear companies in the world, with more than 30 brands, 59,000 associates, and operations in more than 150 countries. We source products from more than 2,000 contractor factories around the globe. With this scale comes the responsibility and opportunity to lead our industry toward a better future.

That is why we created our Responsible Sourcing program, an initiative that ensures our contract suppliers are operating with the same high standards we set for ourselves.

The objectives of VF's Responsible Sourcing program are to:

-  Maintain safe and healthy environments for all workers
-  Manufacture products and source raw materials responsibly and ethically
-  Reduce the environmental impact of our business
-  Improve the standard of living for all workers who make our products

“VF's Responsible Sourcing program helps us make certain that our products are made in factories that are safe for workers, protective of the environment and helping to enhance their communities through positive actions that improve the quality of life locally. This is how VF operates; we expect all suppliers to do the same.”

TOM GLASER
President,
Supply Chain

Founded in 1899 as the Reading Glove and Mitten Manufacturing Company, VF has been manufacturing textiles for more than 115 years. During this time, we have developed unrivaled manufacturing expertise built on integrity, an emphasis on worker interests and safety, and respect for the environment and our communities.

Today, VF owns and operates 30 manufacturing facilities and sources from more than 2,000 contractor factories around the world. With this unique industry approach to owned manufacturing, VF has the distinctive opportunity to leverage our manufacturing successes across our supply chain. By enhancing supply chain collaboration, we will drive improved practices benefiting workers, factory performance, the environment, the communities where we operate, and the consumers who buy our products.

To guide this collaborative improvement process throughout our global supply chain, we have created VF's Responsible Sourcing Program, an initiative that evolves our supplier relationships through the sharing of VF's manufacturing best practices and know-how.

There are four key elements to VF's Responsible Sourcing program:

1. **Putting Workers' Well-being First:** ensuring workers' lives are protected through critical life safety and compliance support.
2. **Raw Material Traceability and Stewardship:** building material-flow transparency to ensure ethical raw material sourcing practices.
3. **Environmental and Social Sustainability:** positively impacting people and the planet with a measurement-based approach to guide decisions.
4. **Sustainable Living Environments:** providing access to health, nutrition and clean water services to enrich workers' lives.

Through Responsible Sourcing, VF positively transforms the buyer/supplier relationship to a true business partnership focused on collaboration and mutual success. Our expectation is that our partners share our core values and meet our high standards to achieve an accepted compliance designation.

VF's history as a leader in manufacturing and sourcing is storied. The Responsible Sourcing program begins another chapter that leads us, together with our sourcing business partners, into a more sustainable future.

Sincerely,



Eric C. Wiseman
Chairman, President and Chief Executive Officer



“The Ideal Plant Model enables VF to incorporate a stringent compliance program into every factory where we do business globally. We invest in the tools, training and technologies to maintain the highest standards of operation and help factory owners make continuous improvements in factory performance.”

TOM NELSON
Vice President,
Global Product Supply

Worker Well-Being

ENSURING SAFE AND HEALTHY WORKPLACES

VF partners with numerous suppliers around the world to create innovative and compelling products that delight millions of consumers. Before any supplier can do business with us, they undergo a rigorous compliance audit process that goes far beyond a simple check-the-box exercise.

VF’s audit team interviews workers, reviews supplier records and conducts thorough on-site inspections throughout all areas of factory operations, including production floors, kitchens and associate lodging (where it exists) to make sure workers are treated fairly.

VF’s Sustainable Operations team provides post-audit assistance to factory owners to help them address issues of non-compliance and develop plans to continuously improve operational performance.

What Makes VF Different? **OUR IDEAL PLANT MODEL PROGRAM**

VF owns 30 factories around the world that produce millions of products annually. Each factory operates under VF’s Ideal Plant Model (IPM) program, a comprehensive set of guidelines designed to provide the safest, cleanest and most comfortable working environments in the industry.

Introduced in 1993, the IPM enables us to enforce health and safety criteria that exceed local laws and requirements. We apply U.S. Occupational Safety and Health Administration (OSHA) standards and the National Fire Protection Association (NFPA) Life Safety Code® in every VF facility, including locations where such standards are lower or nonexistent.

Product Stewardship and Raw Material Traceability

STANDING BEHIND THE QUALITY AND SAFETY OF OUR PRODUCTS

Creating quality products that are safe for consumers and do not cause negative environmental impacts is an imperative at VF. We leverage our raw materials knowledge to develop great products while ensuring the impacts of our raw materials are understood and managed.

Our global supply chain is complex, and the numerous stages to bring each material from its origin to a final product only adds to that complexity. Our traceability efforts allow us to map the paths that various materials take to reach their point of entry into our supply chain. This knowledge enables us to continually identify ways to improve our sourcing and management of raw materials.

What Makes VF Different? **OUR CHEM-IQSM PROGRAM**

Our innovative chemicals management program, CHEM-IQSM, sets VF apart in the apparel industry. Instead of analyzing products for the presence of harmful chemicals after production, CHEM-IQSM aims to prevent such chemicals from entering the supply chain in the first place.

VF’s suppliers have found the CHEM-IQSM program simple to use and cost effective. It provides actionable information at the factory level, allowing manufacturers and others throughout the supply chain to operate with confidence.



“VF strives to provide consumers with the safest products while reducing the potential negative impacts on workers and the environment. One way we do this is through our CHEM-IQSM program, which helps us remove unwanted chemical substances from our supply chain before they reach a factory. With the vision of a simple pH strip, VF was able to innovate a practical and scalable screening solution that has proven to be effective.”

SEAN CADY
Vice President, Global
Responsible Sourcing



“Sustainable business practices influence everything we do at VF, from how we develop new products, to how we manufacture and distribute items. It’s not only good for our employees, consumers and the environment – it’s also good business.”

LETITIA WEBSTER
Senior Director,
Global Corporate Sustainability

Sustainability

MINIMIZING OUR ENVIRONMENTAL IMPACTS

At VF, we are serious about sustainability. Our global sustainability team has established goals and outlined strategies to continually measure our environmental footprint and reduce our impact.

In our supply chain, we diligently focus reduction efforts in three sustainability categories: energy, waste and water. Our water standards ensure that the water quality at our facilities and supplier factories does not harm the environment. In addition, VF has a leading energy-efficiency program whereby we guide our key suppliers in reducing their energy use, thus reducing costs.

What Makes VF Different?

OUR ADOPTION OF THE HIGG INDEX

The Higg Index is a tool that will enable the industry – as well as consumers and customers – to compare similar products against a standard set of environmental and social criteria. Similar to food nutrition labels, the Higg Index provides transparency into water, energy and chemical use in apparel products. It was created by the Sustainable Apparel Coalition (SAC), of which VF is a founding member. VF has adopted the Higg Index across our entire supply chain to consistently measure the environmental performance of our suppliers and drive meaningful sustainability improvements.

Sustainable Living Environments

ENRICHING WORKERS’ LIVES OUTSIDE THE WORKPLACE

VF believes every person should have access to clean water, nutritional food, adequate housing, affordable healthcare, and opportunities for education. We are committed to helping improve the lives of workers’ and their families where their ability to secure these basic needs may be challenged.

Supplier factories may be located in regions of the world where these items and services are not always accessible. Through Responsible Sourcing, we conduct ongoing needs assessments to confirm that workers’ needs are met. Should gaps exist, VF works in collaboration with the supplier and appropriate local organizations to determine how improvements can be made.

What Makes VF Different?

OUR ACTIVE SUPPORT OF HERhealth AND HERfinance

HERhealth helps to improve the health-related knowledge and behaviors, and access to health services and products, for low-income working women in garment, footwear, houseware, agricultural and horticulture sectors. HERfinance builds the financial capability of low-income employees in global supply chains by delivering workplace-based financial education programs and connecting factory employees to appropriate financial services.



“At VF, we are proud of the role we play in supporting workers’ ability to meet their needs and improve their quality of life. Everyone should have opportunities to continually make their lives, and the lives of their family members, better each and every day.”

PETER HIGGINS
Director,
Sustainable Operations

VF: BY THE NUMBERS



Founded in
1899



Produces more than
500 million
items annually

NAUTICA

NAPAPIJRI

Lee

VANS

kipling

Timberland

More than
30
lifestyle brands

THE NORTH FACE

lucy

REEF

Wrangler

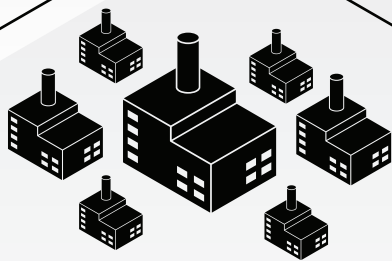


Products sold in more than
47,000 retailers and
1,400+ retail locations
owned and
operated by VF



More than **59,000**
employees across more
than **70** countries

VF'S GLOBAL SUPPLY CHAIN: BY THE NUMBERS



2,000+ contractor facilities
and **30** owned manufacturing
facilities globally



32
distribution centers
globally



80+ containers
shipped every day



VF uses approximately **1%**
of the world's cotton
yield annually



World's largest
maker of jeans



Largest garment
producer in Mexico and
Central America



Largest footwear
producer in the
Caribbean



29,500
associates working
in VF's supply chain