



March 11, 2022

Alysha Khambay
Business and Human Rights Resource Centre
2-8 Scrutton Street, 2nd floor
London
EC2A 4RT
United Kingdom

Dear Ms. Khambay,

Thank you for your March 8, 2022 communication regarding the payment of wages/variable dearness allowances (VDA) in Karnataka, India.

VF takes this situation very seriously. Accordingly, over the last few months, we communicated to all Karnataka suppliers our expectation that they comply with the local law, inclusive of the April 2020 VDA increase, and all owed arrears. We are pleased to share that as of March 4, 2022, all of our factories have paid or committed to pay their workers the full minimum wage and all arrears. For more details, you can see the full table of Karnataka suppliers on the WRC website [here](#).

As previously stated, all suppliers working with VF must adhere to our [Global Compliance Principles](#) included in our [Terms of Engagement](#). These principles outline our expectations for how every business partner and supplier behaves and treats their workers. VF's Global Compliance Principles state that "VF Authorized Facilities must fully comply with all applicable local, state, federal, national, and international laws, rules and regulations including those relating to wages, hours, employment, labor, health and safety, the environment, immigration and the apparel and footwear industry." Failure to comply with minimum wage laws anywhere in the world is a critical violation of our standards and could lead to termination of business.

We are pleased with the resolution of this case on behalf of the workers and remain happy to answer any further questions you may have on this matter.

Sincerely,

A handwritten signature in black ink, appearing to read 'Peter Higgins'.

Peter Higgins
Vice President
Global Responsible Sourcing