**CHRB Public Disclosures**

**A.2.2**

Our VP of Global Corporate Sustainability presents annually to the Board of Directors. During the most recent presentation, human rights was a topic of conversation. Our VP shared with the BOD that we have assembled a Human Rights Working Group and identified our five salient human rights issues. The future roadmap forward for human rights was discussed as well as details on additional work currently being conducted in partnership with an outside consulting firm and SHIFT, a leading human rights NGO.

**B.1.2**

Additionally, we have several people involved in protecting human rights at the Senior Manager level or above. VF has two Directors of Responsible Sourcing and their sustainable operations team work to build capacity around health and safety within the factory walls. Through our critical life safety programs which build a fire safety culture that the factories can implement in those types of emergencies. The team also focuses heavily on adequate standard of living issues like environment and waste water concerns which effects the factories and the local communities. Our Worker and Community Development program sits under one of our Directors of Responsible Sourcing. Our worker and community development program which seeks to improve the lives of the workers outside of the factory walls through programs around 1) Access to Clean Water and Sanitation 2) Health and Nutrition and 3) Childcare and Education. Similarly there is a Senior Manager of Government Relations and External Engagement who focuses on stakeholder and rights holder engagements and facilitates the work around VF's future approach to human rights. All three roll up to the VP of Responsible Sourcing who has (along with the team) an inclusion of human rights in their performance plan and include such things as: leading human rights review of how VF's supply chain activities may impact human rights, and delivering a focused approach that elevates (beyond VF's typical compliance approach) VF's comprehensive support of human / worker rights across the supply chain.

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**B.1.8**

We have performed a needs assessment to identify the gaps and human rights risks to factory workers. We have interviewed over 5000 factory workers and affected stakeholders to prioritize our worker and community development implementation strategy. We mapped our supply chain against the greatest risks and have determined

to work on the countries of major intersection to include Cambodia, India, China, Kenya, Bangladesh, Lesotho, Ethiopia. We have also used an outside partner to run our supply chain data against their analysis of hotspots to help define our most salient issues.

**D.2.5.b**

We have signed the Mekong Forced Labor Pledge and are currently engaged with the group in supplier audits in China to understand how we can improve our processes for identifying and responding to forced labor.

Examples of corrective action plans implemented when violations of Principle 3 occur might include requiring the supplier to establish a written policy against forced labor, requiring that a log of accepted overtime be maintained, requiring that a factory keep a copy of relevant orientation materials regarding overtime, requiring that a factory develop a procedure to communicate working hours and limitations, etc.

2016 to 2017 saw a 14% decrease in the identification of Forced Labor findings.

**D.2.5.d**

2016 to 2017 saw a 14% decrease in the identification of Forced Labor findings.

**D.2.7.b**

2016 to 2017 saw a 9% increase in the identification of Health & Safety findings.

**D.2.8.b**

Women's Rights is a component (Principle 10) of the Global Compliance Principles, and as such, is a critical indicator in the identification, selection, and continued partnership of suppliers. When issues might arise in connection with compliance with this principle, as with any other principle, our first step is to seek corrective action. Some of the solutions are simple integrations within the factory walls, such as ensuring the factory has a system in place to track maternity leave, ensuring they have a written and established women's rights policy, requiring harassment training, etc. Additionally, some solutions are more unique and holistic community-based interventions. For further detail, please see below.

2016 to 2017 saw a 14% increase in the identification of Women's Rights findings.

**D.2.9.b**

2016 to 2017 saw a .5% increase in the identification of Hours of Work findings.

**B.2.4**

Our Worker Well-being and Worker & Community Development programs were created as a tool to help bridge the gap between our desire to see factories increase their performance in key areas (including human rights), and a struggle for those factories to make those improvements. When these teams go into factories that have been assessed and evaluated through compliance audits as needing to improve in certain areas, they are evaluating what actions need to be taken to improve the existing situation, are helping to train and implement those actions, and then re-assessing the effectiveness of those actions, in combination with the follow-up audits from compliance teams. In tracking the effectiveness of implemented plans, our WCD teams identify broader lessons that can be learned and shared across the portfolio of factories and unique ways we can make a difference and contribute to the underlying issues a location is struggling with. Examples of those are below:

**C.7**

(https://sustainability.vfc.com/resources/bangladesh-faqs)

In the 2013 tragedy of Rana Plaza, Bangladesh, there were thousands of lives lost. The incident called attention to the desperate need, faced by millions more, for stricter management of health and safety throughout the apparel industry. Though VF had no branded product being made in Rana Plaza at the time, we heard the message loud and clear, and felt a need to step up in response and in defense of our potentially affected stakeholders around the world, and work to prevent other similar tragedies from unfolding. The above link contains a summary of the efforts that have since transpired, including an initial $400,000 donation to the families of victims impacted, and a $50 million commitment to help found The Alliance for Bangladesh Worker Safety and partner with other businesses, NGO's, governments, communities, suppliers and factories, for the improvement of safety for workers in Bangladesh.

(<http://www.bangladeshworkersafety.org/progress-impact/progress-reports>)

**D.2.8.a**

Examples of corrective action plans implemented when violations of Principle 10 is found might include: Ensuring the factory has a written maternity benefits policy,

requiring the factory to post a women's rights policy, requiring a written anti-harassment policy to be posted, etc.

Letitia Webster, Vice President, Sustainability

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