



September 9, 2022

Mayisha Begum  
Business and Human Rights Resource Centre  
2-8 Scrutton Street, 2<sup>nd</sup> floor  
London  
EC2A 4RT  
United Kingdom

Dear Ms. Begum,

Thank you for reaching out. VF Corporation is dedicated to operating our business with the highest levels of ethics and integrity, and we strive to lead by example with our socially and environmentally responsible actions. We have ended, and will continue to end, business relationships with any company that refuses to remediate human rights violations.

VF's [Modern Slavery Statement](#), [Responsible Recruitment & Anti-Forced Labor Commitment](#), [Code of Business Conduct](#) and [Terms of Engagement](#) reflect our commitment to protecting human rights. All VF suppliers and contract factories globally must adhere to our Terms of Engagement, including our [Human Rights Commitment](#) and our [Global Compliance Principles](#), which prohibit forced labor. VF's [Policy on Cotton Fiber Sourcing](#) specifies our global requirements regarding cotton origins.

VF works hard to comply with the law everywhere we do business and we have a strong legal compliance program. We have taken additional steps to support global compliance with recent U.S. Government actions regarding forced labor, including the UFLPA. VF's robust supply chain traceability enables us to gain deep visibility within our supply chain and supports our efforts to verify compliance with our policies and trade regulations.

Thank you again for reaching out and we are happy to answer any further questions.

Sincerely,  
Ashley McCormack  
Senior Manager, Stakeholder Engagement